Industrial Relations
organisations
TUCSA
1975 and 1976
South Africa’s Black labour movement sees 1975 as a year in which it will make employers, and the Government, sit up and take notice.

A heading on the list of priorities is a national congress of Black trade unions which could lead to concerted action in areas of common interest.

The major objectives of such a meeting will be:

- The establishment of a national co-ordinating body of Black trade unions
- A decision on whether Black trade unions should join the 200 000-strong (White, Coloured and Indian) Trade Union Council of South Africa individually, as one body, or not at all.

The need for joint discussion along these lines was pointed out by Mrs Lucy Mvubelo, the general secretary of the strongest Black trade union, at TUCSA’s opening its doors to Black membership in September.

“A meeting of Black trade unions on a national basis has become imperative,” says Mr Snoek Sibi

hakane, convener of a meeting which led to the establishment of a coordinating body of Black trade unions in the Transvaal.

While tough and independent Black unions will drive hard for the establishment of a national co-ordinating body, some weaker parallel unions (brought into existence by registered “mother unions” and often dependent on them) are likely to hold back.

At least two or three of these are said to have been threatened with loss of support from their White or Coloured mother unions if they side with a strong national body of Black trade unions.

As for affiliation with TUCSA, the reservations with which Black trade unions greeted TUCSA’s overtures did not bode well.

If the younger and more militant unions decide against affiliation with TUCSA, the more conciliatory unions might follow suit for the sake of a unified Black front.

But the standing of the whole Black labour movement would rise appreciably in the eyes of hesitant employers and politicians if Black unions subjected themselves to the mild disciplines inherent in affiliation to a responsible and respected body of registered trade unions.

One way or the other, more than 50 000 (perhaps now closer to 100 000) Black trade union members are likely to get a forum through which they can advance their cause more forcefully.

This number of Black workers, communicating with their employers through more than 20 unregistered trade unions, compares favourably with an estimated 500 000 Black workers represented on 1 500 liaison and works committees.

Against this background, it might be interesting for instance to examine the “performance” of Mrs Mvubelo’s 23 081-strong National Union of Clothing Workers which seeks official recognition.

Mrs Mvubelo conceded recently that isolated strikes had occurred over the years. But they usually lasted only up to the time when one of her officials arrived to call for a return to work pending negotiations.

Observers of the labour scene are wondering on what grounds the Minister can refuse the plea for full recognition as a trade union by the responsible Black National Union of Clothing Workers, reports SIEGFRIED HANNIG, Labour Reporter.
Most belong to trade unions

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

The South African Society of Bank Officials was established as a White trade union in 1918 because there were only 'Whites' in banking at the time.

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

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

Negotiations

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

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

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

This justifies, if ever to be done — and it makes for happier race relations and working relationships all around.

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

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

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

("...")
Equality for Black unionists

Staff Reporter

The Black trade unions which will join the Trade Union Council of South Africa (Tuca) this year will do so on exactly the same basis as White members, according to Tuca's general secretary, Mr. Arthur Grobbelaar.

Mr. Grobbelaar and Tuca, with its 230,000 White, Coloured and Indian members, had consistently shown that co-operation between different racial groups could be achieved.

"Tuca hopes to further extend this co-operation and improve relations between races through the re-entry of Black unions into its ranks. With care and goodwill it will do much to improve relations between the races," he said.
Africans first for vacant ‘White’ jobs

Labour Correspondent

Coloureds and Indians are being debarred from moving to ‘White’ jobs.

Instead, ‘Africans’ who can be more easily replaced if ever a White wants the job back, are taken on.

Some of the ‘White’-only Right-wing trade unions are blocking Coloured advancement to make way for Africans to enter unfilled ‘White’ jobs.

One of these is the Yeat on Steel Unite, 26,000 strong and represented in 16 industries.

DISCARDED

Yeat on Steel’s general secretary, Mr. Wessel Bornmann, admitted yesterday his union was allowing Africans to take over jobs discarded by ‘upward-moving Whites’ — in preference to Coloureds or Indians.

“This is not because we have anything against the Coloured, but because this way provides better protection for the White worker,” he said.

“When my union must decide whether a Coloured, an Indian or a Bantu should take over a White job, we look at the facts of the case and if it is a low-status job we prefer to give it to a Bantu under temporary exemption until a White becomes available.”

Mr Bornmann conceded that many of these jobs would never again be wanted by Whites, but said: “We are extremely cautious about our labour pattern. We don’t want Whites to be displaced if the economy goes into a decline.”

Mr Bornmann said some White workers were suspicious of Coloureds in their industry. They felt they posed a threat to their jobs.

“Sometimes the White worker is more accustomed to working with the Bantu,” he said. “They did not actually work shoulder-to-shoulder, but the White would have a Bantu labourer with him, and never looked on the Bantu as a threat.”

Yeat on Steel’s outlook contrasts with the Hollermakers’ Society, its Tessa counterpart, which has a Coloured as well as a White member.

The Hollermakers’ aim is to secure jobs for Whites first, then for Coloureds and Indians, and Africans only if other race groups cannot fill them.

In some cases of African advancement job descriptions and titles are revised to avoid the appearance of Africans doing the same jobs as Whites.

Mr Bornmann said that wherever a Black does the same job as a White he is paid at the same rate.

PROTECTS

This protects the Black man, the job, and the White man, too. You can imagine what the employers would do if they could pay lower rates to Africans — they would not take on Whites.

However, in most industries the rate-for-the-job the White unions insist on is the minimum rate. In practice White workers are paid up to twice as much.

So when Blacks take over “White” jobs they are paid as little as half the actual White rate.
Labour Reporter

The Trade Union Council of South Africa has welcomed official publication of the "collective programme" against inflation — a social contract with far-reaching implications.

"I'm pleased it is out in the open so that everybody is aware of what is expected of the people and the Government," said Mr Arthur Grobbelaar, general secretary of TUCSA.

The Government shall have to indicate full support of the tripartite pact among Government, employers and labour before TUCSA considered itself bound by the agreement, he said.

Acceptance of the programme by heads of Government departments represented on the Economic Advisory Council had to be extended to Cabinet level, he explained.

A key measure in Government approval will be the appointment of a Cabinet Minister to head the programme and take responsibility for its implementation," Mr Grobbelaar added.

The chairman of the Economic Advisory Council, Dr P J Reekert, informed TUCSA of the decision to publish the programme following newspaper disclosures.

Apart from early measures to combat inflation by way of expenditure cutbacks in all sectors, wage and price restraint and the boosting of productivity, the tripartite pact provided for far-reaching later measures.

These included education, training and employment of Blacks in more skilled jobs in White areas. An orderly relaxation of policy in these fields should be introduced in consultation between employers and trade unions, the programme added.

TOO SLOW

The feasibility of retaining economic security of the worker in the White areas, while at the same time attempting to remove legal or social impediments in the way of more productive use of Black labour in better paid work in these areas, should also be investigated.

"There is a need for further rationalisation of labour, particularly in those cases where trade unions and employers are setting too slow a pace of adjustment to modern production techniques and technological development."
Labour Reporter

The 200,000-strong Trade Union Council of South Africa has launched an “equal opportunities drive” to combat employment discrimination.

“Let’s clean up our own backyard,” the council says in a detailed guide to its members issued today in booklet form.

It proposes a programme based on educational efforts and backed by case studies and platforms for discussion and sharing of ideas.

The aim is to eliminate “any distinction, exclusion or preference made on the basis of race, colour, sex, religion, political opinion, national extraction or social origin” which upsets equality of opportunity or treatment in employment.

“People are just not enough male White hands to run this country on their own,” the council says. “If the skilled and managerial jobs continue to be monopolised by Whites, the economic growth rate will have to decline and inflation will increase.”

Even if the Coloured population were grouped with Whites, the Black population would still have to do more skilled work to provide more goods and services.

Those prevented from using their talents become disinterested and less efficient in the work they do.

Likewise, those who keep others out of jobs because of race or sex become complacent and lazy, the council adds.

“The continued practice of employment discrimination in South Africa will eventually and certainly lead to social unrest and violence — unless the situation is changed.”
Index-linked wage upheld

We read your leader condemning the index-linking of wages. (The Star, May 12.)

On May 27 TUCSA is sponsoring a panel debate which will show there is a strong body of expert opinion that does not hold your view that index-linking is inflationary.

We feel that index-linking of wages to the consumer price index is anti-inflationary because it eliminates:

● the necessity, with double figure inflation, for wage demands in lieu of future rises in prices;

● the need for anticipatory purchasing by the consumer, or buying now before consumer prices rise even further;

● those strikes caused by inflation, viz where workers’ wages fall behind the rise in consumer prices.

You call on unions to stop merely asking for more money and get together with employers and work out productivity deals.

This implies that all the unions do is ask for more money, which is a gross misrepresentation.

Anybody involved in industrial relations here knows that most unions are constantly involved in negotiations concerning work practices and improving methods of production.

Organised labour finds it hypocritical to hear support for “inflation accounting,” which would give companies some form of automatic compensation, or allowance for inflation, but condemnation of the index-linking of wages, which would give workers compensation for inflation.

Is it correct to assume that your attitude against wage index-linking means that you are also against any form of inflation accounting for companies? And if not, why not?

Robert L Kraft
Economist and Assistant General Secretary of TUCSA.

★ If prices drop inflation accounting reduces the margin of adjustment. If prices come down do COL-indexed wages also get reduced? If not index-linking is obviously inflationary — Editor.
Equal Pay

TUCSA LABOUR MIRROR
JUNE 1978

A major advance towards achieving equal pay between Coloureds and Whites in local government has been made by the Johannesburg Municipal Coloured Employees Union. They were assisted in this move by TUCSA's Head Office.

DETERMINED to achieve equal pay for equal work in the face of City Council resistance, the union declared a dispute, and asked the Minister of Labour to appoint a Conciliation Board.

THEY then approached the TUCSA for assistance and, in some behind the scene moves, the stage was set for further direct negotiation to take place between the union and the City Council.

AFTER some hard bargaining, the union got the council to agree to pay Coloured council employees 80 per cent of what Whites in "comparable" jobs were getting - this to be backdated to July last year - and from July 1 this year 85 per cent of the White rates, rising to 90 per cent when the next general wage review takes place.

THIS agreement applies to Coloureds and Indians in about 14 graded posts, where minimum standards of training or education also applicable to Whites are laid down.

EMPLOYEES in non-graded jobs were given a straight 20 per cent increase backdated to July last year and the council agreed to review all these jobs to ascertain whether or not they should be differently graded and the wage structure altered.

IN spite of the significant gains made, union members let it be known that they regard the agreement as an interim one and that they will continue to press for nothing less than parity with Whites.
AFRICAN MEMBERSHIP - FRANK ANSWER TO GOVERNMENT

THE Secretary for Labour, Mr Ben Lindeque, has made inquiries from TUCSA about its decision to permit the affiliation of African unions - and has received a frank answer.

HE has been told bluntly that if TUCSA decides that an organisation is acceptable for membership, "then the racial composition of the applicant organisation's membership is immaterial."

MR Lindeque wrote to TUCSA about its change in Constitution, allowing for all bona fide trade unions and bona fide federations of trade unions to affiliate instead of as before, restricting membership to unions registered in terms of the Industrial Conciliation Act - which in practice means only unions with White, Coloured or Indian Members.

"THE question has therefore arisen," wrote Mr Lindeque, "as to whether it is now the Council's intention to admit Black trade unions, which you know, are not registerable in terms of the said Act, to membership."

THE letter added, "If this is the case the Department would be glad to be furnished with the names of such unions which may have been enrolled by the Council."

TUCSA replied that as the Constitutional change permitting the affiliation of unregistered unions was only operative from March 31, and that it was too early to give details of any Black unions which may be enrolled.

It stresses however, that the Council was now prepared to admit to membership any bona fide trade union organisation which satisfies TUCSA that it was bona fide and that the race of its membership was immaterial.

Viljoen Asked To Think Again

IN view of the Government's stated intention to remove discriminatory practices, TUCSA has told the Minister of Labour that it is imperative that he reconsider his refusal to remove discriminatory clauses in the Industrial Conciliation Act.

The Secretary for Labour, Mr Lindeque, has informed TUCSA that the Minister has considered the Resolution adopted at its last Annual Conference, calling for the repeal of discriminatory clauses in the I.C Act "but he finds himself unable to support the Council's proposals."

IN reply, TUCSA's National Executive Committee has asked that Mr. Viljoen further consider the whole matter because the position has now arisen that the trade union movement is being discriminated against, since only the trade unions have racially discriminatory clauses in the Act applied to them.

RACIAL prohibitions, TUCSA has pointed out, do not apply to the employer organisations which are also controlled by the I.C Act.

FURTHER anomalies, it was pointed out, had also arisen as a result of the Prime Minister's announcement that Coloureds and Indians were to be appointed to such statutory bodies as the Wage Board and Unemployment Insurance Board, where they would participate in the decision-making processes.

"THE question, then begs to be asked," wrote TUCSA, "why must there be statutory racial discrimination entrenched in so far as the decision-making bodies in the Trade Union organisations are concerned, when both Government and employer bodies are not restricted in this fashion?"

SEEN against the background of the Government's stated intention to remove discrimination, TUCSA said it regarded it as imperative for the Minister to reconsider this matter in a more favourable light and said it would appreciate the views of the Minister and the Department on these points as soon as possible.
Black unionists need voice—ILO

Raymond Whitaker, The Star's London Bureau

GENEVA — The International Labour Organisation should be hearing the voice of the trade union movements inside South Africa — particularly the Black unions — instead of exile movements alone holding the floor.

This is the view of Mr Cyril Plant, one of the members of the TUC delegation which visited South Africa in 1973, and a vice-president of this year's ILO conference.

Although insisting that the ILO should hear from all sections of South Africa's labour spectrum, Mr Plant said he was not advocating observer status for bodies like TUCSA.

When it was pointed out that TUCSA was now open to all race groups — which he described as "a great step forward" — and that the exile South African Congress of Trade Unions (SACTU) had observer status, Mr Plant said "TUCSA doesn't need official recognition."

He added, however, that TUCSA would enhance its reputation if its representatives at the ILO conference came from all race groups.

The only way South African groups would get official recognition at the ILO was through the readmission of the Government.

Mr Andrew Kalambo, head of the Africa section of the International Confederation of Free Trade Unions, said action by South Africa would have to include "full human rights."

The road back, he said, lay along lines of action specified by the report of the Director-General, Mr F Blanchard which calls for South Africa to eradicate discrimination in the economic sphere.

"If these points were met, I believe the ILO could not, in all fairness, fail to readmit South Africa," said Mr Plant.

But he said he was pessimistic about the prospects of South Africa taking necessary action, particularly when it came to recognising African trade unionism.
TUCSA warns White trade unionists

Labour Reporter

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

Mr Steve Schoepers, a senior vice president of the 220,000-strong Trade Union Council of South Africa, said this when replying today to the complete rejection by the president of the White Confederation of Labour (190,000 members); Mr A I Neuwoudt of the Federated Chamber of Industries’ policy statement on Black labour relations.

WELCOMED

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

"TUCSA welcomes the change of heart of employers as represented by the PCL," said Mr Schoepers. "We feel that if we don't start teaching

the Black worker the techniques of collective bargaining now, it may be too late.

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

Mr Neuwoudt rejected the "paternalistic" approach of the PCL.

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

If Black trade unions were to be recognised, they should be "trade unions in the full sense of the word and not at the discretion of the employers," Mr Neuwoudt said.
SA man for labour talks

From Staff Reporter

The International Textile, Garment and Leather Workers Federation has elected Mr Adam Klein, general secretary of the Garment Workers' Union of South Africa, to represent the federation at a seminar for developing countries to be held in Germany from March 8 to March 12.
Union links with Black Africa

Labour Reporter

South Africa's first trade union links with Black Africa may be forged next year when textile, garment and leather workers from developing countries meet in Germany.

Mr Adam Klein, general secretary of the 120,000-strong multiracial Union of South Africa Garment Workers' has been chosen as a delegate to the conference.

"One of the aims is to form an effective regional committee for Africa," Mr Klein said.

"We believe contact with the rest of Africa is vital to us. But we also feel that we have a substantial contribution to make since South Africa accounts for more than half of the 220,000 textile, garment and leather workers on this continent."

The invitation to attend the conference in Germany in March follows harsh criticism by labour leaders here and abroad of the International Textile Garment and Leather Workers Federation's handling of last year's all-Africa conference in Nigeria.

The South African delegation was refused visas by the Nigerian authorities.
Blacks reject union offer

Labour Reporter 24/4/75

A British company's plan to introduce "nonracial" trade unionism in its 12 factories throughout South Africa has been wrecked by trade-union conflict.

Mr. Flemming Heilmann, managing director of Metal Box, confirmed today that company workers of all races in Durban "overwhelmingly rejected" a proposal to join the SA Boilermakers' Society — one of the largest engineering trade unions.

Leaders of the Black Metal and Allied Workers' Union and the Colourful and Indian SA Tin Workers Union said they had called on members among Metal Box staff to vote against the proposal.

Mr. Albertus Joubert, a general secretary of the Black union, pointed out that the SA Boilermakers' Society had made no previous efforts to organise Black workers.

RENEWED

He was disappointed at that union's attitude, he added: "Now that the workers have made their decision, let us hope that the boilermakers will work with us rather than against us."

Mr. D. Thamban, general secretary of the SA Tin Workers' Union, said his union had renewed its representation to Metal Box for trade-union facilities demanded for 13 years.

Mr. Heilmann said company policy and contracts remained unchanged, although no further referenda or other initiatives were planned by the company or the boilermakers at this stage.

The chairman of Metal Box, Mr. B. C. Smithers, reviewed company policy in the annual report compiled the day before the Durban referendum at the end of last month.

It was not to place obstacles in the way of the development and effective recognition of responsible national, non-racial negotiating machinery in which our total labour force can participate be properly
plea to end fish boycott

Staff Reporter

THE Trade Union Council of South Africa (Tusca) yesterday cabled the Australian Council of Trade Unions (Actu) asking it "in the name of humanity" to call off a boycott of South African fish exports.

Tusca sent the cable at the request of a Coloured member union, the Trawler and Line Fishermen's Union, which is concerned about the effect of the boycott on its members.

The cable, from Tusca's general secretary, Mr Arthur Grobbelaar, to the president of Actu, Mr Bob Hawke read:

"Please reconsider the decision of Actu to boycott South African fish products. South African trawler and fishing craft manned almost entirely by Coloured and African peoples. Similar situation exists with labour complement in processing plants.

"Boycott will bring hardship and suffering to racial groups which least deserve to experience harsh treatment from trade unions elsewhere."

"Your type of boycott harms those whom it is supposed to help. In the name of humanity reverse the decision."

Tucsa spells out mine riot causes

By CLIVE EMOND
Labour Correspondent

AT LEAST 80 000 African mineworkers were involved in the sporadic riots and unrest on the mines resulting in 114 deaths over 18 months. This was revealed yesterday in a Tucsa report.

During the period 528 people were injured.

During the period 528 people were injured.

Detailing 30 major incidents, the report underlines several common factors.

The report was sent to the Government commission investigating the disturbances.

It says that of the "conservative estimate" of 80 000 Black miners involved, 11 000 were sent home, many at their own request.

The report says it is impossible to calculate the damage done to South Africa's labour and industrial relations image—nor the degree of irreparable harm done to South Africa's image.

The report lists these several common factors in the disturbances:

- Communication between management and workers was hopelessly inadequate.
- Many of the incidents were clashes between various national groups.
- Some of the most serious incidents resulted from deferred pay.
- Many of the incidents took place on Anglo American mines where Black expectations had been generated by enlightened statements by prominent personalities in the group—but not matched.
- Most disturbances occurred on mines in developing areas away from major cities, and without proper social amenities.

See Page 24
5 groups back Black trade union

Labour Reporter 6/8/75

A group of four trade unions and a workers’ educational organisation have formed an interim committee to prepare the launching of a Black trade union in the commercial trade.

The move follows a call some months ago by ASA-CON for an urgent reappraisal of the Industrial Conciliation Act “with a view to registering and controlling trade unions irrespective of race or complexion.”

At the time, some leading figures in ASA-CON expressed concern about the possibility of different Black trade unions springing up in commerce.

The concerted efforts in the offing promise to allay those fears to a large extent, say observers of the labour scene.

PROMISED

The interim committee represents the White National Union of Distributive Workers and its sister union, the Coloured National Union of Commercial and Allied Workers.

Also included are the former Black Sweet, Food and Allied Workers’ Union of Mr. Seabo Sakhakhane, which already had international affiliation, and the Black Travelers’ Association.

The educational organisation in the Urban Training Project of Johannesburg is one of the bodies promised financial assistance for worker education this year by the British Trades Union Congress.

APPOINTED

A leading Black trade unionist, Mrs. Emama Mashumali, has been appointed interim secretary-organiser of the new Black union.

Mrs. Mashumali, a former member of the national executive of South Africa’s largest Black union, has been a chief shop steward for 12 of the 19 years she has worked as a garment worker in Johannesburg.

In apparent anticipation of the new development, the Sweet, Food and Allied Workers’ Union proposes to change its name to that of the Commercial Catering and Allied Workers’ Union of South Africa.
It was reported in The Star on August 8th that the Street Food and "Allied Workers' Union" proposed to change its name to that of the Commercial, Catering, Inc. and Allied Workers' Union. The Commercial Catering and Allied Workers Union is looking into the possibility of forming a new black union expected to be independent. The Street Food and Allied Workers Union will not change its name, according to its leaders.
Nash warns industry
to pay living wage

EAST LONDON — The East
Cape Coloured Representative Council member, Mr. J.
H. Nash, has called on the
Chamber of Commerce,
Sakeka, the Mayor,
Department of Labour and
the Trade Union Council to
investigate and ensure in-
dustry is paying a
living wage.

Mr. Nash said the time
when firms exploited other
race groups and underpaid
them or discriminated
against them were gone.

They must be kept in
mind that the high cost of living, the
exorbitant rents in the
townships, electricity and
water bills have risen ever in-
creasing rates," he said.

Mr. Nash said he would not
like to see similar strikes as
had happened last year. He
asked industrialists to bear
that in mind.

"It is time TUCSA woke
up and made sure the secre-
ary did some field work to
investigate any exploitation
against employees.

"This should also apply to
the Department of Labour. I
am appealing to all people to
report to me all forms of dis-
crimination practised by any
shop, factory or any kind of
business so that they may be
exposed — even if I have to
fight it at top level," Mr.
Nash said. — DDR.
African union federation

Labour Correspondent

TEN UNIONS representing 28,600 African workers in Johannesburg yesterday met top officials of the Trade Union Council (Tucan) to discuss the feasibility of forming a federation of African trade unions which might affiliate to Tucan.

The meeting held in the offices of the dominant National Union of Clothing Workers, which has 23,000 members, was held to allow Tucan assistant general secretary, Mr Robert Kraft to clarify what means African unions could affiliate to Tucan.

After the meeting Mrs. Lucy Mvubelo, general secretary of the Union of Clothing Workers, said it was clear from what Mr Kraft had told the meeting that a federation of African trade unions could affiliate to Tucan.

She said the full executives of 12 unions would meet to discuss the formation of a federation of unions and whether such a federation should affiliate to Tucan.

The influential Engineering and Allied Workers Union representing 7,000 workers sent apologies to the meeting, as did the African Tobacco Workers Union, representing 300.

Mrs Mvubelo confirmed that there were differences among the 10 unions at yesterday's meeting as to whether a federation of African unions should affiliate to Tucan.

Mrs Mvubelo would favour affiliation to Tucan but a number of people on her executive do not. "My executive has pressed me not to take a stand until we know the situation of the other Black unions," she said.
TUCSA bid on Black unity

Labour Reporter

Ten Black trade unions have taken a first step towards unifying the Black labour movement under the 220 000-strong Trade Union Council of South Africa.

They met two TUCSA representatives who made it clear there was nothing to prevent them joining TUCSA as a federation of Black unions.

"A meeting of the executives of all Black unions on the Rand is being called to thrash out the matter," he said.

Only three Black unions with a total membership of about 75 000 have joined TUCSA, 11 months after the decision to readmit Blacks.

"We, as the largest Black union, do not want to act alone," Mrs Lucy Myubelo, general secretary of the 23 000-strong National Union of Clothing Workers, said after

leaders, she feels the common interests of Black unions call for a unification of the Black labour movement.

"But unlike many she believes a federation of Black unions outside TUCSA is doomed, as demonstrated by the 1966 dissolution of the Federation of Free African Trade Unions. Other Black trade unionists feel that unification is the priority and that the more delicate issue of TUCSA membership should not be pressed.

But continuing confrontation between two Black unions represented at yesterday's meeting, and two registered unions belonging to TUCSA, are complicating the issues. "What is called for is a meeting between TUCSA and the Black labour movement so that we can thrash out our differences to everybody's advantage," Mrs Jane Hlogwane, leader of the 8 000-strong Engineering and Allied Workers said recently.

Observers believe yesterday's discussions were not of the calibre which Mrs Hlogwane envisaged, although they may have helped to clarify the issues.
BLACK WORKERS MEET TO TALK OVER AFFILIATION TO TUCSA

FIVE BLACK trade unions met in Durban today to discuss affiliation to TUCSA — another step in the growing confrontation between Government and unionists over trade union rights for Black workers.

The unions, representing about 20,000 workers, are all members of the Trade Union Advisory Committee and have been in existence since about 1973.

And in Johannesburg this week, representatives from ten Black unions with about 26,000 members, met top Tucsa officials to discuss the feasibility of forming an African trade union federation which might affiliate to Tucsa.

The five Durban unions are: the Furniture and Timber Workers Union; the Chemical Workers Industrial Union; the Transport and General Workers Union; the Metal and Allied Workers Union; and the National Union of Textile Workers.

A sixth member of Tucsa, the Textile Workers Industrial Union, is already affiliated to Tucsa.

The affiliation talks follow warnings by union leaders and opposition spokesmen of industrial chaos in South Africa unless Black workers are given union rights.
The dream on a 21st birthday...

SIEGFRIED HANNIG
The Star's Labour Reporter

Will the unification of Black trade unions under the Trade Union Council of South Africa remain an unrealised dream?

Three Black unions with a membership of not more than 1,500 have joined the council while most Black unions, now claiming a membership of about 80,000, remain undecided.

The eyes of Black trade unions will be riveted on Cape Town next month. The Trade Union Council of South Africa will assemble there for its opening session.

Practically every Black man who can afford it will have a representative at the 21st annual conference of this 220,000 strong organisation.

At this stage it seems that no more than two Blacks will represent the unorganised urban workers as full-blooded delegates.

But the expected larger attendance of Black delegates with full voting and debating rights will hardly be enough.

The way in which these delegates speak and the response of the Country Whites, Coloured and Indian members will be the true test.

A positive attitude among the bulk of the conference might persuade Black unions that their own affiliation to the Council would strengthen their position in the industry.

The Council's constitution expressly forbids interference in the domestic affairs of any member unions. It can only give advice.

And it has done so in great detail on the question of cooperation between registered and unregistered unions in the same industry.

A federation of Black trade unions within the council would be impracticable.

The federation's individual unions would be denied council expertise and facilities.

Any approach for help would have to be made through the federation, with administrative delays.

In addition, federal membership of Black unions would increase the threat of national lay-offs within the council.

"Racial interests would tend to become dominant," Mr Grobbelaar says.

"That is one of the reasons why the Confederation of Labour is breaking up."

"(Clashing interests between federations within the confederation have caused largely on racial issues such as extreme White protectionism.)"

"I don't think that it can work anywhere," Mr Grobbelaar says.

Other men argue that racial division cannot be ruled out altogether even if Black unions join individually and not as a federation.

In the long run close cooperation between registered and unregistered unions of all races is the secret to a strong and united movement.

And the Trade Union Council of South Africa's commitment in this direction will also determine the size of the future Black membership.

Representatives of all sections of the Black labour movement will scrutinise the Council's 21st annual conference for positive proof of such commitment.

The more attendance of Black delegates with full voting and debating rights will be a cause for celebration.

The way in which these delegates speak and the response of the Country Whites, Coloured and Indian members will be the true test.

A positive attitude among the bulk of the conference might persuade Black unions that their own affiliation to the Council would strengthen their position in the industry.

The Council's constitution expressly forbids interference in the domestic affairs of any member unions. It can only give advice.

And it has done so in great detail on the question of cooperation between registered and unregistered unions in the same industry.

A federation of Black trade unions within the council would be impracticable.

The federation's individual unions would be denied council expertise and facilities.

Any approach for help would have to be made through the federation, with administrative delays.

In addition, federal membership of Black unions would increase the threat of national lay-offs within the council.

"Racial interests would tend to become dominant," Mr Grobbelaar says.

"That is one of the reasons why the Confederation of Labour is breaking up."

"(Clashing interests between federations within the confederation have caused largely on racial issues such as extreme White protectionism.)"

"I don't think that it can work anywhere," Mr Grobbelaar says.

Other men argue that racial division cannot be ruled out altogether even if Black unions join individually and not as a federation.

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sers: seems to underlie a widespread recognition of the need for closer cooperation between the unregistered trade union movement and South Africa's leading labour organisation.

All concerned realise that:

- Black trade unions would gain much from the expert advice and assistance the Trade Union Council of South Africa offers members.
- Council membership would endow Black unions with the reputation of responsibility and discipline which fearful employers are looking for.
- The council itself, already South Africa's most representative labour organisation, would enhance its international standing immeasurably, if it represented the Black labour movement as well.

Yet this is not to be if current trends are taken at face value.

On Sunday, the Trade Union 'Advisory' and Coordinating Council, representing five unregistered Natal unions claiming a total membership of 48,000 workers, decided that joining the Trade Union Council of South Africa would be premature at this stage.

They noted what they called apparent disinterest in the council's part in relationships of affiliates with unregistered trade unions.

Deciding

Instead of joining the Trade Union Council of South Africa, the Natal group said they would seek to build alliances or establish closer cooperation with other unregistered unions.

The announcement followed a meeting of most Black unions in the Transvaal last week at which those present decided to investigate anew the question of forming a federation of Black unions and joining the Trade Union Council of South Africa.

Mrs Lucy Mbuyelwa, general secretary of the 23,000-strong National Union of Clothing Workers, said later that she thought a federation of Black unions outside the council would be doomed.

Other Black labour leaders believe a Black labour federation should be the priority while council membership should be held in abeyance.

Several Black trade unions in the Transvaal deplored the lack of cooperation from some registered council unions and outright confrontations with two of them.

'What does the council say about these attitudes of Black trade unions it has been wooing for the past year?'

Mr. Arthur Grobbeler,
TUCSA TO DISCUSS PAY CURB

Industrial Reporter

THE Prime Minister's appeal for restraint on wage and salary demands will form a major part of the Trade Union Council of South Africa's Congress in Cape Town next month, says Mr. Jock Esple, Natal area organiser for Tucsa.

He was speaking on the toll made by Mr. Vorster for a "temporary" halt to demands in order to combat inflation.

A spokesman for the Amalgamated Engineering Union of S.A. said: "The workers are not going to like this." Mr. Esple said yesterday that anything helping to curb inflation was "admirable" and would have TUCSA support. A wage standstill would be acceptable only if the Government and the employers played their part.

He called for legislation to prevent workers being offered goods not worth the price. "If we say 'no!' then we have to pay what is asked."

Mr. Esple supported the president of the Natal Chamber of Printers, Mr. L. K. Knott, who complained businessmen who took long business lunches, played Wednesday golf and took every hold, that he said they should be at work to improve productivity.

He said that while parliamentarians with their recent large salary increase could withstand rising prices, the main burden fell on the workers who could ill-afford the constant rise in the price of goods.
Trade Union Council president dies

Johannesburg — Mr Tom Murray, 57, president of the Trade Union Council of South Africa, died at his home here last night after a long illness.

Mr Murray, general secretary of the SA Boilermakers' Society since 1955, was one of the founders of Tucsa 21 years ago after the break-up of the old Trades and Labour Council.

He was the longest-serving member on the Prime Minister's Economic Advisory Council, to which he was appointed at its inception 13 years ago, and was chairman this year and on previous occasions of the biggest industrial council in the country, the National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industry.

He was adviser to the South African delegation to the International Labour Organization conference in 1959 and received a leadership grant to visit the United States in 1965.

He was president of Tucsa on six occasions and served on numerous boards and committees, among them the Pneumoconiosis Board and the National Apprenticeship Committee.

Mr Arthur Grobbelaar, Tucsa's general secretary, said last night: "Tom was one of South Africa's greatest trade unionists, a man without equal who will leave a huge void behind in our public life and among all those who knew him."
Labour Reporter

A "giant" among South African trade unionists, Mr Tom Murray (57), died at his Johannesburg home last night after a long illness.

Mr Murray was president of the 220,000 strong Trade Union Council of South Africa, an office which he has held half a dozen times.

At the time of his death he also was chairman of the Industrial Council for the Iron, Steel, Engineering and Metallurgical Industry, the largest industrial council in South Africa.

He was also the chairman of the Industrial Councils for the Explosives Industry and the Pulp and Paper Industry.

"There is no other trade unionist of either the past or present, who has had a more distinguished career in labour's cause," said Mr Arthur Grobbelaar, general secretary of the Trade Union Council of South Africa. "His death further depletes that shrinking group of older South African trade unionists who have virtually given their whole lives in the service of their fellow men."

A BLOW

Mr E P Drummond, director of the Steel and Engineering Industries Federation, said: "Mr Tom Murray cut a herculean figure in the labour movement. His passing will leave a deep void.

"He was always a fighter and looked after the interests of the underdog. He was at all times respected by employers for his forthright approach."

A Black trade unionist, Mrs Jane Hopwane, general secretary of the Engineering and Allied Workers' Union, said: "His death has come as a blow to our union as well."

"He was always ready to help us when we were in need of advice and assistance. More recently, he played a leading part in plans to spread the cooperation between our two unions from the leadership level down towards the shop floor."

Mr Murray rose to prominence when he was elected a president of the Boilermakers' Society in 1951, at the age of 34. Since 1955 he has been general secretary of that union.

Later, he became one of the founder members of TUCSA.

POSTHUMOUS

He was to become honorary life president of TUCSA at the council's 21st annual conference this month.

This award — the first in TUCSA's existence — will now be conferred on him posthumously as a fitting tribute to a man without equal," said Mr Grobbelaar today.

Mr Murray's death, from a painful illness, followed the death of his wife, Mrs Olga Murray, by only a few weeks. He leaves two sons, Robin and Tommy.
Tom Murray buried

By CLIVE EMOND
Labour Correspondent

TOM MURRAY, doyen of South African trade unionists, was buried in a simple Christian ceremony at West Park Cemetery, Johannesburg yesterday attended by several hundred people including trade union leaders from all parts of South Africa.

His two sons, Mr Robin Murray and Mr Tom Murray, and their wives were the principal mourners, with Mr Bob Murray, a surviving brother.

At the chapel service conducted by Baptist Minister, the Rev Wilfred Edmunds, the pall bearers were Mr Arthur Grobbelaar, general secretary of the Trade Union Council, Mr Steve Scheepers, Tucsa vice-president, Mr Barney Beuwer, acting general secretary of the Boilermakers' Society, the past president Mr Okkie Oosthuizen, and two executive members, Mr Fred Els and Mr Fred Arendse.

Among the former trade union leaders present were Mr Tommy Rutherford (Typographical), Mr Willy Liebenberg (Railways) and Senator Anna Scheepers (Clothing Workers).

The whole of the Iron and Steel Workers Union executive was present, as were many trade union leaders, Black and White from Johannesburg, Pretoria, and the coastal cities.

Free Masons said brief prayers at Mr Murray's grave, and his coffin was buried with his Free Mason apron on it.

Mr Murray died on Sunday after a long illness. He was general secretary of the Boilermakers' Society since 1966, a founder member of the Trade Union Council and his president for six terms, chairman of various industrial councils and a member of the Prime Minister's Economic Advisory Board.

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Murray death 'great loss'

*STAR 3/6/75*

Labour Reporter

The death of Mr Tom Murray, president of the Trade Union Council of South Africa, was today described as "a great loss to the South African labour movement" by a right-wing labour leader.

"He was without doubt one of South Africa's greatest trade unionists," said Mr Wessel Bornman, president of the ultra-conservative Coordinating Council of Trade Unions and general secretary of South Africa's largest engineering union.

"Our policies differed in many ways but I had great respect for him as a leader. As he fought for the workers, so he fought for his life," said Mr Bornman.

Tributes from Black and White labour leaders and from the director of the Steel and Engineering Industries Federation, Mr E P Drummond, were carried in The Star yesterday.

Mr Murray is to be buried at West Park Cemetery tomorrow after a service at the West Chapel of Hoekirk-Doves in Braamfontein at noon. Instead of flowers, donations to cancer research have been suggested.
Black union denial

Labour Reporter

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

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

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

BALLOT

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

"You may be surprised that only 31 workers out of 1060 voted in favour of a union".

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

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

NO COMMENT

"If another ballot were to be conducted on the simple issue of trade union rights or the alternative of the committee system, the outcome would be the exact reverse."

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

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

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

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

The ballot was held only in Durban. Mr Hellmann said no further referenda or other initiatives were planned.
TUCSA will advise Blacks

Labour Reporter

The multiracial Trade Union Council of South Africa has agreed to advise Black homeland leaders on labour legislation and trade unions in the homelands.

Approaches from some homeland leaders in this connection are disclosed in a report issued on TUCSA's activities during the past year.

The report said TUCSA's executive agreed that advice was to be given on the understanding that homeland governments had to seek TUCSA's assistance.

The decision followed an indication from Chief Lucas Mangope of Bophuthatswana that he would be prepared to discuss with TUCSA the possible introduction of some primary industrial legislation in Lebowa.

Later, the chief met Mr. Roobelaar, of TUCSA, and indicated homeland leaders "would like a meeting with TUCSA to discuss trade union in the homelands."

Mr. Roobelaar wrote to Chief Gaetsa Buthelezi, who acted as chairman of the homeland leaders' caucus, to make arrangements. A reply is awaited.
Typo Union warns

Chief Matanzima

By CLIVE EMOND
Labour Correspondent
THE Typographical Union has warned Chief Kaiser
Matanzima that whether
he likes it or not, trade
unions will be formed by
workers in an independent
Transkei, regardless of
whether he feels the time
is ripe for them or not.

The union states that the
system of works com-
mittees may seem an effective
counter to trade unionism
to the Chief Minister, "but
without the teeth of pro-
perly constituted trade
unions, the system will
soon lose favour with the
workers."

The Typographical Uni-
on, in a leading article in
its journal, warns Chief
Matanzima he will be mak-
ing "a grave mistake"
to withhold from his peo-
ple even the most elemen-
tary right to organise
themselves into organisa-
tions of their own choice
to protect their interests."

The union quotes the
Chief's recent remarks
that he does not exclude
the possible future estab-
ishment of trade unions,
but that he would first
want to create a favour-
able climate for foreign in-
vestors.

And it comments "The
emerging pattern of be-
haviour of the leader of the
Transkei approaching in-
dependence is not new. We
have seen the drill in coun-
tries all over the continent.
Once in comfortable con-
trol of their countries,
Black rulers turn out to be
the worst masters their
people have ever known.
"Is he really going to
set out on the road to in-
dependence without a pro-
mise of hope for the work-
ing masses?" the journal
asks.

CHEAP

It states that "creating
a favourable climate" for
capitalist investors means
nothing less than providing
"an abundance of unorgan-
ised cheap labour."

"Does the chief really
believe that once having
created the favourable cli-
mate for industrialists, he
could ever reverse the
process?"
Tusca

toss

boss of

again

never

WHAT HE GOT FOR R$5

What he got for R$5

By Doreen Leen

Housewife

WHAT HE GOT FOR R$5

What he got for R$5

By Doreen Leen

Housewife
TUCSA talks on inflation to be secret

SOUTH AFRICA’S workers will be kept in the dark about the most vital issue of the moment during the annual conference of South Africa’s largest labour organisation here next week.

‘Our stand in the fight against inflation will be debated in full at next week’s conference,’ Mr Arthur Grobbelaar, general secretary of the 210 000-strong Trade Union Council of South Africa, said today.

‘But we shall have to close the doors to the Press while this issue is debated,’ he said.

‘TUCSA hopes to be in a position to publicise its recommendations on wage restraint soon after the conference — probably early next month.

‘All we can say at this stage is that some degree of sacrifice will be expected of South African workers.’

Mr Grobbelaar added that it was impossible to reduce the rate of inflation to controllable levels without sacrifices by workers, private enterprise and the Government.

It is believed TUCSA’s recommendations to trade unions on the extent of wage restraint expected from them under the collective programme of action against inflation hinge on clarification of Government policy.

According to a reliable source, an announcement on this is expected to be made by the Minister of Economic Affairs, Mr Heunis, at the end of this month.

RESTRAINT

A major unanswered question is what wage restraint it is to be imposed on unorganised Black workers whose wages are generally on or below poverty levels.

At the moment Blacks in the Government sector seem destined to go without pay increases for another six months, like their White colleagues.

Asking about TUCSA’s attitude towards wage restraint for Blacks, Mr Grobbelaar said TUCSA strongly contends that the poorer sections of the community cannot be expected to make sacrifices in the fight against inflation.

More than 200 delegates, representing most of TUCSA’s 63 member unions, are expected to attend the week-long conference which starts on Monday.

Two unregistered Black trade unions will be represented by fully accredited Black delegates. They are among three Black unions which became members of TUCSA after the decision at last year’s conference to reopen the door to Black membership.

Anti-union policy alleged

THE Government is trying to break down the trade union movement by introducing works committees through the back door, a trade unionist claimed yesterday.

 Certain Cape Town employers were now encouraging Colourised workers — who enjoy trade union rights — to form works committees in preference to a trade union, warned Miss Christine du Preez, a secretary of the National Union of Cigarette and Tobacco Workers.

‘There is nothing on this earth that can take the place of free trade union movement,’ she told the Federation of Leather Trade Unions.

Miss du Preez was pursuing a point made in the federation’s presidential speech by Mr L.W. Allen.

Mr Allen said the committee system might be a long-term Government policy to create individual factory unions.

At its annual meeting yesterday the federation admitted to its ranks several unregistered Black trade unions representing about 2 000 Black workers.
Mr Tyers
Mayor hits at job reservation

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

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

"I am no communist but I firmly believe that every one should be paid the rate for the job, irrespective of whether they are black or white, male or female or of different races. If a man is commercially able to do a job, he should be allowed to do the job and be paid the rate for it," Mr. Tyers said.

"I have never believed in job reservation. Maybe what I say may not be popular but I must be frank.

"If I am worthy and have qualified myself for a position, then for goodness sake, whether I am male or female — Black or White, let me be remunerated accordingly.

Unions in Transkei ‘are inevitable’

TRADE UNIONS would be formed in the Transkei whether or not Chief Kamianela wanted them, said Mr. E. Van Tonder, vice-president of the Trade Union Council of South Africa.

"In the Transkei, the establishment of trade unions is inevitable," Mr. Van Tonder said in an interview in Johannesburg.

"The trade unions would be formed in the Transkei whether or not the Chief Kamianela wants them," the interview continued.

"To withhold from its people even the most elementary right of organizing themselves in order to protect their own interests is a grave mistake.

"We will not, we cannot, allow the establishment of trade unions in the Republic and had condemned wage disparity between their countrymen and members of organized trade unions.

"The establishment of trade unions in the country is not against the law," said Mr. Van Tonder.

In the Transkei, trade unions would be formed regardless. The system of wage disparity might seem an effective counter to trade unionism, but it would not have the same effect.

Mr. Van Tonder said that the government would continue to work towards this goal, said Mr. Van Tonder.
Five barred from Tucsa conference

Representatives of five Black trade unions were finally barred from Tucsa's 21st annual conference yesterday after waiting since Monday for a ruling by the credentials committee.

The group were later censured from the floor of the meeting for distributing a pamphlet to delegates outside the hall, giving their case against the committee ruling.

