Industrial Relations - General
1982
JAN. — DEC
Political Reporter

A TOP British trade union official would like to see all government restrictions on black trade unions lifted.

Mr Bill Sars, general secretary of the Iron and Steel Trades' Confederation, says in an article in the latest issue of the South Africa Foundation publication "South Africa International" he would like to see government officials to provide passports for all black South African trade unions to enable them to fully participate in the international scene.

He would approve lifting all legal and administrative obstacles for South African unions to receive assistance from the free international trade union movement.

"I would like to see employees in South Africa pursue a policy of equal opportunities and set up extensive programmes for the promotion of black workers and recognise and enter into negotiations with black unions and grant them the necessary facilities for effective trade union work," Mr Sars said.

Mr Sars visited South Africa last year as a member of an eighteen-member international delegation to study the trade union situation there. New labour legislation had been introduced in 1978.

Two things impressed themselves upon me at a recent meeting in South Africa last week, expanding opportunities for black workers and the promotion of black workers in the promotion of trade unions.

"The situation in South Africa industry is in fact very mixed. Conditions are excellent in some locations, still very stable in others. Barriers are being broken down and integration is being achieved at a varying pace, though it is not easy for me to assess the extent of fear black and coloured foremen in most of the establishments I visited.

"Looking back on my visit, I would say I was impressed by the number of industrialists seeking solutions and encouraging change. I am not therefore as despairing as I was about the situation in a colonial. There is a real possibility now, it seems to me, that if further changes and fresh opportunities are to be introduced, there will be a smooth transition to a more fair, equal and stable society," Mr Sars said.
Retrenchment issue sets unions a poser

By Tony Davis
Labour Reporter

Trade unions are facing a growing problem over the retrenchment of workers.

Economic difficulties are forcing companies to consider laying off or dismissing workers to maintain profit and production levels.

The problem was highlighted this week at the mattress Sigma motor assembly plant near Pretoria where 368 workers were laid off for January and another 507 were dismissed.

Reasons for the retrenchments included technical advances at the plant and certain operations being subcontracted to another firm.

Sigma informed the unions in advance about the pending retrenchments and the company was unable to negotiate a way out of the retrenchments.

NAAWU's general secretary, Mr Fred Sauls, said that, although no worker was happy about losing his job, the union had to do its best to ensure that retrenched workers obtained suitable benefits.

In addition to payments from the Unemployment Insurance Fund, retrenched Sigma workers will receive unemployment pay of up to 70 percent of their normal salaries from the union, depending on their length of service.

The issue of retrenchment is not usually included in union-company agreements but is an issue which will come up in future talks.

Unionists say that retrenchment procedures and principles should be established in agreements with employers.

POLICY

NAAWU and other affiliates of the Federation of South African Trade Unions (Fedstu) adhere to the policy of "first in, last out," meaning that workers with long service records should be the last to be retrenched.

A NAAWU spokesman said that it was the responsibility of the State and employers to ensure employment of workers and to make provisions to offset times of recession.
INDUSTRIAL RELATIONS

Anglo’s audit

The decision by Anglo American Corporation to publish details of industrial relations audits conducted in companies under its control illustrates the extent to which better SA employers have become aware of the need to improve industrial relations and employment practices.

In the past, the results of these audits have been reported at board level. But the corporation has now taken the decision to comment publicly on the audits in future annual reports of all the mines and companies under its control.

Anglo introduced a system of industrial relations audits in 1978. Since then, mines and industrial companies under its control have laid down standards, set annual targets and measured the progress they have made in improving employment practices (issues such as pay, fringe benefits and housing) and industrial relations policies and processes (issues such as the nature of the worker/management relationship and grievance and disciplinary procedures).

Senior Anglo men express satisfaction about the way the system has developed and, according to Bobby Godsell, the corporation's industrial relations consultant, it has been a very useful experience for local managers who have had to apply budgetary disciplines to efforts to improve relations with employees.

There are many other SA companies which adhere to codes of employment conduct. Some set their own codes and take great care to ensure that they are adhered to. However, Anglo is among the first to take the initiative to report publicly on efforts to improve industrial relations and employment practices.