Explaining why the five had been barred, Mr. Arthur Grobbelaar, Tucsa's general secretary, said the unions in question had failed to reply to Tucsa invitations in an acceptable manner in spite of repeated letters and phone calls warning them of irregularity.

This meant that Tucsa could not be sure that the five people outside the hall actually represented those whom they claimed to represent and on those grounds their credentials had been refused.

The pamphlet was issued by the affiliates of the Trade Union Advisory and Co-ordinating Council (TUACC) and handed to all delegates attacking Tucsa's "parallel policy" of Black and White unions and said this would break up workers into minor groups and weaken bargaining power.

The passing of resolutions by Tucsa asking the Government to extend the Conciliation Act to all workers was not adequate, and affiliates had a duty to go far beyond this and press for democratic rights on the factory floor.

"Our strength lies in the factory and not in debating halls," said the pamphlet.

It added that "quite innocently" the separate unions had replied jointly to Tucsa's invitation, to
Press attacked over Cape Times 24/9/75 Blacks

TWO side-swipes at the press occurred in quick succession at yesterday's session of the Trade Union Council of South Africa (Tucsa) conference at Industria House, Salt River.

An unnamed financial weekly was blamed "for conducting some sort of vendetta or campaign" against Tucsa in a report in the "Public Information Media" tabloid at the conference.

"It is not known why such a campaign has been embarked on but quite possibly this is because the publication serves employer interests", said the report.

It added that Tucsa "strongly deplored the obvious attempt to create polarization between Black and White behaviour".

Tucsa would always fight for press freedom provided this freedom was not abused to the detriment of South Africa's workers, the report said.

A credentials committee report later named the Cape Times as giving a report which "reflected" on the committee.

Mr Arthur Grobbelaar, Tucsa's general secretary, said the report gave only a "one-sided" version of the Credentials Committee action in barring five people who claimed to represent five Black unions.

"No blame rests on Tucsa for what will undoubtedly become an issue," said Mr Grobbelaar.

The Cape Times yesterday reported that while the multi-racial Tucsa celebrated its 21st birthday inside the Industria Hall a group of people claiming representation of five Black unions waited throughout the day for permission to enter.

Their view was given when asked for the official Tucsa view, Mr Grobbelaar refused to comment.
Coloured
gets top
post

Labour Reporter

CAPE TOWN — Mr. Ron-
nie Webb, secretary of the
Motor Industry Combined
Workers Union today be-
came the first Coloured
man to rise to the second
highest position in the
leadership of South
Africa's largest labour
organisation.

Mr. Chris Rotes, secre-
tary of the National Union
of Furniture and Allied
Workers became the
second Coloured man after
Mr. Webb to enter the
risk of the top seven
office-bearers of the multi-
racial Trade Union Council
of South Africa (Tusca).

Tusca's leadership was
exclusively White until Mr
Webb was elected one of
the six vice presidents
three years ago.

Today he was elected
first vice president with a
majority of 153 to 5 out of
the possible card vote of
169.
Shared power needed in the unions

G. W. EMDON

The admission of African unions on equal terms with the predominantly White, Coloured and Indian labour movement, and the recognition of African trade unions by the State is the key to future industrial relations.

This came across clearly during the week-long Trade Union Council conference in Cape Town.

Although a handful of African delegates and observers were present, none was articulate and certainly there was no platform for the needs and aspirations of the majority of South African workers to be aired.

The Stellenbosch sociologist, Professor S. P. Cilliers, put his finger on the problem:

He said that because workers of all races participated in an integrated economy, they must share power. They must have equal bargaining power in the decision-making processes.

What was needed was a total reassessment by the unions and the State, he said.

'Gone are the days in which labour trade unions could be 'unfriendly' and 'separatist'.

Union delegates at the conference took up the line the Government used at the United Nations - that it seeks an end to discriminatory practices.

The 69 unions pledged support for the Tusca campaign to promote equal job opportunities. But observers from unregistered African unions were sceptical and suspicious of too much talk.

They want equal acceptance in the trade union movement, something which 'they don't believe Tusca will afford them.'

The ill-considered move by the Tusca hierarchy to shut out the credentials of five unregistered African unions as observers, he said, did not help to dispel these suspicions.

Although the articulate control of Tusca is still in White hands, Coloured and Indian workers predominated in the affiliated unions which make up the council. Certainly the 'communist' and 'separatist' hold on this movement is not going to last.
Call for unions to end division

Own Correspondent
CAPE TOWN — Prospects of co-operation between the divided factions of the whole South African labour movement were raised today by Mr. A. I. Nieuwoudt, president of the right-wing Confederation of Labour.

He was addressing the multi-racial Trade Union Council of South Africa at its 21st annual meeting here today.

Mr. Nieuwoudt appealed for cooperation not only between the two leading labour parties but also between them and other trade unions and staff associations.

He emphasised particularly the need for cooperation in the fields of education and inflation.

"The education of our children — regardless of colour or language — is our assurance for the future of our country," Mr. Nieuwoudt said.

COLONIALISM

He saw a dark future if education affairs did not improve. "We cannot say that we shall import by immigration our trained people for whom we have a dire need — our artisans, our technicians — and our scientists.

"Even if that were possible it would subject our country to a sort of colonialism. We would be putting our trust abroad and admitting that our own people are not really good enough," Mr. Nieuwoudt said.

He called for "much closer co-operation" between various labour parties in the fight against inflation.
Five unions face threat of ostracism

Sieg Hannig, Labour Reporter

CAPE TOWN — Five trade unions in Durban — claiming a predominantly Black membership of more than 45,000 — are threatened with ostracism by the Black labour movement.

"Unless they change their attitude they cannot form part of the Black trade union movement," Mrs Lucy Mvubelo, General Secretary of South Africa's largest Black union, said.

She was asked to comment on the dispute which led to the refusal by the Trade Union Council of South Africa (TUCSA) to admit the Durban representatives as observers at its annual conference held yesterday.

After the rejection of the Durban group's "so-called" credentials in front of the full conference, Mr Norman Daniels, general secretary of the Textile Workers Industrial Union dissociated himself from the actions of one of his union officials who is also a member of the Durban group.

The official had associated himself with activities calculated to undermine Tussa, Mr Daniels said. "We are ashamed of what took place here and for that I apologise.

"Mrs Mvubelo of the Black National Union of Clothing Workers (22,000 members) felt the Durban group had let their own members down by coming without adequate preparation.

"Others among the seven representatives of Black unions at the conference were reluctant to comment. But one said privately that the events were likely to affect Black attitudes towards the Durban group, which is striving towards a national conference of unregistered trade unions.

The Durban representatives barred admission are Mr John Copelyn of the Furniture and Timber Workers' Union, Mr Alpheus Mkhethwa of the Metal and Allied Workers' Union, Miss June-Brose Naas of the National Union of Textile Workers, and Miss Irene Dlamini of the Transport and General Workers' Union."
Call for Black union rights

Own Correspondent

CAPE TOWN — If the Government wants to keep Black trade unions out of politics, it must take politics out of the labour arena, the 210,000-strong Trade Union Council of South Africa was told here today.

In refusing Black trade union rights, the Government was appeasing the verkrampte element, Mr Morris Kagan, vice president of the National Union of Distributive Workers, said in an impassioned call for such rights.

This attitude represented pure politics. Could Black trade unions therefore be blamed for interesting themselves in politics, Mr Kagan asked.

He appealed to the Prime Minister to take a good look at the policies of the Minister of Labour and to apply his own enlightened policies instead.

ANSWERABLE

On the Minister of Labour’s recent announcement of extensions to the works and harvest committee system of labour relations for Blacks, Mr Kagan said only people answerable to and employed by workers could do justice to the workers.

How could the uneducated and unsophisticated full-time workers bargain with employers who held all the advantages, he asked? The weak could be misled if they negotiated with the strong.

NEGOTIATIONS

More than 100 years ago workers in Europe decided “I beat the bosses at their own game” by getting full-time officials free of the fear of losing their jobs, and able to study all the problems thrown their way in negotiations.

“This could not possibly happen under the system envisaged for Black workers in South Africa.”
"Cheap labour game"

EMPLOYERS were hiding behind the Government in South Africa and playing the cheap labour game, Mr Adam Klein, told delegates at the Tucsa conference yesterday.

Mr Klein, general secretary of the Garment Workers' Union, was speaking on behalf of the national executive committee in calling for an end to discrimination.

"Too many employers are still playing the cheap labour game and many hide behind the border areas protecting to pay (low wages) to qualified workers," Mr Klein said. Such employers were not compelled by the Government to pay less but ruthlessly exploited the discriminatory system for their own gain.

The unions also shared the blame in that many workers organizations negotiated agreements to protect only their own interests.

Discrimination was the "open sesame" to communism.
**Apartheid**
Cap. Times, 20/4/75
a matter of
economics

All forms of discrimination were basically a matter of "economics." These men today were told yesterday.

But all based on profit.
Mr E. Fraser, representing liquor, breweries, catering and hotel-age unions, told delegates.

"Apartheid will end in South Africa when it is no longer profitable." (Note how the terms change acc- cording to the areas of greatest economic concern.) In the Cape it is the Coloureds. In Natal the Indians and in the Transvaal it is the African.

The economic bases of discrimination are clear.
And these can only be eliminated when we have a "strong" trade union movement," Mr Fraser said.
PRICES AND WAGES

A new ball game

While the men at the Department of Finance were preparing for devaluation, Department of Commerce officials were working on the much-heralded anti-inflation package agreed to by government officials and private sector groups (FM last week). Has the devaluation torpedoed any chance of success the anti-inflation plan might have had?

Judging by responses to the FM's inquiries, Senator Horwood's shokku has cost the wage and price restraint plan much of its credibility and Pretoria is going to find it difficult to make a voluntary commitment stick. As one prominent industrialist put it: "It's a different ball-game now. With something as inflationary as this devaluation, it will be every man for himself. We'll give a horse laugh if government tries to implement this plan."

Most sceptical of the plan's chances now are the trade unions.

Delegates at this week's Tusca conference expressed fears that commerce and industry will profit out of devaluation by using it as a pretext to put up prices even where the shrunken international value of the rand does not justify doing so.

Referring to the "tremendous sacrifices" trade unions are expected to make in the battle against inflation, Ronnie Webb of the Motor Industry Combined Workers' Union — and a Tusca vice-president — told the FM: "We are disappointed that government negotiated dishonestly and did not take the unions into its confidence when devaluation was in the offing."

Senator Anna Scheepers of the Garment Workers' Union echoed:

"We were consulted about devaluation. Why should we then be part of the anti-inflation contract if large numbers of our members are going to suffer? Our agreements in the OFS and Northern Cape expire in November 1976. We will start negotiating about May, and we are going to put in for big increases — at least as large as the CPI increase. I can only foresee trouble arising out of the devaluation."

Says Ray Altman, general secretary of the National Union of Distributive Workers:

"I am very worried that devaluation will be even more inflationary than we are led to believe. If imports go up 17.9% in price, by the time the goods reach the consumer that 17.9% will be very much more."

"It is always easy to tell whether the trade unions are playing the game when it comes to wage restraint simply by measuring wage demands against the Consumer Price Index. But it is very difficult to pin down employers. We, in our union, will support Tusca in its participation in the government's anti-inflation programme, but we will want a very firm assurance from the government on price increases if we are to consider ourselves bound by the package."

"If the CPI rises to unprecedented heights I can foresee that unions will not consider themselves bound any longer."

Jimmy Zurlich, president of the 20,000-strong Railways' Artisan Staff Association, endorses Tusca views:

"My feeling is that the rise in the CoL will continue unabated. The work of the inflation committees will be negated by devaluation and I can expect pressure to build up among my members for a reconsideration of our agreement to hold back until next April on wage demands."

However, speaking as secretary of the RASA, Confederation of Labour chief Walie Grobler added: "I don't think we will renge on the April bargain. But the inflation rate then could well influence the size of our demands."

Ken du Preez, general secretary of the SA Engine Drivers, Firemen and Operators' Association, articulates the mood of organised labour:

"The devaluation is disturbing on all accounts. There will be reaction — it's easy to control wages when you have the goodwill of people. But when they pick up the paper and see that the price of the car they were going to buy has gone up, what must they think?"

So it looks as if the plan's chances will hinge on the ability of commerce and industry to hold down prices.

An encouraging omen was the joint appeal of Assocom, FCI and Afrikaanse Handelsinstituut presidents on Wednesday for restraint in marking-up prices on existing stocks of goods affected by devaluation, though it's a pity they didn't broaden its scope to include imports brought in after devaluation.

WAGE CURBS

Referring to our report last week on recommendations to government in regard to wage and price restraints, the restraint period for employers and workers will, we understand, be six, not 12, months — the 12-month period was apparently contained in an earlier proposal.

In addition, the package would allow companies to pass on only 70% of all "unavoidable" cost increases, including hikes on imported goods.
Tucsa congress accepts limited wage demands

By BOB MOLLOY

The Trade Union Council of South Africa came of age at its 21st annual conference this week in more ways than one — completing five days of hard-hitting debate that stayed clear of petty mud-slinging and spotlighted pertinent national issues.

Delegates ploughed through a heavy agenda — 20 resolutions of which more than 25 were put to the vote.

Pensions, crime, taxation, transport, housing and the cost of living came in for well-sourced comment that should serve Government and local bodies well in decision-making.

An important development was the appearance of 14 affiliated Black unions as delegates for the first time in years, with a further group of Black representatives as observers.

The multi-racial Tucsa is clearly moving away from the old school of trade union thought, which saw a threat in the labour-com- petition from other race groups.

Delegates showed that Black and White unity is now a firm goal.

They became clear in the unanimous pledge to support a campaign for equal opportunities, to eliminate employment discrimination, and to end all race discrimination in Southern Africa.

It was unfortunate that the Government delayed in announcing the program to combat inflation forced the conference into secret sessions.

Public discussion would have pointed up the mood of the unions towards profit-makers.

Their acceptance of wage demand limited to 70 percent of the rise in the cost-price index for the next six months is an example that will hopefully shame other sectors of the economy into also limiting their share of the cake.

If not, Tucsa had a sting in the tail of its strategy plan — excessive profit-takers would be acted against.
Use of more Black labour called for.

The crime rate in the townships and at bus terminals was a matter of serious concern. The problem of social benefits and the need for more police forces were also discussed. They felt the problem was largely one of lack of manpower and called for

...
ANGRY UNION MEN LASH OUT AFTER TUCSA SNUB

FIVE disgruntled trade unionists returned to Durban this week after a fruitless attempt to attend this year's TUCSA conference in Cape Town.

And they claim TUCSA used technicalities to keep them out as part of a campaign against unregistered unions in Durban.

The delegation, representing five Black unions with about 85,000 members, was finally refused admission to the congress after it was decided that their credentials were not satisfactory.

The five unions — Metal and Allied Workers' Union, the Chemical Workers' Industrial Union, Transport and General, Furniture and Timber Workers' Union, and the National Union of Textile Workers — had been invited to attend as observers and consider affiliation with TUCSA.

On their return to Durban, Mr Omar Badsha told me: 'We were accredited by the Trade Union Advisory and Coordinating Council, an umbrella organisation of the registered Durban unions, but we were told we should have been accredited by the individual unions,' he said.

He claims this is only the latest in a series of snubs aimed at the unregistered Durban unions since last year's TUCSA congress which they attended as observers.

'We raised issues then which we find have not been minuted in spite of TUCSA's apparent acceptance.

'We raised several problems about the relationships between registered and unregistered unions and asked that no wage negotiations or agreements be entered into without notifying us.'

'And TUCSA agreed to consult with us on these problems — but so far nothing has been done. It does not even appear that these requests have been minuted.'

He said that the TUCSA executive was ignoring the problems facing the labour movement in South Africa — especially in the field of relations between registered and unregistered unions.'
Railmen warn on wage claims

9/10/75

Cape Times Correspondent

PRETORIA—The seven Railway Staff Associations were likely to make wage claims before the end of the six month anti-inflation fight, the chairman of the Federal Consultative Council of Railway Staff Associations, Mr. Neels Botha, said yesterday.

When the claims were made, the unions would take into account the increases imposed by the Government's anti-inflation programme.

The administration was anxiously hoping for a deflation at the end of the current financial year, and during the holiday month, although railway revenues would dip because of low traffic.

Mr. Botha warned that if increases were delayed until the middle of next year there would probably be no negotiation for claiming an extra increase.

The possibility is strong that the Minister of Commerce decide to tax married women separately from the start of the 1975-76 tax year, next March.

The Government knows it was pointed out by authorities in Pretoria yesterday, that the strongest lure to attract women back on the labour market would be the benefits of separate taxation.

In South Africa only 38 percent of married women are "economically active.""I think it's unlikely that the Minister of Commerce will decide to tax married women separately from the start of the 1975-76 tax year, next March."

The Trade Union Council of South Africa yesterday assured its 210,000 members that during the next six months it would see that companies and industry stuck to the price restraint undertaken incorporated in the Government's anti-inflation programme.

Further reports. Pages 5 and 7.

- I think it's unlikely that the Minister of Commerce will decide to tax married women separately from the start of the 1975-76 tax year, next March."

Mr. Jean Basson, marketing manager of Irvan and Johnson in Cape Town, said the lower prices were made possible by better crops and new techniques in production. The main economic methods of packing were also being used.

Table Top's marketing manager, Mr. Colin Collier, confirmed yesterday that his company had taken up the challenge of reduced prices.

Representatives of the major industry met the Min. of Econ. Af- for Mr. J. C. Bomans, yesterday to discuss an increase in motor vehicle prices.
New Black union will add to confusion

Labour Reporter

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

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

The Johannesburg branch was established on Saturday with a membership of 100. Three-quarters of this figure represented members of the Industrial Aid Society who were transferred to the branch.

About 100 members were recruited last week, said Mr. Gavin Anderson, the acting secretary of the branch.

The new development means that:

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

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

3. For the first time, one of the five Durban-based Black unions united under the Trade Union Advisory and Coordinating Council has been involved in the Black labour movement in the Transvaal.

CONFLICT

"It is inevitable that there will be conflict between the groups concerned," commented Mr. Arthur Grobbelaar, general secretary of the Trade Union Council of South Africa.
Big Natal drive for Black unions

Labour Reporter

An unprecedented drive for the recognition of unregistered trade unions has been announced by Natal labour leaders claiming to represent about 50,000, mainly Black workers.

The Star's Durban correspondent reports the campaign for trade union rights was launched yesterday at a special meeting of the Trade Union Advisory and Coordinating Council.

More than 100 Black shop stewards from the unions affiliated to this umbrella body, approved the strategy whose punch lies in a petition which they hope, will bear the signatures of 50,000 to 80,000 workers.

TALK CAMPAIGN

They proposed a house to house campaign in Durban and Maritzburg talking to workers about trade unions.

The campaign to canvass worker signatures has two objectives:

- The recognition of Black unions by management.
- Official recognition of Black unions by the State.

Copies of petition will be sent to the Government and all MPs.

At the same time, union members in about 40 or 50 Natal factories which have largely unionised labour forces are to present the petition as a demand for recognition of their unions.

Information about the campaign is also going to international trade union headquarters.

SPLIT

The Star's correspondent also reports that the 'split' between the Trade Union Council of South Africa and the group which met yesterday seems final.

TUCSA was roundly criticised by speaker after speaker at the meeting.

(See Page 20)
Staff Reporter

THE Department of Labour in drawing up the draft bill to amend the Bantu Labour Relations Regulations Act, ignored the country's biggest trade union organisation, the Trade Union Council of SA.

The general secretary of Tusa, Mr Arthur Grobbelaar, said yesterday that Tusa was not consulted on the Bill.

"It is patentely absurd that on an important issue of this kind which could give rise to worker conflict, the organised trade union movement was not consulted by the Minister."

Certainly, Black worker interests were not consulted on the measure, and thus was even more absurd.

CONFUSED

"The situation is confused and demands a full and frank explanation from the Minister of Labour, Mr M Viljoen. From the little we know now it would appear that what the Minister and his department have in mind could, and probably does, run counter to the needs, wishes and best interests of Black labour."

Mr Grobbelaar said the disturbing feature of the Government's ham-handed approach to Black labour was that because it was for ideological reasons, unwilling to grant Black workers full trade union status, the whole labour system was becoming dangerously distorted.
UPSESS TRANSVANAL
CAPÉ CLOTHING PAY DEAL
The accord at un

By HOARD LAW-Y 2

A BLOCK of workers who have been having serious meetings aimed at depaying the general secretary and other officials of their union (GWU) are to send a memorandum to the union, which in turn will answer to several "vital questions" being asked by workers in the Cape.

The memorandum will include a request that there be widespread dissatisfaction among the workers over the decision of the union's executive to agree to a rise in wages for officers, which is approximately R7 less than the workers wanted and R5 less than the secretary of the union, Mr Louis Petersen, told them he would demand as a minimum.

Period

They are also angry over the union executive's decision to agree that the new wage agreement arrived at with employers be operative for a period of three years, instead of only 18 months.

A member of the underground group preparing for a secret ballot against the present executive told me this week that they would raise several points in their memorandum which they want answers for.

"We will not take excuses or vague answers to our queries," she said, "because we are going to make public their replies so that the ordinary members will know exactly what the position is in our union.

Among the points raised in the memorandum, which will probably go off this week, are:

- How much the various officials of the union earn every month; what other benefits they enjoy, what type of car they have; how often they change cars, and to whom they give cars, for how much.

They also want to know who decides how much the salaries of officials are to be paid, when they go on increases, who decides how much the increases are in each instance.

Appointment

Also included in a question on who decides what the amounts of the increases must be.

The memorandum will also demand to know who appointed Mr Cedric Petersen to the post of assistant secretary to his father.

Another demand will be for the union to list the number of visits officials have made abroad, where they went; how much these trips cost the union; and what the purposes of these trips were.
Labour Reporter

The Trade Union Council of South Africa believes a Durban "group is trying to capture control" of the African trade union movement in South Africa.

To do so, the group found it necessary to prevent African unions from linking up with the other registered unions in the country, according to an article in Tucsa's newspaper, "Labour Mirror."

"We suspect this is the reason why five Durban African unions invited to this year's Tucsa conference did not attend," the newspaper says.

"Instead the group referred to, the Durban-based Trade Union Advisory and Co-ordinating Council (TUACC), tried to gatecrash the conference in the name of the five unions."

A spokesman for TUACC, Mr. Omar Badsha, said he was not prepared to comment until he had studied the article.

The article said it was a lie that Tucsa had maintained a policy of apparent disinterest in the relationships its member unions established with Black unions.

If Black unions want to co-operate with other unions the people to start co-operating with were the leaders. The entry of Black trade unions into Tucsa was a crucial issue.
Tucsa chief warns of 'strike climate'

WAGES

"It was the shock of the 1973 strikes which persuaded employers to improve wages and working conditions which, in turn, reduced labour unrest."

"I fear the Minister's assurances may gratefully make employers into a false sense of security." Mr Grobbelaar said.

Mr Grobbelaar said statistics showed the improvement in Black wages was rapidly slowing down, while the cost of living continued to soar.

In addition, the pay increases since the 1973 strikes had raised Black expectations.

"If we do not bear this in mind, Mr Viljoen's statistics may soon show a dramatic upward turn," Mr Grobbelaar said.

Labour Reporter

The 86,000 man hours lost through strikes by Black workers up to September this year are probably only the tip of a much larger iceberg of disruption.

Mr Grobbelaar had been asked to comment on statistics quoted by the Minister of Labour, Mr Viljoen.

Mr Viljoen said the number of man hours lost in strikes in 1973 was 1.3 million. This had dropped to 653,000 in 1974 and stood at only 86,000 for the first nine months of this year.

SACKED

He also said strikes involving Black workers numbered 248 in 1973, 189 in 1974 and 51 by the end of September.

A spokesman for the Department of Labour confirmed the lost man-hours applied to "workers still in employment and not working on account of strikes."

Mr Grobbelaar commented: "Considering that Black workers are invariably stuck within hours of a strike — probably on the advice of the Department of Labour — the true loss of production resulting from strikes is much greater than reflected in the statistics.

"We are all aware labour unrest has abated since 1973, but I disagree with the Minister's view that this is attributable to the establishment of works and liaison committees for Black workers."
Tusca chief warns of strike climate

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Mr Grobbelaar had been asked to comment on statistics quoted by the Minister of Labour, Mr Viljoen.
Mr Viljoen said the number of man hours lost in strikes in 1973 was 1.2 million. This had dropped to 638 000 in 1974 and stood at only 56 000 for the first nine months of this year.

SACRED
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TUCSA'S NEW PRESIDENT

Quiet man with an iron will

TUCSA's new president, Mr. Esias van Tonder ("I don't know what 'Esias' means - heaven knows where my parents found the name"), heads one of the strongest trade unions in South Africa, the 21,000-strong S.A. Typographical Union.

It is a truly multiracial union which "Lief" van Tonder, as he is more generally known, runs from his office in Pretoria. Its membership comprising Whites, Coloureds and Indians.

Lief is a Capetonian, by origin. He was born there, went to school there (Parow High School) and after leaving school was indentured as an apprentice compositor in the printing trade there.

He is a quietly spoken man but also a man of strong will and determination - and absolute integrity, as anyone who has ever had dealings with him will know.

Lief was initially interested in further study for a career in management, but after a few years as a departmental foreman in a large firm of printers, decided that he would find more job contentment in the trade union movement by serving his fellow workers.

In 1963 he applied for a position as a full-time official of his union and being the successful candidate, had to move to Pretoria. After serving for a brief period in Bloemfontein and Durban where he gained valuable experience he was transferred back to Cape Town to serve on the Research Group of The Productivity Committee of the Printing and Newspaper Industry.

WON BALLOT

In 1967 he won the national ballot for the post of Assistant General Secretary of the Typo Union and had to return to Pretoria. On the retirement of Mr. T.C. Hulbert in February 1972...
He was elected unopposed as General Secretary of the Union.

Lief is a Council Agent for the National Industrial Council and was appointed a Designated Agent by the Industrial Registrar in 1965. He is a member of the Industrial Council as well as one of the Joint Honorary Secretaries of the Council, and a founder-member of the S.A. Institute of Printing. He is a member of the National Apprenticeship Committee of the Industry, serves as a member on the National Apprenticeship Board, and was appointed as an Inspector of Apprentices by the Minister in 1966.

In 1970 he represented his union at the Conference of the International Graphical Federation in Copenhagen and again in 1973 in Lausanne, Switzerland.

As Principal Administrative Officer of the Medical Aid Fund of the Printing Industry, he takes an active part in the affairs of the Medical Aid movement.

He has always taken an active part in the affairs of TUCSA, has been a member of the Officers Committee since 1971, and serves on several subcommittees of the Council.

Lief is married to a Cape Town girl who was formally Miss Agnes Smith and has two children, a daughter aged 22 and a son of 13.
**Tributes to Tom Murray**

One of the most moving and personal tributes to the memory of Tom Murray came from Naloo Haswell, veteran trade union leader and former general secretary of the South African National Union of Metalworkers. He further addressed the annual conference in Cape Town, where he said:

> "Dear Tom Murray, you were a man who lived his life in a way which is a testament to his values. Your contributions to the causes you believed in were truly remarkable. You were a man of the people and your unwavering commitment to the workers of this country is truly inspiring. Your legacy will live on, and we must continue to honor your memory by continuing the fight for justice and equality."
A group in Durban is trying to capture control of the Tucsa movement in South Africa. It was necessary to prevent linking up with other worker unions. We suspect five Durban African unions of being financially linked into the Tucsa conference in the name of the five unions.

The group did not succeed, because they failed to prove to the satisfaction of Tucsa's credentials committee that they were the properly elected delegates to represent the five unions. The TUACC, incidentally, announced in Durban before the Tucsa conference that it had decided it was "premature" to join Tucsa and that it would try and set up a national conference of unregistered unions — supportive evidence to us that an effort is being made to fence off the African unions, to keep them in a krael away from the established trade union movement.

The reasons advanced for doing this are that it is more important to get co-operation between the Black and other unions in the factories, that the Black unions have common problems and so must stick together and that Tucsa has "maintained a policy of apparent disinterest" in the relationships its member unions establish with Black unions.

Our reply to the first point is that if African unions want to co-operate with the other unions the people to start co-operating with are the leaders; co-operation at a leadership level brings the rest in train, and it is hard to accommodate then suspicion and ever-creeping envy. Nationalism can easily flourish among the masses.

This is why we reject the claim that "the crucial issue at this stage is whether to enter Tucsa or not". It is the crucial issue, if Black workers are going to get the backing and support to carry the fight forward to every corner of the country.

Our reply to the third point is that we "maintained a policy of apparent disinterest" in the relationships its member unions established with Black unions is that this is a lie. We actually interfered with the affairs of its member unions (which Tucsa's constitution never tolerated) Tucsa has already, over the years urged its member unions to encourage and assist African workers to organise and the fact that there is an African trade union movement is testimony to this.

PRESSURES

These pressures by Tucsa over the years have generated a climate in which African unions are now beginning to take off and with co-operation and friendship of other unions hope they will flourish and give stiffening to the whole trade union movement in the interests of everyone.

This attitude of Tucsa, which the Durban group find so lacking, goes back a long long way in fact South Africa. In fact the African National Union of Clothing Workers was founded out of it long before the TUACC founded or the Sector.

We have spoken bluntly here, but it has been necessary. Tucsa wants those like the African unions in its ranks and at its conferences where they put their views, some expose races, teach us, learn them, live with and fight for the common good, wrenkers...
The multiracial face of TUCSA

In a country where both law and prejudice segregate people of different races in almost every facet of life, it is not often realised that one organisation transcends these racial barriers.

That organisation is, of course, TUCSA which has had a non-racial constitution ever since its inception in 1954. For more than 21 years there have never been any limitations on the direct participation of its non-White members as opposed to its White members.

TUCSA at present comprises some 62 trade unions, and of those 62 only 11 are White unions; 23 of the unions are Coloured or Indian unions; 25 are "mixed" unions, (White Coloured and Indian membership), and 3 are African trade unions.

These 62 trade unions represent some 212,634 individual members of which 61,835 are Whites, 148,199 are Coloureds or Indians; and 2,800 are Blacks. It can thus be seen that by far the majority of the membership of the Council consists of non-Whites.

VOTING RIGHTS

What is even more important, however, is to look at the composition of the governing bodies of TUCSA. The premier governing body is its National Executive Committee, whose members are elected at annual conferences, when equal voting rights apply for all individual members of the Council.

The 21st Annual Conference of the Council elected the N.E.C. members in a pattern that has remained virtually unchanged over the last few years, which is basically a form of rotating based upon Government, irrespective of race, colour or creed.

The present N.E.C. of TUCSA has in its 25 members, five persons who are either members of the Coloured or Indian groups. The rest are all Whites, but in many instances these Whites are officials of either the mixed trade unionism employed by the Coloured or Indian unions.

If a clear differentiation had to be made as to which persons on the N.E.C. of TUCSA are representing purely White interests, then only 15 persons fall into this category. However, because TUCSA is a non-racial institution, it does not like to have individuals labelled as representing particular racial group. They are elected a representative of the total membership of TUCSA, irrespective of the racial group to which they belong.

Of significance is the fact that of TUCSA's six Vice-Presidents, two of the six are Coloureds, the First Vice-President of TUCSA being Coloured.

Of the Council's 11 specialist committees, approximately half of the membership of these committees consist of members of the Coloured and Indian racial groups, and in addition, only Coloureds and Asians, but also Africans are co-opted into these committees as a view of their specialised knowledge in certain subjects.

There are five Area Divisions as part of the structure of TUCSA and a classic example of how non-Whites actively participate in the activities of TUCSA, and in the decision-making process of the Council, is the composition of the Officers' Committee of the Natal Area Division of TUCSA.

The Officers' Committee of this Division consists of five people — a Chairman, a Vice-Chairman, Secretary/Organiser, and two others. The Chairman and one of the others is a Coloured and the two others are Africans.

TUCSA works on a system of universal election and not one for positions in the organisation. And heads of TUCSA offices in South Africa, if they function on meritocracy.
OFFICE-BEARERS FOR THE NEXT YEAR

At the recent annual conference in Cape Town the National Executive Committee, which runs Tucsa's day-to-day activities, elected the following members of the Officers' Committee, which has the highest number of votes in the Transvaal and dates its committee when any of the other members are absent, were also elected.

- R. Van Tonder, president
- R. C. Wehr, first vice-president
- J. A. Moththembu, second vice-president
- L. C. M. Schipper, third vice-president
- J. Daniel, fourth vice-president
- C. D. A. Petersen, fifth vice-president
- C. A. van der Merwe, sixth vice-president

Also elected to the National Executive Committee were:

- L. H. Landley, A. Klein, and H. B. Barnard

Other than 80 kilometres from Johannesburg were:

- G. Munsook, S. R. Altman, C. Du Preez
- O. S. N. Moodie, L. W. Allen
Just EXACTLY what happened:...
Tucsa attacks support call by UK union

Labour Reporter

The Trade Union Council of South Africa has attacked a "shock resolution" by its British counterpart which calls for close liaison with the "exiled, communist" SA Congress of Trade Unions (Sactu).

The resolution, conveyed to Tucsa by letter, also calls for the withdrawal of British investment in South Africa.

In these ways the British trade union movement could best assist its objectives of supporting policies "designed to produce majority rule in South Africa and Rhodesia and which will end the illegal occupation of Namibia by South Africa," the resolution said.

Tucsa has written to the British Trades Union Congress to express its serious concern and disappointment with the resolution adopted by the TUC.

Withdrawal of investment by British companies could "only bring hardship and suffering to the less privileged groups in South Africa" — the very people whom that policy was supposed to assist, Tucsa said.

Tucsa also re-emphasized that Sactu is no democratic workers' body, has no overt membership and functions only outside South Africa without funds from South Africa. Tucsa believed Sactu was "merely a political instrument", seeking to introduce the communist doctrine and system in South Africa.
THE LID is about to blow off the Western Province Garment Workers Union following the dismissal of two of the union’s organizers for “misconduct” after a hastily convened meeting of the union’s executive on December 17.

The two organizers are Mr Ernie Buckton and Miss Muriel Borez, both of whom rose through the ranks of the industry to become organizers. Both have more than 30 years’ service in the industry.

The dismissal of Mr Buckton and Miss Borez took place on December 18. They were found guilty of “misconduct” and were not given an opportunity to give the executive their side of the case.

Reject

In an interview with me this week, Mr Buckton and Miss Borez made it clear that they rejected these dismissals as “unconstitutional” and they have instructed attorneys to inform the secretary of the union, Mr Louis Petersen, of their next of steps.

They also demand a copy of the union’s amended constitution if they do not receive one within a specified period in order to prepare their case, they will seek a Supreme Court order to force the secretary, Mr Petersen, to furnish it.

“We will not leave this matter as it is,” Mr Buckton and Miss Borez told me, “we intend fighting Mr Petersen and the union’s executive at the highest level.”

Mr Buckton and Miss Borez said they have been having “endless trouble” with Mr Petersen “because we are not yes men.”

“We have been critical of the man in charge and the union is run and the decisions of the officials, especially Mr Petersen who behaves as if he owns the union,” Mr Buckton said.

Mr Buckton said he and Mr Petersen had their “first big clash” in 1972 when both attended an international conference in

Organizers will fight dismissals

using too much petrol which”, he said, “is a ridiculous reason for dismissing me — if that is the reason — because after all I am an organizer and use a lot of petrol to get around and do my work.”

Miss Borez said she got the impression that she had been fired “because when Mr Petersen accused Mr Buckton of using too much petrol Mr Buckton called me into Mr Petersen’s office as a witness to the discussion and I agreed with Mr Buckton that the accusation was ridiculous. Apparently I am guilty of misconduct for standing up for the truth,” Miss Borez said.

Story

The two dismissed organizers claim that they have since been informed that “the story given by Mr Petersen to the executive was not all that transparent and we were obviously not given an opportunity to put our side of the story to the executive, because this would have made it impossible to have us dismissed,” said Mr Buckton.

Miss Borez said that since the Sunday Times began publishing articles about rank and file dissatisfaction with Mr Petersen and the executive there has been a witch hunt going on against people who do not want to play ball”.

“There is an election coming along in March,” Mr Buckton said, “and there appears to be a concerted drive to keep our people who could upset the way things are going now in the union.”

They claimed that there is widespread revolt against the clampdown. Mr Petersen earns R1 600 a month as secretary of the union, “yet he is also paid R14 for every union meeting he attends. It is felt that as he is a paid employee of the union he should not be paid extra for attending meetings — sometimes two or three a week — which is part of his job.”

Mr Buckton also claims that two cars which were bought in 1969 as part of a diet for union purposes “disappeared”.

These cars “surfaced” recently and Mr Petersen made an offer to the executive for one of the cars which he bought for his nominal sum for his daughter.

Another ear, valued this week by a Cape Town garage at “between R200 and R400” had been sold to an executive member, Mrs Abeder, for R800.

“These are all the things we have been fighting against,” Mr Buckton said, “and because we have fought, we have been dismissed. That is the long and the short of it.”

Trustee

He also said that a White woman had been appointed a trustee of the union three years ago “over the head of a Coloured man who had been a trustee in the Union ballot.” The White woman, Mrs Swanepoel, had not been voted by the workers to be a trustee, yet she had the power and had used it for the past three years, to countersign the union’s cheques while the worker-elected trustee had not signed a cheque since being elected.

Recently, Mrs Borez added, Mr Petersen’s son, who was appointed without a vote from the workers as assistant secretary, “had smashed a brand new car and the executive simply voted to buy him a new one.

“This is worker money being thrown around in this way and yet few people know it is being done,” Miss Borez said.

Both Mr Buckton and Miss Borez are compiling a list of what they call “gross mismanagement of worker trust” by the executive of the Garment Workers Union, which they will produce in support of their Supreme Court application for reinstatement as union organizers.

Election

“We intend bringing these matters to the attention of the garment workers before the March election, because we feel it is imperative that the Coloured garment workers of the Cape — all 45 000 of them — exactly how their affairs are being run by the present executive of the union,” said Miss Borez.
If you usually attended economics lectures in the morning please put a cross \( \times \) in the above box.

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**Feud**

"Since then we have been having a running feud over the way things are done at the union," Mr. Buckton said.

Mr. Buckton and Mr. Bowers both claimed that many of the decisions taken by the union's executive, and the secretary, were not constitutional and were intended primarily to be unfair.

As far as he could ascertain from a clash between Mr. Peterson and Mr. Buckton, he had been dismissed."
"We will realise how damn silly we have been."

Lief van Tonder...Tusca president
Ronnie Webb...Tusca senior vice-president

Tusca's two generals

"Somehow I felt I would be happier serving the underdog." So E P ("Lief") van Tonder resigned his job as foreman of a large printing works and became an official in the SA Typographical Union.

"I had no idea I would ultimately become general secretary of the union." But he was unanimously elected to the post in 1972 and in September last year became president of the Trade Union Council of SA (Tusca).

He had already served Tusca as a vice-president for several years.

Soft-spoken and introverted, Van Tonder hardly fits one's image of the leader of 210,000 White, Coloured, and Asian workers, but he speaks with a quiet authority and commands wide respect for forthrightness and integrity.

Van Tonder is also a member of the Apprenticeship Board, an alternate on the Unemployment Insurance Board, and was recently appointed to the Prime Minister's Economic Advisory Council in place of the late Tommy Murray.

He doesn't underestimate the difficulties facing SA labour.

"Any employer who dared to indenture a Black as an apprentice would face unrest on the shop-floor. We can only try and educate our members to accept the inevitable."

"One big grievance of the unions is the tendency among employers to pay Blacks lower wages. This is one of the main reasons why there is this tremendous resistance among Whites to giving Blacks a place in the sun."

But Van Tonder is not "unduly pessimistic" about the labour scene.

"If left alone we will sort ourselves out and then look back and see how damn silly we've been with our inborn prejudice against people of other races and colours."

His ambitions for his term of office as head of Tusca lie in this direction.

"If we can make rapid progress in influencing our membership, to accept the inevitable changes urgently needed, I will feel I've done my bit. We must open up job opportunities on merit."

There's not much time for hobbies. "As a printer I've worked just about every weekend of my life. But I'm a very keen do-it-yourself man around the house."

One of Van Tonder's top lieutenants is Ronnie Webb, senior vice-president of Tusca and boss of the Motor Industry Combined Workers' Union.

Webb has come up the hard way. "When I left school in 1945 job opportunities for Coloureds were extremely limited."

Eventually, however, Webb rose to become a manager in an appliance firm.

"I was accepted at face value as a White, but I became increasingly frustrated living a dual life." So he left Durban for Johannesburg, and set up his own business. It failed.

Shortly afterwards, Webb was persuaded to set up a branch in the Transvaal of the Combined Workers' Union, which was then operating only in the Cape and Natal. That was in 1968, and three years later he took over as general secretary of the national union.

In 1972 Webb became the first Coloured man ever to be elected a vice-president of Tusca.

He has twice visited the United States on leadership exchange schemes, and has also toured the UK as a guest of the Foreign and Commonwealth Office. "It's pretty frustrating getting back to SA after these trips, but it is a matter of surviving in a sort of a situation in your own country. Some limited progress has been made, but it needs to be stepped up considerably. Most certainly, time is not on our side."

Webb speaks gravely of growing Coloured bitterness and resentment. He has become one of SA's most articulate and well-informed spokesmen on the housing shortage, which in many areas of the country has reached desperate proportions.

He also speaks forcefully about the frustration which the jobs colour bar causes. "It is retarding the Coloureds' economic progress and development. My union is inundated with applications from youths whose sole ambition in life is to become motor mechanics, but because of the colour bar we cannot assist them."

Webb has always been a keen sportsman, and captained the Transvaal Coloured rugby team for seven years running. But he no longer has the time to devote to it.
THE intense behind-the-scenes struggle among Cape present executive and general secretary of the union "warfare" this week when both sides bombarded gara promote their respective causes.

The pamphlet "war" came on the eve of the closing day for nominations to the executive, Friday, will probably continue until the elections of officials next month.

The "rebels", I was told, this week, have submitted a list of names of people with whom they want to replace the present executive, to the Garment Workers' Union.

None of the union's top officials were in Cape Town on Friday to confirm this as the secretary, Mr. Louis Petersen, his son, assistant secretary Mr. Cedric Petersen, and chairman, Mr. O. S. Naidoo, were reported to have flown to Pretoria to see the Registrar of Trade Unions about extending the Garment Workers Union's permission to be a "registered" union.

In an interview earlier this week, Mr. Cedric Petersen told me that the present officials of the union had done much for the garment workers and handed me pamphlets put out by the Cape Clothing Industry Provident Fund which offered members' plots for sale as well as loans to purchase or build homes.

**Pamphlets 'attack' on workers**

Bursaries

He also handed me a pamphlet sent out to workers last week which informed them that members can apply for bursaries for their children who want to go to university and that a number of children of members had been assisted already — including two who have since become doctors.

Mr. Petersen said the union also has a funeral

sustant to his...
MR LOUIS PETERSEN, secretary of the Garment Workers’ Union of the Western Cape, this week made a significant move to counter a growing revolt against himself and the present executive of the union when he sent a list of the present executives’ names with nomination forms which have to be in by Friday, February 6.

But an action committee of workers selected from groups which have been propagating the removal of Mr Petersen and the present committee countered this on Thursday night by nominating their own choice for the executive posts. The names of the proposed new executive will be distributed to factories this weekend and next week.

The election of officials for the union — who will hold office for the next three years — only takes place in March, and the fact that Mr Petersen has sent out nomination forms already is being seen as an attempt to forestall the growing dissatisfaction among workers with him and the present executive.

The revolt, which began in August last year among a small group of workers and shop stewards, has snowballed and the action committees which have been having meetings of workers all over the Peninsula feel “confident” that they will succeed in replacing most of the present executive whom, they claim, have let the workers down over the past few years.