Each Anglo mine or company sets its own targets, which in many respects are similar to practices contained in the Urban Foundation/Saccola code of employment conduct. In doing this, it has to take into account the financial and other circumstances in which it finds itself. Then it monitors and reports on progress in efforts to meet targets. There is a measure of group head office involvement in the setting of targets and in the monitoring process.

Godsell says managements have found that it is not always easy to achieve their goals. "Translating codes of employment conduct into reality can be very difficult," he says. He does believe, however, that the system is enabling Anglo mines and companies to make a sustained, determined effort to improve labour relations.

Anglo's Godsell : effort to improve labour relations

Financial Mail January 8 1982
Shopfloor conflict (\[132\])
a risk to industry (\[152\])

Labour reporter
The potential for conflict on the shop floor between black and white workers is an obstacle to utilizing manpower in South Africa
This was one of the findings in an extensive study report released last week by the Human Sciences Research Council (\[152\]) on the impact of manpower requirements from 1977 to 1991

Intergroup conflict on the shop floor was one of several obstacles to utilizing all manpower groups equally the study, which is only part of a larger report, noted

- A trained but unskilled white labour force does not exist
- Large scale training of blacks in an industrial society was not a short-term solution
- Whites were being forced to protect their bargaining positions

The HSRC report says recent labour legislation has removed most of the legal barriers to the use of a full manpower potential but that other obstacles, such as racism, will persist

Increases in the levels of training and education of blacks are essential, the report states

The HRC makes several recommendations to the Government and employers for meeting future manpower needs. These include persuaded training and industrial gain, reduced retraining, agreement to collective bargaining, and techniques, such as planning and adjusting the informal sector of the economy
UNIONS SQUARE TO THREAT OF LAY-OFFS

RETRIEVEMENTS are likely to be one of the biggest labour issues in 1982. Unions are threatening to send the people to "light layoffs" and cutting back on staff is likely to be a feature of factory tension.

Labour Reporter STEVEN FREDERICK reports

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

Both last week fired or laid off excess labour — 650 workers at Sigma, an estimated 150 at Datsun.

While there may have been special factors at work in both cases, it is certain that many more workers face the threat of losing their jobs in the coming year. Unions sources already report layoffs in the metal industries.

A recession is expected to hit the car years on passenger cars where large numbers of workers during the recent boom are likely to trim their workforce.

Of course there were hard times in the Seventies which led to layoffs, but the terms of Government labour offices.

But then workers accepted to accept their fate fairly passively — generally employers were able to refer them as they wished.

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

Already, a major Posaunt union, the National Automobile and Allied Workers Union, has voiced its threat to lay off.

It has urged employers to use other methods of cutting production other than a short-time where a company would be allowed to lay off workers in place of laying off staff. Cutting overtime and slowing down production.

But there are a number of companies that have not been unionised.

The possibilities of a clash between management and unions is increased by the fact that often employers use a fall-off in work to fire more militant workers.

"Many people are likely to see this as a chance to get rid of alleged 'troublemakers,'" said one employer source.

Even in the Seventies, firms that laid off workers had to be very careful to avoid the charges of layoffs.

In the Seventies, firings of union shop stewards or other shop-floor activists often provoked disputes, legal actions by unions and publicity campaigns against the company.

In motor plants, for example, layoffs could well be fought by the unions.

NAAWU says its first demand is that no one go on to short time rather than retrench — precisely what management did in the Seventies.

But an employer source says retrenchment is a last resort and companies will opt for layoffs rather than short time if they have to retrench this year.

He says going on to short time promptly prompted worker resentment because all workers suffered a drop in pay.

But some employers believe, contributed to the strikes which hit the industry in the late Seventies and early 1980s.

They therefore argue that it is "preferable" to penalize only a section of the workforce.

For their part, unions tend to prefer a drop in employees' wages to a situation in which the workforce is drastically reduced.

Unions, however, are likely to take up the issue at the bargaining table and pressure employers to offer minimum compensation to laid-off workers.

Many companies are aware of the potential for conflict and are likely to offer some form of severance package to laid-off workers.

NAAWU calls for severance packages based on "service and the company's ability to pay. Some employers are already thinking in terms of a private mortgage for the benefit of workers who are unable to provide for workers in unemployment benefits.

Many industries argue that layoffs are more acceptable than retrenchments because of the longer period of unemployment.

But a major problem is that while workers may be willing to accept layoffs, they are not willing to accept retrenchments.

"As long as firms bargain on layoffs, they should avoid trouble," he says.

NAAWU's layoffs were negotiated with the unions and the agreement was adhered to by both sides. There was no unemployment benefit.

But then the companies had a written agreement with the unions that the companies would bargain directly on all aspects of a collective agreement.

The companies argue that their agreements are more likely to be effective because of the lack of official interference.

Using the agreement, the companies can "bargain direct" on all aspects of a collective agreement.

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A REQUEST by Ford Motor Company to the Motor Assemblers and Component Workers Union of South Africa (Macaum) to comment on the firm’s implementation of the Sullivan Code of fair employment principles has resulted in the company receiving a hard-hitting four-page document from the union.

Macaum is one of the unions which represents Ford workers in South Africa. According to the union, Ford’s request followed the company’s evaluation by an independent observer in the United States. The observer, Mr. Lutten, later reported that the company was making good progress.

In its document, presented to Ford last week, Macaum emphasized its support for the Sullivan Code which it claims is a tough, fair package and a step towards reform that allows the company to be seen as a leader in fair employment practices. Ford has declined to comment on the document.

Last year an independent audit was completed by the South African Institute of Race Relations which indicated a dramatic improvement in Ford’s observance of the Code compared with the previous year when the first audit was carried out.
Perils of erratic reform

As the country's legislators gather in Cape Town for this year's session of Parliament, they would ponder the perils of erratic and precocious reform. For the important changes they have made to SA's labour relations system are in danger of being eroded by a lack of reforms in other areas of society. One of these perils is that political problems are being foisted on the shoulders of businessmen. This aggravates labour unrest.

Anglo American's Dr Zac de Beer provides a vivid metaphor of what is happening. He says it is as though there are three boil-ers in SA society: a social one, a political one, and an industrial one. "Recent history has brought us to the point where the steam from all three of these boilers is collecting, but only one of them has an outlet valve," he says.

"For the time being, that one is the industrial boiler. While conditions remain as they are, we as industrial managers will be coping with three heads of steam that we ought to have to deal with. We will find this bitterly unjust and many of us will become understandably frustrated."

There may be some people in SA who believe that the steam can be shoved back inside so that the valve can be welded up. What we have to do in fact is to get the other outlet valves opened so that the three boilers will have three outlets instead of one.

Not only businessmen, but senior civil servants and some academics are beginning to say the same thing. Black people's political demands will increasingly be expressed through the labour relations system if they have no other legal means of airing them.

This is already happening. Some bemused employers have faced demands from black employees for the removal of laws such as the Group Areas Act or the Reservation of Separate Amenities Act. Many management have been caught and wounded in the crossfire between unions and government over the preservation of pensions issues. In the Eastern Cape employers are trying to avoid being caught in the middle of a showdown between unions and the Ciskei government.

Important lessons can be learnt from the many strikes over the Preservation of Pensions Bill, which ultimately resulted in the Bill being withdrawn. Government would have had early warning of opposition to the Bill if blacks had effective political representation. Also demonstrated was the power of emerging black unions to modify government actions - and to baffle employers in the process.

Professor Blackie Swart of the Stellenbosch Business School, warns that the longer constitutional reforms are delayed the more difficult it will become for employers to keep their workers contented. Some senior civil servants are beginning to express similar sentiments in off-the-record conversations.

In SA labour relations are more complicated because many "political" and "labour" issues are inextricably intertwined. Bishop Desmond Tutu argues, for example, that blacks regard every issue as political, and it would be naive to think that their unions will confine themselves to purely labour matters.

This is an important point. In the developed Western countries the unions are, of course, not wholly apolitical. But there is a possibility of the same time to differentiate between issues which unions should take up with employers, and issues which lie at the door of government.

It is perhaps inevitable in this phase of the development of labour relations in SA that new unions and their leaders should struggle to define their role in society. There are some who have stolidly avoided links with any political party, while there are others who believe they must pursue goals outside the labour arena as well as having publicly allied themselves with specific political causes.