Wages

One of the most telling charges being levelled at Mr Petersen and his executive is that garment workers wages have increased by only 85c a year over the past 11 years, which are highly skilled people, are among the lowest paid workers in the Cape.

Workers were increased in November last year when it became known that Mr Petersen had settled for a weekly wage for a skilled machinist, for example, of only R22.50 a week, when he had told a general meeting that he would not settle for a wage of less than R27.50.

The fact that Mr Petersen, who led the negotiations with the bosses on behalf of garment workers did not first report back to a general meeting before accepting only R22.50 is being held against him by most workers.

The union executive also plans to the building of a new building to house the offices of the union, but that this was not referred to them and neither were they told that the project would cost over R2,000.

It is felt that the union should have instead used this money to establish a housing scheme for workers, many of whom are living in dire straits because of lack of housing in the Cape.

Creston’s claim that the union itself has a fund through which it is supposed to help workers buy or build homes is strongly denied by white workers who number a total of only 400, have been given loans to buy or build homes,” one worker said this week.

There is also widespread dissatisfaction with the action of the executive in approving Mr Petersen’s son, Cedric, assistant secretary, as the matter was referred to the union’s executive.

Successor

This appointment, Mr Cedric Petersen to the position where he will be the natural successor of Mr Petersen, has been greeted with some skepticism by other workers, many of whom have come up the ranks and are concerned about the principle.”

By HOWARD LAWRENCE
PETERSEN'S CLAIMS ARE REFUTED BY WORKERS

By HOWARD LAWRENCE

THE GARMENT WORKERS' Action Committee which has been campaigning to have the present executive, general secretary and assistant secretary of the union replaced by a new set of people, this week replied to statements made by the secretary, Mr Louis Petersen, in an interview with a Coloured weekly newspaper which had put questions to him being asked by union members.

Asked about the workers' grievance to get them a top wage of R27.50 a week, but that he had settled for only R22.50 a week, Mr Petersen said that the general meeting had decided that he should accept "the best possible conditions in the November negotiations with employers, and denied that he had said he would get a minimum of R27.50 a week for top hands.

But the action committee said the contractor's letter giving the estimated costs was read to workers and was approved by them.

"He is not the man for us," says Louis Petersen... says he is being underpaid.
New branch

Labour Reporter

The Garment Workers' Union of South Africa opens a branch in Bloemfontein next week to cater for its estimated 250 members in that city.

"Bloemfontein has been declared a Coloured people's growth point and the prospects for more clothing factories being established there are good," said the union's general secretary, Mr Adam Klein, in Johannesburg today.

He said almost all the workers in Bloemfontein's three large and several smaller clothing factories were Coloured people. The few Blacks in these factories would be offered membership of his union's sister union, the Black National Union of Clothing Workers.

A part time training course for shop stewards is to be run for about 10 days by Mr Dick Whitworth, the education officer of the Trade Union Council of South Africa.
The woman who works for the workers

SHE'S half tyrannical when giving advice and she has at least five conversations going all at once: "Ja, hallo darling, take a seat, shalom, dankie - in die kantoor."

Simultaneously into the telephone and to the stream of garment workers who pop in and out of her small office, Sarah Chitya Khali, Assistant General Secretary of the National Union of Clothing Workers, copes.

And if abrupt at times, it's always with a warm, well-rounded laugh.

Recently back from an intensive three and half month course at the Afro Asian Institute in Israel - she is ready to impart what she's learnt to her union.

The course, attended by 68 delegates from 24 underdeveloped countries, ran lectures, seminars and study groups on a wide range of subjects to do with economics and labour which was her speciality.

The presence of a South African was something of an oddity; while South Africa was a country, it has, to a certain extent not used its labour force to the best advantage - it isn't truly speaking an underdeveloped country.

PERSONALITY: Vita Palestrant

had a long struggle for official recognition.

The Native Labour Act passed in 1933 barred Blacks from belonging to registered trade unions. Until then Black women had been better off than their men, not being pass bearers. They were allowed to belong to the White and Coloured Garment Workers Union. But by 1959 they were also forced to carry passes and had to leave.

Blacks formed the National Union of Clothing Workers that year. Not being a registered union, they depend on their parents' Garment Workers Union. Whatever the registered union achieves applies to both unions.

Part of her course was spent on a moshav or collective settlement. The mechanism of motivation fascinated her.

"Motivation is no problem on the moshav - its benefits are shared by all. People become conscious quickly enough."

She pointed out that the moshav is "very akin to the traditional African way of life - land is collectively owned and labour is shared."

She attributes much of the motivation she found in the togetherness of the people and feels that it is through common suffering that this is so.

Born and bred in the racially mixed environment of Vrededorp, she believes that if Blacks and Whites can work together, they can also live together. "Blacks have been urbanised for so long - how can they identify with the workers in Israel using the Histadrut labour organisation, has a training facility and"

let alone vote for the homelands, a place most of them have never been to."

Her roots are very much in industry and the city.

After leaving school in 1941, Sarah joined the garment industry and in 1964, she was elected to represent garment workers. Since then she has dedicated herself to improving the lot of workers, investigating backword factories and the bonded "nooni", using strikes and solving individual workers problems.

Just before the closing ceremony on the course she realised that she was the only delegate without a flag. "I rushed off to the South African embassy. They were very friendly and wanted to know why I hadn't popped in earlier and gave me a flag. South Africa was as fully represented as any other country."

The Institute also made it known that if it hoped to strengthen its ties with South Africa.

Sarah Chitya Khali
S. African banned

Johannesburg — An international trade union federation due to host union leaders from African countries at a seminar in Germany, has banned Mr. Adam Klein, general secretary of the Garment Workers' Union, because he is a White South African.

Mr. Klein was due to attend the seminar with four other trade unionists from South Africa. Mr. Tom Moshokhi, Miss June Rose-Nala, Mr. Sami Lekeba and Mr. Guna Fuctree.
UNION ACTION MAY SEEK A COURT ORDER

By HOWARD LAWRENCE

THE ACTION COMMITTEE of the Garment Workers' Union (Western Cape) which is organizing to remove the present executive committee and general-secretary of the union will decide this week whether to apply for a Supreme Court interdict to restrain officials and organizers and shop stewards of the union from obstructing its members who are exercising their rights in terms of the union's constitution.

Action Committee members received complaints from supporters this week that shop stewards in some factories have prevented members from circulating a petition to get the 600 signatures needed to change the way votes are handled in next month's election of a new executive.

The petition is being circulated in terms of Section 7(1) and 11(4)(a) of the Garment Workers' Union constitution. It demands that a ballot of members be conducted to direct the Central Executive Committee that the forthcoming election for a central executive committee.

"Shall be organized, supervised and scrutinized by independent persons, not in any way connected with the trade union, as members thereof, or employees thereof, nor shall they be members of the families of members of the trade union officials or the staff thereof, nor shall they be officials or members of the staff of the Industrial Council for the Clothing Industry (Cape) or members of their families and such independent persons shall be appointed by the trade union's auditors".

The petition further states that "the ballot shall direct that the issuing of employees who are members of a trade union to organize themselves and I gave the assurance that no employees of ours are in danger of losing their jobs because support of either the Action Committee or the officials of the union.

"If any threats are made against workers that they will lose their jobs, the matter should be brought to the attention of the Pep headquarters," the spokesman said.

The managers of the Pep factories, he said, would be informed of the decision.

The attitude of the Pep group was hailed by the Action Committee this week as "the attitude of enlightened and progressive employers who realize that workers who are dissatisfied, for any reason, affect production adversely."

"We are positive that their employees will appreciate their attitude in no small measure," an Action Committee spokesman said. "and we hope that other employers will follow their lead."

Meanwhile, hundreds of garment workers have indicated by letter and telephone calls to the Sunday Times as well as personally to Action Committee members that they support the move to elect a new executive and general secretary.

They have also been submitting complaints against the union, the most widely quoted one being "that many qualified machinists, some of whom have been qualified for 12 years and longer are still receiving only £20.50 a week at some factories, instead of the new $disputed rate of £22.50 a week which came into effect on December 13 last year."

Mr L...
Black union in ‘breakthrough’

Labour Reporter

The interrelationship of Black trade unions in the Transvaal will not suffer as a result of the decision by the largest Black trade union to join the multiracial Trade Union Council of South Africa.

"We hope other Black unions will follow this example if they intend joining TUCSA," he said. The decision is seen as a major breakthrough for TUCSA which so far has only three affiliated Black unions with a total membership of about 1,500.

By its sheer size, the National Union of Clothing Workers is seen as holding a leading position in the Black labour movement.

And it enjoys the de facto recognition of the employers in the industry it serves.

The NUCW’s affiliation to TUCSA is now only a matter of “administrative formality,” according to Mrs. Sarah Chitja, the union’s assistant general secretary.

“We believe TUCSA membership will strengthen our union.”
Black clothing workers rejoin Tucsa

By CLIVE EMDON
Labour Correspondent
THE National Union of Clothing Workers, the largest African trade union, with 23,000 members, has decided to rejoin Tucsa.

This at a time when the State threatens to bar up to 8,000 workers in the industry from their jobs under the Physical Planning Act.

The decision to rejoin Tucsa was taken by the union's 17-member executive unanimously and backed yesterday by a meeting of 300 shop stewards in Johannesburg.

The union is the first to rejoin the council after Tucsa barred African unions from its membership in 1969. The union left a year before.

The winning back of the NUCW is certainly a masterful move by Tucsa, at a time when it needs to gain an image abroad of being representative of South African workers.

Nine other Black unions which had formed a consultative committee of unions with the NUCW were informed a week ago by Mrs Lucy Mwudzulo, the clothing union's general secretary, of the decision to rejoin Tucsa.

Some may follow suit, but the stronger unions, such as the 8,000-member Engineering and Allied Workers' Union, are unlikely to as they regard Tucsa with suspicion because of its policies and 1969 decision to bar Africans.

Mrs Mwudzulo confirmed yesterday that the threat of retrenchments in the clothing industry as a result of State action under the Physical Planning Act was very real, and the union hoped to gain new muscle, through its affiliation to Tucsa, in resisting it.

Under the Act job ratios of African workers in the clothing industry on the Witwatersrand were specified and pegged at 12,000 in 1968. At present the union's 23,000 members working on the Witwatersrand is a job of 8,000 workers.
Black Unions: Tucsa's Coup

Tucsa seems to have pulled off a major coup. The news this week is that the 23 000-strong National Union of Clothing Workers, SA's biggest African trade union, will apply for affiliation.

Although Tucsa decided to readmit Africans in 1974, Black unions have been reluctant to join (only three have done so, and they are regarded as mere adjuncts of White unions by most African unionists). Suspicions that Tucsa is more concerned with international credibility than with African worker demands remains, and few have forgotten Tucsa's 1968 decision to expel Africans. Black trade unionists have also pinned their hopes on a co-ordinating body of their own, preferring to consolidate black unity before considering closer links with Tucsa. The NUCW decision should thus be a major feather in Tucsa's international cap.

Says NUCW's Lucy Mvubelo: "If we affiliate, we can persuade Tucsa's unions to organise African workers. An African co-ordinating body would be recognised and has no power to influence industrial legislation. We are faced with retrenchments in our industry, and Tucsa can exert pressure on legislators on our behalf. The idea of a Black co-ordinating body is now out of the question, as Tucsa will only accept applications from individual unions."

Nor did she feel that Black union unity would be impaired by the decision: "I have informed the other Reef unions of our plans, and they have endorsed them. Some, in particular the Engineering and Allied Workers' Union, have expressed interest in following us."

The only opposition Mvubelo expects is from the five Trade Union Advisory and Co-Ordinating Council (TUACC) unions in Durban. She is critical of the Durban unions, arguing they have made little headway.

Will other Black unions follow Mvubelo's lead? It seems unlikely, judging by a statement issued this week by the Reef Transport and Allied Workers' Union: "There is no evidence that affiliating to Tucsa will bring about co-operation from registered unions.

"Tucsa unions have failed African workers in the past, and Tucsa's readmission of Black unions is not enough. Only when Tucsa-affiliated transport unions make specific undertakings to improve their membership would we be in a position, with other Black unions, to consider recommending to our members co-operation with Tucsa."

TUACC, while unwilling to comment on the NUCW's move, is known to be opposed to joining Tucsa until such changes are made. So Tucsa may have won a battle - but more than a decade of misgivings will have to be removed and a lot more sympathy to Black workers shown before they win any wars.

Financial Mail February 27 1978
Black union to rejoin Tucsa

JOHANNESBURG — The National Union of Clothing Workers, the largest black trade union, with 23,000 members, has decided to rejoin the Trade Union Council of South Africa at a time when the state threatens to clamp down on 8,000 workers in the industry under the Physical Planning Act.

The decision to rejoin Tucsa was taken by the union's 17-member executive unanimously and backed by a meeting of 300 shop stewards here.

It is a historical one, as the union is the first to rejoin the council after Tucsa barred unions from its membership in 1968. The union left a year before.

Tucsa is comprised of 62 unions with a total membership of 211,000. These are unions mainly with white, Coloured and Indian membership. But three small black unions, with 330 members also belong.

The winning back of the National Union of Clothing Workers is certainly a masterful move by Tucsa, at a time when the need is to gain an image abroad as being a representative federation of union of South African workers.

Nine other black unions who had formed a consultative committee of unions with the NUCW were told last week by Mrs Lucy Mvubelo, the clothing union's general secretary, of the decision to rejoin Tucsa.

Some may follow suit, but the stronger unions such as the 8,000-member Engineering and Allied Workers Union are unlikely to do so. They regard Tucsa with suspicion because of its policies and 1968 decision to bar blacks.

Mrs Mvubelo confirmed that the threat or retrenchments in the clothing industry as a result of state action under the Physical Planning Act was real and the union hoped to gain new muscle through its affiliation to Tucsa in resisting it.

Under the Act, job rationing of black workers in the clothing industry of the Witwatersrand were specified and at 12,000 in 1968.

The union now has 20,000 members working on the Witwatersrand.

Referring to her union as being separate to the Garment Workers Union which represents 9,000 white, Coloured and Indian workers, Mrs Mvubelo said: "We would have preferred an integrated union but have accepted the division because of the law. We support Tucsa policy and have practised it ourselves. Our rejoining them will strengthen our ranks."

She said the step would be an example to other black unions — "and I believe some will follow us."

The decision by Tucsa in 1969 to bar blacks was taken when unions representing 88,000 members' bringing in R16,000 over two years, withdrew because of Tucsa's race policy.

The decision was reversed in 1974.

Mrs S. Chitya, assistant general secretary of the union, said: "We want to show South Africa it can only survive if the workers stand together."

"We stand for integration into the community — that's why we are going into Tucsa. We must sacrifice our pride in doing this. We will fight from within Tucsa for rights of all workers," she said.

Mrs Mvubelo told the meeting the union had left Tucsa in 1968 because the government had wanted to take action against the organisation owing to the presence of the black clothing workers union.

Affiliation to Tucsa will cost the union upwards of R10,000 a year. — DDC.
Mixed reaction to union's move

By CLIVE EMDON
Labour Correspondent

THE DECISION by the 23,000-strong National Union of Clothing Workers to join Tucsa has been welcomed by the Trade Union Council. But the militant Transport and Allied Workers Union has openly opposed the move, saying there seems to be no purpose in Black unions seeking Tucsa affiliation.

Mr. Arthur Grobbelaar, Tucsa's General Secretary, said yesterday: "We hope this lead by the clothing union will be followed by other African unions.

"It is our belief that we cannot afford to have division in labour. This is true for Whites as well as for Blacks."

He said that, in order to practice meaningful detente in South Africa, it was essential for all organisations and institutions to encourage affiliation with Black groups and to have meaningful partnership with them.

The Transport and Allied Workers Union — representing 800 African bus drivers — in a statement yesterday said: "There is no evidence that affiliation to Tucsa will bring about cooperation for Black unions with the registered unions.

"Tucsa unions have failed African workers in the past. Only when Tucsa-affiliated transport unions undertake to improve by negotiation the disadvantaged position of Africans in wages and working conditions will we be in a position, with other Black unions, to consider recommending to our members cooperation with Tucsa."

Mr. Grobbelaar said yesterday that Tucsa could not give such guarantees. "We can't compel our White unions to cooperate with Black unions — we can only influence them to have rules that prevent the council from interfering in the domestic affairs of any union."

"I think that, by participation in the council's activities, African unions..."
Union rebels will carry on talking

SUN TIMES (ETHICA)
16/3/76

By HOWARD LAWRENCE

THE ACTION COMMITTEE which has been organising a revolt to remove the present executive and secretary of the Garment Workers' Union of the Western Cape issued thousands of pamphlets this week entitled "We haven't stopped talking Mr. Petersen".

The pamphlet states that workers are still talking "and most of the time", it states, "we are talking about you Mr. Petersen. Mr. Petersen is the general secretary of the union."

"You", it states, "have been secretary of our trade union for over 20 years and have led all negotiations for wage increases during that time so we thought we would take a look at what you have achieved — or, to be more exact, at what you have failed to achieve."

In 1948, the pamphlet states, a machinist was paid R3 a week. Machinists, it continues, are probably the most important employees in the clothing industry and represent the majority of the workers in the trade.

After 28 years, it continues, "we machinists are being paid the magnificent wage of R30.50 a week."

Sweat

"Remember, Mr. Petersen you were not going to accept less than R27.50 a week, but you did. Just remember this, Mr. Petersen, when you drive to our offices at 11am each morning in the magnificent Mercedes Benz motor car paid for by us — with our sweat. Think when you draw your £1,000 a month, you are paid by us."

A very conservative calculation of the increase in the cost of living since 1948 has been put at 320 percent, it means the pamphlet states, that to have kept pace with this increase a machinist should now be earning at least R25,60 a week. This means that our real wages have decreased since 1948.

In addition, the pamphlet states, "we have been taken into account and machinists would now be earning at least R20 a week."

"No wonder", the pamphlet exclaims, "employers are making fortunes, and who can blame them for taking advantage of a pathetically weak trade union leadership?"

Another point made in the pamphlet is that in 1948 most of the clothing workers lived within walking distance of their factories. This represented 50 percent of their wage.

"Today, after a similar period of absence due to certified sicknesses, a machinist receives only R5 a week and they are paying now 20 cents a week to the sick fund."

In terms of Section 21 (a) of the Factories Act where there is no industrial council sick fund, the pamphlet points out, "the employer is obliged to pay full wages for a period of two weeks every year in respect of illness. What is more, it continues, "in certain circumstances, no certificate is required for the first two days of sickness."

"With our sick fund, it states, "under the regulations for which you and your executive are responsible, nothing is paid for the first two days and we get as machinists a ridiculous R8 a week".

This is from a clipping of a newspaper article.
Unionists off for 'detente' effort

Labour Reporter

Nine South African trade unionists — bent on "building bridges with Black Africa" — are due to fly to Dublin, Ireland, this week.

Four colleagues, already abroad, will join them to muster a total of four Black, three Coloured, three Indian and three White delegates from South Africa at next week's four-yearly congress of the International Textile, Garment and Leather Workers' Federation.

The week-long congress hoped to climax in the establishment of an all-Africa committee of the federation. But it is feared that anti-South African elements within the federation may jeopardise what the South Africans regard as a major detente effort.

Senator Anna Schoepers, who became the first and only woman on the federation's general council in 1968, is undaunted by indications of anti-South African sentiment.

DISCRIMINATION

"We shall take the strongest exception to any discrimination against us because we have followed a non-discriminatory line for many years," she said from Cape Town.

She pointed out that South Africa's strongest Black trade union might not exist if it had not been for her own union, the Garment Workers' Union of South Africa.

"We pioneered the organisation of Black workers in South Africa about 40 years ago and fought a successful court action in 1942 for the trade union rights of Black women," she said.

"We cannot take any blame for discriminatory legislation which we have firmly and consistently opposed."
Ex-member challenges union man
Petersen

By HOWARD LAWRENCE

MR CASSIM PANDIT, a Cape Town father who has been a garment worker for 25 years, issued a challenge through the Sunday Times this week to Mr Louis Petersen and the executive of the Garment Workers' Union to allow him to address the union's general meeting on April 8.

Mr Pandit stopped being a union member six years ago because he said he was not happy with the way the union was run.

He has since applied several times for reinstatement, but the only response he received from the union is that his application is being considered.

Mr Petersen's employer had also made an application for Mr Pandit's reinstatement, but this too has "met with a diversity of lectures", according to Mr Pandit.

"If I have never been suspended or expelled," Mr Pandit said, "although some people have tried to give out that this is why I have not been a member."

Pamphlet

Mr Pandit said he had read the pamphlet put out by Mr Petersen in which the action committee fighting for his removal was attacked as being "useless and misguided cowards" and he felt that Mr Petersen needs to be answered.

"I challenge the union to make it publicly known why they refuse to reinstate me as a member of the union - a membership which, defaulted through a technical error.
Union award for woman

EAST LONDON — The South African Typographical Union's silver emblem of merit will be awarded to Miss M. R. Seeber of East London on Saturday.

Miss Seeber is only the second woman to receive the award in the union's 78 years. Only 77 other people have received the award.

The secretary of the East-London branch, Mr. D. S. Patrick, said, "There's nothing about the branch. Miss Seeber doesn't know. This, together with the fact that she has taken on so many extra duties over the years, is the reason the committee recommended she get the award."

Miss Seeber joined the staff of the Daily Dispatch in May 1927 as a general assistant. She left in 1934 to go to Durban, but rejoined the Daily Dispatch when offered a position in charge of the binding department.

In 1941 Miss Seeber joined the Waafs and served with them until 1945, attaining the rank of sergeant.

She then rejoined the Daily Dispatch. In 1959, Miss Seeber left to join the Typographical Union where she has been ever since.

In 1962 Miss Seeber was awarded the bronze emblem for 30 years unblemished membership of the union.

Miss Seeber has no intention of retiring for the foreseeable future. And when she does? "The branch will be quite a loss without her," Mr. Patrick said.

In her early days, Miss Seeber played badminton for Border and was the Border singles and doubles champion. She was born in Port Beaufort in 1912 and went to school at the Sacred Heart Convent in East London.
Union Secretary under fire

A new union group has been formed within the Garment Workers Union in an attempt to voice some of the deep complaints against the executive from among the members of the Union. The Garment Workers' Union is one of the largest trade Unions in South Africa with a predominantly "Coloured" membership of 45,000.

Complaints stem from the fact that the latest round of negotiations by the powerful union brought a minimum wage determination of only R22.50 (which becomes operative only in 1977). The complaint that "the union and the bosses are in it together" is particularly interesting given the dependence of the competitive clothing industry on cheap labour.

In contrast to the wages of workers, the General Secretary of the Union, Mr. Louis Petersen, if it is claimed, earns R1,600.00 a month, has an expense account, drives a union-owned Mercedes-Benz, and also pays extra for each union meeting he attends.

A change of personnel also has been levied against Secretary Petersen. His son Cedric Petersen, at present his assistant secretary and it is alleged, is being groomed for the leadership. Other claims are that Mr. Petersen's brother-in-law has a furnished flat in the Union Building and that Mr. Petersen's daughter is also employed by the union.

With accusations and denials flying back and forth daily, it remains clear that there is a striking contrast between the wealth of the union and the poverty of the workers.

The union has a closed shop agreement. Through the weekly contributions the union receives roughly R432,000 per year from subscriptions alone. In contrast, since 1948 the real wages of a machinist have declined. One woman at a factory in Salt River earns R23 a week as a machinist after 30 years of continuous service. She is not interested in the clothing industry or of South Africa generally.
THURSDAY night's general meeting of the Garment Workers Union had to be adjourned to an unspecified future date when an estimated 2,500 garment workers exploded in anger and uproar against the general secretary of the union, Mr. Louis Petersen and the present executive amidst chants of: "We want Petersen out".

The meeting refused to endorse the minutes of the previous general meeting because, they claimed, there were omissions and distortions in the minutes read by Mr. Petersen.

They became incensed when word was spread that young boys who were giving out Action Committee pamphlets outside the hall, had been picked up by police who patrolled the area in four vans.

The secretary's son, Cedric, who is also assistant secretary of the Union, is one of the complaints being levelled against the Union leadership. He was one of the police vans and directed the police in the detention of the young boys.

Added to this was the fact that when workers arrived at the Union's hall in Salt River, uniformed police, estimated at 12, were stationed around the hall and the workers immediately felt that the police was an attempt to intimidate the workers.

The young boys, who were_lured into the police vans, told their pamphlets confiscated and their beloved leader, released.

Garment workers told me this week that they were going to demand an investigation and an explanation from Mr. Petersen and the executive for these actions.

They claim that the young boys were detained by the police "could have been the sons of members of the Union who are exercising their democratic right to oppose and remove leaders whom we feel are unfit to lead us."

The meeting opened in a tense atmosphere and when Mr. Petersen reached part of the previous meeting's minutes dealing with the wage negotiations, Mr. Petersen said that the previous meetings had decided that the union's negotiators would not be "paying the best possible wage".

On several occasions throughout the session, the union's leaders were interrupted by the audience, who demanded new leadership.

At the time of going to press, the union's leaders had not decided on the course of action to be taken.

Editorial: The newspaper's policy is to give the views of its readers and the union's leaders on the issue of their strike.

DISCLOSED

The following is a disclosure of the facts behind the recent strike action. The disclosures were made in the wake of the strike's peaceful and orderly conclusion.

At the time of the strike, the union's leaders were faced with a dilemma. They had to make a decision on whether to continue the strike or to seek a settlement.

On the one hand, the union's leaders felt that the Action Committee's demands were justified and should be met. On the other hand, they were concerned about the economic and educational benefits of the strike.

The union's leaders decided to disclose the facts behind the strike in order to ensure that the public had an understanding of the situation.
GARMENT workers in the Western Cape have been informed by the general secretary of their trade union, Mr Louis Petersen, that the general meeting adjourned last week without the minutes of the previous meeting being adopted, will be completed on April 22.

In the meantime, I learnt this week, the executive of the union have decided to go ahead with the election for a new executive and ballot papers are currently being drawn up for the printers.

Last week's general meeting of the union, at their R2m Salt River headquarters, had to be adjourned because of the uproar.

I understand that union officials and the general secretary of the union have levelled complaints at the Sunday Times who, they claim, have been "biased" in reports on the internal struggle for power between the present officials of the union and the Action Committee which wants a new executive "which will be totally orientated toward getting the maximum benefits for workers in the garment industry."

I can reveal this week that the Sunday Times has twice agreed to give the secretary of the union, Mr Louis Petersen space to put his case to our readers but he declined on both occasions.
Labour Reporter

Unions affiliated to the 250 000-strong Trade Union Council of South Africa are unaffected by the Prime Minister's call last Thursday for further wage restraint.

That is the upshot of a circular sent to all Tucsa affiliates by the general secretary Mr Arthur Grobbelaar.

"Any employer arguments that wage increases should conform to the Prime Minister's appeal were untenable and unacceptable," Mr Grobbelaar wrote.

Employers who were party to the anti-inflation manifesto were "not absolved from meeting legitimate demands from the Tucsa trade unions," he stated.

Mr Grobbelaar's statement has a strong bearing on current wage reviews in South Africa's largest industries, the mining and the steel and engineering industries.

REVERSAL

The circular follows Tucsa's withdrawal from the anti-inflation pact and the reversal of that decision hours later after assurances from the Prime Minister of Economic Affairs, Mr Heunis. The Prime Minister's appeal of no more represented a change of deviation from the fixed undertakings in the manifesto and should not be interpreted as such by employers or employees, Mr Heunis said.

The assurance brought Tucsa back into the pact and formed the basis for Mr Grobbelaar's circular.

The circular pointed out that unions were still expected to limit pay demands to 70 percent of the rise in the consumer price index for the period from October 1 to September 30.

By the same token they were free to recoup full compensation for the cost of living increases outside the one-year period of restraint, the circular said.
By HOWARD LAWRENCE

THE Action Committee of the Garment Workers' Union have requested the Registrar of Trade Unions in Pretoria to institute an inquiry into the Union.

They have also informed the Divisional Inspector of Labour that they are dissatisfied with the manner in which the minutes were adopted at the adjourned meeting of the Union last week.

In their letter to the Registrar of Trade Unions, signed by Mr. D. Hendricks, of African Clothing, the Registrar's attention is drawn to the forthcoming election of a central executive committee for the Garment Workers Union of the Western Province, which, in terms of the Union's constitution, must be held within three months of April 8, 1976.

"There is considerable fear on the part of a large number of members of the Union that the election cannot be conducted satisfactorily as up to date records are not maintained by the Union's secretariat, as required in terms of Section 8(5) (i) of the Industrial Conciliation Act (29 of 1956)," the letter states.

"Employers in the industry," it explains, "do not render detailed returns when making payment of trade union subscriptions deducted from wages of employees and the Union's records are compiled from returns of engagements and terminations made available by the Cape Clothing Industry's Sick Fund.

"Inevitably," the registrar, was informed, "there is a big time lag and, with the huge turnover of staff in the industry, it is quite impossible for the Union to compile adequate records and, as a result, it is considered that the officials cannot maintain the strict control of ballot papers so necessary to ensure compliance with the union's registered constitution and the provisions of the Act.

In the letter to the Divisional Inspector in Cape Town, Mr. G. Martin, a member of the Action Committee, states that at the general meeting of the Garment Workers' Union of the Western Cape held at the Union's premises on April 8 "a large number of members including itself, rejected the minutes of the previous meeting as it was felt they did not reflect accurately the proceedings of that meeting."

"When the meeting was resumed on the minutes were rejected without being read."

"The meeting, notwithstanding the fact that a lot of people present had not attended the meeting on April 8,"
Tucsa's team gets Israeli cold shoulder

Own Correspondent

TEL AVIV — The Federation of Israeli Trade Unions has refused to receive a delegation from the Trade Union Council of South Africa (Tucsa).

The delegation, led by Tucsa's general secretary, Mr. Arthur Grobbelaar, was due to arrive in Israel next month on their way to the International Labour Organisation conference in Geneva. The delegation would have included Tucsa's second and third vice-presidents.

A spokesman for Histadrut, Israel's trade union federation, confirmed to day a report published by the Israeli daily Haaretz: that a letter had been received from South Africa proposing an official visit of the delegation.

He added that in response the Israelis said that they had to clear such a visit with the ICFTU, the pre-Western trade union organisation. South Africa is not a member of that body, thus it seems highly unlikely.
WHY WE WANT:

TUCSA has spelt out to the new Minister of Labour, Mr S P Botha, its views on two vital issues affecting the trade union movement in this multiracial country of ours.

- Firstly, we have told him why we believe it is essential to extend the same trade union rights to Africans as are enjoyed by White, Coloured and Indian workers.

- Secondly, we have put to him the case for amending the Industrial Conciliation Act to allow for mixed or multiracial trade union executives, which we also consider essential.

African unions

The following is the case put to the Minister of Labour, Mr Botha, for extending full trade union rights to African workers:

Side by side

Black workers are irreversibly committed to participating in the integrated economy of South Africa side-by-side with the White, Coloured and Asian workers, and therefore they must of necessity become part of the same industrial relations system that governs the industrial relations of all the other workers in the country's racially mixed industries.

Labour peace

Industrial peace in South Africa for the White, Coloured, and Asian workers has been achieved through their active participation in recognised trade unions, and similarly future industrial peace can only be secured if Black workers are permitted to participate in the same well-tried and successful form of industrial representation.

No discrimination

The elimination of discrimination in the employment sphere, a stated goal of the Government, demands inter alia, that the Blacks should enjoy the same rights as those enjoyed by the White, Coloured and Asian workers.

Temporary

The Works and Liaison Committee Systems may appear to provide a temporary solution for the industrial representation for the Black workers, but experience both here and overseas has shown that it is only independent trade union representation that has the credibility and effectiveness to protect the workers, secure binding contracts respected by the workers, and conduct negotiations on behalf of the workers throughout industry.

Within law

Some Black trade unions have been formed already, and even more are in the process of being formed. However, at present they operate outside the requirements of the law, with no compulsion to keep proper books, abide by democratic constitutions, or refrain from political activity. Only by bringing them within the framework of the law can we ensure that they conform to the well-tried democratic standards practised by the experienced registered trade unions in South Africa.

Consequences

Continued failure to extend trade union rights by law to Black workers will force Black workers to choose those courses of action, which may damage their interests — as also the interests of other workers — in their desperate efforts to gain recognition.

Lesson of History

History has shown quite clearly in South Africa (and all other countries) that a failure on the part of Government to recognise trade unions was the cause of considerable conflict in industry. As soon as recognition was granted however, then the avenues were provided for the peaceful and orderly conducting of industrial relationships, to the benefit of all — Government, Employers and Workers.

TUCSA believes that evolutionary changes in South Africa's industrial relations structure can be made, and must be made, and that the climate of opinion amongst the White, Coloured and Asian Workers, favours the above proposal, as is also desired by the Black workers.

All-race executives

A change in the law to allow for mixed or multiracial trade union leadership has been requested from the Minister of Labour, for the following reasons:

All agree

Attitudes, within the mixed unions are almost universally in favour, amongst the Whites, Coloureds, and Asians, of the change proposed.

Inter-dependent

The inter-dependence of workers between different races is obvious to most urban dwellers, who thus see the necessity to have greater co-operation in the industrial relations field, between these workers of different races.

Tensions

The claim that the exclusion of Coloured and Asians from the executive bodies of these trade unions reduces or eliminates racial friction, has now become a dangerous myth. If anything, the continued application of the present policy may well in itself generate misunderstandings and tensions within these unions, because an important section of membership is excluded from these executive bodies.

Co-operation

Sound industrial relations demands increasing co-operation between the workers of different races, if South Africa is to avoid polarisation along racial lines in its industrial relations sphere.

Logical

The elimination of race discrimination is a stated objective of the Government, and the Government is itself appointing Coloureds and Asians on to premier consultative bodies, such as the Economic Advisory Council to the Prime Minister, the Unemployment Insurance Board, etc., TUCSA can therefore see no reason why the same policy cannot be applied in the premier Executive Bodies of the mixed trade unions.
Editorial

Critics without it

Tucsa, as everyone in South Africa knows, is uncompromisingly opposed to apartheid and everything it stands for, and there is no way we would defend it, either in this country or abroad.

However, this does not mean we can condone the kind of gross misrepresentation of facts about this country as appears in the International Confederation of Free Trade Unions Africa newsletter, which we report elsewhere in this issue.

In its struggle to gain acceptance among communist and Third World labour movements, the ICFTU has decided to turn its back on liberal multiracial groups like Tucsa seeking a peaceful solution to the problems of this country.

Instead, it supports the agents of Black nationalism and the radical Left, which seek official recognition and promises about racial issues in the industrial relations sphere. The policy of the government of South Africa is to avoid discussions about racial issues by different races, but the reality of life is that we are a multi-racial society and certain policies and decisions must be made.
Anti-SA drive is losing impact

The "unexpectedly mild" Western response to the recent riots in Black townships reflects a wider and deeper change in Western attitudes towards South Africa.

Sieg Hannig, Labour Reporter

So says Mr Arthur Grobbelaar, general secretary of the multiracial Trade Union Council of South Africa, who returned yesterday from a three-week visit to Europe.

He attended the International Labour Conference in Geneva and stopped over in Germany and Britain.

During his trip he spoke to influential people from many countries and many of them labour leaders of international standing.

"Most of the heat has gone out of the hate campaign previously waged against South Africa," Mr Grobbelaar said.

SURPRISED

He was surprised at the news that the Australian labour movement has banned the handling of South African cargo, ships and aircraft in protest against the "mass killing" in South Africa.

This did not tally with the immediate reaction in Europe which he found "surprisingly unemotional," Mr Grobbelaar said.

"The lack of Western hysteria during and after the Soweto disturbances was contrary to what could have been expected even a few years ago and certainly bore no relation..."
Dispute continues in garment workers' poll

By GORDON KLING
Industrial Reporter

TEMPERS are at boiling point in the Cape's biggest labour union as the count continues in the election of executive officers.

Some 45,000 members in 400 factories of the Garment Workers Union of the Western Province, which is split by infighting, had to choose between 100 candidates for seven positions.

The major contenders were the present executive and an action group which has been trying for nearly a year to oust the executive.

Action group allegations against the executive have prompted a libel suit by the union secretary general, Mr I. A. Petersen, against the Sunday newspaper which reported them.

In error

A pamphlet may have severely prejudiced the chances of action group candidates.

The pamphlet, issued by the action group, requested supporters to vote for eight candidates instead of seven. A group spokesman said the mistake was not realized until the first ballot had begun. Some papers may be spoilt because of this.

The vote count is expected to take about two weeks, but the action group says it intends to approach the Minister of Labour to have the election annulled because of alleged irregularities.

Action group complaints include the fact that, under the constitution, the current union leader is also the returning officer for the election and that the union decides who counts the votes.
Tuscana attack on farm pay

PRETORIA — Discrimination against black, Indian and Coloured workers and wages for farm labourers will come under attack at the annual Tuscana conference in East London next month.

The conference is expected to condemn the Government's intention of "not only perpetuating the discriminatory Bantu Labour Regulations Act, but of extending the scope of Act."

The resolution claims this is evidence of the Government's preference for a system which denies legal trade unions to black workers, and precludes them from negotiating their own working conditions.

Separate industrial legislation for the different racial groups jeopardises future good industrial and labour relations, according to the resolution.

Tuscana claims the interests of workers are indivisible, and there should be a common set of laws for all.

Another resolution appeals to the Minister of Agriculture to use the machinery of the Wage Act to determine a minimum wage for farm workers.

The conference is also expected to support a resolution calling on the Government and management to abolish all forms of discrimination based on sex, race, or religion, whether it is legal or traditional.

Another resolution calls for a commission of inquiry of representatives of all racial groups to make urgent recommendations to remove discrimination.

Another condemns the extension of the powers to detain without trial.

The Draconian powers are prejudicial to the statesman-like policy of the Prime Minister, and a grave embarrassment to all those seeking to improve South Africa's image abroad, the resolution states — DDC.
Tucsa proposes into job laws

Labour Reporter

The 250,000-member Trade Union Council of South Africa is to consider calling on the Government for an immediate multi-racial commission of inquiry into employment discrimination.

Discriminatory practices and legislation promote frustration, hatred and hostility among workers, Tucsa says.

The proposal for the commission — providing "visible proof" of the Government's declared stand against discrimination — will be put before Tucsa's annual meeting in East London next month.

HARMED

It "calls upon Government, management and the trade union movement alike to work towards the abolition of all forms of sex, racial, religious and marital discrimination, both legal and traditional.

"Without" meaningful changes at this moment in South Africa's history the continued economic growth of this country will be irreparably harm.

Motions

Other motions include:

- Condemnation of disparate State expenditure on education for different race groups, of the "critical shortage" of technical training facilities, of the teacher shortage and of the imposition of a teaching language not of the children's or parents' choice.
- A call for the expeditions establishment of Westlake-type industrial training centres in the main industrial areas for adults of all races.
- Condemnation of the implementation of the Environment Planning Act, which, by prescribing a quota for African workers, threatens their livelihood and increases hardship, crime and racial tension in industry.
Labour Reporter

Proposals to improve South Africa's international image and to counter discrimination are on the agenda for next month's annual meeting of the multiracial Trade Union Council of South Africa.

Among them is a call on Tucsa to create an international affairs committee charged with establishing contact with world labour groupings and watching foreign attitudes to South African labour.

The Government's powers, further entrenched in the Internal Security Act this year, are described in another draft resolution as a grave embarrassment to all South Africans seeking to improve our international image.

"REPUGNANT"

The motion says these powers are grist to the mill of South Africa's enemies and prejudicial to detente.

While condemning terrorism and subversion, the motion calls for abolition of the "repugnant practice" of detention without trial.

Another motion calls for an end to all forms of employment discrimination in accordance with the Government's declared policy to abolish discrimination.

In similar vein there are calls for the elimination of racial inequities ranging from labour legislation to pensions.

A motion calling for a national contributory pension scheme contains a clause seeking the elimination of "the present embarrassing racial discrimination" in old-age pensions.
This week at the annual conference of the Union of South African Journalists (USAJ), held in Pretoria, the country's (SAJ) executive committee moved a resolution of condemnation of the police for interfering in the work of journalists. The resolution called for the police to respect the freedom of the press, which is a fundamental right of all South Africans.

The conference also expressed concern over the recent violence against journalists and called for a peaceful and democratic society where all citizens can exercise their rights without fear of intimidation or violence.

The SAJ executive committee also called for the government to address the issue of media freedom and to ensure that journalists can work safely and without interference. They also urged the government to take action against those who are responsible for the recent attacks on journalists.

The conference also discussed the role of journalists in the fight against corruption and called for the government to provide support to journalists who are investigating corruption-related issues.

The conference ended with a call for unity among journalists and for the government to listen to their concerns. The SAJ executive committee reminded the government of its responsibility to protect the freedom of the press and to ensure that journalists can work safely and without interference.
Black-White split

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

The SASJ is one of the smallest unions, with a membership of about 700. It is also one of the few unions in SA than voting, paid up membership would have to approve such a move. The SASJ's ballot was supported by 61% of paid-up membership.

Some members saw the ballot as an issue of de-registration, and argue that the failure to obtain support from 57% of the society's total membership means that the move has failed. SASJ President Jon Hobsby, however, tells the FM that, as far as he is concerned, the ballot was a test of opinion only. The Society now has a mandate to become non-racial, and the next step towards this end will be discussed at an executive meeting on September 14.

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

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

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

The majority of SA's unregistered African trade unions will be staying away from Tucsa's forthcoming annual conference in East London. Although there has been no formal decision to boycott, the FM has been told that most of the unions are thoroughly disillusioned with Tucsa.

Two years ago, Tucsa amended its constitution in order to allow African unions once again to affiliate. They had been ejected in the late Sixties.

So far, however, only five African unions have affiliated, although Tucsa last year expressed the hope that more would do so. Those which are now affiliated are Lucy Mvubelo's 23,000-member National Union of Clothing Workers, and four smaller unions: the African Leather Workers' Union, the African Transport Workers' Union, the African Trunk and Box Workers' Union, and the SA Bank Employees' Union.

Tucsa general secretary Arthur Grobbelaar tells the FM he thinks nearly all the other Johannesburg-based African unions have been invited to attend the conference. He can't remember off-hand which have accepted the invitation, although he thinks the African Chemical Workers' Union has.

The FM understands that this is the only other African union which will be going. Some say they can't afford the cost, or that they can't spare the personnel. However, "Skakes" Sikhakhane, secretary of the Sweet, Food, and Allied Workers' Union, says: "We have better things to do than attend a Tucsa conference. Why should we go there? How will our union benefit?"

The secretary of one of the other unions tells the FM: "Tucsa are lucky to have Lucy Mvubelo to take to overseas conferences and show off. They mustn't think they can treat us in the same way."

The Durban-based African unions will not be attending the conference either:

- While government and management still refuse to recognize the African trade union movement, its importance is gaining increasing recognition from other quarters. Two union officials, Jane Hlongwane, secretary of the Engineering and Allied Workers' Union, and Clement Montsho, secretary of the Transport and Allied Workers' Union, left this week on a three-week study tour to the UK at the invitation of the British government. They are likely to look in on the TUC conference in Brighton next week. Sikhakhane is also winging his way to the UK — for a three-month trade union officials' course sponsored by the Ariel Foundation.

Financial Mail September 3 1976
light relief amid the gloom
Riots – Tucsa to seek a meeting with the PM

The annual conference, held in East London, unanimously voted to instruct Tucsa's Officers' Committee to seek an interview with the Prime Minister in connection with the riots and strikes.

The resolution which conference adopted was submitted by the National Executive Committee and reads as follows:

"Conference expresses its serious concern over the continuing civil unrest and work stoppages which are taking place throughout South Africa, which is resulting in loss of life and damage to property, and which creates a serious additional problem for South Africa's ailing economy. Conference believes that this deteriorating situation cannot be allowed to continue, since the socio-economic and political implications for South Africa are too serious to be ignored.