Government has not been particularly helpful in guiding leaders of emerging unions towards what it believes are their role to be. The detention and banning of many of these people without reason being given has served only to politicise the labour arena even further.

There is also evidence that union leaders have on occasions been under severe pressure from rank and file members to take up issues which normally they would have avoided. There is little doubt that they will continue to be believed when reforms are contemplated in other areas, allowing other organisations to take up the fight on behalf of general black aspirations.

Until these reforms are made, therefore, managers are likely to have serious labour relations problems. Federated Chamber of Industries chief Johan van Zyl warns that cool heads will be needed.

He says it should be realised that management is being confronted with issues which really lie in the province of government and over which management itself has utterly no control. Yet managers cannot stand in as proxy for government. All that managers can reasonably be expected to do is to act as a conduit indeed a vital one, through which pressures can be transmitted to government.

Industrial relations consultant Andrew Levy believes that SA managers do not realise what political clout they possess. "They have not realised that through their pressure in the economy they can influence government's course. They should mobilise their collective clout in shaping legislation," he urges.

De Beer says employers should restrain their natural sense of outrage that the sons of the people are being landed on their backs. He urges them to be patient in dealing with workers who strike over political issues.

He warns that employers cannot ignore the social and political environment in which their workers live. "We must concern ourselves in an effective way with the improvement of social conditions and with negotiated constitutional reform in SA that will enable black people to satisfy their political aspirations.

De Beer's warning strikes a responsive chord among a number of labour specialists who emphasise that industrial relations should not stop at the factory gates. They say that employers must take an interest in black community issues such as housing and transport.

If employers are concerned about the possibility of political conflict in the labour arena in the years ahead, so too are some of the architects of the new labour dispensation. They are warning that unless government brings about change in other areas, labour reforms will have been futile. In addition, labour reforms have created expectations of further changes which government cannot afford to ignore.

Some say that trade unions in Britain are highly politicised because British workers won trade union rights before they got the vote. In America, where people had the vote before they bargained collectively, the unions have generally avoided a covert political role.

The lesson for SA is obvious. Government deserves credit for having made fundamental changes to labour practices. The time has now come for it to continue the reform process on a broad front, so that what progress has been made is not jeopardised
What Eastern Cape expect on labour front

East Cape trade unionists and experts in the labour field were asked recently what they saw as significant trends and developments in industrial relations in 1981, and what could be expected during 1982. SANDRA SMITH reports.

The executive director of the Midland Chamber of Industries, Mr Brian Matthew, said that the period covering 1980 to 1981 could be called that of confrontation before negotiation.

He said the pattern was one where workers were laid down and workers walked out before negotiation between worker representatives and management took place.

This pattern would continue in 1982 — because the unions have to show their members they can deliver the goods, and because of inter-union rivalry', he said.

During 1980, trade unions had been busy in the large multinational companies, and in 1981 had begun moving into the medium to smaller enterprises as they attempted to honest their membership.

This membership drive was a result of inter-union rivalry, he said.

The move ignored industrial boundaries — with unions organizing workers in a wide range of industries in which there were an enormous size on their administration systems Mr Matthew said.

The 1981, smaller enterprises, 'discovered the potential of the good union manager' and the significance of this role.

Medium-to-smaller companies would come to realize that solving industrial relations problems was not only a personnel manager's job and was a process involving the entire management including the foremen.

This year would also see the signing of many more recognition agreements between unions and companies — partly as a result of the unions' membership drive.

The executive director of the Institute of Industrial Relations, Mr Henk Botha, saw one major development of 1981 as the fact that all workers obtained trade union rights, and the definition employees.

Before, black workers with homeland citizenship were excluded from this category.

He saw the change in the Labour Relations Act — which removed a prohibition on racially-mixed unions — as significant.

During 1982 the system of registration of trade unions would have to be streamlined, something which was being investigated by the National Manpower Commission.

The pressure which came to bear on the Industrial
East Cape trade unionists and experts in the labour field were asked recently what they saw as significant trends and developments in industrial relations in 1981, and what could be expected during 1982. SANDRA SMITH reports:

"It has been an ongoing issue in the year ahead," said Mr Jan Theron, the general secretary of the Food and Canning Workers' Union. He said he had not seen any one reason for optimism. "They were asking me why I was not doing anything to help them, and they were telling me that they didn't want to be seen as being more militant." He said that in 1981, he had been more active in trying to negotiate agreements, and had successfully achieved some results, but he was not confident that he could do better in the future.

Mr Theron said that in the first half of 1981, industrial relations had been bad due to the weakness of the black trade union movement and the absence of militant union activity. He said that in the second half of 1981, the situation had improved, but he was not optimistic that this trend would continue into 1982.

Mr Theron said that in the first half of 1981, the most significant development in industrial relations was the increase in the number of strikes, which had been due to the weakness of the black trade union movement. He said that in the second half of 1981, the situation had improved, but he was not optimistic that this trend would continue into 1982.

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Don’t blame black unions, says Tucsa official

Mr. East, general-secretary of the Tucsa affiliated Motor Industry Combined Workers’ Union in Johannesburg this week said the white worker did not need to use his union for political gain because he was enfranchised.

‘There are, however, examples of white trade unions meddling in politics and making their influence felt there. ’

One of these is the Mine Workers’ Union.

This is an instance of indirect support by a trade union for a political party line. Some of the statements issued by this powerful union show that they are taking a blatant political stance.’

Anyone who condemned the existence of registered black trade unions did not take the realities of South Africa’s labour dispensation into account, Mr. East said.

‘Black trade unions have been granted the right to register — a step aimed at promoting economic prosperity for all through industrial peace.’

Stress

On the subject of unregistered unions, Mr. East said he would like to see an end to the two tier labour system present in South Africa made up of registered and unregistered unions.

‘This system causes stress and disquiet in labour practices. The justification given by unregistered trade unions that they fear State intervention is an umbrella term which provides no real argument — registration legislation is designed to protect the rank and file union member.’

Mr. East said he would like to see unregistered unions drawn into the sphere of the industrial council system.

He said that if the registration of black trade unions had not been allowed in 1979 the international onslaught on South Africa would have been far stronger.
Unionists fear proposed law

Labour Reporter

Trade unions fear the Rabie Commission's recommendation to designate a new crime - intimidation - could be used against them. The commission would prohibit anyone from compelling or persuading others to adopt or abandon a certain viewpoint.

Many trade unionists were arrested last year during industrial unrest and were often charged under the Racial Tensions Acts for intimidating workers.

Under South African law, picketing is illegal but trade unionists feel it is an essential right of workers.

'Fairest report fairer'

By Chris van Gass

The Rabie Commission's recommendations on security legislation make security laws appear fairer and more effective, says Professor Mike Hough, the director of the Pretoria University Institute for Strategic Studies. He said the report made it clear that the commission had been misinterpreted.

Professor Hough said the changes to laws relating to banning and detention would make them less effective in fighting terrorism.

'The report would create more scope for the State to prosecute, another positive aspect suggested by the Commission was the suggestion to restore the proper functions of the court by creating a ministry of law and order, so splitting the functions of the Department of Justice and Police.'
We'll help
unions
— Hurley

By Religion Reporter

The Catholic Church in South Africa is set to give strong backing to the country's emergent black labour movements.

Archbishop Denis Hurley, president of the Southern African Catholic Bishops' Conference, said today, "We want to throw the moral weight of the Church behind their (black unions) struggle."

Archbishop Hurley, speaking after the annual conference in Pretoria, expressed the hope there would be no confrontation with the Government over the Church's move, but added "if it has to come, it has to come."

POLAND

The Church's move closely parallels the Catholic Church's support of the Solidarity free trade union movement in Poland.

Archbishop Hurley said that during conference discussions many references were made to the Polish situation.

The Polish workers' struggle was against "dictatorial and oppressive State socialism". In South Africa it was against "a classical capitalist set-up" which had become "heartless and inhuman."

Local church bodies would help working people "to see, in the light of their faith, what can be done to help those who suffer and are victimised," he said.

He predicted controversy within the Church over its stand.