"Conference instructs the Officers' Committee to seek an interview at the very earliest opportunity with the Prime Minister, with a view to bringing about a calmer situation, so that attention can be given to the grievances which have led to the development of the present situation, and so that legitimate complaints can be systematically pursued in a lawful and orderly fashion.

"Conference authorises the Officers' Committee to use their discretion in seeking assistance from other trade union bodies, as well as employer organisations, in efforts to relieve the tension, thereby creating a climate which will allow for the removal of existing inequities, discriminatory treatment, and injustices presently suffered by the lesser privileged sections of the South African community."

(For further reports on the annual conference see inside)
The Boilermakers — why did they quit Tucsa?

The decision of the SA Boilermakers', Iron & Steel Workers', Shipbuilders' & Welders' Society to leave Tucsa came as a considerable shock — why did the boilermakers' take this decision?

They have since argued that their Coloured members have been placed at a disadvantage through continuing calls for Black advancement and removal of discrimination, two policies which Tucsa supports.

Their contention is that these policies of Tucsa are jeopardising Coloured employment, that employers are taking advantage of them to push Blacks into Coloureds jobs at a lower rate of pay.

Our observation on this is that if this is happening it is not because these policies are wrong, but because they are not being properly applied.

What has puzzled us is how could an important union like the boilermakers so suddenly abandon its long-held appreciation of the need for change and adopt a conservative outlook?

And particularly at a time like this in South Africa's history when rapid change is taking place all about us.

We can only conclude that some political gerrymandering has been going on within the SA Boilermakers' Society since Tom Murray's death.

Whatever has happened there, that is the boilermakers' own business, except of course that their departure does affect us and Tucsa regrets it deeply.

If ever the boilermakers do have a rethink and reassert the principles they held for so long, Tucsa's door will be open to them and they will be welcome back to take their place again alongside workers of all races striving to work together to build a harmonious and just society.
Nats oppose multiracial Tucsa

7/9/76 STAR

Labour Reporter

The Government has challenged the multiracial constitution of South Africa's largest labour organisation, the 250 000-member Trade Union Council of South Africa (Tucsa).

Tucsa could lose its registration under the Industrial Conciliation Act if the Government forces a showdown.

Loss of registration, in turn, could mean loss of representation on institutions such as the Prime Minister's Economic Advisory Council, the Collective Action Movement Against Inflation and the National Apprenticeship Board.

But Tucsa has taken up the gauntlet and is not expected to bow to Government pressure, as it did in 1966 when it closed its ranks to Black unions.

"NOT A UNION"

Five "bona fide" Black unions have been readmitted to Tucsa under a constitutional amendment passed at its annual conference two years ago.

The Secretary for Labour has now objected to this amendment, arguing that "a union consisting of Black persons is not a trade union" in terms of the Industrial Conciliation Act and that Tucsa has apparently acted against its constitution.

Tucsa denies this, point-
EAST LONDON — Mrs Lucy Mvubelo yesterday became the first African to be elected to the National Executive of the multi-racial Trade Union Council of South Africa.

The most senior positions of Tucsa are those of the president and the three vice-presidents.

Mrs Mvubelo would have been among the six deputy vice-presidents if she had passed her union's vote for herself in that election.

In the election for the seven ordinary members of the executive Mrs Mvubelo took second place — a position which reflects Tucsa's open-door policy to Blacks.

However, Tucsa has not gone without criticism. Mrs Mvubelo said earlier that many of the affiliates were not really practising what they preached.

The conference instructed its leaders to seek an early interview with the Prime Minister about "the continuing civil unrest and work stoppages."

The purpose of the interview would be to create a calmer situation so that "attention can be given to the grievances which have led to the development of the present situation and so that legitimate complaints can be systematically pursued."

"I believe our country is dangerously close to being ripped apart as a result of the widespread unrest," said one of the speakers, Mr Des East, who said the poor received the smallest share of education expenditure.
TUCSA  F.m. 10/9/76

The African challenge

When delegates to Tucsa's annual conference meet in East London next week they will have to ponder traditionally long and wordy resolutions ranging from the protection of farm workers to the improvement of education facilities.

Behind the verbiage — and the ritual debate over that hardy annual, the Anti-Inflation Manifesto — will remain the thorny problem of African trade union rights and how to respond to them. Tucsa has received a series of letters from the Registrar expressing the Department of Labour's displeasure at the opening of its doors to African unions. While the Registrar is not yet considering withdrawing Tucsa's registration under the Industrial Conciliation Act, according to Tucsa Assistant to the General Secretary, Sylvia Gon, he could theoretically do so.

What seems more likely, however, is a government attempt to frighten Tucsa away from its present open-membership policy. The Council will presumably take a tough line on the issue — at least in public.

More important is Tucsa's failure to attract widespread support from African unions. All those who have joined are sister unions of Tucsa affiliates. The independent unions, both in Durban and
could erupt. General Secretary Arthur Grobbelaar began his report this year with a somewhat controversial attack on "so-called majority rule" and sent swipes at Third World countries. This is hardly likely to win acclamation from Black delegates, nor has it gone unnoticed by many within Tucsa.

A further talking point may be Economic Affairs Minister Chris Heurns' address to the Conference on inflation. Most Tucsa officials strongly favour the anti-inflation programme's continuation although some members may need a bit more convincing.

The organisation's presidency could also become an issue. While the incumbent president, SA Typographical Union General Secretary Lief van Tonder, is highly respected and eligible for a second term he may not be available for re-election. If so an obvious choice would be Ronnie Webb, Tucsa's first vice-president. If Webb were elected, he would be the first Coloured man to hold that high office.

Johannesburg, have remained aloof and few will attend the Conference (FM last week). Those from Durban were not even invited.

The FM understands there has been a hardening of attitude toward Tucsa on the part of most of these unions. At any rate, they say, they prefer to concentrate on forming their own federation than being absorbed into Tucsa.

How Tucsa treats its African unions at the Conference will, therefore, be of some importance. Some will be making their first appearance as affiliates — in particular the 23 000 member National Union of Clothing Workers. The NUCW is one of the biggest Tucsa unions and how much influence it is able to exercise will no doubt be watched closely — albeit from afar — by those who have elected to stay away.

Last year's Tucsa decision to make newly-affiliated unions ineligible for Executive office for two years is seen by many African unions as a pointed snub to its newly-affiliated unregistered unions. Further gaffes of this kind could be risky.

Apart from the issue of African participation, some minor political storms
Proposal on equal rights in trade unions

Little time, say Tucsa chiefs

Own Correspondent

EAST LONDON — At least 12 of the 20 proposed resolutions to come before the annual conference of the Trade Union Council of South Africa, which opens at the City Hall here today, concern Blacks: Coloured people and/or Indians.

Yet it is understood few of the many unregistered African trade unions will be represented at the conference.

Among the resolutions will be items asking for equal rights for White and Coloured members of mixed trade unions, and a recommendation that the Bantu Labour Relations Act, and its proposed amendments, be scrapped to enable legal trade union representation for African workers.

Another resolution refers to some employers using the provisions of the act as an excuse not to negotiate with a registered trade union, and seeks Labour Department support for collective bargaining.

Agricultural workers are not covered in the Wage Act, and there is a proposal that a minimum wage be laid down for them under this Act.

Congress will be asked to support a joint proposal by the Garment Workers' Union and National Union of Clothing Workers, "that this conference condemns in the strongest terms the implementation of Section Three of the Environment Planning Act".

which is suitable for introduction into South Africa.

The report criticizes South Africa's severest critics and those people 'completely hostile to the country, and says they can hold up virtually nothing by way of an example as a solution to the national problems.

It condemns what it calls the double standards on the questions of "so called" majority rule. "In which of the world's countries does one find true majority rule? More often than not majority rule is being prostituted by minorities in those countries, which are so critical of us. Referring to countries where political independence has been obtained, the report continues: "What of the economic independent free states? It cannot be denied that the gaining of political independence has, in many instances, resulted in the worsening of economic standards."
Boilermakers quit Tucsa

EAST LONDON — The tough 16,500-member Boilermakers Society, a predominantly white trade union, yesterday quit the multi-racial Trade Union Council of South Africa on the issue of black workers moving into skilled jobs.

"We can't go on talking with two voices — one to Tucsa and one to the Industrial Council," Mr. Barney Bouwer, the union's general secretary, said last night.

"Our policy differs from Tucsa's. We have thousands of Coloured and Asian members whose jobs we have to protect. We can't do this at the same time as putting Africans into their union as proposed by Tucsa."

"We cannot allow African workers to move into their jobs."

The Union's president, Mr. G. Ahrens, in a dramatic moment at the 22nd Tucsa congress here, announced very simply, "We wish to announce that this union gives one month's notice of its intention to leave Tucsa."

Then the four delegates and official observers of the union left the congress.

Strong emphasis was placed on the need for white unions to help form parallel black unions by a number of delegates at this year's Tucsa conference.

In recent national wage negotiations with the Steel and Engineering Industries Federation, the Boilermakers took a strong stand against what it called the "fragmentation" of jobs by allowing black workers into skilled trades at lower wages.

The sort of compromise reached in the negotiations left the white trade unions in control of all job advancement of blacks, but provided for a new range of skilled jobs for them only if agreed to by the unions and employers — DDC.
EMBARGO: 11h00
16TH SEPTEMBER 1976.

ADDRESS BY THE HONOURABLE J.C. HEUNIS, MINISTER OF ECONOMIC AFFAIRS,
on the occasion of the 22nd Annual Conference of the Trade Union Council of South Africa in East London on 16th September 1976.

Mr. President, Ladies and Gentlemen,

I am greatly honoured by the invitation extended to me by the Trade Union Council of South Africa to address its 22nd Annual Conference here today.

In its invitation to me to address this Conference, Tucsa suggested that I should present to the Conference a picture of our country's present economic situation and of the measures being applied to alleviate the problem of inflation.

There is no question about the fact that this Conference is taking place at a time when the world economy is going through one of its most difficult phases since the Great Depression of the 1930's and at a time when our own economy is likewise experiencing a vexing combination of economic problems.

The nature and the extent of the problems with which we are confronted today are such that they can only be solved by a collective effort on the part of all sectors of the economy. I am grateful to state that in my negotiations with the representatives of the labour organisations in South Africa I have so far experienced that kind of responsible leadership which is necessary for the finding of solutions for these problems.

In his Budget Speech earlier this year my colleague, the Minister of Finance, summed up the objectives of the Government's economic strategy as, firstly, adequate provision for the defence of our country; secondly, the maintenance of our economic strength, in particular by safeguarding our balance of payments and containing inflation; and thirdly, to ensure that we maintain our economic growth and see to the interests of the less privileged in our society.

If we now look at these objectives in the light of events which have occurred since the Budget Speech was read, it is quite
apparent that the priority of an adequate defence capability remains at least as high as then; that the necessity of strengthening our balance of payments and raising the level of our gold and other foreign reserves to a more adequate level has, if anything, become more urgent; and that the inflation rate, although having shown a moderating tendency up to the first quarter of this year, has since then taken a turn for the worse and is still far above a level which would provide cause for satisfaction.

As far as the third main objective mentioned in the Budget Speech is concerned, viz economic growth, we have now been in an economic downswing for close on two years, making this one of the longest downward phases of the business cycle which we have experienced since World War II and giving cause for concern about the extent to which we are falling behind our long term growth objectives. In the context of the international and domestic political conditions which we have to deal with, I wish to mention only two of the most worrying implications of the low growth rate which we had in 1975 and the likely prospect of very little, if any, real growth in 1976. The first is the extent to which this has increased the relative burden of developing our defence capability, since higher defence expenditure has now had to be financed out of a declining per capita national income. The second worrying implication is the extent to which our slow growth has already given rise to increased unemployment among all population groups, but particularly among Blacks - and this despite the fact that there has been a large switch from foreign to South African Blacks in the mining industry.

In view of these serious implications of slow growth, the most appropriate policy option would normally be to stimulate the economy. However, we are faced at this point in time with a particularly harsh demonstration of how various economic objectives can be in conflict, particularly in the short term.

In view of the still large, though declining, deficit in the current account of our balance of payments, the difficulties we are having in attracting investment funds from abroad, and
apparent that the priority of an adequate defence capability remains at least as high as then; that the necessity of strengthening our balance of payments and raising the level of our gold and other foreign reserves to a more adequate level has, if anything, become more urgent; and that the inflation rate, although having shown a moderating tendency up to the first quarter of this year, has since then taken a turn for the worse and is still far above a level which would provide cause for satisfaction.

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In view of these serious implications of slow growth, the most appropriate policy option would normally be to stimulate the economy. However, we are faced at this point in time with a particularly harsh demonstration of how various economic objectives can be in conflict, particularly in the short term.
In view of the still large, though declining, deficit in the current account of our balance of payments, the difficulties we are having in attracting investment funds from abroad, and the low level of our gold and other foreign reserves, a policy of stimulation is at the present time simply not a feasible option. It could, in fact, be self defeating. We shall therefore have to continue to gear our fiscal and monetary policies towards limiting expenditure both in the private and the public sectors, with a view to achieving a more acceptable current account balance and, hopefully, building up our reserves to a level which can sustain an upturn in economic activity.

Despite the serious implications of continued slow growth which I have pointed out, the only kind of growth impetus which we can reasonably expect, and indeed afford, in the coming months would therefore be through a further improvement of our export performance, since this would at the same time help to strengthen the balance of payments. Fortunately, international commodity prices have already begun to rise and the signs are promising that imports of raw materials into the developed countries, which have already shown some increases, will respond more positively to the higher levels of economic activity not being experienced there.

In view of the rich natural resources which we possess, and the fact that we are quite obviously not at present using our manpower resources at full strength, the question naturally arises why the country finds itself in such a difficult economic position. Part of the answer lies, of course, in the effects of the 1973-75 economic recession in the major industrial countries on our own business cycle. Cyclical fluctuations in economic activity remain a normal characteristic of the market economies of the West. An economy as open to international trade and capital movements as the South African economy, simply cannot hope to escape the effects of these economic fluctuations, and we should therefore accept that we shall have to live with periodic contractions in economic activity. The other side of the coin, however, and this is something we should never lose sight of if we want to retain a healthy perspective on our
economic conditions, is that at the end of every downswing there is usually an upswing. Bearing in mind what I have just said about our export prospects, there is good reason to believe that this will in time also be true of our present downswing.

Having said this, however, it cannot be denied that there are special features of the present downward phase of our economic activity which have not only increased its intensity, but have also made it less responsive to the automatic adjustments which normally come into play during this stage of the business cycle. Some of these features are of an economic nature, others of a more political nature but with important economic consequences.

To begin with, there is the fact that the recession which the leading countries of the West have just gone through, was by far the most severe economic setback which these countries have had to deal with in the whole post-World War II period. This in itself goes a long way towards explaining the severity of its effect on the South African economy. Moreover, the subsequent upturn in these countries which is already well under way, has thus far been relatively sluggish and has benefited our balance of payments only to a limited extent.

On top of this unusually severe general effect on our economy of the recession abroad, we have also had to deal with the effects, on the one hand, of the drastic increase in the price of oil since 1973, and on the other hand, of the sharp drop in the gold price since the early months of 1975. Looking back it is now easy to see how the rise in the gold price during 1973 and 1974 prevented us in South Africa from recognizing as clearly as other countries the extent of the additional burden imposed on oil-importing economies by the rise in the oil price, and from making the necessary adjustments to this additional burden. The drop in the dollar price of gold by some 40 per cent since the beginning of 1975, on top of the effect which the international recession has had on our earnings from other exports, has now harshly exposed to us the effect the increased prices of our imports of crude oil and refined petroleum products have had on our balance of payments.
Not only have we not adequately adjusted our general expectations and spending patterns downwards in good time to compensate for this additional burden, but what is of particular concern to me is that we have specifically not succeeded in keeping down our physical consumption of oil and oil products to levels which would be appropriate to the very high prices we now have to pay for these products. To be sure, the introduction of the savings measures did bring about a fairly sharp reduction in petrol consumption immediately afterwards, but it would appear that from the new level which was thus established, the historical growth rate of consumption was soon resumed and at times exceeded. Most recently there has been a declining tendency in petrol consumption, and in June 1976 the average daily consumption was in fact below the figure for October 1973, the last month before the savings measures were introduced. Too much should, however, not be read into this apparently favourable turn, which must in all probability be ascribed mainly to the effect of the recession and the initial impact of the price increase in April this year. As soon as economic conditions begin to improve, and judging by past experience, as soon as people begin to get used to the higher petrol price level, we must expect consumption to resume its historical growth rate, unless the urgency of effecting further savings in fuel consumption can be brought across effectively.

Another particular factor which distinguishes the present downward phase of the business cycle from previous ones, and consequently complicates the handling thereof, is the fact that it has been coupled with a relatively high rate of inflation. It is most encouraging, however, to note that considerable progress has been made in the fight against inflation. From an annual rate of increase of 17,5 per cent in the third quarter of 1974, the quarterly percentage increase of consumer prices slowed down to 10,1 per cent in the first quarter of 1976, despite the inflationary impact of the devaluation of the Rand in September 1975. This improvement was attributable to various causes, including the recessionary tendency in the economy and the decline in the rate of inflation in the United States, Germany.
and some of the other main industrial countries. But a major contribution was undoubtedly also made by the Anti-inflation Manifesto, and in this regard I wish to pay a special tribute to the part played by organised labour. It is no exaggeration to state that without the responsible co-operation of the trade unions in adhering to the terms of the Manifesto, the rate of inflation in South Africa would have been considerably higher and the economy as a whole in a worse position.

More recently there has been some acceleration in the inflation rate, and during the second quarter of 1976 the seasonally adjusted consumer price index rose at an annual rate of 13.3 per cent. This acceleration, however, was largely due to upward adjustments in government administered prices such as rail tariffs, electricity rates, prices of maize, milk, vegetable oils, cement and steel. These increases were unavoidable in the circumstances and had, in fact, been delayed for some time as part of the official anti-inflationary action.

Certain political developments in Southern Africa also exerted a negative influence on the economic situation. The developments in some of our neighbouring states and on our borders since the last quarter of 1975 have necessitated a considerable increase in our defence expenditure, which has both directly and indirectly added to our import bill.

The developments on our borders and internal unrest have, of course, also affected the availability of foreign capital to the private as well as the public sectors, at a time when these funds were more necessary than ever on account of the factors to which I have already referred.

From what I have said so far it is clear that our balance of payments has suffered one unexpected setback after another during the past six to twelve months. What started out as a normal cyclical deficit has since the last quarter of 1975 been transformed into something more serious by the combined effect of the further fall in the gold price, the increase in defence expenditures and the decline in the net inflow of foreign capital resulting from the political developments in Southern Africa. As a result of these adverse changes, any assessment
of our current and prospective balance of payments situation must of necessity be different today from that of a year ago.

Against this background it is a matter of concern to the authorities that whereas bank credit to the private sector has risen only moderately thus far during 1976, bank credit to the government sector and the supply of money and near-money have continued to rise at an excessive rate.

The inference to be drawn from this is that we shall have to continue to rely to an important extent on the restrictive fiscal, monetary and other measures which have already been introduced to transform the economy to a situation of better equilibrium which will provide a sound basis for a renewed economic upswing.

I would further infer that it is also essential that we should continue with the application of the Programme against Inflation in one form or another. In this connection I would like to point out that it has already been decided by the Continuation Committee that the long-term measures contained in the Programme of Action against Inflation will continue to be applied after 30 November 1976. As you know, these measures mainly relate to the expansion of production and the improvement of productivity, with special reference to the more effective training and utilisation of labour; government action in respect of fiscal, financial and other fields of policy; as well as government action in relation to legislation and regulations which have or may have an inflationary effect.

It is only the question of the form in which the short-term measures of the programme should be continued after 30 November 1976 which has been referred to the Study Group recently appointed by me in terms of the decision which was taken by the Continuation Committee on 9 August 1976. These short-term measures comprise the price and wage guidelines contained in the Programme and until such time as the Study Group has been able to make a proper evaluation of the present economic situation and has submitted its recommendations to the Continuation Committee, I will not be in a position to give you an indication of what these guidelines...
will entail as I have been requested to do by Tucsa.

I could, however, say that, whatever is decided upon by the Continuation Committee as a result of the recommendations of the Study Group, it is clear to me that a strong measure of discipline will still have to be applied to price and wage adjustments after 30 November 1976.

The Government often receives suggestions for the application of a policy of extended price and profit controls in the fight against inflation. I have explained on many occasions that the Government does not see an extension of price control as a solution to the problem of inflation. More often than not requests for such an extension of price control are based on the misconception that price control can prevent further price increases. This is, of course, a fallacy in view of the fact that manufacturers and traders have to be allowed under any policy of price control to recover unavoidable cost increases in order to be able to continue with the production or distribution of the commodities involved. If this is not done, the production or distribution of the relevant goods and services will become uneconomic and the entrepreneurs will be forced to discontinue their activities which might lead to the development of shortages and a loss of employment opportunities.

As regards profit control it should be pointed out that profits play a vital role in the functioning of our free enterprise economic system. Even if profit control was introduced, allowance would have to be made for a reasonable level of profits for entrepreneurs in order to induce them to invest in additional production capacity and thereby to create the additional employment opportunities required for the country's rapidly increasing population.

It is often said that companies are making phenomenal profits and that these profits are attributable to unjustified increases in the prices of the goods and services concerned.

A company's profits must, of course, always be judged in relation to the total capital employed in order to generate that profit.
Thus, it is only reasonable to expect that a company which has
invested many millions of rand in its undertaking should be
enabled to earn a satisfactory rate of return on its invest-
ment. The mere fact that its profit in money terms may run
into a sizeable amount does not necessarily mean that the
company is making excessive profits.

In this connection it should be borne in mind that company
profits usually increase during times of rapid economic
expansion and that the opposite applies in times of economic
recession. This statement is illustrated by the fact that
during the period 1973/74 when the economy was rapidly ex-
expanding, company profits increased by 43,6 per cent, while
during 1974/75 when the economy was no longer experienc-
ing the same growth rates as during the previous period, company
profits only increased by 7,8 per cent. The indications are
that in general the profit position of companies has deterio-
rated further during 1975/76.

As far as the balance of payments is concerned, there is also
no easy solution. Until such time as the total of our exports
and gold output has risen adequately, we shall have to restrain
total private and public sector spending and finance such spend-
ing without creating too much new money. As a temporary measure
to discourage imports, the authorities have also introduced an
import deposit scheme. However, to go further and to resort to
intensified direct import controls, as some critics have
suggested, would under South African conditions be of limi
ted use in the short term and might harm the economy severely in
the long term. It is true that we import certain unnecessary luxuries and some consumer goods which could just as well be
produced in South Africa by existing enterprises consumers
surplus capacity. I therefore wholeheartedly 'it would
be naive to believe that direct import res\in to the solution
classes of consumer goods would contribut\,\'es. Our imports of our present balance of payments dif\stitute only about a
of consumer goods, including motor cars, this amount only a
14 per cent of our total imports,\" reasonable definition be
relatively small portion could \"luxury\" or \"unn\}
by comparison with our imports of defence equipment, oil and
other strategic goods, airliners, infra-structural plant and
equipment, and other capital and intermediate goods, these
imports of "unnecessary" consumer goods are not quantitatively
very significant.

If, therefore, any worthwhile reduction of imports is to be
achieved by means of additional direct import restrictions, it
would be necessary to impose or intensify such restrictions
also on imports of capital goods and raw materials. While
such a step could have a temporary beneficial effect on our foreign
exchange reserves as such, it might before long reduce our stocks
of certain important capital and intermediate goods to unduly
low levels and thereby disrupt production and increase unemploy-
ment. This would weaken not only our military preparedness
but also our economy as a whole. Account must also be taken
of our international obligations under the General Agreement
on Trade and Tariffs (GATT) and the probability of retaliation
against our exports by other countries. Another basic consid-
eration is that tighter import restrictions might also aggravate
the inflation by reducing the supply of goods and the degree of
competition in the country, while at the same time causing a
further build-up of excess liquidity in the economy.

In the longer term, of course, we wish to give every encoura-
gement to import substitution as part and parcel of our industriali-
sation policy. To this end the Government is at all times pre-
pared to extend reasonable tariff protection to deserving South
African manufacturing concerns on the recommendation of the
Board of Trade and Industries and to assist them in other ways.
I am also interested in the possibilities of encouraging sections
of South African industry to convert from unduly capital intensive
methods of production, requiring highly sophisticated imported
machinery and equipment, to less capital intensive methods of
production using locally produced machinery and equipment better
suited to our conditions. Such a shift would provide greater
employment opportunities for all race groups in the country
without putting pressure on the balance of payments. All
of this, however, forms part of our long term industrialisation
policy and does not offer a ready solution to our present short
term balance of payments problem.
To conclude, Mr. President, there is need to call a spade a spade. South Africa is presently confronted by serious economic problems which are interwoven with the political uncertainties in South Africa as a whole. Indeed, the standard of living of many South Africans is likely to show a temporary further decline before it resumes an upward movement. There are no easy or magic remedies for our present economic difficulties. The only realistic approach is for total spending by the public and private sectors to be curbed and to be financed in a less inflationary way. We must work harder, save more, create less money through the banking system, borrow less abroad and, as a nation, live within our means. It is against this background that the future of the Anti-inflation Manifesto and the continuing vital role to be played by organised labour in the battle against inflation will have to be considered.

ISSUED BY THE DEPARTMENT OF INFORMATION AT THE REQUEST OF THE MINISTRY OF ECONOMIC AFFAIRS.

PRETORIA
15 SEPTEMBER 1976
Call for labour ‘partnership’

Own Correspondent

EAST LONDON.—Organized labour had the power to make or break South Africa’s economic future, Professor N E Wiehehn told the Tucsa conference here yesterday.

Professor Wiehehn, the director of the Institute of Labour Relations at the University of South Africa, said: “You and the rest of organized labour, like the employers and the Government, have in your hands the power to either make or break this country’s economic future.”

“Partnership” between management and labour needed to be the ideal for which all should work.

Speaking on labour democracy, Professor Wiehehn said: “In South Africa, it was restricted Labour relations were dynamic and susceptible to the social, economic and political changes in a community, and ‘I am of the opinion that we can expect developments in that direction.”

Deeply divided

However, organized labour in South Africa was deeply divided and tended to become more so than polarizations were taking place and “in due course we will have no less that three groups in the camp of organized labour organizations. Naturally, this state of affairs must make organized labour very brittle from a bargaining point of view.”

In South Africa, the right to employment was restricted by job reservation, lock-outs, closed shop and other measures. The right to organize existed in South Africa for all except Blacks.

“We can say that although the right to organize in South Africa does exist, it exists on a basis of differentiation and dualism,” he said.

Professor Wiehehn said it was “old hat” that “bargaining powers should be extended to all workers and I do not think there is anyone involved in the labour in South Africa who still denies this.”

Tucsa yesterday called on the Government to appoint a commission of inquiry of all races to set priorities for the abolition of all forms of racial, sexual and marital discrimination, both traditional and in legislation.

Referring mainly to “blatant racial discrimination in all spheres of SA life,” Mr Ray Altman, a member of the Tucsa national executive, told the congress, that “while the present unrest in this country, the ball is now in the Government’s court to take urgent steps at a national level.”

The tough 15,000-member Boilmakers’ Society, a predominantly White trade union, has quit Tucsa on the issue of African workers moving into skilled jobs.

“We can’t go on talking with two voices — one to Tucsa and one to the Industrial Council,” Mr Barney Boucher, the union’s general secretary said last night.

“Our policy differs from Tucsa’s. We have thousands of Coloured and Asian members whose jobs we have to protect. We can’t do that at the same time as putting Africans into their union as proposed by Tucsa.”

“We cannot allow African workers to move into their jobs,” Mr Boucher said.

A young Coloured delegate sounded an urgent warning to the congress.

Mr Desmond Rose of the National Union of Commercial and Allied Workers said: “Our young people, especially students, in the urban areas who do not have White skins see no meaningful future.”

“They feel frustrated and disappointed and fear for their future, for the lack of education and for the lack of proper training opportunities for skilled employment and for professional occupations.”

Too little time

While he supported the spirit of the proposal for an all-race commission of inquiry into discrimination, “it seems to me we have had enough of commissions. We have too little time to continue with such exercises.”

Trade union delegates yesterday heard an impassioned plea for concern for the 200,000 Coloured and 90,000 African squatters in the Cape Town area — and for support against harsh new legislation which allows for the demolishing of squatter homes without a court order.

Mr Norman Daniels, a textile unionist said the squatters were the poorest members of society: “Their poverty is due to the lack of schooling, low wages, the fact that many do not have a breadwinner, or due to impaired ability, disablement and alcoholism.

Preference

“We endorse the Thesen Commission’s recommendations that there is an urgent need for more homes and that squatters should be given preference. Compensation must be given to providing alternative homes before squatter dwellings are demolished.”
own Black co-ordinating body. This is why their attitude towards Tusca is significant.

While National Union of Clothing Workers' (NUCW) secretary Lucy Mvubelo identified herself with Grobbelaar's remarks against the FM, not all her fellow delegates supported her.

Another NUCW delegate, Johannes Mathe, said his union was in Tusca against its will. Its supreme policy-making conference had decided not to affiliate to Tusca, preferring to form its own co-ordinating body with the other unregistered African unions. This, he said, was then overridden by an executive meeting and by a shop stewards' meeting. The latter had no constitutional standing. "What are we getting from Tusca? It is mainly a White body and its problems are different to ours." Mathe's speech was interrupted periodically by Tusca delegates questioning his right to speak.

Meanwhile many African trade unionists have once again confirmed the accuracy of the FM articles to which Grobbelaar objected (FM September 3 and 10). While most delegates at the conference seemed to back Grobbelaar publicly, others were not so sure. "Arthur seems to be running a vendetta against the FM," said one.

African unions are bitterly resentful about the present role of the registered trade unions and about Tusca. Black unionists at the conference have once again told the FM of their fear that Tusca is not really prepared to assist them.

In a conference otherwise markedly free of it, the election of office bearers has been one of the few sources of controversy - first there was the presidency election. Garment Workers' general secretary Adam Klein, who is in the US on a study trip, was nominated for the post. Grobbelaar read out a letter from Klein saying that he was prepared to accept nomination for any officers' committee post.

His nomination was then declared valid. However, questions from the floor Grobbelaar had omitted Mvubelo to be elected to one of the six Tusca deputy vice presidencies. Observers are unclear whether Mvubelo failed because of her newness to the organisation or because of delegates' fears of possible government reaction.

Government has raised objections to Tusca's decision two years ago to re-admit African unions, ejected in the late Sixties. Cape Town unionist Ted Fraser hinted further at the problems Black Tusca members face. Speaking on a resolution concerning racial discrimination, he said "We must be careful not to attack government only. In this very hall there are delegates who refer to Africans and Coloureds by derogatory names. I myself have heard African woman delegates referred to in racially insulting terms."

The SA Society of Boilermakers let off a bombshell at the conference when they announced that they were disaffiliating from Tusca. The FM understands that Grobbelaar and others spent much of Tuesday night attempting to persuade the boilermakers to stay. Their announcement was greeted with shock.

The FM understands that the boilermakers have approached the newly formed SA Central Labour Organisation (Saco) and will probably join Saco once their affiliation to Tusca has lapsed in a month's time. The blow to Tusca is particularly severe because the Boilermakers are the union of Tusca stalwart Tom Murray, who died last year.
Another union quits Tucsa

Own Correspondent

JOHANNESBURG. — Ten thousand Coloured and Asian furniture workers have decided to cut their union's ties with the multiracial Trade Union Council of South Africa (Tucsa) in a bid to protect themselves against the movement of Africans into their trades.

Their shock move follows closely on that of the Boilermakers' Society decision to leave Tucsa — also with the intention of resisting attempts by industry to move African workers into more highly skilled jobs. The Boilermakers' Society has 15,000 Coloured and Asian members.

A third union, the National Union of Motor Assembly Rubber Workers — representing 4,000 Coloured and Asian workers — is also thinking of leaving Tucsa.

The move comes at a time when the Trade Union Council has made plain its multiracial stance as a trade union federation and its support of Black trade unions. It has five African union members including the recently won over National Union of Clothing Workers. This union, with its 23,000 members, is the best established and largest African union which has re-education from its industry.

It appears there are moves to consider establishing a federation of Coloured and Asian trade unions.

"Not racialist"

Yesterday Mr. Moham Lataram, secretary of the National Union of Furniture and Allied Workers, said:

"We have decided to disaffiliate from Tucsa because we don't agree with the council's policy. We are not racialist but we believe we are acting in the best interest of our members. Tucsa's policy is to open up the doors to all workers in industry. This is unrealistic. We must protect the jobs of Coloured and Asian workers in the metropolitan area."
Unions will go it alone

Two Coloured and Asian unions representing nearly 15,000 workers are about to pull out of the Trade Union Council of South Africa.

One union says the council is pushing African advancement too hard.

The other says many council members are merely paying lip service to multiracialism.

The National Union of Furniture and Allied Workers has about 10,000 members.

TRYING

Like the powerful Bollermakers' Union, which left the council recently, the furniture men feel they cannot subscribe to the council's multiracial views while trying to keep Africans from encroaching on furniture industry jobs.

The Port Elizabeth-based National Union of Motor Assembly and Rubber Workers has decided in principle to leave.

The decision is being sent to branches for approval.

The secretary, Mr. Freddie Sauls, says many council members have double standards.

"They vote for multiracialism at congresses," he added, "but do not implement the decisions."

URGING

"At least three years ago members were urged to form African unions in their industries."

"We have started the United Automobile, Rubber and Allied Workers Union, which now has about 2,000 members."

"But other unions have done nothing."

"They are not interested in working-class solidarity."

Mr. Arthur Grobbelaar, the council's general secretary, said, "Naturally we are disappointed. '"
More desertions?

At least one other Tucsa-affiliated union may follow the SA Boilermakers' Society out of Tucsa. And rumour is rife among unionists that still others may follow. The FM understands that a large Transvaal-based union (with a membership of about 10,000) is seriously reconsidering its position. Officials of the union, which caters for Coloured and Indian workers, were not available for comment.

More clear, however, is the position of the Cape-based National Union of Motor Assembly and Rubber Workers. This union was conspicuous by its absence at last week's Tucsa conference and many observers implied that this was due to
Incumbents win union election

Industrial Reporter

CONTROL of the Cape's biggest labour union has been retained by the incumbents in a landslide election victory.

The election developed into a bitter contest between the current executive of the 50,000-member Garment Workers' Union of the Western Province and a rival action group.

Workers had to choose between 100 candidates to fill seven positions and the count took more than two months to complete.

The result of the ballot means that the present general secretary of the Union, Mr. L.A. Petersen, and other key office bearers will remain in power.

Mr. Petersen, told an executive meeting in Cape Town last night that the outcome was an overwhelming vote of confidence in the leadership of the trade union.

It showed a complete rejection of the action committee, which did not succeed in election in single candidate, he said.
Another union is to leave Tucsa. It is the 10,000-member National Union of Furniture and Allied Workers, which caters for Coloured and Indian workers. Notice for Coloured and Indian workers has been given of its intention to withdraw from the Council next month.

Union General Secretary Mohan Lalaram tells the FM that the furniture workers have decided to leave "for the same reason as the Boilermakers" (FM September 24) In other words, the union fears that the job security of its members is threatened, as in the engineering industry, and believes that affiliation to Tucsa will prevent it from taking a hard line on the issue.

The union's move comes at a time when furniture industry employers are pressing for the upgrading of African workers claiming that there is a shortfall of 1000 artisans, which the union strongly denies (see Inside Industry).

The withdrawal of the furniture workers is not only a blow to Tucsa—it is an indication of a growing backlash among Coloured workers, particularly in the Transvaal, against attempts to ease Africans up the job ladders.

Coloured workers are first in the firing line when Africans are permitted to enter higher work grades, since they usually occupy the lower jobs hitherto reserved for White, Coloured and Indian union members. Since attempts to break down traditional job barriers are likely to increase, the backlash will probably become increasingly significant.

Indeed, the FM understands that moves are afoot to launch a federation of Coloured and Indian unions. Meanwhile, the Port Elizabeth-based National Union of Motor Assembly Workers tells the FM that its executive has made its decision on Tucsa affiliation, and that it is now being referred back to the union's branches for ratification. A decision from the branches will be forthcoming by the end of November.

says general secretary Fred Sauls. It is likely that this union, too, will leave Tucsa.
TUC man joins new deal call

Own Correspondent
PRETORIA — The South African trade union movement should join Afrikaans and English-speaking businessmen in a joint approach to the Government to demand a new socio-economic deal for Blacks, the vice president of the Trade Union Council of South Africa, Mr Steve Scheepers, said yesterday.

Mr Scheepers was commenting on the "urgent" call from the conference of the Association of Chambers of Commerce (Assocom) in Port Elizabeth last week for Afrikaans and English-speaking businessmen to combine to pressure the Government into a new dispensation for Blacks.

"Sectionalism in the private sector should have ended years ago. It is a relic of the past which, aside from being exploited by politicians, we can no longer afford."

"Party politics has no place in business, and where politics interferes with economic advancement, there should be a joint response from both English and Afrikaans speaking sections."

Mr Scheepers said the removal of discrimination was not only important in the field of economics. It was also necessary to change the harsh image of South Africa abroad — an image which adversely affected the inflow of vital foreign capital.

The general secretary of the National Union of Distributive Workers, Mr Ray Altman, said a joint demand by businessmen from both sections of the community for a new deal for Blacks was overdue.

Good sense

Mr Altman, who is also general secretary of the racially mixed National Union of Commercial and Allied Workers, said the Afrikaanse Handeliniestuut had consistently emphasized the need for change.

It made good sense, therefore, that the business community should combine to rid the country of discrimination — a policy which was having, and would continue to have, an adverse effect on the economy.

Mr Altman said the Prime Minister's warning to businessmen made at the Assocom conference not to meddle in politics was totally unwarranted.

"Businessmen have every right if Government policies are affecting the economy to demand change. They would not be looking at the situation from a party political point of view but purely as an economic issue," Mr Altman said.
The mother of Black trade unionism

Lucy Mvubelo, South Africa's top Black trade unionist, feels she has been honoured twice this year.

She became the first African to be appointed to the executive committee of TUCSA (the Trade Union Congress of South Africa).

And she was the only South African woman invited by the United States Embassy to meet Dr Kissinger when he was out here.

Overseas

"I feel it is a great honour that the trade union from such a big body should have the confidence in me to elect me to their executive," said Mrs Mvubelo.

Others say the honour is well deserved.

Lucy Mvubelo has undoubtedly been the mother of Black trade unionism in South Africa.

For 26 years, this strong and capable woman has led South Africa's clothing workers.

During this period she has represented her union overseas both in an official capacity and privately.

Boycott

One of the biggest disappointments of her life came in 1973 when the International Labour Organisation would not allow her a platform to speak out against a proposed total boycott of South Africa.

"I wasn't allowed to explain that it would result in the very people it was supposed to help — the Blacks — being out of work and impoverished," she said.

"I found the following year almost as difficult because I met some of our exiles, people I've worked with in my movement, at the ILO conference. "They were recognised, I was not, yet they are out of touch and I am the real leader."

Mrs Mvubelo has not been back to an ILO conference since, partly due to lack of sponsorship and to heavy commitments here.

Her union, the largest and best run in the country, has gained tremendous benefits for its members.

Despair

"They are disciplined, and know about things like the workers' compensation act, pension funds, unemployment benefits and so on," said Mrs Mvubelo.

One of the things she is pressing hard for now is recognition of her union. If, like all other Black unions, has been told by the Government the time is not yet right for Black workers to be recognised.

"If we are not employees, then what are we?" asked Mrs Mvubelo in despair.

She is working to obtain bargaining powers so her people can uplift their standard of living.

"A person should be able to sell her labour to the highest bidder."

Division

Mrs Mvubelo says she was pleased to have been invited by the United States Embassy to meet Dr Henry Kissinger.

"I got the opportunity to explain to him what the aspirations of the workers of South Africa are."

Mrs Mvubelo, who is now 56, hopes that an end to the division of workers will come in her lifetime.

That integrated trade unions will be accepted.

— Sue Garbett
Heunis to chair wage talks

Own Correspondent
PRITZIA. A consensus has been reached by the trade unions and employers on the wage and prices subsidies to be incorporated in the next phase of the Government's co-ordinated fight against inflation, it was learnt in Pretoria yesterday.

The special committee which investigated the issue included representatives of the Trade Union Council of South Africa and the SA Confederation of Labour — will report back to the anti-inflation committee in Pretoria on November 16.

It is at this meeting that a decision is expected to be taken to extend the programme for 12 months.

The Minister of Economic Affairs, Mr Chris Heunis, will be chairman at the meeting.

Collapsed

Without the agreement which has been reached by the unions and employers the co-ordinated fight against the price spiral would have collapsed.

However, it is certain that the trade union representatives at the November 16 meeting will attack the Government for its inability to slow down or eliminate increases in prices directly under Government control.

Demands will be made for a tighter and more effective control.

This year, to a lot greater extent than at any other time in the past quarter century, the price of virtually all food commodities and goods used in the home have been substantially raised.
Trade union puts pressure on Cabinet Council member

A ROW is brewing in the 3,000-member hotel-bar workers' union over the position of the union's secretary, Mr. G. M. Munsook, on the Prime Minister's Cabinet Council, the South African Indian Council and the Rylands Management Committee.

A 'motion' giving Mr. Munsook an ultimatum to resign from the separate bodies or give up his trade union positions will be discussed on Sunday at the union's meeting of the hotel bar catering trades employees association.

Some 400 workers this week petitioned Mr. Munsook to place the resolution on the agenda for Sunday's meeting.

The resolution says that if Mr. Munsook does not accede to the demand, it should be regarded as a defiance of the wishes of the workers who put him into office, and he should resign as secretary of the union.

A 'TRIAL' vote was taken this week to oust Mr. Munsook, according to a union member, the hotel workers wanted Mr. Munsook to resign from the separate development bodies because they were opposed to 'tribal institutions.'

The union member said the workers were also critical of the Cabinet Council because the 'Africans were not represented on it, the majority Labour Party in the CRC had opposed it, and the Indian leaders were, in fact, the only ones who had gone into it willingly.'
People afraid of joining unions — Tucsa

Own Correspondent

JOHANNESBURG — People were afraid to work for trade unions in South Africa today — "afraid of the knock of the Security Police on the door," Mr Ray Altman, an executive member of the Trade Union Council of South Africa (Tucsa) has said.

Mr Altman said this was especially true of those unions which opposed apartheid and discrimination.

Writing about the lack of young people in the upper echelons of registered trade unions, he said in this month's SA Labour Bulletin, that the bannings of trade unionists by the Government in the 1960's and 1970's had been one of the causes.

"There can be no doubt that people are afraid to work for trade unions today," he said.

The more progressive and militant unions consisted mainly of Black people. These unions did not have the financial resources to employ trained and qualified people and were able to attract only a few young idealists. These people, feel they are working for a cause and are prepared to work for a pittance and to brave constant surveillance (and possible detention) by the Security Police."
Trade union will fight door-to-door 'exploiters'

THE National Union of Commercial and Allied Workers, which represents several thousand of Coloured and Asian employees in shops, stores and warehouses, is to spearhead a new nation-wide campaign against malpractices in door-to-door selling.

Door-to-door selling by representatives of unscrupulous firms constitutes one of the worst forms of exploitation of the Coloured and Black populations in South Africa. This view was expressed by a delegate at the recent meeting of the National Executive Committee of the National Union of Commercial and Allied Workers.

The delegate, who prefers not to have his identity disclosed, has been personally involved in door-to-door selling in Coloured residential areas.

**Poorer section**

The most common victims of the unprincipled smooth-talking salesman ship are the poorer, semi-literate section of the population, he says.

These unwitting victims are often so overwhelmed by the salesman's eloquence, that they eventually feel morally bound to buy his product.

**Catalogue**

There are occasions when the buyer does not even see the actual product being sold, but is merely shown a catalogue.

When the product of such a sale is finally delivered and the buyer is dissatisfied with it, there is little he can do.

NUCAW delegates felt that the only effective means of putting an end to these malpractices would be through the exploitation of marketing laws.

Such a campaign would be initiated by NUCAW, who would approach other interested bodies for assistance and support.

The main objectives of the campaign will be:

- To bring the nature and extent of door-to-door selling malpractices to the notice of the general public.
- To persuade offending firms to discontinue these abuses.
- To urge the relevant authorities to take the necessary steps to ensure that future offenders will be liable for prosecution.
Tucsa praises Kruger promise

Pretoria Bureau

The Trade Union Council of South Africa, Tucsa, "welcomes the assurances" of the Minister of Justice, Mr Kruger, that the banning of 27 people was not a move against unions.

Mr Arthur Grobbelaar, Tucsa's general secretary, had a meeting in Pretoria yesterday with Mr Kruger on the bannings of unionists in Johannesburg, Durban and Cape Town.

"But, naturally enough, we can never be satisfied with this type of executive action against people. This is one thing we still do not like," he added.

After the meeting, Mr Grobbelaar refused to comment, saying Tucsa and Mr Kruger would release a joint statement.

But, this morning, Mr Grobbelaar said the statement released last night by Mr Kruger was "certainly not a joint one."

PERSONAL

In his statement, Mr Kruger said: "The action taken against the people involved related to their personal activities and not to the activities of the trade unions they may incidentally have links with."
Tucson man warns on collapse of union

Labour Reporter

The whole trade union movement is in danger of collapsing because of the irresponsibility of people "who are supposed to be leaders."

This warning was sounded today by Mr. Arthur Grobbelaar, general secretary of the multi-racial Trade Union Council of South Africa (Tusca).

He commented on the resignation of another Tusca union which has brought Tusca's total loss in the past three months to three unions representing about 30,000 workers.

The latest resignation is that of the 4,600-strong National Union of Motor Assembly and Rubber Workers which represents coloured and Indian workers.

One of the reasons for the resignation was Tusca's failure to promote the interests of the African worker sufficiently, said Mr. Fred Sams, general secretary of the union.

The full reasons would be announced after Tusca had been given a chance to reply to the resignation, he added.
BY ALAN FELL
Tusca general secretary Gobdelear slams Unemployment Insurance Fund tidlers

Hammer These Employers

"The Legislation Insurance of
The Warranty of the Fund is
Not to be Brought in to Fixing
the Fund in Trouble."

TICA General Secretary Artacho

E. Y. 14912/76

S. Y. 14912/76

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Hammer These Employers

Lucas general secretary Gobdelear slams Unemployment Insurance Fund tidlers
Year will be tough — TUESDAY

Labour Reporter

A year of further restraints — perhaps on a different pattern from those of the present anti-inflation manifesto — is forecast by Mr Arthur Grobbelaar, general secretary of the Trade Union Council of South Africa.

"The Minister of Finance is certain to bring little comfort in his March Budget," Mr Grobbelaar said.

"It is quite possible that the Budget will be so harsh that there will be no necessity for other wage and price restraints."

The economic and political climate was such that trade unions would tend to be moderate in their wage demands.

"I think the unions are going to find it extremely difficult to get any pay adjustments out of the employers in general."

"Pervasive widespread unemployment is also weakening the bargaining power of the unions."

"Most workers will sooner take smaller wage packets than face possible unemployment," Mr Grobbelaar said.
Wage increases lag—unions

Labour Reporter

None of South Africa's estimated 50,000 workers in the "principal areas"—not even the lowly paid labourer—gets full compensation for the rise in the cost of living under recommendations for their new wage determination.

This is manifestly unfair, says a joint statement from the three trade unions representing workers of all races in the commercial trade.

The unions stress that the vast majority of shopworkers are exempted from sacrifices under the anti-inflation manifesto to which the unions subscribe.

MINIMUM

While welcoming the publication of the recommendations which had been "eagerly awaited" and were "long overdue," the unions pointed out that the recommended rise in the minimum wage of adult labourers was only 4.8 percent, bringing the wage to R80.70 a month for males and R71.72 for females.

By the time the new wage determination comes into force—not before the end of next April—the rise in the consumer prices index since the previous wage determination in October 1973 would be more than 47 percent, said Mr Morris Karan, spokesman for the unions. Increases for other categories of shopworkers were even more disappointing. The female general assistant would get only 38 percent more (R76.71 a month), the sales assistant only 30 to 35 percent (R115 for a beginning and R165 for one with five years' experience) and the supermarket cashier 35 percent (R132 a month).

Bannings 'not aimed at black unions'

Labour Reporter

The multicultural Trade Union Council of South Africa does not regard recent bannings of trade unionists and others as action against black trade unions.

It says the bannings are "direct action against certain individuals, some with no trade union background, who have involved themselves in African labour."

Tucsa's views are expressed in an editorial in the latest edition of the council's official organ, Labour Mirror.

"The recent bannings should not deter registered trade unions from organising Africans in their industries into parallel unions," the editorial states.
Ratepayers against new hours

The Wynberg (South) Ratepayers' Association has come out in support of the protest by two major shop-worker trade unions against the move by the Cape Town City Council to allow longer shopping hours from January.

The association is to lodge a strong objection with the Cape Town City Council about the move to allow shopkeepers to decide their own trading hours between 6 am to 9 pm.

The National Union of Distributive Workers and the National Union of Commercial and Allied Workers have based their opposition on the dangers to women shop assistants going home after late night shifts, unfair competition to small traders and ultimately consumer costs being forced up through higher overheads for traders.

Unions support late shopping protest plans

Mr J. B. Altmann, general secretary of both unions, said support for the protest against longer shopping hours was gathering momentum.

SUPPORT

He said the unions had received good support for its protest campaign from many organisations.

Mr S. Ariefden, an executive member of the association, said the association would ask the council to review and rescind its decision on longer shopping hours.

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Raymond Altmann, General Secretary of Distributive Workers' Union, is

In our series on personalities

to Norman West

as he talks frankly

CANDID VIEWS

Mike Allen
Little to gain, much to lose for shop staff

From Mr J R Altman, General Secretary, National Union of Distributive Workers (City Centre, Cape Town)

IN REPLY to Mr Douglas Lincoln’s letter (Cape Times, December 20) advocating the extension of shop trading hours within the Cape Town municipal area, I wish to point out that while unions in the commercial distributive trade are opposed to the extension of trading hours for a number of reasons, they are primarily concerned about the fact that a new opening and closing order would give the shopkeeper the freedom to compel his employees to work extra shifts (as long as the hours of work prescribed in the wage determination for the commercial distributive trade are not exceeded) without having to grant any compensation to these workers in return.

Under such conditions, the unions feel that shop workers have little to gain and much to lose through the implementation of the Cape Town City Council’s proposals concerning shopping hours.

It must also be stated, however, that the unions are not totally inflexible in regard to later trading. Indeed, if the minority of firms who favour extended shopping hours are themselves prepared to guarantee adequate compensation to employees for working later shifts, the unions would be prepared to negotiate with these firms with a view to making a package deal. Such a package deal could, for example, provide for an extra half-day off a week in exchange for one later shopping night a week.

At the same time I would like to comment on the points raised in Mrs D Sadur’s letter (December 17).

Part-timers

Mrs Sadur has expressed the view that extended shopping will, with the help of part-timers and casual employees, provide a means of coping with inflation. There is, however, a strong case for the contrary view, namely, that far from coping with inflation, the increased employment of part-timers and casual workers will tend to aggravate inflation.

This would seem to be so for two reasons: first, the current trend in steadily rising prices appears to be making the consumer more careful about his purchases. An extension of shop hours will not, therefore, automatically lead to higher company turnovers. It will simply mean that some people will do their shopping at night rather than during the day.

US rates

Furthermore, it is interesting to note that shop employees in the United States receive premium rates for working during the evenings. It will indeed be surprising if under the present economic circumstances, employers in South Africa agree to a similar wage policy for their employees.

Finally, it should be mentioned that while later trading on Fridays has already been introduced in Natal, the indications are that the enterprise has been far from successful. Many of the stores in Durban which initially took advantage of the longer, trading hours have subsequently reverted to their previous opening and closing times through lack of business.

It would appear, therefore, that the success of later trading in South Africa is far from being a foregone conclusion.
INDUSTRIAL RELATIONS - WORKERS' Org.

TUSSA [13S]

1977
As Africans continue to press for trade union rights, employers will have to adapt. So too will registered trade unions.

**Parallelism ≠ paternalism**

*Financial Mail* 19/11/76

When is a trade union not a trade union? When it's a "parallel" union for Africans, administrated and sometimes even controlled by a registered union.

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

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

Six such unions were then in existence, five more have been formed since. The registered unions see "parallelism" as an experiment in racial partnership. However, officials of the 16 independent African unions are not so sure. They point to the inherent conflict of interest between Black and White workers -- registered unions who are supposed to assist the parallel unions also often practice some form of job reservation against African workers. Independent unions also see "parallelism" as an attempt to eventually supplant the independent unions.

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

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

Union president Sam Lekela was reluctant to talk about the union ("please discuss it with Mr Scheepers"). Scheepers dismisses the allegations as "nonsense."

He says he has held widely advertised union meetings on Saturday mornings, but few turn up. Coloured shop stewards only take up complaints and Bantu shop stewards are too lazy to come in, which happens, he says, but they're quickly here when the shops are closed."

Labour workers interviewed by FM say, however, that they have been paying union dues since the 1950s, that no union existed until 1974 and that dues are now 50c a month, and only meetings have been notified when the union was formed. Most had no idea the union "exists."
have no say in it. However, when one worker complained of "taxation without representation," he was told that African workers were lucky to be receiving benefits through the registered union.

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

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

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

Asked if he felt that African workers should not be trained to negotiate on their own behalf, Scheepers said this could create racial friction. There is no record of Scheepers' African Glass Workers' Union in Tiusca's trade union directory, and officials of the independent (African) Glass and Allied Workers' Union claim no such union exists. They say Scheepers did not know the names of the union's executive and, when asked to produce the union's constitution, produced the registered union's constitution.

Scheepers denies this. "The Union existed in 1962 and I haven't dissolved it. It has a perfectly good constitution and a reputation this year."

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

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

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

Mathe also levelled allegations at other union sources also charged that Scheepers threatened the NUCW with eviction from Garment Centre. The building it shares with the registered union, if it did not join Tiusca NUCW joined Tiusca early this year.

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

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

"To tell you the truth, the African union's negotiating ability is still not up to standard."

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

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

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

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

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

The other "parallel union" is the African Tobacco Workers' Union. Here the secretary is supposed to be a Nicholas Hlongwane Hlongwane, however, tells the FMI that he is only an organiser and that Christoff De Pret, secretary of the registered union, runs his union. He says the union has 300 members and that he has been an organiser since 1951.

Independent unionists say, however, that they believe that Hlongwane is actually an office worker, employed by the registered union. They say they have invited him to meetings, but are always told he is busy making tea or fetching the post. Hlongwane was lost to discussing the union with the FMI. "We don't want to attract government attention. Please leave us alone."

Suspicions about the viability of most parallel unions are confirmed by recently completed studies by MSA student John Lewsen, of the Wits Business School, entitled "Black Trade Unions: Their Role and Potential."

Lewsen finds that whereas the independent unions have one paid official per 330 members, the parallel unions have one per 2 300. Most parallel unions, Lewsen shows, are run directly by White general secretaries of the registered unions. He found independent unions to be sceptical of Tiusca's decision to admit African, regarding it as "a mark of expediency during a period of financial weakness."

The 1972-74 Tiusca union reports show a deficit of almost R16 000 and the NUCW's affiliation alone brings in R7 200.

Lewsen sums up the "parallel" experiment by quoting Tiusca general secretary Arthur Grobbelaar's paper on parallel unionism:

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

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

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

As one observer put it: "The White unions are reacting like the White sports bodies did — they're trying to foreclose racial equality by appropriating concessions. It didn't work in sport and it won't work here. When African workers in these industries start demanding the real thing — as they must — the Whites will have to respond."
Lucy Mvubelo and the FM

Mrs L Mvubelo, general secretary, National Union of Clothing Workers (NUCW). I strongly object to the article in the FM of November 19, which states that a trade union is not a trade union when it is a "parallel" union for Afrikaners, administered by a registered union, and that some unregistered unions are manipulated by registered unions, or exist only on paper. The reference made to my union implies that it is the type referred to, I am extremely angry at this insult and untrue. My union does not exist only on paper. It operates under a democratic constitution with 23,000 paying members, five full-time officials, an elected national executive committee (NFC), branch executives, 500 acting shop stewards, and the supreme body, the national council.

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

I deny that I run to consult Senator Scheepers and then cast the union's vote at the Tusca conference. I am the leader of the delegation and I have the authority to vote for the union.

Consult with my own delegates, but because I know most of the people in Tusca, I have their agreement to vote. I have consulted with Dr Scheepers also when I do not know the people, but what is wrong with this?

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

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

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

Our experience in negotiations is perhaps not as good as Dr Scheepers'. Not everybody can be a good negotiator, and we do not have Dr Scheepers' experience and knowledge, because the Industrial Conciliation Act deprives us of the opportunity to learn the art of negotiation. But Dr Scheepers negotiates for all the workers in the industry, White, Coloured and Black. At one time, Dr Scheepers had 12 Black workers in the industry. White workers in the industry, the FM was talking about.

The FM did not give the NUCW's existence only on paper. We are members of other unions in that context. We cited the allegations about the NUCW as an example of the paternalism in some "parallel" unions. The fact that Mathe left the industry was not relevant to our report. We did not print his allegations with our name and address.

Mrs Mvubelo in fact confirmed that she consulted Scheepers and cast the union's vote. In addition to Mathe, two members of her delegation told the FM that she did not consult them over the delegation's vote. The FM did not give the NUCW's existence only on paper. The allegations that Scheepers threatened my union with eviction were first put to the FM a year ago, Scheepers denied it, and we accepted her denial. Subsequently it was alleged by three separate sources and we thus felt an obligation to publish it, along with Scheepers' denial.

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

Overtures to Africans?

The recent defection from Tucsa (the Trade Union Council of SA) of the 4,500-member National Union of Motor Assembly and Rubber Workers, a Port Elizabeth-based union catering for Coloured workers, had been in the air for some time.

It may prove the most significant of all recent defections from Tucsa, as the union is likely to seek some sort of link with the unregistered African unions. There is a body of opinion within the union which favours ending its registration under the Industrial Conciliation Act, which would enable it to admit African members and become the first non-racial union in SA since the Fifties.

The union may eventually decide that de-registration is too risky — but it is nevertheless likely that it will seek some kind of accommodation with some of the unregistered African unions.

General secretary Fred Sauls says plans are “up in the air” at present. While it will remain unaffiliated for the time being, the holding of discussions with the unregistered unions with a view to forming links is a possibility.

Meanwhile, the proposed SA Central Labour Organisation (Saclo) is likely to get off the ground early in 1977, says Organiser Piet Roodt.

Saclo, which aims to be a “middle of the road” union federation (between the SA Confederation of Labour and Tucsa) originally planned to hold its inaugural meeting in October. Its failure to do so led some union observers to suggest that attempts to establish the new federation had failed.
It's food next, Tucsa warns

Staff Reporters

The petrol price increase would have a ripple effect through the economy causing rises in the cost of virtually all commodities, the Trade Union Council of South Africa said yesterday.

Mr Arthur Grobbelaar, Tucsa's general secretary, said food prices would be affected because agricultural production costs would inevitably rise.

"All raw materials will also go up in price because of transport costs. Iron and steel prices will probably rise and affect the cost of many household goods," Mr Grobbelaar pointed out.

He said the cost of building materials would also be sharply increased.

A spokesperson for South African Railways said yesterday the petrol price increase was not in any way due to pipeline tariffs.

"We are getting nothing out of the new increase. On initial estimates it will put about R48 million a year on to our fuel bill," he said.

A statement yesterday by the Associated Chamber of Commerce predicted that the new petrol price would severely affect the already depressed motor industry. Asscom said the increase came at a difficult time with the country reeling under recession and individuals struggling to cope with the rising cost of living.

"The fact that two cents of the four cents increase was to finance the second Sasol plant showed how increasingly difficult it was to raise ever greater capital," Asscom said.

"No doubt Government thinking is: that the increase will dampen demand for petrol but, based on past experience, any such effect is likely to be only temporary," the statement said.

A Federated Chamber of Industries spokesman said yesterday that energy price increases had a ripple effect through the entire economy.

"An increase of this magnitude will deal a heavy blow to the motoring public and must depress car sales.

"The motor vehicle will remain vital to the country's transport system so the viability of the motor car industry must be ensured," a spokesman for the chamber said.

The Afrikaanse Handelsinstituut yesterday expressed regret at the new petrol price but said it appeared to be justified.

"Petrol is a scarce and expensive commodity which should be used sparingly. Therefore we appeal to motorists to lend full support to the Government's fuel conservation measures," a statement by the institute said.
Labour
leaders
to stay
in US

Mr Kraft

Two prominent young
labour leaders have been
lost to the South African
trade union movement for
the next year.

They are Mr Robert
Kraft, assistant general
secretary of the 220,000-
strong Trade Union
Council of South Africa
(Tucsa), and Mr Adam
Klein, general secretary of
the Garment Workers'
Union of South Africa,
and a deputy vice-
president of Tucsa.

Both intend staying in
America for further post-
graduate study. They did
university courses there
last year.

Mr Kraft has resigned
from Tucsa after 10 years'
service.

Mr Klein's request for
unpaid leave was turned
down last night by his
union's leadership.

"In effect his service
has now been terminated, " said Senator Anna
Scheepers, president of
the Garment Workers'
Union of South Africa.

Mr Arthur Grobbelaar,
general secretary of Tuc-
sa, said Mr Kraft was "a
very definite loss to Tuc-
sa. He was my logical
successor, and one of the
most capable men in the
country."

LET DOWN

Mr Kraft studied for a
degree in industrial relations at Cornell Univer-
sity, New York, last year
on loans and grants from
various sources. He said
he was now studying for a
PhD.

Senator Scheepers said
Mr Klein had let the
union down. It was made
clear to him on his ap-
pointment two years ago
that he had to commit
himself fully to the job.

Asked whether Mr
Klein's decision to study
for a masters or doctoral
degree abroad could have
been motivated partly by
the recent bannings of
trade unionists, Senator
Scheepers said that was
not impossible because he
was friendly with a few of
those bannned.

Mr Klein had been
studying at the Harvard
University's business Ma-
nagement School in Bos-
ton since September on a
grant from the US govern-
ment.
Union neutral on mixed buses

Johannesburg's Municipal Transport Workers' Union is remaining neutral on the issue of white buses carrying Indian and coloured passengers.

Mr H M Wallis, general secretary of the union, said today the city council had applied to the Local Road Transportation Board to allow buses on all white routes to carry Indian and coloured passengers.

He said that at present transport certificates officially permitted a certain number of Indian and coloured people to be carried on most white routes.

But routes to the southern suburbs were not covered and the council wanted these routes brought into line.

Mr Wallis said his union was not taking a stand either way on the issue.
Unions to press pay demand

Own Correspondent

CAPE TOWN — Unions representing more than 400,000 workers yesterday gave notice that they will seek substantial pay rises when the short-term measures of the anti-inflation campaign expire at the end of March.

Heads of the 200,000-member South African Confederation of Labour and the 210,000-strong Trade Union Council of South Africa (Tusca) also rejected any further extension of the wage and price controls in the campaign.

The chairman of the confederation, Mr. Atlee Nieuwoudt, said in an interview from Pretoria that Union members were struggling to make ends meet at current rates of pay.
Big wage demands soon, say unions

Staff Reporter

THE country's two trade union giants — the SA Confederation of Labour and the Trade Union Council of South Africa (Tusca) — will withdraw support from the anti-inflation campaign at the end of March.

In a statement yesterday the president of the confederation, Mr Attie Nieuwoudt, said drastic salary and wage demands could be expected as a result. During the past few months, prices had risen at a rate which made it impossible to maintain living standards, he said.

The general secretary of Tusca, Mr. Arthur Grobbelaar, said Tusca would not give unqualified support to the campaign after March.

Mr Grobbelaar stressed that a harsh Budget was expected which would place even greater financial strain on taxpayers. Wage demands would follow, he said.
INDUSTRIAL RELATIONS - Employers' Organisations.
INDUSTRIAL RELATIONS - Workers' Organisations - General.
INDUSTRIAL RELATIONS - Workers' Organisations - Tuasa.
INDUSTRIAL RELATIONS - Workers' Organisations - Confed.
INDUSTRIAL RELATIONS - Workers' Organisations - Saclo.
INDUSTRIAL RELATIONS - Workers' Organisations - Unaffiliated Unions.
INDUSTRIAL RELATIONS - Workers' Organisations - African Unions.
INDUSTRIAL RELATIONS - Workers' Organisations - Sactu & Pofatusa.
INDUSTRIAL RELATIONS - Workers' Organisations - I.A.S.
INDUSTRIAL RELATIONS - Workers' Organisations - I.I.E.

1 MOTOR MECHANICS

Spanner in the works?

Ronnie Webb, general secretary of the (Coloured and Indian) Motor Industry Combined Workers' Union (MICWU), is asking the University of SA to explain "inferences" in its Institute of Labour Relations report that his organisation is blocking African job advancement.

He says passages in the 98-page assessment of the garage industry, by senior researcher D W F Bendix, put the MICWU in a bad racial light.

The main contention in Bendix's over-view of the industry's manpower, which has moved Webb to protest, is that an exodus of White artisans from repair shops, and a corresponding failure to upgrade African workers, is leading to a skills crisis.

MICWU's 12 000 members (1 600 artisans) are caught in the centre. Webb, indeed, feels they could do with a bit of upgrading themselves. He feels that Bendix has misinterpreted part of the industry's agreement under the IC Act - "which does not place any colour restrictions on jobs" - and wrongly assumes that his members are the allies of White unionists in protecting their jobs against Africans.

Webb complains that Bendix brackets the MICWU with the two White garage unions (Motor Industry Employees' Union of SA, and Motor Industry Staff Association), in refusing to train mechanics, and that he failed to consult Coloured and Indian union leaders while preparing the report.

Says Webb: "I strongly refute the insinuation that Coloured and Indian mechanics enjoy some form of protection. They are, in fact, more vulnerable to exploitation and market forces in view of the existing traditional, legal and racial impediments."

He adds: "My union is opposed to any form of discrimination and fully supports Tuasa's policies of equal opportunity and equal pay for equal work."

Bendix, who warns that the ratio between mechanics and cars is dropping alarmingly (one mechanic to 106 vehicles in 1969 against a projected 1 182 by 1980), replies that Webb's charges are "either incorrect, irrelevant to the subject matter or fall beyond the scope of the study."

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Infantile mortality

See POPULATION - Vital Statistics.

File general material here.

INFLATION

See also

- INCOMES
- PRICES
- PROFITS
- WAGES

Influx control

See MIGRANT LABOUR, S.A. - Pass Laws

See also

- HOMELANDS
- URBAN AFRICANS

13/ .........
A white call for black unions

By ALAN PEAT

A WHITE trade union, the National Union of Distributive Workers, has added its voice to the others who are appealing for recognition of black unions by businessmen.

In a letter of support to the Association of Chambers of Commerce (Assocom), the NUDW says that many businessmen practise race discrimination under the pretence that they are implementing "Government policy".

But, argue the NUDW, there is no law which prohibits employers from recognising black unions.

This viewpoint is supported by the attitude of the Trade Union Council of South Africa (Tusca), whose secretary Arthur Grobbelaar this week told Tribune Finance: "We say in no uncertain terms, that, where a black union exists, it should be recognised by companies in that sphere."

Grobbelaar also points out that while the legislation does not specifically prohibit them, the workers’ problems, and hiding behind the Government’s legislation or supposed attitudes towards trade unions”

"But," says the NUDW, "we believe there would be no Government dissatisfaction if black unions were recognised.

"A trade union and a company liaison or works committee need not be mutually exclusive. A type of dual system works very successfully in West Germany."

Grobbelaar also feels it would be better if all unions were integrated — "but, if that proves impossible in some cases, then a black union must be accorded the same recognition as any other."

TUCSA IN FAVOUR OF MOVE BY U.S. FIRMS

He said he had no quarrel with a system where a man was paid for his work as a worker.

But to pay a man more than he was worth was bad economics, and this was the tendency in some areas of the country.

Subsidies

"We are doing our utmost to train Black workers. We subsidise their transport and we build their houses, so many of the moves on the manifesto of the 11 corporations have already been started in this country."

Mr. Niewoudt warned that the corporations should be extremely careful in prompting a man and paying him more when his qualifications and record did not merit it.

"This could cost the national economy millions and millions of rands. The sentiment and emotionalism must be removed when we look at a worker's worth."

If this were not done, the economic effects and White worker reaction could be serious.

See Editorial Opinion

PRETORIA—The Trade Union Council of South Africa has supported the initiative taken by the 11 giant U.S. corporations to speed the pace of change in this country.

The 11 corporations have investments here amounting to hundreds of millions of rands.

The Tucsa general secretary, Mr. Arthur Grobbelaar, said: "Knowing some of the personalities involved in this exercise, I know it will have a few more teeth than the abortive British effort attempted some years ago."

Although the United States Government was probably exercising pressure from the rear to get the initiative operational, it would be carried out by the employers.

With the British effort, the Government had led the campaign and had attempted to put pressure on reluctant employers.

Mr. Grobbelaar said it should be accepted that in the current climate of change and of greater social awareness of the disabilities of sections of the population, most employers had become more sensitive to the need for a new deal for non-White workers.

The process of righting some of the wrongs had already begun.

Some of the complacency by employers had disappeared, and they were more ready to accept changes which were unthinkable only a few years ago.

Mr. Grobbelaar said the six points in the American corporations' manifesto, including equal pay for equal work, improving the quality of workers' lives and greater advancement opportunities for non-White workers, had been called for by Tucsa repeatedly over the past 15 years.

The president of the Right-wing S.A. Confederation of Labour Mr. Atte Niewoudt, said the 11 corporations must see to it that they kept their noses out of the country's domestic politics.
CAPE UNIONS 4/3/77

Investigation confusion

Confusion reigns over a reported investigation by the Industrial Registrar into an election at SA's biggest trade union, the 48,000-member (mainly Coloured) Garment Workers' Union of the Western Province.

The "investigation" is the result of a lengthy period of strife within the union between an action committee, composed of present members and two former office bearers, and the union's leadership, in particular general secretary Louis Petersen.

The action committee charges that the union has been inefficiently run, that real wages have declined, that benefits offered are inadequate, and that officials' expenses are unduly high.

Petersen replies the union has achieved its prime goal of keeping members at work during a recession, and claims that benefits offered are superior to those available from any other registered union. He says the action committee is run by embittered ex-employees, and is part of an orchestrated attempt to discredit him.

The dispute has come to a head late last year when an action committee-supported slate of candidates challenged the existing leadership in the union's national executive elections. The slate failed to win any seats.

The committee has subsequently challenged the result of the election, claiming that its entire conduct was irregular. Affidavits to this effect have been sent to the Registrar.

The affidavits charge that the ballot was not secret and ballot papers were openly scrutinised by a wage clerk at one clothing factory. Some time after the affidavits were lodged, Cape newspapers reported that the Registrar was conducting an investigation into the election.

Now, however, it appears the investigation is not a formal probe — which the Registrar is empowered to conduct if he believes a union's constitution is not being complied with. Department of Labour officials tell the FM the inquiry is simply a normal response to a complaint: "We are bound to investigate if we receive a complaint — sometimes this only involves a call to the Divisional Inspector of Labour or the party concerned", says one official. The investigation certainly does not mean the Registrar believes there is a prime facie case against the union, they say.

Action committee members say this seems odd — particularly as they have submitted the affidavits. A representative of the Department replies that many of the complaints received are unsigned.

Petersen says the union has not been informed of any formal investigation: "There's nothing to it. We were asked to furnish certain information by the Labour Department, which we have done. He is not overly concerned about whether there is a formal probe or not. "They're welcome to do it. We have nothing to hide."

Whatever the merits of the complaints, they are causing quite a stir among the Cape registered unions. The matter has been discussed at Tucsa Cape area division meetings and may have ramifications for the Cape registered union movement as a whole.

Garment workers question over Petersen
Spies on the...
A row is brewing in Natal over the relationship between the registered Textile Workers' Industrial Union (TWIU) and unregistered African unions.

Natal textile unionists say that this is specially unfortunate because the relationship is a model of how registered and unregistered unions can work together on an equal basis.

Since its foundation in the wake of the 1973 Durban strikes, the 8,000 member unregistered (African) National Union of Textile Workers (NUTW) has enjoyed a close relationship with the 500-member Natal branch of TWIU, which has operated largely autonomously of TWIU's head office in Cape Town.

Now, however, angry unionists claim TWIU's Cape Town office is souring this relationship. They believe it is trying to prevent the branch from making deals with the Natal branch of the NUTW, Joe Dubzane, claims that this is sending the branch executive to outside the union ("it's the other party schools' official"

The acting general secretary of the NUTW, Joe Dubzane, adds that he is sending the branch executive supports his stand.

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Flaw in 'Race Ratios' law

"It is, however, conceded that the racial composition of the workforce in some industries and certain occupations is undergoing changes."

— PUNT JANSON

The above statement is a concession by the Deputy Minister of Planning, Mr. Punt Janson, to Tucsa's argument that the law which lays down the number of Africans which can be employed in an industry in relation to the number of Whites is no longer realistic.

The point Tucsa has made in its representations to the Government is that in some industries Coloureds and Indians are replacing Whites — which means that fewer Africans can legally be employed in those industries. This means the industries concerned and Africans suffer because fewer job opportunities are available to them.

The Deputy Minister's concession on this point was made in lengthy correspondence with Tucsa on the issue.

Tucsa, in complaining about the "too rigid" application of the Environmental Planning Act, told Mr. Janson:

"The ratio provisions of the Act stipulate the number of Black workers that can be employed in relation to the number of White workers employed in the various establishments in an industry, but due to the changing racial composition of the workforce, there are many industries at present which have very much smaller numbers of Whites employed, their positions having been filled by Coloureds and Indians. Consequently, the strict implementation of the ratios means that a smaller number of Black workers must result than was permissible when larger numbers of Whites were engaged."

Tucsa submits that the relevant factor of the changing racial composition of the workforce must be taken into account when determining the relative number of Blacks which can be employed. The Deputy Minister rejected some of Tucsa's submissions (that the "too rigid" application of the Act was causing difficulties to industry and that extension of some industries could not be successfully decentralised and maintained that a "consistent increase" in African labour allocations was being sustained.

Mr. Janson went on:

"It is, however, conceded that the racial composition of the workforce in some industries and certain occupations is undergoing changes.

"The Federated Chamber of Industries has already submitted representations to the Committee on the Better Utilization of Manpower (the Londeque Committee of the Economic Advisory Council) to also include Coloureds and Asatics for purposes of determining the labour ratio.

"These representations, together with your own, will in due course be submitted to the Cabinet Committee on the Decentralisation of Industries."
Tucsa’s view on African unions

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

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

Grobelaar: The idea is to provide a trade union vehicle for Africans since the law prohibits their induction into registered unions. Parallel unions are the answer.

Why?

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

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

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

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

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

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

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

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

How has parallel unionism progressed?

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

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

Very definitely. Although generally the leadership sees the wisdom of this sort of movement, individual sections don’t necessarily. They’re perhaps overly apprehensive about being swamped by large numbers of blacks when it comes to negotiating.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Grobelaar: Government doesn’t like black unions of any description.
Dr A L BORaine asked the Minister of Labour whether he received representations from the Western Cape Branch of the South African Welders' Society during 1976 in regard to training facilities and job opportunities for welders; if so, what was (a) the nature of the representations and (b) his reply thereto.

†The MINISTER OF LABOUR:

No. However, according to the union's head office representations of the relevant nature were received by it during last year and these representations were referred to TUCSA. As a result thereof a resolution was adopted by TUCSA at its recent congress for the erection of training centres in respect of Coloureds and Asiatics similar to those at Westlake. The resolution was referred to the Departments of Indian Affairs and Coloureds, Rehoboth and Nama Relations.
Non-African members

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

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

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

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

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

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

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

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

Labour Correspondent

The South African Society of Journalists yesterday opened its membership to journalists of all races after a national ballot gave an overwhelming vote in favour of a non-racial organization.

It is the first time a predominantly white, registered trade union has opted out of the framework of existing labour legislation, rejecting it as racist.

The SASJ ballot, which needed a two-thirds majority of its 618 members to implement the change, had a 74% majority, with 9% against in an 83% poll.

The voting was on the dissolution of the society and its reconstitution outside the terms of the Industrial Conciliation Act, which prevents blacks from belonging to registered trade unions.

The new organization will be known as the Southern African Society of Journalists.

African journalists formed the Union of Black Journalists five years ago. This union precludes blacks from being members.
New deal for mixed unions

In what appears to be a breakthrough, the way seems open once again for Coloureds and Indians to serve on the executive of mixed trade unions.

Last year's Tucsa conference unanimously resolved to ask the Government to:

- Amend the Industrial Conciliation Act to revert to the legal position which existed prior to 1956, when White and Coloured members of mixed trade unions had equal rights;
- Eliminate discriminatory provisions in the Act which prevented Coloured members from having an equal opportunity of representation on the executive bodies of unions, and which prevented branches from functioning along non-racial lines.

Suitable representations were made to the Minister of Labour and Tucsa has recently been advised by him that the Government's policy concerning racial separation in the trade union movement has not been altered since last Tucsa made representations.

However, Tucsa's Officers' Committee, considers that the further information which was conveyed in the Ministry of Labour's reply to the resolutions and the significance to mixed unions affiliated to the Congress of Trade Unions, is needed for a better understanding of the situation.

This is, however, not the case as far as the Apartheid Act is concerned.

As did not apply to applicants.

An impression that the Apartheid Act was under the provisions of the Act, it appeared from Tucsa's resolutions that the conference was under the impression that the conference was under the provisions of the Act.

Application for the granting of paid leave to provide in their conditions of employment.
Grobbelaar replies to the FM

Arthur Grobbelaar, general secretary, TUCSA, Johannesburg:

Regrettably, I have to protest about "Parallelism - Patronalism" (FM November 19 1976).

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

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

"paper" unions, or are manipulated by other TUCSA affiliates.

Dealing specifically with the points supposedly based upon a thesis by MBA student John Lewsen entitled "Black Trade Unions, Their Role and Potential", I firstly question the accuracy of the analysis of what Mr Lewsen apparently discovered in his investigations. The article refers to "suspicions" (are these his impressions or another's?) about the viability of most parallel unions, and makes mention of the "independent" trade unions having one paid official per 300 members whereas the parallel unions have one per 2 300

A categorical opinion

I would like an explanation on how it can be a viable proposition to have a full-time paid official serving only 300 members in a trade union when the members are paying somewhere in the region of R$3.00 pa by way of subscriptions.

On the basis of the contributions, the amount available for the official's salary, office rental, restaurant or other expenses (such as transportation costs etc), stationery, telephone and so on, must all be obtained from an income totaling less than R1 000 a year. The salary available for the full-time official would therefore be in the region of R400 to R500 a year, with the balance being utilized for the expenses of running the office, etc.

Can full-time trade union officials be employed at the sum of R$500 a year, and can they operate, in so far as all other expenses are concerned, for the sum of R$500 per year? I must categorically state that this is not possible in SA. Any informed study conducted anywhere in the world will show that it needs an income based on 2 000 members subscriptions before a full-time official can be employed, unless the members pay a very high rate of subscriptions.

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

I challenge the contention that the independent unions were sceptical of TUCSA's decision to admit Africans, regarding it as a "mark of expediency during a period of financial weakness". TUCSA's financial records have always been freely available to anybody who wanted to study them. They are obtainable in SA public libraries, and providing the researcher knows what he is looking for and if all the available reports are studied, the contention expressed is patently open to question. To imply that the "1972/1973 TUCSA annual report showed a deficit of almost R$1 500,000, and that this implies that TUCSA had to be "bought in" for R$200 000" is to ignore the fact that TUCSA took a decision in decency, is not fair reporting.

TUCSA did show a total loss of R$1 093 000 for the three years 1972/1974. Equally important, however, is the fact that TUCSA had an income during 1972/ of R$7 283 000 and during 1974 of R$5 000. In 1976 the financial situation improved with national trade union bodies throughout the world and the trend is not mischievous to infer that TUCSA took a decision to admit Africans, in order to boost its income and to prove that it was not an "outsider" in the financial world.

The NUCY only took up a few subscribers of TUCSA in July 1976. How wide a readership is envisaged when TUCSA's financial weakness is so apparent during 1972/74? During 1976 you focussed exclusively on the NUCY, whose black affiliate is entitled to financial exemption from payment of registration fees including the NUCY. This exemption is granted to consolidate their two financial strength to enable them to assist other affiliated unions in this field in line with the agreement of TUCSA to improve its finances.

I challenge any researcher to make a single mention in his filing of TUCSA records which shows how and why TUCSA was influenced by the financial danger, and whether we can admit Africans.

Parallel unions

A particularly glaring inaccuracy is the term "parallel union", which is taken completely out of context in the following paragraph:

"The FM states that: "even after parallel union has agreed..." and officially, the administration for parallel unions should continue subject to the overall supervision of the registered union."

The original paragraph reads as follows: "...it is necessary to ensure that any new organisation should continue to be subject to
overall supervision by the registered union, because too many instances of abuse have taken place in the past, and any further occurrences of this nature must be avoided. The future.”

Why has half of the paragraph quoted from my paper been omitted? Why have the words “because too many instances of abuse have taken place in the past, any further occurrences of this nature must be avoided. The future” been omitted, thereby ensuring that the paragraph will be read out of context? Why also have not further paragraphs in my paper on “The Parallel Trade Union” been quoted in the article, so as to place this whole question of the parallel unions in its correct perspective?

I must also question and repudiate three other FM articles, particularly since no effort was apparently made to establish the facts:

- “Black Unions Snub to TUCSA” — (FM September 3 1976)

The paragraph containing that I thought it important to attend the TUCSA conference had been sent to nearly all the Johannesburg-based African unions, but could not remember whether or not had accepted, then categorically stating that only one African union would attend, was incorrect. I was contacted after office hours. I had not personally handled this matter, and consequently I was not able to furnish details immediately. Your reporter was advised that I could establish the facts the following day. He failed to do so. His assertion that only one African union would attend was wrong. The next day’s check established four African unions’ acceptance. Ultimately six unions attended.

The quote, “TUCSA are lucky to have Lucy Mvubelo to take to overseas conferences and show off. They mustn’t think they are the only ones so blessed.” is offensive, and incorrect. TUCSA has never taken Mrs Mvubelo to any overseas conference, or ever paid any of her expenses overseas, or ever arranged for her to go overseas on their behalf, nor has she ever represented TUCSA overseas. No contact was made with TUCSA to establish the accuracy of this statement.

- “African Challenge” — (FM September 10 1976)

This article makes mention of a likely government attempt to frighten TUCSA away from its present open membership policy. The phrase “the Council will presumably make a tough line on the issue — at least in public”, is deplorable, implying that TUCSA’s private actions are inconsistent with its public actions. The FM has no right to refer to this TUCSA does not have any public standards. Everything it does is public.

The phrase, “how TUCSA treats its African unions at the conference will, therefore, be of some importance”, implies that TUCSA has different treatment for its African affiliates. They have exactly the same rights and obligations. TUCSA does not practice discrimination.

The phrase, “last year’s TUCSA decision to make newly affiliated unions ineligible for executive office for two years is seen by many African unions as a pointed snub to its newly-affiliated unregistered unions. Further gaffes of this kind could be risky”, is misleading. TUCSA’s black affiliates are not treated differently. These relevant constitutional provisions are applicable to all new affiliates, but can be waived. Member eligibility for national executive committee office always required 12 months’ affiliation. The 1975 conference established a two-year qualification for the offices of president and vice-presidents. No changes were made for the other 16 ordinary posts on the NEC. This restriction was also waived at the 1976 conference to enable all new affiliates to be eligible.

- “Black Union Away” — (FM September 17 1976)

The statement “a bitter attack was made on the FM (by me), which took up a goodly share of the delegates’ time”, is incorrect. I certainly corrected the FM’s earlier reports, by presenting the facts where appropriate. The “goodly share” took 10 minutes — in a five-day conference.

Subsequently, a delegate from the SA Society of Journalists requested permission to address the conference. This was agreed to. His theme — “The Freedom of the Press” — I replied that TUCSA would always defend the “Freedom of the Press”, but this was not the issue. The inaccuracy of the FM’s article was reported in other newspapers and substantiated this.

The statement, “Grobbelaar accused the FM of seeking polarisation between the races. The details of his attack, however, are much less important than…” is partially correct. My opinion, based upon the nature of these, and previous, FM articles, are the phrase “but the details of his attack, however, are much less important than…” is very important — a reluctance to recognise the incorrectness and inaccuracy of the FM’s articles! The previous articles were not corrected, the details were unimportant.

The statement that NUCW Secretary Lucy Mvubelo identified herself with my remarks against the FM, even though not all her fellow delegates supported her, is incorrect. Mrs Mvubelo merely verified that TUCSA had not paid her expenses, nor had she represented TUCSA or been asked to do so at any overseas conferences.

Mr Johannes Mathé’s reported statement, that the NUCW was at the FM, against its will, deserves comment. Mr Mvubelo’s statement that the decision to join TUCSA had been to arrive was not reported. Mr Mathé’s statement that TUCSA, to gain white bodies in the executive, is white, surely an easily verifiable fact if any trouble was taken.

The phrase, “Mathé’s speech was interrupted periodically by TUCSA delegates questioning his right to speak, also incorrect. His voice went into the microphone, also demanding from the subject, to speak clearly. Nobody objected to his speaking, nor questions his right to speak.

The three paragraphs detailing elections and nominations are also incorrect. Mr Klein’s letter clearly stated that the matter had been referred to the NEC and that this was declared valid. I failed to convey to Mr Klein, however, that this was the office of the president of TUCSA, and that the statement of Klein’s letter that the elections and TUCSA’s constitution shows Klein willingness to accept any post was not reported. My insistence that conference rule on the point.

It was reported that Klein’s nomination was then withdrawn. Again incorrect. Klein’s nomination was withdrawn on the floor and ruled out of order. The nomination form being signed by a person not entitled to do so.

Lucy Mvubelo’s election.

The nomination of Mrs Mvubelo as an incorrectly reported. Klein’s letter accepting nomination for any post on the NEC of TUCSA had been misrepresented by the FM. Since questions had revealed that he was unavailable for any presidential post, Klein’s letter had stated that the nomination was also withdrawn by himself on his own, following my directive to conference — and the union concerned that a ruling be given. The union drew its name and accepted responsibility therefor. But this was not reported either.

The phrase, “further interesting facet of the elections was the failure of Lucy Mvubelo to be elected to one of the TUCSA vice-presidency, and the following assumptions, also deserve comment. Because her union failed to vote for her, she was not to be elected. The remarkable fact that Mrs Mvubelo has become the first black ever elected in the TUCSA executive, was, however, pointedly ignored, as also the fact that she became eligible to the NEC according to the constitutional provisions.”
Black can be a boss
— Tulsa head

The Star Bureau

NEW YORK — Job reservation in South Africa was now minimal and the country had every intention of doing away with it completely, Mr. Arthur Grobbelaar, secretary general of the Trade Union Council of South Africa, told a seminar for 300 leading American businessmen this week.

The seminar, from which the press was barred, was held at a suburban resort, 90 km. from Manhattan.

After each speech, prominent South Africans who took part were subjected to 35 minutes of intensive questioning.

Mr. Grobbelaar answered a question on whether he could visualize a situation in South Africa where a black would be in a managerial position in charge of whites. "Yes," he said, "I can and I think there would be very little problem with that in the event of the man having the right qualifications and experience."