"Those in management, who are mostly white, are still very often humane and Christian people. But they are caught up in this heartless structure and are often unable to see the damage it does to people in it."

"Management must be helped to see where they stand and what their responsibilities are."

Archbishop Hurley said trade unionism among black workers was "of critical importance for the country."

"If management used the opportunities, the country could see a 'miraculous transformation' in industrial relations."

A spokesman for the Federation of South African Trade Unions (Fot-su) said today, "We especially welcome support from groups which distinguish between emergent, democratic and non-racial trade unions and those which are not."

He welcomed Church support "for the stated aims of the workers and trade union movement," he said.

The general secretary of the Council of Unions of South Africa (Cusa), Mr Phuthawo Camay, said they also welcomed the Church's support.
THE death in detention of unionist Dr Neil Aggett seems set to prompt a serious deterioration in relations between the growing black union movement and the Government.

At least five unions or union groupings have warned that there can be no further relationship between them and the Government until Security Police action against unions ends.

This was spelled out in a statement by representatives of Fossain — the country's biggest independent union grouping with a membership of over 90,000 — the General Workers' Union, the Food and Canning and African Food and Canning Workers' Union, and the Cape Municipal Workers' Association.

Although relations between the unions and the authorities have always been tense, in the past 18 months some independent unions have met the Minister of Manpower, Mr Danie Botha.

Evidence

And many unions — even some regarded as "militant" by some employers and the authorities — have been prepared to comment officially to the Department of Manpower on legislation and to give evidence to official inquiries.

In a recent confidential document, the Government's National Manpower Commission welcomed this and said it could be seen as a sign that — whatever their differences with the Government — those unions were at least prepared to recognize the legitimacy of officialdom and the new official labour system.

But in the statement issued after Dr Aggett's death, representatives of the union groupings said there could be "no further and future relationship" between them and the authorities while Security Police action continued.

They claimed Security Police action against unions has been mounting recently and cited raids on union offices, detentions, arrests and bannings as well as other actions "such as "relieving employers to adopt a harsh line against unions."

And they said the Department of Manpower "cannot wash its hands" of the death by saying "there are matters concerning the security of the State."

In another statement, the General Workers' Union said, "We shall mourn Dr Aggett's death by intensifying our struggle against the State which bears the total responsibility for his death."
Kennisgewing 85 van 1982

Deelagt van Mannekrag

Wet op arbeidsverhoudinge, 1956

Aansoek om Verandering van die Registre- siefbestek van 'n Werkgewersorganisasie

Ek, Matheus Willem Johannes le Roux, Nywerheids- registera, maak ingeval artikel 4 (2), soos toegepas deur artikel 7 (5), van die bogenoemde wet, hierby bekend dat in aansoek om verandering van sy registrebestek ontvang is van die hotel, Bottle Store, Restaurant Association - Cape. Besonderhede van die aansoek word in onderstaande tabel verstreked.

Enige geregistreerde werkgewersorganisasie wat teen die aansoek beswaar maak, word versoek om binne een maand na die datum van publikasie van hierdie kennisgewing sy beswaar skriflik by my in te doen, p/a die Departement van Mannekrag, Mannekraggebou 449, Schoemansstraat 215, Pretoria (posadres: Privaatvak X117, Pretoria, 0001).

Tabel

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<thead>
<tr>
<th>Naam van werkgewersorganisasie</th>
<th>Hotel, Bottle Store, Restaurant Association - Cape</th>
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<tr>
<td>Datum waarop aansoek ingediens is</td>
<td>30 November 1981</td>
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</tbody>
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Belange en geheug en opinije waarvan aansoek gedoen word - Werkgeewers betrokke by die verkoop van drank vanaf bedryfsmingteng ten opsigte waarvan een of meer van die volgende insenses kragtens die drankwet, 1977, soos gewysig, gehou moet word:


Posadres van aanvaller - Posbus 836, Kaapstad, 8000

Kantooradres van aanvaller - Strand Centre, Strandstraat 37, Kaapstad

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

(a) Die mate waarin 'n beswaarmakende werkgewersorganisasie verteenwoordigend is, word ingeval artikel 4 (4), soos toegepas deur artikel 7 (5), bepaal volgens die feite soos hulle bestaan het op die datum waarop die aansoek ingediens is, en wat die lidmaatskap betref, word alleen gelede wat ingevolge artikel 1 (2) van die Wet op voornmele datum volwaardige lede was, in aanmerking geneem.