Mr. Grobbelaar was one of the most impressive speakers at the seminar, according to prominent American businessmen and bankers on whom South African newsmen had to rely for information of the meeting.

"He gave us probably the most worthwhile insight into South Africa because there seemed to be a consensus among the Americans present that if there was one area in which we needed very careful assessments as far as the future went, it was in labour relations.

Other South Africans who addressed the seminar included Mr. Leslie du Toits, chairman of the South African Foreign Trade Organization; Mr. Lemnos Sera, Chief Minister of the Ciskei; Mr. Richard Mapuga, a Soweto businessman; and Mr. Gerhard de Kock, senior deputy governor of the Reserve Bank; and Mr. F. S. de Villiers, deputy Secretary of Information."
James Leatt is interested in religion and social change in South Africa. He described his research in the following terms. He is interested in the place of religious world views, often enshrined in cultures, as promoting or inhibiting factors in social change with special reference to technology, in order to determine the cultural costs involved in transition or change given the South African case of a particular degree of cultural and religious authority.

Paul Richard, a cultural anthropologist, is working on the modernising work in which Nationalists are engaged.

Steve Sack, a historian from 1961, and has just completed a project on the period 1925-1928 which focused upon a particular historical episode - the national flag controversy. This controversy aroused much heat and nearly led to a civil war, he said. It also throws light on political conflicts which he sees as typical of 20th century South African politics, for example Afrikanersisation, the fear of secession (that is, being cut off from Britain), elitism, the appeal of racialism, the old question of 'toenadering', a clash between ideologies (Afrikaner nationalists on the one hand and English-speaking jingoists on the other), and the whole question of the dilution of the rational element in politics, if this exists.

Rob Schrire, from the Department of Political Science, is interested in public decision-making in South Africa. He is looking at the structure of public policy decisions, with sub-headings like how are valid issues distinguished from invalid issues, that is how do some issues from the whole range of those which might appear to be relevant, come out and have
Drastic new labour move is on cards

By JEAN LE MAY

Workers' Union, said that in the absence of recognized Black unions he would welcome the introduction of 'multinational' committees "as long as they complement the existing trade unions and do not replace them.

However, Mr Andre Malherbe, speaking on behalf of Tucsa, was extremely critical of the idea.

"This is a free enterprise society and the trade unions should have complete freedom to organise," he said.

"South Africa has a fine record of industrial peace and a responsible labour movement. If the Government is planning to break up and fragment the established unions by compelling them to participate in a system of committees, that may work on a short-term basis. But in the long run it will destroy the responsible labour and replace it with a movement that is far from responsible."

Mr Malherbe also pointed out that factory level committees would work in some undertakings but not all.

They would be completely unsuitable in enterprises which employed workers in many different crafts," he said.

Labour experts and trade unionists are divided on the idea which, some say, would effectively neutralize both Black and White trade unions.

The scheme would affect White workers more because it would extend to them the committee system which at present applies only to Blacks.

One criticism is that the scheme, because of its ethnic base, could result in worker-worker confrontation in addition to traditional confrontation between workers and management.

Commenting on the professor's remarks, Dr Alex Boraine, Progressive Reform Party MP for Pinelands and an expert on labour relations, said he would welcome enterprise-based committees.

"There are many people in Government who would like to see trade unions scrapped altogether, but I cannot see the Government trying to 'draw the teeth' of the White unions," he told the Express.

"As I see it, workers' councils would operate alongside the trade unions and would complement rather than replace them."

"The Government obviously must come to terms
"with the fact that trade unions exist here, whether they like it or not, and they know that interfering with them would be suicidal."

"Dr Boraine, however, was critical of the principle of creating "ethnic" committees.

"That would serve only to remind people of the differences between them instead of creating common ground," he said.

"You might then have a worker-worker confrontation which would be just as dangerous as the employer-worker confrontation they are hoping to avoid."

On the other hand there was criticism of the "multinational" committee principle from Mr Eddie Webster, senior lecturer in industrial sociology at the University of the Witwatersrand.

"I would regard this as a retrogressive step," he said.

"Although the Botha Commission in 1951 recommended that Black trade unions should be recognised, the Government has always refused to do so."

"Instead, it created the committee system to give Blacks some representation."

"And in the 20 years 1953-1973 only 24 works committees were formed."

"Even after the 1973 legislation, rushed through after the Natal strikes, the liaison committees were not a success either."

"By 1975 there were only 1,751 of them — and in that year there were 6.5 million Black workers."

Mr Skakes Sikhakhane, general secretary of the Food, Sweet and Allied
Unions plan to alter job laws

Sweeping changes to the country's labour laws were suggested by the Trade Union Council of South Africa at its annual conference in Durban yesterday.

The proposals, adopted unanimously, are to be placed before the recently appointed commission of inquiry into South Africa's industrial legislation.

After a lengthy closed session, Tucsa's general secretary, Mr. Arthur Grobbelaar said the conference had adopted six broad principles which it saw as being necessary in any new or amending legislation. These were firstly that the two existing labour relations Acts - the Industrial Conciliation Act and the Bantu Labour Regulation Act - should be merged to form one new measure.

Secondly, the concept of freedom of association must be written into new legislation, with the right of all workers to organise and gain legal recognition as worker organisations.

Thirdly, that the development of workers' councils for individual establishments be supported, with the proviso that these councils be complementary, or supplementary, to trade unionism.

Fourthly, any new industrial relations system, based on new legislation had to be based on an industrial court system with these courts having the same status as the Supreme Court.

Fifthly, existing provisions which allowed for mediation, conciliation, and voluntary arbitration should be retained, but disputes should be referred to an industrial court.

And finally, industrial and labour relations training must take place outside Government institutions. These institutions must be controlled by autonomous employee and employer institutions.
Black support for call

The Star Bureau

LONDON — A leading black South African trade unionist is to second a resolution calling for an end to trade boycotts of South Africa which will be put to the International Transport Workers Federation congress in Dublin.

The resolution will come from another top South African unionist — Mr D C Benade, president of the South African Council of Transport Workers.

And Mr Benade yesterday revealed that Mr Clemente Monshu, general secretary of the black Transport and Allied Workers Union in Johannesburg, had given his support and promised to second the resolution.

The congress starts today and continues until the end of next week.

HOPING

Mr Benade’s wife, who is secretary of the South African Trawler and Line Fishermen’s Union and the National Union of Cigarette and Tobacco Workers, will also speak in support of the resolution.

Speaking from his Dublin hotel, Mr Benade said that he hoped the support of Mr Monshu would show the congress that responsible black trade unionists in South Africa agreed that boycotts were damaging instead of helping black workers in the Republic.

“My wife and I have consistently worked towards getting blacks the right to join registered trade unions. But we want to let the congress know that isolating the Republic does not help.”
Equality is high on the agenda

Labour Reporter

South Africa’s measures to combat communism will prove futile unless all South Africans are “recognised and treated as full citizens in every respect,” says the Trade Union Council of South Africa (Tusca).

Human rights are described as the “most urgent priority” in a resolution drafted for Tusca’s annual conference by its national executive committee.

The resolution calls on the Prime Minister to “resolutely pursue the abolition of all forms of racial discrimination which have caused so much needless bloodshed and hatred in our country.”

These sentiments are echoed in various other resolutions to be put before the conference of the multi-racial organisation of about 210,000 workers in Durban next month.

One says the eradication of racial discrimination is established by the reserve bank assumed to respond to the measures banking system. That is to say a Brunner-Meltzer type specification. The supply of and the real rate of inflation.

$R = R_0 + NDA$ (1)

$R_0 = Ro$ (2)

$NDA = \alpha \left( BC_d \right)$ (3)

$BC_d = P_{BC} + G_{BC}$ (4)

$G_{BC} = G - T - OB + LC$ (5)

$P_{BC} = b(i_o, i_{CD}, i_f, p^*, x, e, p, p', y)$ (6)

$BCs = c(i_o, i_{BA}, p, rr ....) MB$ (7)

IDEOLOGY

Expressing concern about the state of the economy another resolution calls for the phasing out of Government departments which are solely concerned with the implementation of ideological policies.

It calls too for a reduction in the “alarming rate of unemployment.”

There is a proposal to call on the Government to grant urban blacks the same freedom of ownership rights that other South Africans enjoy.

-MS-
Tucsa on the human rights trail

By ESMOND FRANK

HUMAN RIGHTS for all racial groups in South Africa will be debated as a "most urgent priority" at the Trade Union Council of South Africa's (Tucsa) annual conference in Durban next month.

One of the resolutions drafted by Tucsa's national executive committee calls on Prime Minister John Vorster to "resolutely pursue the abolition of all forms of discrimination which have caused so much bloodshed and hatred in our country".

TUCSA, which represents more than 200,000 workers, says in another resolution that the abolition of racial discrimination will:

- Encourage trade with the rest of Africa.
- Promote confidence among foreign investors.
- Lessen international tensions.
- Eliminate the need for increased defence expenditure.

Other resolutions to be debated call for the phasing out of Government departments that deal solely with the implementation of ideological policies; stimulation of the economy to reduce the rate of unemployment and granting of freehold home ownership rights to urban blacks.

Conference delegates will also debate the desirability of denationalising such public undertakings as Foscor and Iscor and the elimination of tax discrimination based on race, sex and matrimonial status.

Discussion will in addition revolve around the possibility of asking Minister of Agriculture Hendrik Schoeman to set up a commission of inquiry into the functioning of market boards.

"The conference," says a national executive committee draft resolution, "does not believe that the marketing boards as presently constituted have succeeded in every instance in protecting the interests of the consumer and have not ensured that the price of food has been kept at a reasonable level."

The resolution adds that representatives of organised labour, commerce, industry and consumer organisations should sit on all marketing boards.

During the conference, I understand, will also investigate the feasibility of organising a conference of all trade unions to debate matters of common concern.
Unionists meet Owen, condemn trade sanctions

Sieg Hannig, Labour Reporter

Black and white trade unionists have told the British Foreign Secretary, Dr David Owen, that foreign interest in South African labour problems is welcome but that undue pressure and interference will be counterproductive.

At an unpublicized 90 minute meeting in Pretoria yesterday afternoon they laid particular stress on the harmful effects of economic sanctions and boycotts.

The meeting, attended by six labour leaders and a similar number of representatives of British firms operating in South Africa, showed up South African labour problems as a focus of world pressure for change.

The labour leaders were Mr Arthur Grobbelaar, of the Trade Union Council of South Africa; Mr Ben Nicholson of the SA Electrical Workers’ Association; Mrs Lucy Mvubelo of the National Union of Clothing Workers; Mrs Jane Hlongwane of the black Engineering and Allied Workers’ Union; Mr Clement Mntshele of the black Transport and Allied Workers’ Union, and Mr Brian Fredricks of the National Union of Motor Assembly and Rubber Workers.

Trade unionists, more so than employers, expressed fears that undue foreign pressure in the labour field would create a white backlash which would be counterproductive.

Misleading

It was also asserted that foreign governments were unduly influenced by exiled labour organisations which spread misleading information about South Africa.

Dr Owen was told that Britain could exert welcome influence on foreign governments for change in the SA labour field.

In particular, trade unionists proposed that foreign companies should make a set of joint representations to the Wiehahn Commission which is now fully reviewing South Africa’s labour legislation.

pressed with the wide terms of reference of the Wiehahn Commission, which trade unionists saw as the major avenue for change.

He made it clear Britain was in a hot seat in view of pressures from other countries owing to her great involvement in the South African economy.

In reply to trade union calls that foreign governments should monitor more closely the codes of employment practice drawn up for their subsidiaries in South Africa, Dr Owen mentioned the possibility of tightening up such codes.

The labour leaders at the meeting were Mr Arthur Grobbelaar, Mr Ben Nicholson, Mrs Lucy Mvubelo, Mrs Jane Hlongwane, Mr Clement Mntshele and Mr Brian Fredricks.
Trade unionists warn Owen of undue pressure

The Argus Correspondent

JOHANNESBURG. — Black and white trade unionists told British Foreign Secretary, Dr David Owen, foreign interest in South African labour problems was welcome but undue pressure and interference would be counter-productive.

The trade unionists emphasised the harmful effects of economic sanctions and boycotts.

At a meeting in Pretoria yesterday attended by six labour leaders and six representatives of British firms operating in South Africa, South African labour problems were shown as a focus of world pressure for change.

The labour leaders were Mr Arthur Grobbelaar, of the Trade Union Council of South Africa, Mr Ben Nqunjana of the SA Electrical Workers’ Association, Mrs Nancy Mzimbe, of the South African Union of Clothing Workers, Mrs Jane Aholwane, of the Black Engineering and Allied Workers Union, Mr Clement Montshi, of the Black Transport and Allied Workers Union, and Mr Brian Fredericks, of the National Union of Metal Assembly and Rubber Workers.

BACKLASH

Trade unionists, more than employers, feared undue foreign pressure in the labour field would create a “white backlash” which would be counter-productive.

They said foreign governments were unduly influenced by exiled labour organisations which spread misleading information on South Africa.

Dr Owen was told that British could exert welcome influence on foreign governments for change in the South African labour field.

GRIEVANCES

In particular, trade unionists proposed that foreign companies should make a set of joint representations to the Wiehahn Commission which is now reviewing labour legislation.

Piece warned unionists was the failure of foreign companies to recognise black trade unions.

Dr Owen appeared impressed with the wide terms of reference of the Wiehahn Commission which trade unionists saw as the major avenue for change.

HOT SEAT

He made it clear Britain was in a hot seat in the labour field in view of pressures being exerted on her by other countries owing to her great involvement in the South African economy.

In reply to trade union representations that foreign governments should monitor more closely the codes of employment practices drawn up for South African subsidiaries, Dr Owen talked of the possibility of tightening up on such codes.
Unionists assured of contacts

Leading trade unionists were assured yesterday by the Minister of Labour, Mr. Fanie Botha, of closer contacts with his department.

Mr. Botha said the responsible behaviour of trade unions in South Africa had kept the labour situation "free of conflicts.

Mrs. Lucy Mwelo, from the National Union of Clothing Workers, attended the meeting in Pretoria in her capacity as a member of the Officers' committee of Tuscan.

As the only woman and a black woman at that, she was well received by right wing trade unionists such as Mr. Ather Nieuwoudt, President of the Confederation of Labour.

Among the trade union leaders present were Mr. Arthur Grobbelaar from Tuscan, Mr. C. P. Grobler from the SA Railways Artisan Staff Association, and Mr. J. J. Smit from the SA Association of Municipal Employees.

DATE: 24th October 1977

ASSOCIEE:

Association des Etudes Frangaises en Afrique du Sud

ASSOCIATION DU DÉPARTEMENT DE FRANÇAIS

AUSTRALIA

UNIVERSITY OF SYDNEY

Department of Romance Studies

Dr. M. A. STEBBINGS, Officer in Charge

ASSOCIATION FOR FRENCH STUDIES IN SOUTH AFRICA
The Grobbelaar case

Last year's trade union bannings have led to a civil court action by the general secretary of NASREC, Arthur Grobbelaar, against a number of his trade union colleagues.

The action flows out of statements made by Grobbelaar after a meeting with Minister of Justice James Kruger shortly after the bannings.

The plaintiffs, banned trade union leaders, included Dennis Dekker and Eric Grobbelaar, sue for defamation.

According to the national executive committee report to be tabled at next week's NASREC conference, Grobbelaar's lawyers have given notice of their intention to defend the action on the grounds that the remarks were not defamatory.

The action is proceeding.

Financial Mail September 18, 1977
No boom yet says Tusca man

DURBAN — There will not be an economic boom next year, Mr. Arthur Grobbelaar, General Secretary of the Trade Union Council of South Africa, warned yesterday.

Opening the annual meeting of the South African Council of Transport Workers, he said that an apparent improvement in the economy coupled with some foreign investment had taken place in recent months.

He said the rate of inflation had declined and indications pointed to a further decline early next year.

"We cannot expect a return of boom conditions during 1978," he said.

"Any upturn in the economy will be gradual and modest and we must expect another year of relative austerity," Mr. Grobbelaar said recently.

"Recent unrest in South Africa had created a new political awareness among the masses.

If the present economic improvement were to be maintained, changes would have to take place to accommodate this awareness," he added.

President Address, Chamber of Mines Rhodesia, 9 April 1975.

where the following statement is found: "the availability of black labour, both now and in the future, has become much more critical since the government permitted Wenela to recruit workers for the South African mines. This decision, which could have repercussions for our mining industry, was made without consultation with the Chamber. This was a grave departure from the Government's normal procedures but I am assured that it will be repeated .... the more unfortunate consequences which have ensued were averted by the co-operative attitude adopted by itself".


instance the reported fall off in production noted in Grain Board, Annual Report 1975, Salisbury.

this section are extracted from the Agreement contained on the face of the contract form signed by each contractee. Additional helps came from Wenela propaganda handed to contractees (document in vernacular translated by Wilbert Garaba).


representatives in Salisbury explained these reasons as:

of underground work, being 'trouble makers' and being 'dis- and 'unsettled'.

G.W.E. Leistner and W.J. Breytenbach, The Black Worker of South Africa, African Institute No. 25, Pretoria, 1975, p.15, report a figure of 11 000 black Rhodesian workers as reported by the 1970 Census in South Africa. This is undoubtedly low. Dept. of Bantu Affairs figures are much higher. For example, see Rhodesia Herald, 3 April 1976.

I am grateful to Nicholas Dziva who conducted the interviews in the vernacular.

When starting operations, the Acting Manager of Wenela (Mr. N.D. Nicolle) conducted an on the spot review of unemployment in and around Salisbury. From this cursory investigation, he was well-satisfied as to the extensive evidence of urban unemployment in Salisbury. It is also worth reporting the comment of the President of the South African Chamber of Mines that an off-take of 20 000 contractees 'would not make a dent in the local labour market'.

See Business Herald, 6 February 1976; and Financial Mail, 9 May 1975.

I am grateful to Ian Phimister for pointing this out to me.

It is an interesting point to be recorded that, according to the General Manager of Wenela in Rhodesia, the publication of political news indicating heightening of the local political crisis and/or possibility of change has brought about immediate fall-off in recruitment intake levels.

.......


Anti-black job bar may be scrapped by end of the year

THE GOVERNMENT plans to do away with job reservation — a race legislation for which it is strongly attacked overseas — possibly by the end of the year.

Well-informed trade union sources and this week the Industrial Tribunal at present investigating various job reservation determinations would probably recommend that all determinations should be scrapped.

Six determinations have already been scrapped following hearings by the tribunal in various parts of the country — usually with the full support of the trade unions involved.

It is understood that unions, even in the conservative Confederation of Labour, will probably support moves to scrap the remaining determinations.

The Confederation officially supports job reservation but there appears to be strong support within it for its elimination because of the damage it does to the country’s image abroad and because of the small number of people still affected by determinations.

Mr. Jap Gilhers, Secretary for Labour, would not confirm this report, but said all existing determinations were being investigated and a report would be made to the Minister of Labour.

The Minister does not have the power to alter the legislation, but the legislation gives the Minister the power to impose or relax determinations,” he said.

The whole question of Labour legislation is being investigated by the Working Commission which will make its recommendations in due course.

Any changes can be made only by Parliament and that is not likely until the commission has finished its work.

“Until that time the Minister can use his discretion in terms of the recommendations made to him by the tribunal.”

The other major trade union group, the Trade Union Council of South Africa, has consistently opposed job reservation, but the information that the Confederation of Labour is at least unofficially in favour of its scrapping is a reversal of its official position.

Officials of the Confederation would not comment this week on their support for the abolition of job reservation, but it was also reliably learned that all except a small minority of unions within the Confederation would support it.

Mr. Gert Bosgra, secretary of the white Building Workers’ Union, which has consistently taken a hard line in support of job reservation, was not available for comment.

But in a recent interview he said that the determination which applied to the building industry was “pure political fraud” and called for more effective barriers to prevent penetration of the industry by colour bar contractors in the Transvaal.

An unidentified black man was badly injured yesterday when his motorcycle was in collision with a car on Durban’s Southern Freeway. He was taken to King Edward VIII Hospital.
UNIONS MAKE FACE, Big Brother, TUCSA CASCA

GET CASH INJECTION YOU ON THE BEACH
THE MEN WHO GUARD

48,000 LIFESAVER

Sunday Times, September 13th
such that if the calculated values fall outside these limits, there is a less than 5% chance that the null hypothesis is true. The hypothesis that the HP and BMR surveys give the same results as the BGPS is therefore rejected. Otherwise, we report that the BMR surveys do not contradict each other.

3.2 Inter-Survey Validation

Demographic, educational, employment, and income distribution in the sample, the results of the statistical tests, and the findings are interpreted and discussed in section 3.2.1 Age Distribution.

<table>
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<th>Table 3.1</th>
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Policy Reporter

A MAJOR attack on the BGN's "false" to eliminate racial discrimination will be launched by the powerful Trade Union Council of South Africa at its annual conference in Durban today.

This issue is tackled in a number of resolutions to be debated during the five-day conference. Included in the list of resolutions which attack Government policy is one condemning continued banning and detention of ANC leaders.

An appeal is to be made to the Prime Minister to accelerate the process of meaningful change in a more tangible fashion to combat the influence of communist imperialism in southern Africa.

Housing comes under the spotlight in three separate resolutions with a strong call from the ANC's national executive committee that the Government strengthen rather than abolish existing rent control legislation.

Essential

Backs its appeal to the Government to grant urban Blacks' freehold rights to the national executive. Another resolution, says this element of home ownership is an essential pre-requisite for pride of ownership, security of tenure, social stability, and the development of a stable middle class in Black communities.

In a resolution submitted by the National Union of Clothing Workers, the Government is taken to task for the meagre increases in old age pensions announced earlier this year. Possible harmful effects to South Africa's economy by the nationalisation of certain enterprises has led to a call by the national executive that the Government investigate de-nationalising some or all of these "essential" industries.

Preparation of the text was done by the author of the document.
The present interpretation was too narrow and prevented results of Department of Labour investigations into workers' complaints from being released, said Miss Dulcie Hartwell, a Durban representative of the National Union of Distributive Workers.

A number of firms, she said, did not recognise trade unions, making it necessary for a union to refer a worker's complaint to the Department of Labour for investigation.

"But the Department of Labour tells us it cannot inform us of the results of its investigations because of the secrecy clause in the Wage Act. Their people say this will disclose the affairs of the employer," she said.

"We want the clause to be widely interpreted so that trade unions can be advised of the results of these investigations," said Miss Hartwell, appealing to Tusca's National Executive Committee to take steps to have the matter rectified.

Mr Webb beat his white opponent, Mr Andre Malherbe of the South African Society of Bank Officials, with a large majority of 128,002 votes to 83,778.

He replaces Mr E. van Tonder, general secretary of the South African Typographical Union, who did not seek re-election.

Although he has been general secretary of the Motor Industry Combined Workers' Union for the past six years Mr. Webb has never been employed in the motor trade, he said in an interview after his election.

"I actually started my working life as a messenger. Shortly after the war and I was fired after only just one week, all because I forgot to lock my bicycle away and it was stolen!"

After this shaky start Mr Webb turned to mechanics instead and became a domestic appliance mechanic.

"And that is where I landed up until I joined the MICWU as an organiser in the Johannesburg office," said Mr. Webb.

Tusca's extra power

Political Reporter

THE national executive committee of the Trade Union Council of South Africa has been given extra powers to take disciplinary steps against individual members who act contrary to trade union or Tusca interests.

There were angry scenes at Tusca's annual conference in Durban yesterday before delegates voted overwhelmingly in favour of the provision being written into the council's constitution.

The new provision, which will allow the national executive committee to suspend any individual member who acts contrary to the interests of trade unionism or Tusca, had been necessary to unify the trade union movement.

Captain

That was in 1958 marking the beginning of Mr Webb's active role in trade unionism.

The following year he was elected to Tusca's national executive committee and three years later was elected as the body's sixth vice-president.

He was born at Mount Fere in the Transkei but grew up in Johannesburg.

A keen rugby follower Mr. Webb was at one time captain of the Transvaal Coloured rugby team.

He has a wife, three daughters and a son.

In 1972 Mr Webb spent six weeks in the United States on a leadership exchange grant and also spent some time in England as a guest of the British Government.

After losing the presidential election, Mr. Malherbe was unanimously elected as Tusca's first vice-president.
FIRST Coloured president of Tucsa, Mr. R C Webb

Mercury Reporter

THIRTY-TWO years after starting his working life as a messenger Mr. Ronald Charles Webb (47) was yesterday elected as the first Coloured president of the powerful Trade Union Council of South Africa.

A wages clause protest

Political Reporter

INTERPRETATION of the secrecy clause in the Wage Act by the Department of Labour, came under fire at the annual conference of the Trade Union Council of South Africa.

His election at Tucsa's annual conference in Durban makes him the head of 62 affiliated labour unions with a combined membership of more than 200,000 workers of all races.

Close to tears as he acknowledged the cheers of delegates who gave him an ovation after his election, Mr. Webb said:

"What pleases me most is that Tucsa has given visual expression to its policies of equal opportunities and non-discrimination."
DURBAN — South Africa was going through the deepest and longest recession since the Great Depression and hopes for recovery this year had largely been dashed, the annual conference of the Trade Union Council of South Africa was told yesterday.

In his presidential address, Mr. E. van Tonder said from the trade union point of view the council was most concerned with the unemployment problem.

"The South African position has also been further bedevilled by developments elsewhere, over which we have no control," he said.

"Our balance of payments situation, which reflected a large deficit towards the end of 1976, has fortunately to a large extent been remedied by the authorities, and if some of the measures taken have not been all that popular, they have at least gained us a breathing space." The rate of inflation in relation to that of other countries was still too high.

"We have enjoyed a state of virtually full employment with an abundance of job opportunities, especially for the whites, in the past decades. I think that we have come to the end of that era. Even if we work on the assumption that political pressures from abroad may ease, and even assuming that the explosive situation within the country can be contained, we still have the problem of a too low national growth rate."

Mr. Van Tonder said the number of registered unemployed whites, Coloureds and Indians more than doubled during the past year and according to the official figures now represented some 1.4 per cent of this grouping of the labour force.

"What I find frightening is the real possibility of more and more young black school leavers coming on to the labour market, without any prospect of ever finding a permanent job, and with the real danger of these people joining the ranks of the totally discouraged, who no longer even bother to look for a job," he said.

Mr. Van Tonder said he believed many trade union members acted wisely and responsibly, together with their employers, to resort to shortened working weeks, longer leave, short time, and cutbacks in overtime, in order to retain as many workers as possible in at least some form of employment.

"This is a wise policy that will pay off in the long term, for when conditions improve, these industries will have their skilled labour reserves on top, and can immediately move into top-gear activities," he said. — SAPA.

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Coloured is new Tuca chief

DURBAN — Mr. B. C. Wobb, 47, who was elected the first Coloured president of the powerful Trade Union Council of South Africa yesterday, he succeeds Mr. E. van Tonder. His election, at the council's annual conference here, makes him the head of 62 affiliated labour unions with a combined membership of more than 200,000 workers of all races — SAPA.

No recovery, page 11
Black to lead Tucsa

The Argus Correspondent

DURBAN — A coloured man who started as a messenger 22 years ago was yesterday elected president of the multiracial Trade Union Council of South Africa.

Mr Ronnie Webb, 47, of Johannesburg is the first black trade unionist to be elected to the prestigious position in Tucsa's 23-year history.

Mr Webb, first vice-president of Tucsa and general secretary of the motor industry combined workers' union, was elected at Tucsa's 23rd annual conference at the Elangeni Hotel, Durban.

He beat Mr Andre Malherbe, second vice-president and general secretary of the South African Society of Bank Officials, to the position, gaining 123,002 votes to Mr Malherbe's 83,578.

Mr Webb, who received a standing ovation from the delegates, told the delegates that his election gave full expression to Tucsa's declared policy of equal opportunity and non-discrimination for all in South Africa.

"I know that a hard task lies before me, but I will try to serve you to the best of my ability," he said.

In 1969 Mr Webb was elected general secretary of the union for South Africa and also elected on to the national executive committee of Tucsa. In 1972 he was one of the first blacks to be elected vice-president of Tucsa.
More trade unions quit Tusca

DURBAN — Three Cape Town unions pulled out of the Trade Union Council of South Africa today in protest against what they see as Tusca's move to the political right.

Mr. Ted Fraser, general secretary of the Brewers Employees Union and the Jewellers and Goldsmiths Union, told the Tusca conference in Durban today that the union body had deviated from the democratic path — the essence of trade unionism.

Mr. Ian Wallace, chairman of the European Liquor and Catering Union, quit Tusca on the grounds that the body's national executive wielded absolute power, disregarding the needs of the smaller unions.

The decision to leave Tusca was based, in part, on a disciplinary amendment to Tusca's constitution passed this week, that allows the body's national executive to suspend trade union officials from council activities.

Both union leaders said the decision had been taken well before this conference, pending the adoption of that amendment. The pull-out of the three unions adds to evidence of the disunity within Tusca over racial and political issues.

The S.A. Council of Churches' ombudsman, Mr. Eugene Roelofse, today scoffed at claims — including a statement by Stan- lum chairman Dr. Andreas Wannenber — that price control makes businessmen afraid to offend Pretoria.

Price control, he told a symposium here today, "is too lucrative to be left, too much applied to combat exploitation and too infrequent to win confidence."

Addressing a symposium on education, and marketing organized by the S.A. Organic Society, Mr. Roelofse added: "From the consumer's point of view, the price control system has in the main affected only Government food crops and some cotton producers on behalf of the business community."

Dr. Wannenber, he said, grossly overacted the net advantage to the consumer.
Tucsa call for probe

DURBAN — Delegates at the annual conference of the Trade Union Council of South Africa being held here yesterday passed a special resolution deploiring the number of deaths of political detainees.

The resolution was, however, not supported by delegates of the Mine Surface Officials' Association who only recently joined Tucsa.

Mr R. Botha, general-secretary of the association, accused Tucsa of being a platform for airing political views and said the conference would do itself "irreparable harm" if it associated itself with politics.

Tucsa's strongly worded resolution said delegates were extremely perturbed at the deaths of a number of persons while in detention and the organisation believed the matter was of sufficient concern to warrant the setting up of a judicial inquiry to investigate the controversial death of detainees over the last 18 months.

The resolution also expressed its concern at the methods and the "manner in which the Minister of Justice conveyed news of these deaths to the public."

— DDC.
Pensions warning

Mercury Reporter

A SPEAKER at the TUCSA conference in Durban yesterday warned that many existing pension funds did not provide security for members.

This claim was made by Mr. A. Malherbe, general secretary of the South African Society of Bank Officials, during a panel discussion on the proposed National Contributory Pension Scheme that has been suggested by the Department of Social Welfare and Pensions.

Speaking in favour of the pension scheme Mr. Malherbe said: "Every year many pension funds run into trouble and contributors are forced to cough up more money to keep them going."

Mr. Malherbe said insurance companies merely passed on the deficit to employers. There were some 8 086 pension funds "operating" in South Africa and the average number of members per fund was only 289 contributors. He described such schemes as "hopelessly uneconomic."

Professor Amt Spandau, head of the Department of Economics at the University of the Witwatersrand, agreed that many existing pension schemes were "dangerous for the pensioner concerned."

He said pensioners under many existing schemes were being forced to adopt lower living standards because many existing pension funds were unable to keep up with inflation.

Both Mr. Malherbe and Prof. Spandau called for the transference of a member's contributions to a new pension fund when they changed jobs and they also agreed that the contributions made by the employer should be paid to an employee when he resigned.

Mercury Reporter

TUCSA has been told to take a closer look at its membership of the South African National Consumer Council by Mr. Eugene Roelofse, ombudsman for the South African Council of Churches.

Addressing Tucsa's conference in Durban Mr. Roelofse said yesterday that it appeared as if the consumer council was "out of touch with the poor and undernourished as far as ideas are concerned."

He said the consumer council justified its existence by a "shower of wishy-washy advice which is virtually meaningless."

POOR IDEAS

Mercury Reporter

Mr. Roelofse accused the consumer council of being a stooge of the Government which did little to help the cause of consumers.

He said he could not recall a time when "they last took a strong stand on an issue."

Mr. Roelofse said the time had come for "our legislators to find ways which effectively erode the profitability of fraud."

He said far too many "white collar criminals" were being let off too lightly by the courts.

According to Mr. Roelofse the time was ripe for special courts to be set up to deal with commercial fraud.
FIN. MAIL 23/9/77
TUCSA CONFERENCE
Curbing dissent?

Three of the smaller Tucsa unions are leaving the council this week. With a total membership of 1,309, the three—Europeans, Liquor and Catering Union, the Brewers Employees' Union, and the Jewellers' and Goldsmiths' Union—have decided to withdraw from the council. The three unions have decided to withdraw from the council because they believe the council is not representative of all union members and that the council's policies are not in the best interests of the unions.

The council's president, Arthur Gooch, has replied: "Any organization has the right to clean up its own house. If we feel any individual officer is not acting in the best interests of the organization, we have the right to do so, and we have done so."
Three trade unions quit Tucsa

DURBAN — Three Cape Town unions pulled out of the Trade Union Council of South Africa yesterday in protest against what they see as Tucsa's move to the political Right.

Mr Ted Fraser, general secretary of the Breweries' Employees Union and the Jewellers and Goldsmiths' Union, told the Tucsa conference that the union body had deviated from the democratic path — the essence of trade unions.

Mr Ian Wallace, chairman of the European Liquor and Catering Union, pulled out on the grounds that the body's national executive welded absolute power, disregarding the needs of the smaller unions.

The decision to leave Tucsa was based in part on a disciplinary amendment to Tucsa's constitution, passed this week, that allows the national executive to suspend trade union officials from council activities.

But both union leaders said the decision had been taken before this conference, pending the adoption of the amendment.

Unions see the pull-out as evidence of the disunity within Tucsa over racial and political issues. In the past year a number of unions have quit Tucsa, saying the body either promoted Afrikaner trade unionism too enthusiastically or did not promote it sufficiently.

Mr Fraser said he looked forward to the day when he could rejoin Tucsa in the fight for a strong trade union movement.

Mr Rennie Webb, newly elected president of Tucsa, said the departure of the three unions grieved him deeply. It hurt him that trade unions could not find accommodation with each other — Sapa.

Des eaux, de l'air, des prés, et du bruit monotone
Que font les chariots qui passent dans les bois!

Frères de l'aigle! aimez la montagne sauvage:
Surtout à ces moments où vient un vent d'orage,
Un vent sonore et lourd qui grossit par degrés,
Emplit l'espace au loin de nuages et d'ombres,
Et penche sur le bord des précipices sombres
Les arbres effarés!

Contemplez du matin la pureté divine,
Quand la brume en flocons inonde la ravine,
Quand le soleil, que cache à demi la forêt,
Montrant sur l'horizon sa rondeur échancrée,
Grandit, comme ferait la coupole dorée
D'un palais d'Orient dont on approcherait!

Envirez-vous du soir! à cette heure où, dans l'ombre,
Le paysage obscur, plein de formes sans nombre,
S'efface, de chemins et de fleuves rayé;
Quand le mont, dont la tête à l'horizon s'élève,
Semble un géant couché qui regarde et qui rêve,
Sur son coude appuyé!
Three Cape Town unions pull out of Tucsa

was evidence of Tucsa's drift to the right. A few years ago, Tucsa would have had room for everyone. Mr Ronne Webb, newly elected president of Tucsa, said the departure of the three unions grieved him. It hurt him that trade unions could not find accommodation with each other. He told the two union heads he hoped they would see fit to rejoin Tucsa.

A. Language

B. Civilisation

C. History

D. Comp. (3 x 20)

E. Compo (3 x 20)

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100

500

120

100

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120

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40

2 x 30

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180

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600

FR. 77.91
Trade union call for united front

Mercury Reporter 24/9/77

THE new president of the Trade Union Council of South Africa, Mr. Ronald Charles Webb, called on all unions to form a united front on issues where agreement could be reached as he closed the organisation's annual conference in Durban yesterday.

He said: "The next few months are going to be a critical period for South Africa and national decisions will have to be taken to ensure our very survival as a nation.

"There has never been a time in the history of South Africa when it has been so absolutely imperative to all stand together.

"I am not saying that we should all agree on everything. It is important to agree to disagree provided we always remember that we should not disagree on racial lines."

He referred to a motion unanimously passed by the conference for Tuca to initiate a conference of workers' groups.

In presenting the motion to the conference, Dr. Anna Scheepers, president of the Garden Workers' Union of South Africa said: "When we were fighting for Pay As You Earn we all agreed and we got somewhere.

"Now there is the issue of the national contributory pension scheme. If we had a united movement to ask for this we would have had it long ago."

Mr. Andre Malherbe of the South African Society of Bank Officials said: "Big employers' organisations laugh all the way to the bank when there is disunity in the labour movement. They believe in the principle of divide and rule."
Racial harmony aim
at Tucsa congress

Own Correspondent

Tucsa elected Mr Ron
men Webb, General Secre
tary of the Motor Indus
try Combined Workers
Union in Durban, at its
23rd annual conference.

Another important
move was the election of
moderate 'African Trade
Unionist Mrs Lucy Mvube-
lo as one of six vice
presidents. She is the
general secretary of the
National Union of Cloth-
ing Factory Workers.

Condemnation of deaths
in detention and the Mi
nister of Justice, Mr
Kruger's 'draconian'
powers in detaining and
banning people without
recourse to courts of law,
were pointed out that Tucsa
was also concerned about
the future wellbeing of
the country.

Delegates called on the
Government to eliminate
all forms of racial discri
mination, to implement
the United Nations Hu
man Rights Charter in
South Africa and to recog
nise that Africans were
not "sojourners" in urban
areas but permanent citi
zens. They should enjoy
a.i.b. facilities in including
that of home ownership,
like those enjoyed by
other race groups.

The Motor Industry
Combined Workers' Union
abstained from a resolu
tion that condemned boy
cotts and sanctions. The
union was of the opinion
that sports and political
boycotts had the desired
effect in bringing about
changes.

Faites-vous un concert des notes:
Cherchez dans la nature, étalées à
Soit que l'hiver l'attriste ou que
Le mot mystérieux que chaque voix
Ecoutez ce que dit la foudre dans

C'est Dieu qui remplit tout. Le ma
Oeuvre vivante, où tout l'écoute et
Tout lui parle et le chante. Il
Dans sa création tout est joie et
L'étoile qui regarde et la fleur qui

Tout est flammes ou

Enivrez-vous de tout! enivrez-vous
Des gazons, des ruisseaux, des feu
Du voyageur de nuit dont on entend
De ces premières fleurs dont rêvée
Des eaux, de l'air, des prés, et du
Que font les chariots qui passent de

Frères de l'aigle! aimez la montagne sauvage:
Surtout à ces moments où vient un vent d'orage,
Un vent sonore et lourd qui grossit par degrés,
Emplit l'espace au loin de nuages et d'ombres,
Et penche sur le bord des précipices sombres
Les arbres effarés!

Contemplez du matin la pureté divine,
Quand la brume en flocons inonde la ravine,
Quand le soleil, que cache à demi la forêt,
Montrant sur l'horizon sa rondeur échancrée,
Grandit, comme ferait la coupole dorée
D'un palais d'Orient dont on approcherait!

Enivrez-vous du soir! à cette heure où, dans l'ombre,
Le paysage obscur, plein de formes sans nombre,
S'efface, de chemins et de fleuves rayé;
Quand le mont, dont la tête à l'horizon s'élève,
Semble un géant couché qui regarde et qui rêve,
Sur son coude appuyé!
Journalists in a muddle

Amazing reasons given for leaving TUCSA

In a shock and what seems also an inexplicable move, the South African Society of Journalists has quit TUCSA.

What TUCSA finds inexplicable are the strange and contradictory reasons given by the SASJ for resigning. In a letter dated June, 1977, Mr. D. K. Rae, the SASJ's secretary and treasurer, wrote:

"I have to inform you that this Society at its Annual Congress held on 27th and 28th May, 1977, passed a resolution to withdraw its affiliation with your Council. The reason for this step was because application is being made for affiliation to the International Federation of Journalists."

What TUCSA finds inexplicable is the fact that there is no reason why the SASJ should not belong to both the International Federation of Journalists as well as TUCSA.

Many TUCSA unions are affiliated to international trade union bodies.

Kruger's crackdown

Following the bannings and detentions which took place on 19th October, TUCSA issued the following statement:

"The Trade Union Council of South Africa is deeply perturbed at the actions taken against certain organizations and newspapers as well as the bannings and detentions of individuals, which took place on 19th October, 1977.

"TUCSA reiterates its long-standing opposition towards these forms of Government administrative action. TUCSA has consistently protested over the years against this practice of banning people and organisations, and detaining people without the benefit of trial in open court.

"TUCSA again emphasises its belief that people or organisations should not be banned, nor should people be detained, until such time as they have been charged and found guilty by a court of justice of an offence against the laws of the land."

Mr Groblerlaar went on: "Referring to the reason furnished by yourself as to why the SASJ decided to leave TUCSA, namely, that your Society wished to operate as a non-racial trade union, and that the Society's understanding that only registered unions might belong to TUCSA, I can only express astonishment.

"I am flabbergasted that it can be categorically stated by members of the media, and by a Society which represents the media, that they believe that only registered unions might belong to TUCSA. Surely to goodness there have been more than sufficient Press reports in virtually all of the country's newspapers over many years, which have conveyed the fact that TUCSA's membership is open to all bona fide trade unions."

Referring to the SASJ 'understanding' that only registered unions might belong to TUCSA, Mr Groblerlaar said: "Surely an attempt should have been made to determine what the factual position was. Alternatively, I would suggest that you attempt to establish who it was that furnished the members of your Society (who were present at your Congress) with the impression of 'understanding' that only registered unions could be members of TUCSA."
The reason for wanting to disaffiliate was recorded in the Report of TUCSA's National Executive Committee to the annual conference—and brought prompt denial from Mr. Jon Beverley, the SASJ’s vice-president, Natal, who advanced another and even more inexplicable reason for the decision to disaffiliate.

This was to the effect that the SASJ had left TUCSA because it “wished to be a non-racial trade union.”

Now TUCSA is the major trade union organisation in South Africa catering for non-racial unions, so this second explanation is doubly puzzling.

The following is Mr. J. Beverley's letter

"I was somewhat astonished to read in reports submitted to your Congress that the SASJ had disaffiliated from TUCSA because of its wish to affiliate with the International Federation of Journalists, as you are probably aware membership of both bodies would not have been inconsistent.

"I am afraid that you have been wrongly informed.

"It happened that I as Branch Chairman of Kimberley originally proposed that the SASJ seek affiliation with TUCSA in 1970, it was no coincidence that I, as chairman of the Durban Branch, proposed at our Congress last May that we leave TUCSA.

"The reasons should be spelt out, and I would request that you take steps to correct the wrong impression created by your report. We left TUCSA because we wished to be a non-racial trade union and it was our understanding that only registered unions might belong to TUCSA.

“We believe that by abandoning the provisions of the Industrial Conciliation Act as an unregistered trade union in favour of a non-racial membership we have done the only moral thing possible in the South African context. We appreciate that their may be some unions who would like to follow our example but who value their bargaining rights above the purely moral issue of non-racial membership, we have sympathy with them it took us ten years or more to face up to the issue and take action.

"Fortunately we have not had to abandon our negotiating rights as these were incorporated in an agreement signed between the trade union and the employers in the 40s and renewed up to this date. In this respect we shall continue to look after working conditions and salaries of our members.”

Tucsa's General Secretary replied, pointing out: that the N.E.C. Report was based on information officially furnished by the Society and suggesting that if the official reason given for resigning was incorrect then the SASJ should take the matter up with its Secretary/Treasurer.
New union makes impact

TUCSA's newest union, the 13,000 strong Mine Surface Officials Association, emerged as a force at this year's annual conference.

The association, headed by its general secretary, Mr. R. H. Botha, spoke out strongly and unequivocally on a range of matters.

Because the MSOA joined TUCSA only weeks before the conference, most unionists expected it to maintain a fairly low profile, but its immediate and forceful participation in debates was widely welcomed.