(b) Die procedure voorgestel deur artikel 4 (2) moet gevolg word met 'n beswaar wat ingediens word

M W J LE ROUX, Nywerheidsregistera
(12 Februarie 1982)

NOTICE 85 OF 1982

DEPARTMENT OF MANPOWER

LABOUR RELATIONS ACT, 1956

APPLICATION FOR VARIATION OF SCOPE OF REGISTRATION OF AN EMPLOYERS’ ORGANISATION

I, Matheus Willem Johannes le Roux, Industrial Registrar, do hereby, in terms of section 4 (2) as applied by section 7 (5) of the above-mentioned Act, give notice that an application for the variation of its scope of registration has been received from the Hotel, Bottle Store, Restaurant Association - Cape. Details of the application are reflected in the schedule below.

Any registered employers’ organisation which objects to the application is invited to lodge its objection in writing with me, c/o the Department of Manpower, 449 Manpower Buildings, 215 Schoeman Street, Pretoria (postal address: Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice.

TABLE

<table>
<thead>
<tr>
<th>Name of employers’ organisation</th>
<th>Hotel, Bottle Store, Restaurant Association - Cape</th>
</tr>
</thead>
<tbody>
<tr>
<td>Date on which application was lodged</td>
<td>30 November 1981</td>
</tr>
</tbody>
</table>

Interest and area in respect of which application is made - Employers engaged in the trade of selling liquor from establishments in respect of which one or more of the following licences under the Liquor Act, 1977, as amended, are required to be held:


Postal address of applicant - P O Box 836, Cape Town, 8000

Office address of applicant - Strand Centre, 37 Strand Street, Cape Town

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

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

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

M W J LE ROUX, Industrial Registrar
(12 February 1982)
The court has not lived up to expectations and has yet to fulfill its intended role as a cornerstone of SA's new Labour dispensation. The NMC is also investigating an array of other labour matters. Among these is a national minimum wage, the possibility of providing such grants instead of tax concessions to employers who hire unemployed and a study of middle-level manpower in SA. Renders said there will be further studies of the closed shop system.

He said he stressed how that situation among black men in SA outside the independent black industry stood at about 55. The overall rate for black men and women outside the homelands, 87.3%, is a figure which compares well with the unemployment statistics in many Western nations, he said.

Although SA is no longer a member of the International Labour Organization (ILO), Renders made it clear that SA is concerned about its relationship with the world body. He said negative reports on the progress that has been made in the Labour field in SA would be sent to the ILO.

The commission has already had numerous replies from individuals and organisations who were sent a memorandum on registration and recognition in the past. The memorandum outlined a variety of options on registration — some of which, if implemented, would meet many of the objections of clients to the official system of Labour relations.

During the next few months the NMC is to host a series of discussion groups involving employers and employees on the whole question of works councils. In addition, Renders made it clear that the investigation into the functioning of the Industrial Court will be a wide-ranging one.
Renewed labour fears

By Vera Bejakova

ATTITUDES towards labour problems have hardened since last year and no amount of legislation has eased the white mind.

Although South Africa believes it is undergoing the traumatic period of labour upheavals, local anxieties are mild compared with many other countries.

Almost half (49%) of white South Africans expect strikes and industrial disputes to increase, while 11% believe they will decrease.

More men (31%) than women (15%) expect industrial disputes to increase in number.

Only black women are optimistic -- 33% believe strikes will increase. 86% assume the situation will remain static (in this opinion they tie with white women), while a considerable 16% of black women feel disputes will decrease, as opposed to only 9% of white women and 12% of white men.

These figures are borne out by Gallup International Survey, which confirms that the Western world expects increased industrial disputes in those countries where unemployment is growing.
Dr A. L. BORAIN asked the Minister of Manpower:

How many trade unions applied between 1 January and 31 December 1981 for registration in respect of (a) Black employees only, (b) White employees only, (c) Coloured employees only and (d) employees of more than one population group?