One veteran trade unionist commented: "The MSOA's presence in TUCSA will undoubtedly strengthen the labour movement."

"They have come in with what appears to be a vigourous, though clearly conservative, leadership with their own decided viewpoints. It is good to see a new union flexing itself in this way.

"If the MSOA continues in this fashion it is certain to start emerging in a leadership role and will, hopefully, have the effect also of gingering up some of the other unions."
LABOUR MIRROR

The economic situation in South Africa

and the struggle for jobs

The situation on the gold mines in South Africa is the result of the continued policy of the government to exploit the workers and the resulting high unemployment and poverty. The miners are subjected to long working hours and low wages, and their living conditions are poor. The miners are subjected to constant harassment and violence by the police and the mine management. The miners have no political rights and are not allowed to organize unions or strike. The mining industry is one of the most profitable in the world, but the workers receive little in return.

Industrial Legislation

In recent years, the government has introduced a series of laws aimed at restricting the rights of workers and increasing the power of employers. These laws include the Industrial Conciliation Act, the Industrial Relations Act, and the Employment Equity Act. These laws have been used to suppress the trade union movement and to undermine the rights of workers.

The government has also introduced a series of measures to reduce the cost of labor, including the introduction of a minimum wage, the abolition of overtime pay, and the reduction of workplace safety standards.

The miners are subjected to constant harassment and violence by the police and the mine management. The miners have no political rights and are not allowed to organize unions or strike. The mining industry is one of the most profitable in the world, but the workers receive little in return.
Continued from page 6

opportunities for workers to share in decisions of the new technologies. It is the responsibility of governments, through education and training, to prepare workers for the new opportunities created by technological change. The need for retraining and upskilling is becoming increasingly important, especially in sectors that are seeing rapid technological advancements. Workers who are equipped with the necessary skills and knowledge are more likely to benefit from these new opportunities.

In conclusion, the advent of new technologies and changing economic landscapes presents both challenges and opportunities. Governments, industries, and workers must work together to ensure that the benefits of technological progress are shared equitably, and that workers are not left behind. It is essential to prioritize investment in education and training, to support workers in adapting to the changing job market, and to foster innovation that can help to address the challenges posed by new technologies.
Anna Sues — and collects

Labour Mirror

135

September/October 1971
Editorial

Tucsa shows the way

A notable event at this year's TUCSA conference in Durban was the election of Ronnie Webb as President. It is an important and significant step for a number of reasons:

- TUCSA is a multi-racial — non-racial would perhaps be the better word — organisation, more than 60 per cent of its rank and file members being Coloureds, Indians and Africans, and although this is reflected in its leadership, the time for a person other than White to take a turn at the very top was long overdue.

- Delegates from unions representing all racial groups voted him into office — not because Ronnie Webb is a Coloured, but because he was considered the best man for the job. Confirmation, if it was ever needed, that TUCSA really does operate on non-racial lines.

- The move will give emphasis to the new direction towards non-discrimination and racial co-operation in which South Africa is moving, and will also give encouragement to other organisations and individuals to adopt a non-racial approach.

And if anyone has any doubts that this philosophy, which TUCSA has preached for 23 years, is destined to be South Africa's social and political philosophy of the future, then they should reflect on the telegram of congratulations which Ronnie Webb received from the Minister of Labour, Mr. Fanie Botha.

Here is a powerful, key man in the Government and National Party leadership, endorsing the election of a Coloured man to head the largest trade union grouping in the country. That is the direction in which South Africa is going. It is moreover the only direction which can save this country and all its wonderful people, and TUCSA's election of Ronnie Webb takes us further along that road.
Trade unions for all, says prof

Labour Reporter

A "merging" of South Africa's different industrial relations systems for whites and blacks has been proposed by Professor S M Swart of the Institute for Labour Relations of the University of South Africa.

Blacks and whites were part of the same work force, he told the annual symposium of the Electrical Contractors' Association in Johannesburg at the weekend.

What was needed was the opening up of the committee system and the trade union system to all races. He said:

- At company level a single committee of workers should represent all workers in negotiations with management. This did not preclude sub-committees confined to specific races.

- At industry level the definition of "employee" needed to be removed from the Industrial Conciliation Act to open trade unionism to all races.

Ideally blacks should be absorbed in existing trade unions, but separate unions for different races could be retained if necessary, Professor Swart said.

It was important that all unions got together before meeting employers on industrial councils for negotiations.

The Government should provide the legislative framework and should then leave the matter to labour and management.

Once the Government ceased to be involved, a labour court should be introduced to handle the settlement of disputes and grievances.

What remained would be a committee system where management could take the initiative and a trade union system in which the basic conflict between management and labour was accommodated, he said.
Labour call for national health scheme

 Pretoria Bureau

LABOUR leaders yesterday called on the Government to establish a national health insurance scheme to which the State, employers and employees contributed.

They were reacting to the announcement last week of increases of from 8½ to 10% on "contracted in" doctors fees.

The president of the Garment Workers Union, executive member of the Congress, Senator Anna Scheepers, said the time had come for the Government to assist in paying for the skyrocketing costs of illness.

"The Trade Union Council has asked the Government to establish a national contributory health insurance scheme but up to now the call has been ignored."

Sen Scheepers said the unemployment and short time problem had assumed frightening proportions.

Thousands of families could not afford adequate medical treatment, she said.

The general secretary of the National Union of Distributive Workers, Mr Ray Altmann, said his and other unions supported the introduction of a national contributory health scheme along the lines of schemes now operating in Europe.

The cost of illness was too high and national health standards would suffer unless people were assisted in getting prompt and adequate medical care, he said.

Meanwhile, the chairman of the Medical Association of South Africa, Professor J. N. de Klerk, said the association was disturbed at the findings of the Erasmus Remuneration Commission.

"We felt we had presented the commission with a balanced and reasonable case for new tariffs."

The report would be discussed at the full meeting of the association's federal council next month.

Professor De Klerk said he did not believe the widespread dissatisfaction with the new tariffs would lead to a medical brain drain.
Tucsa call to drop longer shop hours

THE Trade Union Council of South Africa (Tucsa) has asked the Divisional Council of the Cape to abolish extended shopping hours in its area.

But the Divisional Council, decided today, it would not revert to the previous trading hours without consulting the chambers of commerce and the 300 to 400 shopkeepers in its area.

The secretary, Mr. W. R. Vivier, reported that a survey on the use of the extended hours, showed that only 2 percent of shops in its area, with general dealers' licences, remained open until 9 p.m. except for three shops which maintained open later on more than one day of the week, most businesses had chosen Fridays for that purpose, Mr. Vivier said.

CASUAL STAFF
Where businesses remained open, the following arrangements applied.

Some casual staff were employed. Some of the permanent staff started later. Meals were provided for late workers. Time-off was given instead of longer hours. Worked and transport was provided as close to the employees' homes as possible.

Tucsa opposed the longer hours in a letter, saying the protagonists were looking at the question from the point of view of customer convenience only.

They said the experience gained overseas showed that the minority who were in favour of longer trading hours eventually forced the majority to compete, and that extended trading hours did not automatically about an increase in turnover.
On November 19, 1976, the Financial Mail published an article under the heading “Parallelism = paternalism,” which dealt with the relationship between registered and African trade unions in certain industries. We reported that some of the “parallel” African unions existed in name only, while in other cases there was a great deal of paternalism in the attitudes of officials of registered unions towards their “parallel” African unions. We also reported that there was disillusionment and dissatisfaction within the African trade union movement about this situation.

With regard to the relationship between the Garment Workers’ Union, of which Senator Anna Scheepers is the president, and the National Union of Clothing Workers, of which Lucy Mvubelo is the general secretary, we reported allegations that:

1. Scheepers “virtually vetoes NUCW decisions if she does not approve of them” and that “she calls the (NUCW) executive in and lectures them like grade school children and then tells them to go back and reconsider.”

2. Despite the fact that the African union had been under the tutelage of her union for 50 years, Scheepers had confirmed to us that she still negotiated on their behalf and had said: “To tell you the truth, the African union’s negotiating ability is not up to standard.”

3. Allegations had been made that Scheepers had threatened the NUCW with eviction from its offices in Garment Centre, a building which is owned by her union, if it refused to join Tusa (which it subsequently did).

Following publication of the article, Scheepers claimed that she had been defamed by these several remarks.

The report that she had threatened the NUCW with eviction, mentioned in point (1), was based on information given to the FM by several sources. While we reported the information in good faith, we now accept that Scheepers did not make this threat and that our report was incorrect in that particular respect.

In a settlement negotiated with Scheepers this week, we have paid her damages and apologised to her for this single aspect of the remarks made about her.

A report in The Citizen this week to the effect that the FM had accepted Scheepers’ denial of all the allegations contained in the article was incorrect. As pointed out above, the FM withdrew only one of the allegations made.
TUCSA has noted with extreme concern reports that the main recommendation of the Fouche Commission of Inquiry into the Rent Act 1955 concerning housing, may result in the scrapping of Rent Control, which at present covers 500,000 people.

At the TUCSA's Annual Conference in Durban in September the following resolution was passed:

"Conference views with alarm the recent proposal embodied in the Fouche Commission Report that rent control should be scrapped. This action would adversely affect the interests of tenants as the Commission recommended that more than 50% of South Africa's population be housed by rent control.

"The Government has in the past and continues to serve a useful and beneficial purpose, and its abolition would mean the loss of this protection for anti-control landlords. Far from scrapping this socially necessary legislation, Conference calls upon the Government to strengthen it and amend it so as to eliminate any features causing injustice between tenants and landlords."

Immediately after the conference disturbing reports appeared in the Press, and the General Secretary accordingly addressed the Secretary of the Committee of Development, Mr. J. Fouche (who was chairman of the Inquiry). After quoting the resolution the Secretary general outlined TUCSA's position:

"Considerable surprise was expressed by the movers of the motion that the Government should not have conducted its investigation publicly and openly, because no indication had been given to interested parties that they should turn to the Commission, or provide the Commission with their views or suggestions concerning the matter. The motion that the first knowledge which the Trade Union Congress had of the existence of the investigation was by the affidavits submitted by various unions. In the opinion of Conference, Commission of Inquiry do not normally conduct investigations in a fashion that interested parties and organisations are usually invited to submit their views, suggestions and evidence, thus ensuring that the Commission will carry on without its task.

"Concern was also expressed at the Conference at the fact that the Commission had evidently recommended the initial and staged phasing out and final abolition of rent control, particularly since the Council was not aware of any organisations (which can lay claim to representing the interests of tenants) being invited to furnish their views on the most important subject. According to Press reports, it would appear as if over a period of some four years, rent control of private properties is to be totally abolished. To the opinion of Conference, the Commission has thus come down very favourably on the side of the landlords and the entrepreneurs who invest capital in the prevention of accommodation. It is also pointed out that the Commission has ignored the interests of tenants, by this favourable recommendation for the property owners interests.

"Conference was sincerely perturbed at the indication that, within four years, the effective de-control of all present rent control properties will have taken place, which means that an estimated 207,000 houses and flats, in which approximately a half-million people are living, will not be subject to any measures ensuring stable and reasonable rents. Press reports have also indicated that it is the opinion of the Commission that rents should not escalate by more than 10% per annum, and this indication has also resulted in deep concern being expressed at the fact that this would be a significant increase in the cost of living for all those people who presently reside in rent controlled properties, particularly when account is taken of the fact that the workers of South Africa are being constantly exhorted by the leaders in commerce and industry, as also prominent Government spokesmen, to limit these expenses for improvements in wages and salaries. It is unreasonable to expect the workers' organisations and the workers themselves to limit their demands for wage and salary improvements if rents are likely to increase by anything up to 40% over the next four years in these present rent controlled properties. This item of workers' expenditure constitutes a fixed proportion of workers' incomes, and such increases can thus hardly be considered as trivial in size, and with such an enormous amount of money, we need to be concerned at the rate of growth of this item.

"Conference was also perturbed about certain Press statements which have indicated that some of the reasons advanced by the Commission to support its recommendations to abolish rent control were to the effect that rent control could not be "justly implemented" whilst it is accepted that the Rent Control Act has certain shortcomings, nonetheless it provided a considerable measure of protection for tenants in rent controlled buildings. Basically, it has a vast being by the landlords

The taste that's stood the test of time

STELLE

Great care in the brewing comes through in the taste

Published by Yellow House, 98 Anstey Avenue, Johannesburg, by the proprietor and publisher, the Trade Unions Council of South Africa, and printed by D. P. Moore, 43 Meadow Street, Maboneng, Johannesburg.
Total opposition to bannings

TUCSA is extremely disturbed at the distorted impressions being created abroad about its attitude to the multiplicity of bannings and detentions imposed by the South African Government, and feels it necessary to put the record straight.

TUCSA, the biggest and most important multi-racial organisation in South Africa, has vigorously, consistently and publicly denounced these arbitrary and undemocratic actions.

As our editorial in this issue points out, we were the only organisation in South Africa which took positive action by directly confronting the Minister of Justice, Mr. J.T. Kruger, in respect of the banning and restriction of people involved in labour matters.

What particularly disturbs TUCSA is the kind of communication such as that received recently from the general secretary of the British Trades Union Congress, Mr. Lionel Murray, saying that he expected TUCSA to react vigorously to a series of banning orders and detentions.

TUCSA is surprised and worried by statements of this kind from the British labour movement because its public record of opposition to these undemocratic actions by the South African Government is known to all South Africans, has appeared in the press in this country, and should presumably be known to the British Trades Union Congress, if it monitors at all what is happening in South Africa.

TUCSA is adamant that it will brook no interference from abroad in either its own domestic affairs, or those of South Africa. This country faces grave problems, but they are our problems, and those of the people who can best be heard, will be our solution, one which we, the people of South Africa, must together work out for ourselves.

We welcome international friendship, and we will listen to advice from our friends, given in friendship - but hinting or harassment we will not take.

TUCSA is at a loss to know whether the British Trades Union Congress' attitude is due to inexplicable lack of information or to political naivety that has allowed them to be persuaded that TUCSA, a major organisation fighting for civil liberty and human dignity in this country, is in some way acquiescing with the policies of the South African Government which it publicly opposes.

TUCSA's public stance on these issues goes back many years - to be exact 22 years, to the date of its foundation - and it was founded to voice the very policies it still opposes, and to which it is now being suggested we acquiesce.

The case is straightforward for any who may be in doubt about TUCSA's stance on these issues, we reproduce here a selection of resolutions on these matters taken at annual conferences, as well as Press statements issued from time to time.

TENTH ANNUAL CONFERENCE, APRIL 1964

'The Conference notes with grave concern that since the introduction of the General Law Amendment Acts of 1962 and 1963, the freedom of persons to participate in the organisation of labour has been curtailed by means of interrogation, detention and/or arrest, and calls upon the Government to adopt a policy of fully recognising the valuable services rendered by the trade union movement and its leaders through collective bargaining and mutual

agreement with employers and their organisations, thus re-assuring the workers of the Republic of their rights to freely belong to trade unions.'

TWENTY-THIRD ANNUAL CONFERENCE, SEPTEMBER, 1977

'The Trade Union Council of South Africa (TUCSA) is deeply concerned at the manner in which the Government has imposed certain organisations and newspapers, as also the bannings and detentions of individuals, which took place on the 9th October, 1977.

'TUCSA reiterates its long-standing opposition toward these forms of Government administrative action.

TUCSA has consistently protested against the over-use of these powers which does more harm to the people and organisations, and detaining people without the benefit of trial in open court.

'TUCSA again epmphasises its belief that people or organisations should not be banned, nor should people be detained, until such time as they have been charged and found guilty for a court of justice of an offence against the laws of the land.'

PRESS STATEMENT 1961

'The Press statements in connection with the General Law Amendment Bill, which came before Parliament during the 1961 session, was issued and circulated to affiliated unions while the measure was before the House.

In this statement the TUC protested against the abrogation of the rule of law contained in the Bill and against the practice of introducing such measures in Parliament before the general publication of their provisions which would enable the public to examine them before they reached the House. The fear was expressed that the new law could be used against the workers' rights in a legal strike, and the Council's view that the introduction of the law in question amounted to intimidation and provocation and would result in racial divisions was emphatically repeated.

Reference was made to the Prime Minister's definition of 'disobedience', as expressed in a public speech, and strong exception was taken to the Government's policy in matters of this kind, which, it was pointed out, would inevitably lead to disorganisation and disruption and seriously affect the national economy, resulting in unemployment, short-time work and continually rising living costs. An appeal was made to the Government not to continue along the lines indicated, which would lead to economic disorganization and political chaos.

The Council also protested to the Government over the banning of the S A C T U meetings on the grounds that the most important principle of free speech had been infringed.'

TEN TWENTIETH ANNUAL CONFERENCE, SEPTEMBER, 1974

'The Conference endorses the representations made earlier this year by the Council against the banning without trial of four Natal trade union officials, and emphasises its belief that banning without trial is an undemocratic and repugnant principle. Conference is of the opinion that if the banned persons were allowed to be engaged in subversive activities then they should be charged and tried in court.'

TWENTY-FIRST ANNUAL CONFERENCE, SEPTEMBER, 1975

'The Conference notes with pleasure that the Minister of Justice has seen fit to cancel the restriction order placed upon one of the young Natal trade unionists banned last year, in respect of whom TUCSA had made representations to the Minister.

TUCSA trusts that this will be followed by the lifting of restrictive orders upon other persons who were restricted without trial.'

TWENTY-SECOND ANNUAL CONFERENCE, SEPTEMBER, 1976

'The Conference expresses its concern over the further extension of our legislation which empowers the Government to impose powers of summary detention without trial, in the Internal Security Act, 1976. The diocesan powers which the Government has assumed to itself are pre-judicial to the statesmanlike detente policy of the Prime Minister; are a grave embarrassment to all South Africans seeking to improve our international image; and are simply gratuitous to the mill of South Africa's enemies.

Whilst condemning terrorism and subversion, Conference at the same time calls upon the Government once again to do away with the repugnant practice of detention without trial and to bring all accused persons before the ordinary courts of justice.'

There are many fine Insurance Companies in South Africa but there is one - and only one which is owned and controlled by the Trade Union Movement.

Many of our shareholders are members of the Trade Union Council of South Africa; many of our Directors hold - or have held high office in the Council.
Racialism and political opportunism

More than 200,000 workers of all races, Africans, Coloureds, Whites and Indians, belong to TUCSA — because their trade unions have now decided that a multi-racial organisation such as ours is the only way to achieve racial cooperation and progress in better relations.

In the complex world of today race has emerged as one of the most powerful motors of social change in international politics and is being used both cynically and naively to further the causes of nations, ideologies and men.

Which explains why even a non-racial organisation such as TUCSA funds itself under attack from the so-called "rational" organisations which lowest proclaim their adherence to the ideal of the equality of all mankind.

To take a recent example, an attack launched on TUCSA by the president of the International Confederation of Trade Unions, Dr P P Narayanan, in his address to the United Nations World Conference on Apartheid in Lagos, Nigeria, denounced what he called the "so-called liberal Trade Union Congress of South Africa" for "betraying the cause of the banned African trade unions and aligning itself with the Apartheid regime and the Minister of Justice, who imposed the banning order for legitimate trade union activities."

Now TUCSA, as all South Africans are aware, has consistently and perhaps more vociferously opposed any other organisation in South Africa against the banings and detentions imposed by this Government and the powers that be have enabled the South African Government to act in an arbitrary and undemocratic manner in the country to seek an interview with the Minister of Justice to protest against the banning, of the trade unions referred to by the ICETU president.

TUCSA took that action in spite of the fact that the African trade unionists in question did not belong to TUCSA, were working on lines directly opposed to our non-racial philosophy, and were committed to the establishment of racially exclusive organisations.

One can only wonder at the degree of political distortion and opportunism which enables the main organisation in South Africa working for racial co-operation to be turned to from people who profess to believe in the same ideal. The phenomenon is, of course, indicative of the pressures being used against Africa's racial situation for their own ends.

Just as TUCSA as an organisation is subject to such pressures, so will individual trade union members find themselves in the same position. Just as TUCSA may find themselves under pressure from people seeking to use race as a political weapon.

The middle road is seldom an easy one especially where ordinary people, bewildered by the complex situation, tend to seek simple "black and white" formulae.

TUCSA explores the type of political opportunism displayed by Mr. Narayanan. His attack is both groundless and false: TUCSA's record as a non-racial trade union organisation is exemplary — indeed TUCSA has come into existence because of those two ideals.

To attack TUCSA as anything else is to either demonstrate basic ignorance or to display the opportunistic partisanship which unfortunately bedevils the world today, and which serves no one's ends other than the harassment of the truly sincere organisations whose only objective is the genuine progress in human relations.

Democracy: Judgement by peers

One of the most controversial resolutions presented to TUCSA's annual conference in Durban in September concerned the extension of the Council's disciplinary powers. It was passed almost unanimously, but not without some heated discussion, and is the subject of adverse comment, most of which would appear to stem from a misunderstanding of the Council's powers and intentions.

In proposing this amendment to the constitution, the National Executive Committee was not seeking to invest itself with draconian new powers, already written into the constitution as the power to take disciplinary action against any member of the National Executive Committee, or an Officer, or an Area Division, or an individual member of any Committee or Sub-Committee established by the National Executive Committee. There were, however, no provisions for the disciplining of individuals who are not members of the National Executive Committee, or Committees or Sub-Committees of the National Executive Committee, or Officers of an Area Division. The amendment merely sought to extend the powers incorporated into the constitution to cover this latter category.

With the adoption of this resolution individuals who are deemed to be acting in a manner detrimental to the interests of TUCSA or the trade union movement, may be suspended and prevented from participating in any of the affairs of the Council.

This does not affect in any way the individual's relationship with his or her own union, since the domestic affairs of such member unions, and the right to conduct their domestic affairs in a manner suitable for their own interests, is formally entrenched into the Council's constitution.

The intentions are simply and solely to prevent individuals from member unions from acting in a fashion which is contrary to the interests of the Council, or of the trade union movement.

As far as is possible the individual has been safeguarded from any unjust or arbitrary decisions by the National Executive Committee. No suspension may take place unless the resolutions have been submitted to the individual concerned in writing, and until the individual concerned has been given the opportunity of appearing before the National Executive Committee to answer the charges.

In addition there is a further appeal procedure, the individual may make an appeal directly against a decision of the National Executive Committee to an Annual Conference, which may either confirm or reverse the decision of the National Executive Committee. This appeal serves to emphasise that the Council's disciplinary procedures are fair, and uphold the criteria of judgement by one's peers.

The Council has no new arbitrary powers, nor was this resolution proposed and passed with the objective of stifling criticism, as has been alleged. On the contrary, it is both democratic and much concerned with democracy, and like any other free organisation has certain rules which have been endorsed by the majority of its members. Any organisation, if it is to survive in any meaning form, must have not only rules but also sanctions to use against those who break the rules or who seek to damage or discredit the organisation itself. This is all the Council sought in proposing the controversial resolution, and with its adoption the Council has now given the power to take disciplinary action in a democratic fashion.
Firm "NO" to boycotts

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

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

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

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

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

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

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

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

"Conference firmly believe that exposure and involvement by and with South Africa are more effective means of exerting influences and effecting changes within South Africa."
Wage rise claims of over 25 pc predicted

Labour Reporter

Trade union demands of wage increases from 23 percent upwards will be fairly commonplace in the private sector this year, Mr. Ronne Webb, president of the Trade Union Council of South Africa, said today.

He said prices had spiralled in spite of wage sacrifices, and the workers had been "made fools of."

"We are now going all out to recoup their losses of the last three years," said the leader of the 230,000-strong multiracial body.

Mr. Wessel Borman, secretary of the 200,000-strong white Confederation of Labour, said it would be a tall order for unions to recoup the past three years' losses because that would amount to about 30 percent.

ABNORMAL RISE

"We are going to approach the whole of the trade union movement to try to establish a consensus on possibilities of curbing the abnormal rise in the cost of living," he said.

"It's no use remedying the situation by means of wage demands alone - some employers simply could not bear the cost."

Mr. Borman said nothing specific had been proposed, but there were "a few possibilities for joint action."

Asked about his attitude towards a wage/price freeze, he said "We have to recoup some of our losses before we start thinking of a wage/price freeze."
WARNING ON BIG WAGE DEMANDS

PRETORIA — Excessive wage demands from organised labour could be the last straw for South Africa’s ailing economy, the head of the Stellenbosch Economie Bureau, Professor J. L. Sadie, warned yesterday.

He was commenting on demands of up to 42 percent on base minimum wages which are to be made by trade unions in the metal industry, and on a statement by the president of the Trade Union Council of South Africa, Mr. Ronnie Webb, that demands for 25 percent increases — and more — could be expected from unions.

Professor Sadie said unless unions exercised responsibility and restraint they could drag the economy even deeper into recession and send the inflation rate into orbit.

He stressed that the latest wage demands strengthened his appeal for a wage and price freeze until the inflation rate was brought under reasonable control and the economy brought on to a more even keel.

The Government, he added, had set a strong enough example to the private sector on the issue of wage and salary restraint. "If we are to get anywhere close to economic stability again then it is now more necessary than ever that prices and wages should be restrained by the authorities."
Employers 'deceiving themselves'

Labour Reporter

The self-deception of South African employers, relating to their black workers knows no bounds, president of the Trade Union Council of South Africa (Tusca) Mr Ronnie Webb, said today.

He commented on some of the results of an opinion survey conducted by Mr J D Farrell of the Institute of Labour Relations of the University of South Africa.

The survey, reflecting the opinions of 1,591 manufacturing firms with 212,603 black workers, showed:

**DISTURBANCES**

- A full 80 percent of employers felt black workers were satisfied with their wages.

According to figures compiled by the Institute of Race Relations, manufacturing firms were paying their black workers an average R115.50 a month when the questionnaires for this survey were posted — a week before the Soweto disturbances of June 16.

And only 44 percent of the employers who replied, thought equal pay for equal work was necessary for healthier labour relations.

- An overwhelming 33 percent of the employers were satisfied that black workers were being treated fairly in their firms.

Yet 89 percent said more could be done to improve working conditions for blacks in South Africa and 63 percent said more could be done in their own firms.

**SATISFIED**

About 40 percent admitted they were not making full use of the capabilities of their black staff — and 33 percent were unhappy about opportunities for black advancement in their firms.

- Among those employers who did not provide in-service training, for blacks (67 percent) — 43 percent nevertheless expressed satisfaction with progress in black training.

"This is absolutely incredible," said Mr Webb.

"These employers are in for a rude awakening if they have not changed their attitudes since this survey was conducted."

However, there are many encouraging trends reflected in the survey.

About 80 percent of the black employees involved in the survey did receive in-service training.
Former trade unionists Loez Douwes-Dekker and Eric and Jean Tyacke may have been barred from trade union work by banning orders served on them in November 1976, along with two dozen other unionists.

But their reputations have just stood the test of a legal action. Last week defamation actions brought by the three against Tucsa and its general secretary, Arthur Grobbelaar, were settled out of court. Grobbelaar and Tucsa agreed to issue an apology and pay each of the three R1 000, as well as their legal costs.

The actions arose out of a widely publicised statement which Grobbelaar signed after discussing the bannings with Jimmy Kruger towards the end of 1976.

Tucsa’s Grobbelaar ... a costly retraction

According to the apology, Grobbelaar’s statement was “understood to mean that the restricted persons, including Mr Douwes-Dekker and Mr and Mrs Tyacke, were persons who had engaged in activities which were intended to endanger the maintenance of law and order.”

It continues “Tucsa and Mr Grobbelaar never intended to imply” that the three “were anything other than dedicated persons in the trade union movement who sought to protect the interests of working people through lawful channels.”

Nor, says Tucsa, did it have any reason to believe any of them were “engaged in activities aimed at endangering the maintenance of law and order.” Insofar as their statement was understood to say this, Grobbelaar and Tucsa “unreservedly withdraw such allegation and apologise to Mr Douwes-Dekker and Mr and Mrs Tyacke for the damage done to them.”

In terms of the settlement, Tucsa is required to hold a press conference to ensure that the apology receives adequate publicity. It must also circulate the apology to all bodies to which the original statement was sent. This will include not only Tucsa’s own affiliate unions, but various international trade union federations as well.
FORTY white artisans at the American-owned Borg-Warner plant at Uitenhage are refusing to eat in the works canteen because three blacks have been allowed to use it.

The whites are paid hourly and the blacks monthly. The whites, union, the Amalgamated Engineering Union, has protested to the management but the company is determined to let the three blacks eat in the canteen.

Said one white worker: "There is no way the blacks will go back to the canteen. The firm tells us that this is a 'Peanut Carter business' and 'that is their policy."

"They even want to get the blacks to use the same toilets as us."

Is op u plaa werk?

Wat is die waarde aan u van die betalings?

16. Gaan u dieselfde span aanstaaande jaar gebruik? Waarom/Waarom nie?

17. Is laar op die oomblik 'n tekort aan skeerders?

18. Din' u so 'n tekort sal in die toekoms ontwikkel? Indien wel, waarom?

Hoe gaan u hierdie tekort teenwerk?
Tucsa in ‘closed’ meeting

Labour Reporter

A highly unusual closed conference, called by the multiracial Trade Union Council of South Africa for next month, is arousing widespread interest.

The “special mini-conference” seems to have been called on the assumption that far-reaching social, economic and political changes are in the offing changes to which trade unions need to adapt.

But the general secretary of Tucsa, Mr Arthur Grobbelaar, has declined to confirm this.

CONFIRMED

He confirmed only that the conference was the first unscheduled general meeting since the 1967 crisis which led to Tucsa’s expulsion of black trade unions until 1973.

Tucsa’s annual conferences are held in September and are open to the Press, unlike the one called for April 5 and 6 at a Jan Smuts Airport hotel.

Two prominent outsiders will address the meeting, according to circulars sent to Tucsa members.

One is the Minister of Labour, Mr S P Botha. He is to open the conference and is expected to reflect Government attitudes towards labour and industrial relations and “other important contemporary issues.”

ANALYSE

The other is Mr John Barratt, director of the Institute of International Affairs. He is to analyse external pressures for social, economic and political change in South Africa.

Tucsa’s vice-president, Mr Andre Malherbe, is to analyse the activities of domestic pressure groups and “developments which can be reasonably expected... as a result of Government-initiated action.”

One stated objective of the meeting is “to determine action needed by Tucsa and its members to cope with likely future developments.”

Koste aan boer (jaarliks):

(j) Gesondheidsdienste:
Jaarlike koste aan boer van: doktersrekeninge betaal medisyne vervoer na en van geriese ander

(j) Totale mediese koste

(k) Pensioenbydrae seur boer (jaarliks)

(l) Versekeringsbydrae seur boer (jaarliks)
UNION DISPUTE

Minister steps in

SA's largest registered trade union has been told to tighten up its election procedures to prevent polling abuses. What gives the request special force is that it comes from Minister of Labour Fanec Botha.

The union is the 43 000-member Garment Workers' Union of the Western Province. Botha's move is the latest development in a bitter row which has been raging in the union for the past two years over alleged abuses by its leadership.

The row, which has been a talking point among Cape Town unionists for some time, began when disaffected union officials formed an action committee to oppose the union's leadership — in particular general secretary Louis Petersen.

The committee alleges that Petersen has failed to secure any real wage rises for the membership and that he and other union officials have voted themselves extravagant fringe benefits and salaries.

Petersen has hotly denied the charges, saying he has been able to secure jobs for his members. But a battle for control of the union has been raging between him and the action committee.

The battle came to a head last year when the committee nominated a slate of candidates to oppose Petersen's supporters at the union's executive committee elections. Petersen's slate won handsomely — too handsomely, says the committee, which responded by collecting affidavits charging vote-rigging by the official slate.

The affidavits were submitted to the Industrial Registrar, who conducted an investigation into the union's electoral procedures late last year. Hence Botha's urging of the union to tighten up on its electoral procedures.

Action committee sources are disappointed that Botha declined to overturn the results of last year's election. Botha said he was loth to "interfere in the domestic affairs" of the union. But the action committee regards his current intervention as at least a partial vindication of their position.

"Petersen's in trouble now. We're waiting to see whether he's going to comply with the Minister's request and what specific changes he's going to make. We're prepared to take the matter to the Supreme Court if necessary," warns action committee man Ted Frazer.

For the moment, the registrar adds, Botha is only suggesting that the union change its constitution. If the request is ignored, "the minister will no doubt take a stronger view.

Petersen confirms that discussions are under way. Neither he nor the registrar will give details of what is being discussed, but Petersen claims the changes "are very minor." He says he has no intention of ignoring Botha's request.

Petersen rejects suggestions that Botha's action reflects on the running of last year's election. "The registrar cleared us of all the charges. And the membership backed the union fully at last week's agm." For his part, the registrar won't reveal what his findings on the running of the elections actually were.
COLOURED trade union leaders in the Cape this week unanimously rejected the Government's policy aimed at making the Western Cape a "Coloured labour preferential area".

They were reacting to the Government's decision not to extend property rights being offered to Blacks in Soweto, to Blacks in the Western Cape.

The policy was announced in Parliament this week.

By HOWARD LAWRENCE

Explaining their reasoning, for refusing to grant property rights to Blacks in the Western Cape, Government spokesmen claimed the Cape was "historically and traditionally" an area for the White and Coloured people. Some Nationalist MPs felt that Blacks were taking away jobs from Coloured people. The Coloureds, they said, should be "protected".

But union leaders, representing over 60,000 Coloureds, have come out in total opposition to this policy. They felt that Blacks were entitled, as South Africans, to live and work anywhere, as well as be entitled to own their own homes.

Mr Norman Daniels, national secretary of the Textile Workers Union, said: "It's fallacious to say the Coloured workers will either be worked out of their jobs if Africans stay here, or that they will benefit in any way from the bar on Africans.

"On the contrary, we stand to suffer if any big labour force is moved out, because the Western Cape will lose its competitiveness in the open market."

"In our trade there are many Coloured people working under Africans, and there's no friction. We must be careful that the employers don't take their factories away from the Western Cape to the areas of cheaper labour," Mr Daniels said.

Mr Jack Heeger, secretary of three unions and a member of the national executive of Tucsa, said: "As a trade unionist I believe that all workers, irrespective of race, should be allowed to sell their labour to the highest bidder.

"Such competition will do our economy good," he said.
The Government was urged yesterday to lend a "programme to redress the conditions facing black workers in Britain."

Mr. Webb said the country's mass unemployment problem was not "adequate to the case." He said the United States, special and immediate, could be used to solve the problem. The Government's special programme, according to him, could not be "adequate to the case." He said that the United States, special and immediate, could be used to solve the problem.

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Pay row—Press baited

Staff Reporter

THE PRESS was barred from the Transvaal Municipal Employers' Association meeting attended by representatives of 22 Transvaal City and town councils at Springs yesterday.

The meeting was held to thrash out councils' opposition to the controversial 5% salary increase for municipal employees recently announced by the association.

After four hours of discussion between councillors and TMEA representatives behind closed doors in the new Civic Centre, a terse announcement was read to the Press, saying this was a household matter.

Mr J M Griffiths, TMEA chairman, read the statement prepared by himself and Mr Hannes Visagie, MEC and chairman of Nigel Town Council's Management Committee.

It said: "We have had fruitful discussions and every councillor who wanted to participate was given the opportunity to do so.

"Councillors will report back to their councils. No decisions were taken. Matters that have not been cleared up will be discussed at a further meeting in Pretoria on June 9."

Five councils—Benoni, Pretoria, Pretoria East, Springs and Roodepoort—have already resigned from the TMEA in protest against the proposed increases.

They claimed that the TMEA had approved the increases without first consulting them to establish whether they could afford it.
Pay row—Press barred

Staff Reporter

THE PRESS was barred from the Transvaal Municipal Employers' Association meeting attended by representatives of 32 Transvaal city and town councils at Springs yesterday.

The meeting was held to thrash out councils' opposition to the controversial 10% salary increase for municipal employees recently announced by the association.

After four hours of discussion between councillors and TMEA representatives behind closed doors in the new Civic Centre, a tense announcement was read to the Press, saying this was a household matter.

Mr J M Griffiths, TMEA chairman, read the statement prepared by himself and Mr Hannes Vreugdenhil, MRC and chairman of Nelspruit Town Council's Management Committee.

It said: "We have had fruitful discussions and every councillor who wanted to participate was given the opportunity to do so. Councillors will report back to their councils. No decisions were taken.

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year now between the leadership of the union, in particular general secretary Louis Petersen, and an "action committee" led by ex-officials of the union, which charges that the leadership has done little to improve wages and has received extravagant fringe benefits, meeting fees and subsistence allowances for attending conferences.

The issue has already led to the withdrawal of three unions from Tusea (because of their secretary Ted Frazer's involvement in the action committee) and is leading, say some Cape sources, to rumblings of dissatisfaction in other Cape trade unions.

The present dispute revolves around democracy in the union and was sparked off by an election last year in which the action committee put up a slate of candidates to oppose the leadership in the union's executive elections. The official slate won, but the action committee countered by charging electoral irregularities and by requesting an investigation by the Industrial Registrar.

The Registrar rejected a committee request to overturn the election results though Minister of Labour Botha has ended the bitter power struggle in SA's largest trade union, the 43,000-member Garment Workers Union of the Western Province.

The battle has been raging for over a decade, the action committee being formed by ex-officials of the union who, they say, were unhappy with the leadership in the union.

Not even the intervention of Minister of Labour Botha has ended the bitter power struggle in SA's largest trade union, the 43,000-member Garment Workers Union of the Western Province. The battle has been raging for over a decade.

UNIONS
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The Registrar rejected a committee request to overturn the election results though Minister of Labour Botha did urge the union to change its constitution to tighten up election procedures.

The proposed changes — to be put to a union meeting on Tuesday — have enrag ed the committee.

Broadly, they confine election to the executive to candidates who have been members for specified times. "This simply allows the existing leadership to perpetuate itself. It's the end of democracy in the union," charges Frazer.

Retorts Petersen. "Other unions already have this system. Their members have never complained. There's nothing undemocratic about electoral qualifications. Even the city council has them!"

He is confident that his members will accept the changes. "There is no action committee. This is simply a one-man vendetta by a man who was fired from the union. My members appreciate what we've done for them — including negotiating a 25% wage hike in the midst of the current recession."

The Industrial Registrar tells the FM he has not seen the proposed amendments and will have to approve them before they are included in the union's constitution.
Tucsa man warns on jobless

DURBAN — The present unemployment situation is a national disaster, generating a host of social problems which could prove to be explosive if the necessary steps are not taken immediately.

Mr. R. Webb, president of Tucsa, said this yesterday in his opening address to the National Union of Distributive Workers' biennial conference.

"For, unemployed persons, the present economic climate means poverty and deprivation," he said. "It is a personal tragedy and a national disaster generating a host of regressive social problems.

"Blacks at the bottom of the ladder are hardest hit," he said.

It was imperative that South Africans get together to hammer out a positive blueprint in which all people were integrated into the life of the country.

Welcoming the introduction of the sales tax system, he nevertheless saw serious faults in the recent draft Bill.

Mr. Webb said there should be a Government subsidy on all basic foodstuffs to compensate for the four percent tax on foods.

He called for a rapid expansion of job advancement programmes, extension of equal education facilities and removal of restrictions that hampered national growth. — SAPA.
Unions get tough over food tax

By GERALD BEILY
Victoria Bureau

The country's two largest trade union organisations, representing a total of 500,000 workers, have made a joint demand that essential foodstuffs be exempted from the General Sales Tax.

The 4% tax will be imposed on all commodities and services from July 3.

Vice-President of the Trade Union Council of South Africa, Mr. Steve Schepers, and President of the SA Confederation of Labour, Mr. A. van Niehuwoudt, appealed yesterday to the Minister of Finance, Senator Horswood, to exempt essential foods such as mealie meal, milk, and bread.

Progressive Federal Party financial spokesman Harry Schumann is to ask Senator Horswood, when the enabling measure comes before the Assembly, to consider the social consequences if appeals for these exemptions are rejected.

The manager of the Milk Board, Mr. A. van Niehuwoudt, is meeting Senator Horswood today to ask him to exempt milk.

His motivation, it is understood, is the feared effect on demand if the tax is added to a milk price raised only a few weeks ago.

Yesterday, the president of the Federated Chamber of Industries, Mr. J. J. P. du Toit, and the president of the Association of Chambers of Commerce, Mr. W. van Breden, said there would be no exemptions.

"Once you allow exemptions," they said, "where do you stop?"

Mr. Niehuwoudt said there was a limit to the extent to which prices of essential goods could be increased. "Surely it has now been reached?"

The chairman of Johannesburg's Management Committee, Mr. Francois Oberholzer, estimates the tax will add R5-million to Johannesburg's costs.
A substantial number of Frame workers are earning above the minimum and all workers have been given the increases including those whose earnings are already above the increased wages. So employers seem quite prepared to bypass the union and the council. How workers on the shop floor will react remains to be seen.

Frame workers are R23,08 for men and R18,47 for women.” Daniels says the increase offered by the employers would not compensate union members for CPI rises. He claims solid shop-floor backing for the 15% demand.

Two “deadlock” industrial council meetings have already been held and a third is due later this month. If that meeting fails to secure a compromise, the council could break up.

This will leave the blanket industry without any wage regulating machinery. The employers have rejected the intervention of a government mediator or arbitrator. The union has rejected a strike, however. “We’re too weak without our African members and believe there are other ways of settling disputes,” says Daniels.

In the likely event of the council remaining deadlocked, the Minister of Labour could possibly step in, thereby instructing the industrial tribunal to arbitrate in the matter. “We would accept any award they made,” says Daniels.

The association appears to be unconcerned about the union. Says a spokesman: “At the end of last year we decided to give an increase of 10% to all shop workers and 7.5% to the higher-paid categories despite the prolonged recession and the critical situation in the blanket industry. As far as we are concerned, there is no dispute in the industry. The employers themselves are satisfied and appreciative, and the wages being paid are higher than those specified in many industry council agreements and wage determinations,” he claims.

He also denies that the Frame group is undercutting the rest of the industry manufacturers.”

WAGE DISPUTES

Frame’s web?

The Frame group is a large employer in the middle of a labour dispute again – and once again the issue is wages. Officially, the dispute exists between the registered Textile Workers’ Industrial Union (TWIU) and the National Textile Manufacturers’ Association (NTMA). The association is offering workers in the “blanket industry” a 7.5% increase and the union is demanding 15%. Union secretary Norman Daniels argues that the Frame group is behind the employer refusal to grant 15%.

“He claims that the Frame group is the only textile employer which sets its pay at around the minimum wage laid down in the industrial agreement. Other employers are paying more than double Frame. He wants to keep the minimum down so that he can undercut them,” says Daniels.

The dispute itself could break up the industry’s industrial council. Employers want the union to accept a 7.5% increase for the top grades and a 10% increase on the minimum in the lower grade. Workers earning more than the minimum would receive only a percentage increase based on the minimum rather than their actual pay.

The union says its members find it impossible to live on “their present very low wages, and points to the low minimum provided for in the agreement. The highest weekly minimum for shop-floor...
Plea for higher subsidies

Pretoria Bureau

The Housewives' League is to see the Minister of Agriculture, Mr Hendrik Schoeman, later this month to plead for a heavier subsidisation of basic foods.

The league is particularly concerned with the possibility of another broad price increase which may be imposed from the start of the new wheat season in October.

In their plea the league has the full support of the country's two biggest trade union organisations, the Trade Union Council of South Africa and the South African Confederation of Labour.

Mr Schoeman told the "Mail" last month that a rise in the price of bread from the start of the new season had to be seen as a strong possibility.
Tuesa's solution to Red threat: a free society

Labour Reporter

The only way to counter the threat of communist imperialism in southern Africa is to create a just and free society in South Africa, says a resolution drawn up for the annual conference of the Trade Union Council of South Africa (Tuesa).

The draft resolution, calling on the Government for sincere and meaningful change, is echoed in many other resolutions to be put before the meeting in Port Elizabeth next month.

One of the most significant proposals facing the conference is a call on all member unions of the 230 000-strong organisation to work towards "single non-racial unions."

All Tuesa unions should encourage and assist with the organising of workers of all races in their respective industries, the motion states.

Other resolutions

- An expression of hope that the Wiehahn Commission will produce a blueprint for equal participation and opportunity in industrial relations.
- Calls for the abolition of the Group Areas Act, influx controls which prevent workers from selling their labour for the best price and the best conditions, and legislation which hinders the free utilisation of all manpower.
- An urgent appeal that all basic items of food be exempted from sales tax, noting that the tax on maize, milk, and cheese is "iniquitous."
- The expression of deep concern at the rapid cost increases of all basic foods and the detrimental effect these have on the quality of subsistence diets.
- A request for legislation limiting hire purchase payments to fixed percentages of wages so that consumers do not overcommit themselves.
- A call for the urgent implementation of the basic proposals for a national contributory pension scheme, expressing concern that little progress appears to have been made with this.
Unions to talk on end to race bars

OWN CORRESPONDENT

PORT ELIZABETH. — A motion seeking the guarantee of equal opportunities for workers of all race groups will be tabled at the 20th annual conference of the Trade Union Council of South Africa (Tuesa) in Port Elizabeth next month.

The conference will be asked to call on the Government not to disregard recommendations that may be made by the Wiehahn Commission of Inquiry on labour legislation that might serve to establish a more suitable and equitable system of labour in South Africa.

Referring to the Riebert Commission of Inquiry on manpower planning, the motion will say that legislation hindering the free and full use of the country's manpower resources must be abolished.

The Government must create a "just and harmonious" society as the only possible counter to the threat of communism in Southern Africa, another motion says.

A spokesman for Tuesa said that about 350 delegates from 60 affiliated trade unions representing about 298,000 white, coloured, Asian and black workers will attend the conference, which will be held from September 18 to 22.

Delegates will also discuss motions calling on the Government to:

- Abolish influx control regulations which hamper the free flow of labour.
- Amend the Bantu Laws Amendment Act so as to preserve the rights of future generations of urban blacks and to grant full freedom of life to urban blacks as are present enjoyed by other South Africans.
- Remove all artificial barriers on economic growth and job training and advancement and implement work programmes to provide relief for the unemployed.
- Relieve the critical housing shortage by repealing the Group Areas Act and make adequate allocations for housing and institute an emergency urban housing renewal programme.
- Give urgent attention to the rapid introduction of free, compulsory education for people of all races and abolish racial barriers to university entrance.
- Exempt basic foodstuffs from the new General Sales Tax.

The speaker at the conference will be Dr. S. S. Brand, economic adviser to the Prime Minister, and Mr. D. B. Agnew, general manager of Life Association of Africa.
SA now almost friendless – TuscA
By Sieg Hanig, Labour Reporter

South Africa's awareness of the double standards applied by the outside world does not provide an escape route for South Africans, according to the multiracial Trade Union Council of South Africa (Tusca).

"Nor can it ever serve to excuse our behaviour," the 220,000-strong organisation's national executive committee declared in its annual report.

"Procrastination, intransigence and resistance towards removing these (social and economic) disparities can only speed the destruction of all of our peoples and our country itself."

In summing up the "alarming" increase in external pressures and South Africa's lonely position, the report said, "If not completely hated, we can best be described as virtually friendless."

The world's nations, including former friends of South Africa, were not prepared to tolerate institutional and statutory discrimination any longer.

The solution to this problem was "solely dependent upon our desire and ability to conform to the non-discriminatory norms laid down by the Western world," the report said.
Foreign Firms

Turku to Name

Introduction

The gap between the top 10 percent of the country's most productive businesses and the majority of the other businesses is a significant challenge. The top 10 percent contribute a large portion of the country's GDP, but the rest of the businesses contribute a much smaller portion.

In the context of this paper, I have looked at the performance of these businesses and have found that:

- The top 10 percent of businesses contribute a large portion of the country's GDP.
- The majority of the businesses contribute a much smaller portion of the country's GDP.
- The performance of these businesses is significantly different.

The next section will provide a detailed analysis of the performance of these businesses.
JOHANNESBURG — South Africa's largest trade union organisation, the Trade Union Council of South Africa (Tucsa), is to launch a campaign to pressure employers into complying with recently announced formal and domestic labour codes of conduct. Tucsa's general secretary, Mr. Arthur Grobbelaar, said yesterday that the council — representing 61 unions, with a combined membership of 230,000 workers of all races — was calling on its members to report to it on how their employers measured up to the standards set out in the various codes.

Included in the list of codes, which basically aim to counter race discrimination in employment in South Africa, are the Sullivan codes, to which 108 United States companies are signatories, the European Economic Community's code; the Canadian Government code; and South Africa's own code drawn up by leading local employer organisations.

"The companies at which the various codes aim now cover more than 90 per cent of the work force in the private sector," Mr. Grobbelaar said.

"The principles embodied in the codes — non-discrimination in every aspect of employment — are principles Tucsa has fought for over the past quarter of a century."

"As a result of various pressures, a large number of companies, particularly foreign-owned concerns, have officially endorsed the codes.

"Tucsa's aim is to police these codes to ensure that such sanction is not mere lip-service, to ensure that the codes are followed in letter and spirit — and not only by signatory companies, but by all companies in which Tucsa members are employed, which means almost every employer under the private sector in South Africa.

Tucsa's newspaper, Labour Mirror, would carry full details of all the codes this week, together with lists of the companies concerned with each code and guidelines for use in an individual company's performance.

The council is urging all its affiliated members to use these guidelines to take a hard look at their employers and report back Information must be sent in this way would be analysed and checked by Tucsa, which would then move to bring pressure to bear on those employers who failed to measure up.

"Tucsa believes that the implementation of the principles contained in the codes could do much to help foster a better climate of labour relations and inter-group relations in South Africa and is therefore determined that the codes are not allowed to become another case of fine words, but no action," Mr. Grobbelaar said.

He said that all four major codes of employment practice were similar.

The principles were non-segregation of races in eating, comfort and work facilities, equal and fair employment practices for all employees, equal pay for equal work and the elimination of discrimination on race or colour, the mitigation and development of training programmes to achieve black advancement, non-discrimination in promotion, the assessment of an employer's social responsibilities, non-discrimination in fringe benefits.

The EEC, Sullivan and Canadian codes call specifically for the recognition of trade union rights for black workers — SAPA.

(1978) has just been awarded a prize for the best achievement in reading level at 4.9, for the 2094 N. C. and 2.4. For the 2094 N. C. and 3.7, reading level at between 4.9 and 5.5 for 2094 N. C. and 3.7, reading level at between 4.9 and 5.5. Significant is the fact that reading level at between 3.4 and 5.5 for 2094 N. C. and 2.4, reading level at between 3.4. Significant is the fact that reading level at between 3.4 and 5.5 for 2094 N. C. and 2.4, reading level at between 3.4 and 5.5. Significant is the fact that reading level at between 3.4 and 5.5 for 2094 N. C. and 2.4, reading level at between 3.4 and 5.5.
Employers must be confused about codes of employment practice. Not only are there lots of codes — there are now two organisations which have pledged to monitor them.

Hard on the heels of Inkatha's announcement that it plans this, the Trade Union Council of SA (Tucsa) says it plans to hold employers to the code which affects them, particularly where union recognition is concerned.

It is unclear at this stage, however, how Tucsa proposes to go about its task.

President Ronne Webb tells the FM no detailed strategy has been worked out yet: "We've obviously got the bare bones of a plan — but we haven't discussed the issue in depth yet."

Why Tucsa should have taken this decision now is as unclear as how it plans to tackle its campaign. Tucsa men argue that, as a trade union body, it is better equipped to handle the task of monitoring compliance with codes than an "interloper" like Inkatha. They add that most of the points contained in the codes have been Tucsa policy for years.

But why now? Most of the codes have been around for over a year and Tucsa has shown little interest in trying to monitor them up to now.

Which suggests that Tucsa is reacting directly to the Inkatha move by attempting to neutralise what it sees as "political" influence on the shop floor.

Not so, says Webb. "Our decision had nothing to do with Inkatha's. It's natural that we, as a labour organisation, should be involved in monitoring a labour code."

A key question-mark hanging over Tucsa's decision is its relations with the unregistered unions which have no links with it. These are at a low ebb, and monitoring the codes is likely to bring Tucsa into situations where it will have to act with, or on behalf of, these unions.

Webb says Tucsa hasn't discussed the issue with the unions, nor yet decided whether it will, but he concedes that Tucsa "would most probably" take up the cudgels on behalf of the unions — whether or not they are linked, with Inkatha.

The unions themselves are not saying anything about the Tucsa move yet, but they are likely to greet it warily.

Many an employer, of course, is likely to welcome the Tucsa move. They will probably feel more at home with a fairly moderate labour outfit like Tucsa than with a mass black party like Inkatha.

But the effectiveness of Tucsa's move will depend on the confidence it evokes from black workers on the factory floor. An attempt to secure the co-operation of their unions is an obvious key step in that direction.
Probe into pensions one-sided — Tucsa

Labour Reporter

The 220,000 strong Trade Union Council of South Africa today expressed concern that the inquiry into improving the South African pension system makes no provision for participation by contributors.

The announcement of the inter-departmental committee of inquiry, which will negotiate with representatives of the pension and provident fund industry,

“It's the contributors' money that's involved,” commented Mr. Arthur Grobbelaar, general secretary of Tucsa.

“And the contributors should take part in the decision making process.”

A five-man committee of inquiry has been appointed to investigate pension matters following a statement made during the last parliamentary session by the Minister of Social Welfare and Pensions, Mr. F. W. de Klerk. The committee, under the chairmanship of Mr. J. W. Louw, registrar of financial institutions of the Department of Finance, will investigate:

(1) The compulsory preservation of pension rights by means of transferability or otherwise.
(2) The commutation of part of lump-sum benefits into annuities.
(3) The provision of satisfactory pension benefits for that section of the community not enjoying such coverage at present.

The committee will negotiate with representatives of the pension and provident fund industry regarding these three aspects.

It will make recommendations and submit draft legislation on the first two aspects during the first stage of its work, says a joint statement issued by the ministers of Social Welfare and Pensions and of Finance.

The second phase of its work will be devoted to the third aspect.

People who have made commitments in anticipation of receiving lump-sum benefits have been assured that these will not be overlooked by the committee when considering the commutation of pension benefits.
The sacrifice of an animal is undertaken in response to the ancestral shades "because most of the peoples' ancestors want them to do something". The coloured cords appear to play numerous roles in healing, they may represent kinds of spirits, they may be tied round specific parts of the body or head representing "enemies", interpreted as specific plant parts in the patient's body.

Tuscan chief warns of catastrophe

US objective is 'peaceful change'

The objective of the peace agreement is to establish a unified government in Africa which would be based on the principles of unity and solidarity. The South African government has been in negotiations with the ANC and the PRAF in order to reach a settlement that would bring an end to the civil war.

The President of South Africa has indicated that the government will support the peace agreement and work towards a unified government in Africa. The government has also announced that it will not support any military action that would disrupt the peace process.

His concept of sickness is obviously different to the usual Western concept and included, for instance, a person who is unable to secure employment after a long period. Such a person could be given a medicine to cause vomiting and another medicine to hang around his neck. The "patient" will also be given a coloured cord to wear around his head.

In the lion church, we have special kinds of sticks and if the spirits tell us to put them across his shoulders, then we do what we are told to do, then the evil will come out.

Sometimes, we mix a medicine (isi-who) and a short red cord and give it to the patient to drink. That cord is going to look around inside and see what it comes across which is evil.

Efficacy of Treatment:

As yet, there has been no systematic research on the
Multiracial code adopted by Tucsa

PORT ELIZABETH — The multiracial Trade Union Council today unanimously adopted its own code of conduct to which all Tucsa unions are to subscribe.

The code was told by its president, Mr. Kennedy Webb, the code contained principles new to Tucsa and required reaffirmation and fresh commitment to the organization's long standing policy.

He stressed the emphasis in the code lay in Tucsa's monitoring of its implementations.

The last sentence of the code urges Tucsa unions to report annually to Tucsa on the steps taken to implement the objects of the code.

THE CRUNCH

This is the crunch, colleagues, Mr. Webb said. This is the test where you will be judged.

The code sums up Tucsa's constitutional and ideological stance of its affiliates to the interests of employers and Government to recognize the rights of the African worker to the same trade union and collective bargaining rights presently enjoyed by white workers.

The code and all African workers in their industries to organize themselves into trades unions.

Pursue the ideal of eliminating race and colour discrimination wherever it presently exists in the employment structure.

Promote the creation of employment opportunities for all races at civilized wage levels.

Report annually to Tucsa on implementation of the code.

CREDIBILITY

Mr. M. S. Botha, general secretary of the Mine Surface Officials Association, said the credibility of Tucsa was at stake when he called for unanimous acceptance of the code.

He was seconding the proposal of the code introduced by Mr. Prentice Altenman, General Secretary of the National Union of Distributive Workers.

Some black wages shock - Page II.
Tucsa code
of conduct
adopted

The Argus Correspondent

PORT ELIZABETH.—The multiracial Trade
Union Council of South Africa today uniformly adopted its own code of conduct to which all Tucsa unions are to subscribe.

The annual conference of Tucsa was told by its president, Mr. Ronny Webb, that the code contained no principles new to Tucsa, but required re-affirmation and fresh commitments to the organisation's long-standing policies.

He said the emphasis in the code lay in Tucsa's monitoring of its implementations.

The last clause of the code urges all Tucsa unions to report annually to Tucsa on the steps taken to implement the above objects.

'This is the crunch, colleagues,' Mr. Webb said. 'This is where you will be judged.'

SUMS UP

The code sums up Tucsa's constitutional aims and then goes on to urge its affiliates too:

- Press employers and Government to recognise the right of the African worker to the same trade union and collective bargaining rights presently enjoyed by other workers.
- Encourage and assist African workers in their industries to organise themselves into a trade union.
- Pursue the ideal of eliminating 'race' and 'colour' discrimination wherever it presently exists in the employment situation.

SOUND RELATIONS

- Promote sound relations between employees of all races on one hand and management on the other.
- Promote the creation of employment opportunities for all races at equalised wage levels.
- Report annually to Tucsa on implementation.

Mr. B. H. Botha, general secretary of the Mine Surface Officials' Association, said the credibility of Tucsa was at stake when he called for unanimous acceptance of the code.

He was seconding the proposal of the code introduced by Mr. Ray 'Altman, general secretary of the National Union of Distributive Workers.
13.

Tucsa code promises help to black workers

BY RIAAN DE VILLIERS
Labour Correspondent
PORT ELIZABETH

The Trade Union Council of South Africa (Tucsa) yesterday unanimously adopted a code of conduct for affiliate unions at its annual conference being held in Port Elizabeth this week.

Various speakers on the code said it was aimed at restoring Tucsa’s credibility locally and abroad.

The code urges unions to:

- Press employers and the Government to recognize the right of black workers to the same trade union and collective bargaining rights now enjoyed by other workers.
- Insist that if a company has a registered collective agreement, members of other unions could join.
- Pursue the ideal of eliminating race discrimination in employment, including equal pay, equal fringe benefits, equal training and education, and no discrimination in the workplace.
- Promote the creation of employment opportunities for all South Africans irrespective of race or colour.
- The unions are to report yearly on steps taken to implement the code.

Introducing the motion, Mr. Hay Alman, General Secretary of the National Union of Distributive Workers and author of the code, said there were considerable misconceptions about Tucsa’s work, especially among black people.

African labour is not available. Therefore, the ones most easily accessible to contractors are the ones most easily accessible to contractors with other African workers, who also share the industrial colour bar especially as it is by employers’ associations.

In the skilled occupations.

1.3 Wages

All the earnings provided below were provided by the respondents themselves. Sometimes the interviewers were allowed to see the respondents’ pay slips. Weekly earnings ranged from R10 to R72 with an average of R26 (± R9).

A wage of R72 was exceptionally high because:

- 95% of the sample earned less than R45 a week.
- 75% earned less than R30.
- 50% earned less than R25.

These amounts refer to the total net weekly earnings. That is, attendance bonus and overtime bonus and overtime earnings have been included while income tax and U.I.P. (Unemployment Insurance Fund) have been deducted.

The wages paid by the dairy industry and the night watch and security firms were particularly low: the averages were R17 (± R1) and R20 (± R3) respectively. State, Provincial and Municipal workers did not earn better wages: with the exception of a few very highly paid workers in State employ, the average for all three institutions was about R23 (± R4).

Averages for the building industry, iron and steel manufacturing, and baking and confectionary were the same, namely R27 (± R9). The workers in commercial
Once the cause should then res
institutions. 
employment.
has effectively
some privileges
restraint on
African work
growth had be
local and nat
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Grossly inade
home
about employ
either sing
Cape Town at
indicate tha
for Africans
Transkei it
land families
comes for migrant workers' families in the
the labour bureaux as sources of information
the substantial proportion of workers who,
and children, come to work illegally in
ight and fined or imprisoned, all serve to
seriously rethink their residential policies
-growing populations in the Ciskei and
he per capita subsistence income of home
This falling trend could be partially
offset by raising agricultural productivity, but there are limits to which
this could be done.

The only logical solution to the problem is to allow African labourers from
the rural areas to settle permanently at their place of work and to allow
them to bring their families with them. Such a change in policy will put
even more pressure on the housing requirements especially family housing
needs. However, this is not an unbridgeable problem as the housing need
can be supplied with careful planning and co-ordination. One plan suggests
that African workers should be granted family accommodation by stages
starting with those Africans who are most qualified in legal terms to reside
permanently in Cape Town and ending with those who are least qualified.57
A change in attitude to squatter housing on the part of both local and national
authorities to see squatter accommodation as part of a solution rather than
part of a problem will also help to alleviate the pressure on family housing.58

56. See G. Ellis, D. Hendrie, A. Kooi and J. Maree (1977), pp.87-93 for more
detailed arguments and suggestions about employment creation.
finer details of this suggestion.
58. Ibid., pp.62-70, 73-77.
PORT ELIZABETH – The Trade Union Council of South Africa (Tusca) yesterday unanimously adopted a code of conduct for affiliate unions at its annual conference being held here this week.

Various speakers said the code was aimed at restoring Tusca’s credibility locally and abroad. The code is to serve as a guideline to unions, including during negotiations with employers.

The code urges unions to:

- To help black workers to organize themselves into trade unions in their industries, pending the time when they could become members of registered unions.
- To pursue the ideal of eliminating race discrimination in employment, including equal pay, equal fringe benefits, equal training and education and non-discrimination in the workplace.
- To promote the creation of employment opportunities for all South Africans irrespective of race or colour.

---

**Tusca adopts new code of conduct**

**Chorus**

My soul's in Whose

He is mine for ev - er. Where streams of liv - ing pas - tures grow, With

---

**Bass Solo. A little slower.**

---

**Tenor Solo.**

---

**Soprano Solo.**

---

Copyright, 1897, by Caleb Simpkin.
Looking backwards

Most of the registered trade union movement is preparing to make a concerted pitch for African worker support. That's the clear implication of discussions at the week's Tucsia conference.

The FM was not there — Tucsia.

apparently quashed at the FM's previous coverage of its activities, disinvited this newspaper — but sources straight from the conference indicate that Tucsia is more concerned than at any time in recent years to establish its credibility with African workers.

Together with Tucsia's decision to monitor codes of conduct, there came the adoption of Tucsia's own code. A recurrent theme in the debate on this code, the FM learnt, was a call to Tucsia member unions to assist and encourage African workers to join unions. The need for Tucsia to re-establish its credibility was also stressed.

Tucsia officials would no doubt point out that it has been Tucsia policy to organise Africans for the last five years. But that doesn't explain why Tucsia men see the need to restate the point now. Or why Tucsia should now concede — at least by implication — that its credibility hasn't been all it could be.

The cause of the new urgency is, of course, the impending report of the Wiehan Commission, which is expected to allow Africans to become members of registered unions. These are becoming painfully aware of the fact that they represent less and less in the work-force as African participation in the economy grows. This weakening of influence will be put to the test if Africans are allowed registered union membership and many registered unions realise that they need substantial African membership to survive.

Indeed, a key issue in the post-Wiehan labour situation will be whether Africans plump for the existing registered unions or go for their own organisations. There's little doubt that the registered unions are banking on the former. So too are many in authority who see the existing registered unions as a possible "moderating" influence on African workers.

But will it happen? Tucsia must have some doubts or it would not be seeking to sell itself to African workers. There's a good deal of substance to those doubts.

Support

Tucsia's credibility in the African union movement is low and has been for some time. Part of the cause, significantly, is the feeling that Tucsia's "parallel" African unions are being organised in order to bring African workers under the control of the registered unions. There's also been a feeling that Tucsia is more concerned with its image than with African workers, and that it has done nothing to help the unregistered unions which do not have links with it.

This week's initiative is obviously designed to tackle the latter issue. But its aim is presumably to further precisely the objective which is the original cause of the discontent — to bring Africans into

the registered union fold.

If this objective is to be achieved, Tucsia will have to demonstrate that it is genuinely concerned about African worker rights. There's one way it could do that now.

At this week's conference, a commitment was reportedly made to assist all unions, whether they're involved with Tucsia or not. If Tucsia is prepared to follow up this commitment by offering no-strings-attached support to African unions who are independent of it — something it has not done in the past — it could go some way towards healing the breach.
The following table shows the number of passes in each category for the year 1967, 1968, 1969, and 1970.

<table>
<thead>
<tr>
<th>Year</th>
<th>Full time students</th>
<th>Part-time candidates</th>
</tr>
</thead>
<tbody>
<tr>
<td>1970</td>
<td>438</td>
<td>318</td>
</tr>
<tr>
<td>1969</td>
<td>348</td>
<td>287</td>
</tr>
<tr>
<td>1968</td>
<td>328</td>
<td>287</td>
</tr>
<tr>
<td>1967</td>
<td>336</td>
<td>321</td>
</tr>
</tbody>
</table>

The following table shows the number of passes in each category for the years 1971 and 1972.

<table>
<thead>
<tr>
<th>Year</th>
<th>Full time students</th>
<th>Part-time candidates</th>
</tr>
</thead>
<tbody>
<tr>
<td>1972</td>
<td>291</td>
<td>318</td>
</tr>
<tr>
<td>1971</td>
<td>146</td>
<td>318</td>
</tr>
</tbody>
</table>

The following table shows the number of passes in each category for the years 1973 and 1974.

<table>
<thead>
<tr>
<th>Year</th>
<th>Full time students</th>
<th>Part-time candidates</th>
</tr>
</thead>
<tbody>
<tr>
<td>1974</td>
<td>344</td>
<td>318</td>
</tr>
<tr>
<td>1973</td>
<td>236</td>
<td>318</td>
</tr>
</tbody>
</table>

The following table shows the number of passes in each category for the years 1965, 1966, and 1967.

<table>
<thead>
<tr>
<th>Year</th>
<th>Full time students</th>
<th>Part-time candidates</th>
</tr>
</thead>
<tbody>
<tr>
<td>1967</td>
<td>396</td>
<td>318</td>
</tr>
<tr>
<td>1966</td>
<td>264</td>
<td>318</td>
</tr>
<tr>
<td>1965</td>
<td>827</td>
<td>318</td>
</tr>
</tbody>
</table>

Source: Department of Bantu Education, Annual Reports.
Tusca calls for urgent action on jobless crisis

PORT ELIZABETH — Tusca called on the Government yesterday to take urgent action against the alarming jobless rate in South Africa.

Unemployment had reached crisis proportions, especially among black males, and social stability was now threatened, according to a resolution adopted at Tusca's conference here.

The conference called on the government to remove all artificial barriers in economic growth, job training and advancement.

Implement work programmes to provide relief for the jobless, and introduce legislation providing for a maximum 10-hour week throughout industry and commerce to encourage greater employment.

The conference also expressed concern at the lack of reliable unemployment statistics.

Introducing the resolution, Mr. Lief van Tonder, general secretary of the South African Typographical Union, said there was a mistaken belief that there would be a return to full employment over the recession was over.

South Africa would have to create job opportunities for 8.5 million men in the next 20 years — some 500,000 a year.

"We would be very optimistic to believe we can solve this problem," he said.

He hoped solutions would be found for South Africa's political problems only foreign capital could save the country.

He warned the labour movement would have to provide a major contribution towards a solution.

The conference appealed to the Minister of Flurry to scrap the Flurry in terms of which blacks unemployed for 122 days may be declared "idle" and endorsed out of urban areas.

Introducing the motion, which was passed unanimously, Mr. Desrose of the National Union of Commercial and Allied Workers said people who could not find work through no fault of their own had the threat hanging over their heads of being sent away from urban areas even if they had lived there since birth.

The question of loss of rights in terms of Section 10 of the Act was "highly explosive."

Speaking on a motion for the Government to implement the basic principles of a national contributory pension scheme, Mr. Van Tonder said the idea of a state-controlled national contributory pension fund was killed by insurance companies who saw their business threatened.

The motion was passed.

Mr. D. Hartwell of the National Union of Distributive Workers said the department's plans as they were set out in recommendations made in 1976 had been torpedoed by the insurance companies.

The Tusca president, Mr. Ronnie Webb, said the motion called for the implementation of the basic principles of the department of Social Welfare and Pension's recommendations and did not specify that the national contributory pension fund should be administered by the state or by the insurance companies and independent pension funds.

Mr. Andre Malherbe, first vice-president of Tusca and a member of the National Union of Banking Employees, said the state pension scheme was "a dead duck."

It was likely legislation would be introduced that would make it compulsory for employees to provide workers with pensions.

This made it possible for insurance companies to compete for the provision of such schemes. "It's in this way we are sure to get a good deal," he said.

The general manager of Liberty Life Association, Mr. M. Hlikowitz, told the conference the Government should make it compulsory for every employee to provide a pension fund for its employees.

The existing social welfare pension were only for the destitute. At present the onus was on the employer to provide for his retirement. If contribution to a pension fund was made it would be better to leave the administration of such funds to insurance companies.
GENERAL NEWS

Tucsa wants action on the jobless crisis

By RIAAN DE VILLIERS
Labour Correspondent
PORT ELIZABETH.—The Trade Union Council of SA (Tucsa) yesterday called on the Government to take urgent action against the alarming level of unemployment in South Africa.

The general secretary of the SA Typographical Union, Mr. Lief van Tonder, told Tucsa's 24th annual conference in Port Elizabeth, South Africa, would have to create job opportunities for 500,000 men in the next 20 years — about 1,500 a day.

He said there was a mistaken belief there would be a return to full employment once the recession was over.

Tucsa adopted a resolution that unemployment had reached crisis proportions, especially among blacks, and social stability was now threatened.

The conference called on the Government to:
- Stimulate the economy more;
- Remove all artificial barriers to economic growth, job training and advancement;
- Implement work programmes to provide relief for the jobless;
- Introduce legislation stipulating a maximum 40-hour week throughout industry and commerce, to encourage greater employment.

Mr. Van Tonder, who introduced the resolution, said it did not go far enough. If the Government did everything asked, it would relieve the position but not solve it.

"We would be very optimistic to believe we can solve this problem," he said bluntly.

Only foreign capital could save South Africa, he said.

"Half a continent is on the brink of starvation because of the whims of politicians," he said.

"A Southern African economic market could be a solution, but it sounds absurd in the present political climate."
Tucsa stumbles over politics

Sieg Harrig, Labour Reporter

PORT ELIZABETH — An attempt to avoid South African politics this week set back the efforts of the multinational Trade Union Council of South Africa (Tucsa) to make headway against the boycott lobby abroad.

It also hit Tucsa's chances of winning ground in the much-divided black labour movement at home — a crucial factor affecting its credibility abroad.

CROSSROADS

The controversy which marred the 24th annual conference of the 25,000-strong organisation this week indicated the pitfalls which this broadly based body of moderates faces in a polarising South Africa.

Political sensitivities within Tucsa were bared when Mr R.H. Botha, general secretary of the Mine Surface Officials Association (13,000 members) objected to the raising of police raids on the Crossroads squatter camp in Tucsa's debate on human rights. (Mr Botha was elected one of Tucsa's six deputy vice-presidents).

DIVIDED

The conference supported his call by a large majority and diplomatic observers from major foreign embassies showed open displeasure by joining in a round of applause for the thwarted speaker.

And one of the black delegates said in an interview that blacks "were perturbed" by the event.

Some of the damage was repaired in the subsequent housing debate when the conference decided to suspend standing orders and the previously thwarted speaker was able to have his say.

It appeared as if the South African labour movement would enter the new era following the report of the Wiehahn Commission as divided as ever.

Four years after reopening its ranks to black trade unions, Tucsa's black membership has stabilised at seven unions, accounting for 23,736 workers.

It was also widely felt that the controversy was likely to make it more difficult for Tucsa to combat the "malicious" campaign of the hostile anti-South African labour movements abroad.
Tucsa's hopes of luring blacks shaken

ANY HOPES that the Trade Union Council of South Africa (TUSCA) might gain ground from feuds in the divided black labour movement were shaken this week by political sensitivities in its own ranks.

According to its latest directory, released at its annual conference this week Tucsa has seven black trade unions in its ranks which account for 28,765 black workers.

The directory lists 23 black unions with 58,003 workers throughout the country.

This week's blow came from a controversial ruling that police raids on Cape Town's Crossroads squatter camp were not to be raised in the human rights debate at the conference.

If this ruling had enhanced Tucsa's chances of winning new black membership, this week's controversy would have countered them.

Foreign diplomats were taken aback when the multi-racial conference voted 56 to 23 against firing Crossroads under human rights.

One diplomat described the position as "incredible" in a "private" conversation.

**Damage**

A full airing of opinions granted on the subject of Crossroads during the conference's human rights debate later on was unable fully to repair the damage. The set-back came barely a week before a scheduled meeting to form a Johannesburg branch of a proposed federation designed to further the interests of black unions.

The majority of the black labour movement in Johannesburg is not affiliated to Tucsa. It also opposes the proposed federation, which some unions fear will reduce their power.

*If this ruling had enhanced Tucsa's chances of winning new black membership, this week's controversy would have countered them.*

*Foreign diplomats were taken aback when the multi-racial conference voted 56 to 23 against firing Crossroads under human rights.*

*One diplomat described the position as "incredible" in a "private" conversation.*

**Objection**

The controversy arose when Mr. H. Botha, general secretary of the Mine Surface Official's Association, objected on a point of order that the Crossroads raids were irrelevant to the debate.

Mr. Botha, whose 13,000-strong union joined Tucsa only a year ago, was elected one of Tucsa's six deputy vice-presidents during the conference.

Mr. Ronnie Webb, re-elected president, upheld Mr. Botha's objection. Despite protests from Miss Dulcie Hartwell, a veteran Natal unionist and another delegate, there was no vote confirming the ruling was taken.
Tucsa waits for the big shake-up

"WE'RE not ready for the revolution we've been asking for. We must get our house in order."

These remarks by Mr Steve Scheepers, veteran trade unionist, summarise the issues which dominated the 24th annual conference of the Trade Union Council of South Africa (Tucsa), the largest trade union coordinating body in the country, held in Port Elizabeth last week.

More than 200 delegates from 81 affiliated unions, representing more than 200,000 workers of all races, expressed themselves on a wide range of social, economic and political issues.

But the proceedings were overshadowed by the impending report of the Wihahn Commission of Inquiry into SA's labour laws, due in about five weeks' time, and its possible impact on organised labour.

The conference reflected growing optimism that the commission's work could result in a far-reaching new deal for all South African workers and that Tucsa could take some of its ideals further.

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UNIONS

New groupings

Unregistered trade unions on the Reef are undergoing a realignment which is likely to have crucial effects on SA labour relations.

The most immediate effect has been the expulsion of two unions and a section of a third from the Reef based consultative committee of black trade unions. A second is likely to be the imminent formation of a new union federation, with the unregistered unions and some of the registered (Coloured and Asian) motor unions as members.

The new federation will take on added importance because of the forthcoming report of the Wichahn Commission. It is likely to become a home and organizing base for those unions unwilling to align themselves with Iwwa and other registered unions which are now seeking to organize African workers.

The federation is likely to be in direct competition with Tulisa in the battle to recruit African support and its formation is a response by African unions to what they see as registered union attempts to control African workers.

Virtual certainty

It is also a response to many employers who have preferred African unions to have close links with the existing registered unions in the belief that these links will ensure that the African unions remain relatively conservative.

The federation's formation became a virtual certainty at the weekend, when five Reef unions agreed to form a regional committee which will meet with committees from the Eastern Cape and Natal on October 21 to consider a draft federation constitution. A date for the federation's formal launching is likely to be announced at this meeting.

Among the five were two unions — Glass & Allied Workers and Paper, Wood & Allied Workers, and a section of a third, the Engineering & Allied Workers Union, which have up to now been members of the consultative committee and associated with the Urban Training Project (UTP), a Reef-based organisation which offers educational, administrative, and financial services to a number of Reef African unions.

The consultative committee is opposed to the formation of a federation at this stage and has been for some time. The decision of some of the unions within its fold to back the new grouping is thus something of a breakthrough for the federation's initiators.

The issue has also brought to a head simmering tensions within the consultative committee. For some time the union general secretaries who make up the committee have been under attack from some of their members and executives who charge that they are not taking an active enough lead in union issues or informing union members of decisions.

The federation issue has brought these differences to a head and the consultative committee has now expelled the dissenters. In addition, they have been asked to appear before the UTP on October 15 to answer charges of disloyalty to the other unions or face losing UTP backing.

Henry Chipaya, president of the Commercial Catering & Allied Workers' Union tells the Iwwa that remaining consultative unions believe the dissenters have delayed a consultative decision to have nothing to do with the federation among other consultative unions and have been canvassing support.

He says the consultative committee remains opposed to joining the federation at this stage because it has not received assurances from the federation's initiators on a number of points — among which is the fear that the federation will duplicate some of the activities of consultative unions.

Nevertheless, while the dissenters are apparently willing to attend the meeting with the UTP, they are certain to stick to their support for the federation. They are thus likely to sever all links with UTP.

Other consultative unions could follow them into the federation. Two other unions whose secretaries are opposed to the federation move, Commercial & Catering, and Sweet, Food & Allied, are committed to putting their idea to their members at a general meeting.

It's not yet clear which way they'll go. What is clear is that both existing registered unions and employers are due to be faced with a new and powerful union voice.
SARAH CHITJÀ-KHALI — appointed to the executive committee of Tucsa this year, is only the second black woman to achieve this distinction.

She's the force behind clothing workers
Experts praise her road plan

Flo Bird has spent five years constructively campaigning for better town planning in Johannesburg.

This week she produced an alternative road plan for Johannesburg, backed by experts and exponents of "urban renewal" from the original plan drawn up by the Johannesburg City Council.

The council's plan had threatened to transform Johannesburg into a massive road network.

Mrs. Bird, who is a member of the Johannesburg Citizens' Association, consulted two civil engineers and two town planners before drawing up her plan.

Mrs. Bird is a former school teacher and has no planning experience, but her determination to turn Johannesburg into a "garden city" has seen her campaign gain momentum.

"The Johannesburg City Council has not listened to the views of the residents," she says.

The plan includes the creation of a network of parks and green spaces, the preservation of historical buildings, and the improvement of public transport.

Today, we feature the fifth set of women nominated by the editorial board of The Star for some noteworthy achievement during the current year.

CHARLENE BELTRAMO interviewed them.

When stories on the 21 women who have appeared, you will be asked to vote for the one you think deserves the title of Woman of the Year, and to give your reason for doing so.

We suggest you cut out the inserts they appear to help you in your final selection. The result of the readers' ballot will be announced at the Woman of the Year luncheon which will take place in a Johannesburg hotel on December 6.

Interviews with the nominees for Woman of the Year will be published on Monday.

Acuface is in

By Beetah Hayson

If you suffer from acne or are troubled by blackheads, you might consider using Acuface, which is available at chemists.

Acuface is a new product that has been developed to help combat acne and blackheads.

The main active ingredient in Acuface is a powerful antibiotic that works by killing the bacteria that cause acne.

It is effective against both blackheads and comedones, and can also be used as a treatment for acne-prone skin.

Acuface is safe for long-term use and has been found to be effective in preventing the recurrence of acne.

The treatment involves applying the cream twice daily to the affected areas of the skin.

Patients typically see results within a few weeks, and the improvement is usually noticeable after about 30 minutes.

The treatment involves minimal discomfort and has been found to be well tolerated by most users.

"Acuface is a great product that has been developed specifically for acne-prone skin," said a satisfied customer.

"I have been using it for a few weeks now and I can already see a significant improvement in my skin."
On April 7 and 14 we reported a speech by Tusa's Arthur Grobbelaar dealing with the Wiehahn Commission. Tusa complained to the press council that our reports contained inaccuracies. This matter has been settled by the parties.

The complainant accepts that the publication of the FM of June 23 affords him redress. For its part the FM expresses its regret to the complainant for inaccuracies contained in the original FM reports of April 7 and 14.
Tucsa calls for action on jobless

By RIAAN DE VILLIERS
Labour Correspondent

THE FINDING by the Department of Statistics that 103,000 Coloured are jobless was "absolutely staggering", a Coloured trade union leader this week.

Mr Ronnie Webb, president of the Trade Union Council of South Africa (Tucsa), said the finding revealed a much higher Coloured unemployment figure than he had dared to imagine.

He said unemployment had obviously not eased with the economy's recent recovery.

"Something drastic has to be done to alleviate unemployment. We simply cannot allow this state of affairs to continue," he said.

He called on the Government to stimulate the economy and step up its housing programmes.

He said the Unemployment Insurance Fund should be used to help.

The survey - the first direct Government investigation of Coloured unemployment - was released by the department on Tuesday.

It found that 11.9% of the economically active Coloured population were jobless, placing Coloured unemployment on approximately the same percentage level as that for blacks.

The finding is based on a monthly current population survey conducted by the department since July, similar to the survey of the black population started in October last year.

The survey shows a dramatic increase over the figure for registered Coloured unemployed, which stood at 14,655 or 2.6% in September.

But a Department of Labour spokesman said yesterday no problems were experienced in placing registered Coloured unemployed, especially in the Western Cape where he said there was actually a shortage of Coloured labour.

The department granted "thousands of permits" for black labour every month when Coloured labour was not available.

"The jobs are there, especially manual labour. The problem is that Coloured workers are too choosy," he said.
Back Eveready workers — union

By RIAAN DE VILLERS
Labour Correspondent
THE TRADE Union Council of South Africa (Tucsa), which is one of the two largest labour co-ordinating bodies in the country — was called on last night to throw its weight behind the National Union of Motor Assembly and Rubber Workers in their dispute with Eveready SA in Port Elizabeth.

Eveready is a subsidiary of Berwick, a British company.

At a meeting last night, the Witwatersrand branch of the National Union of Distributive Workers, a Tucsa affiliate, called on the body to lend its "full moral and financial support to the struggle of Eveready workers and their union for recognition by the company."

The meeting noted with dismay the company's refusal to recognise the union and its dismissal of 160 striking union members and declared its support for all steps taken by the union and its members to safeguard their interests.

In another development, five of the group of coloured women who went on strike at Eveready three weeks ago, were arrested in Gelvandale yesterday and charged with littering. The charges relate to the handing out of pamphlets setting the background to the dispute and calling on workers to boycott Eveready products.

A union spokesman said yesterday a group of about 30 women were taken to the Gelvandale police station where five were eventually charged. They were released on bail of R50 each and are expected to appear in court this morning.

Colonel Marcus van der Merwe, divisional criminal investigating officer for the Eastern Cape, confirmed the arrests.

Meanwhile, the union's boycott campaign has got off the ground in several centres. A union spokesman said large stores in coloured areas in Port Elizabeth had stopped stocking Eveready products and had taken them off their shelves.

In the Western Cape, an Athlone business association has asked affiliate traders to boycott Eveready products. The association includes two large supermarket chains.

The spokesman added other unions which had pledged their support were also distributing pamphlets calling on workers to join the boycott.
UNIONS

More action

Five more banned people who were associated with the African trade union movement have mounted defamation actions against Transvaal and its general secretary, Arthur Grobbelaar.

The five, who are represented by three attorneys (two based in Durban and one on the Reef) alleged that they were defamed by a statement made by Grobbelaar after he and a Transvaal delegation met Justice Minister James Kruger in December 1976.

The Transvaal delegation met Kruger to discuss the banning, the previous month, of 27 people connected with the black labour movement.

An earlier defamation action arising out of the same statement was settled out of court earlier this year, banned unionists Louis Van Der Merwe, Terence Tyacke and John Hocking each receiving an apology and R1 000 in damages.

The action by the five has not yet been concluded.

3 846 African workers. These were usually handled by Bantu Labour Officers.

A further 115 disputes, where work stopped, but which could not be regarded as strikes occurred and these involved 72 744 Africans. There were also 246 strikes in which 67 338 Africans took part. 23

It would not be unfair to infer that the alternative system of labour relations imposed upon Africans by the State was inadequate and that when it was subjected to stress it cracked. African workers eschewed it, employers showed a marked reluctance to use it in a meaningful way, and even the State implemented it without vitality.

THE BANTU LABOUR RELATIONS REGULATION ACT (NO. 70 OF 1973)

During the 1973 labour unrest the Government moved quickly to overhaul the system and published a draft Bill embodying its aims in this regard. Its proposals, in the words of the Minister of Labour "... evoked wide interest, and comment as well as proposals for its improvement were received from most of the major employers' organisations, from trade unions, individual employers and other bodies."

As a result the authorities altered the original Bill and later introduced the Bantu Labour Relations Regulation Amendment Bill. 25

The new machinery retained the three-tier system, which had operated for twenty years, with certain important differences.

23. Ibid.


Tusca’s concern

Sir — The Trade Union Council of South Africa (Tusca), contrary to what you implied in “Codes of conduct — More monitors” (Current Affairs September 8), is indeed very aware that there may be confusion over the codes. It was for this reason that we published and clarified all the codes which had appeared to date, in an issue of our Labour Mirror, as long ago as December 1977. We have also published details of the codes in the latest edition of our Trade Union Directory.

There are no indications whatsoever that many employers are likely to welcome Tusca’s move to monitor the codes. If anything, there might well be some apprehension on the part of many of them.

Our concern with the codes is nothing new. In fact, in the FM of last November 25, I am quoted as saying: “The trade union movement was never consulted in drawing up the (Urban) Foundation’s Code. To draft a code without consulting the people it is aimed at, the workers, seems crazy to me.”

The last paragraph in the same article states that: “Grobbelaar points out that monitoring the code will require substantial resources. He therefore suggests that a joint union/management body be established to monitor performance and regularly publish the results.”

You are therefore wrong and unfair to suggest Tusca’s concern is recent, and that it is “reacting directly to the Inkatha move by attempting to neutralize what it sees as ‘political’ influence on the shop floor.” While we firmly believe, for a number of reasons, that Inkatha should not be involved in this matter, we have never labelled it an “interloper.”

There are a number of perfectly straightforward reasons why Tusca was not able to give closer attention to the codes at an earlier stage. While the EEC code was approved by the foreign ministers of the Nine in September 1977, it was not until May of this year that it received the official sanction of the British government. It was only during June of this year that I had talks with the British government in this regard, and was presented with a copy of the White Paper.

The Canadian code was not released until the end of April 1978, and it was not officially handed to me until July 18. The Sullivan code was not revised and amplified until July of this year. Until then it had omitted mention of trade union rights.

Following the developments outlined above, the July/August 1978 issue of our Labour Mirror was used to fully detail the various codes. This was the first available opportunity we had to launch our campaign.

I would further point out that Tusca — which is not an “outfit” as you say but SA’s premier trade union co-ordinating body — expressed its concern about the codes and their implementation in the November/December 1977 issue of Labour Mirror, and again the May/June 1978 issue of that publication.

Arthur Grobbelaar, general secretary, Tusca

In the factory ... Tusca does care

The EM