The MINISTER OF MANPOWER:

(a) 3
(b) 2
(c) 1
(d) 1
Firing strikers not the answer warns Hurley

Mercury Reporter

The president of the Southern African Catholic Bishops' Conference, Archbishop Denis Hurley, says management in South Africa has not yet come to terms with what is happening in the black trade union movement.

Commenting on the outcome of the conference, which has just ended in Pretoria, Archbishop Hurley, who is also Archbishop of Durban, said management could not just go on sacking everybody after industrial action. They would have to negotiate.

Upper hand

Dr Hurley said representatives of black trade unions whom the bishops met for a one-day session were of the opinion that management still had the upper hand 'very conspicuously' in South Africa.

'They feel they have a long way to go,' he added.

The archbishop said he had been very impressed by the moderation of the presentation of the union leaders.

'They did not sound like ranting revolutionaries,' he said.

'They had a great sense of their dignity as workers and of their rights. They appeared to be totally dedicated to a struggle for the recognition of these rights.'

Dr Hurley said Mr Eddie Webster, a senior lecturer in industrial psychology at the University of the Witwatersrand and a man regarded as the most informed authority on the black labour situation in South Africa today, had told the bishops that he was fairly optimistic about the future of the black labour movement.

Mr Webster had said that, in spite of what black labour leaders believed, their trade union movement was being seriously considered by top management in companies such as Anglo-American Corporation and Barlow-Road.

On detention without trial, Archbishop Hurley said the Catholic bishops had said that, when the rule of law had to be scrapped in favour of detention without trial, it was an ominous sign that something was wrong with the law.

Appointment

He said the bishops had asked for an appointment to see the Prime Minister, Mr P W Botha, to discuss the South West Africa question and were still waiting for this to be finalised by Mr Botha's office.
<table>
<thead>
<tr>
<th>Accounting</th>
<th>Business Expense</th>
<th>2023/01/30</th>
<th>300</th>
</tr>
</thead>
<tbody>
<tr>
<td>Insurance</td>
<td>Statement entry</td>
<td>2023/01/30</td>
<td>300</td>
</tr>
<tr>
<td>Policy</td>
<td></td>
<td>2023/01/30</td>
<td>300</td>
</tr>
</tbody>
</table>

Surrender value of policy is zero - therefore no amount can be capitalised.
Labour Reporter STEVEN FRIEDMAN reports on a remarkable development highlighting what appears to be a sharp difference of approach towards trade unions by the Department of Manpower, on the one hand, and the police on the other…

Labour reform and police action

Labour relations. Last September Mr. Le Grange told Parliament police had been "called out" 90 times to labour disputes, "times to work stoppages and 147 times to strikes in the past two years. But unions insist that intervention has increased. 

In East London, for example, there have been constant official action against shop stewards, by the SAP or the S.A. Police authorities. These include detentions, raids on offices of unions and charges made against offending individuals. 

Thus Mr. Robert Gweta, brother of Sasa's president Mr. Francis Gweta, last week told Parliament he had been acquitted on a charge of collecting money illegally and is now facing further charges in Transkei courts. 

Several measures taken by police in the past few months include raids on the offices of unions such as Sasa's, the General Workers Union, and the banning of union meetings, even in times of labour unrest. 

There have also been nine serious police raids during strikes. During one week in October, 83 Port Elizabeth workers were detained in connection with strikes and on one occasion - at BMW's Florentia factory - armed police burst into the plant, only to leave after the strike was withdrawn.

At two Reef strikes unions claimed police crowded strikers in their hostels and forced them to return to work. 

In a few cases, strikers who have been arrested have been charged with having tolerated little use of property and security legislation rather than with traditional anti-strike laws. 

There have also been several claims by unions that tax police are charged - that police have been ordered to persuade dockers to return to work. And a few members of officials and halls workers union members have been arrested.
KENNISGEWING 113 VAN 1982
DEPARTEMENT VAN MANNEKRAG
WET OP ARBEIDSVERHOUDINGE, 1956
AANSOEK OM VERANDERING VAN DIE REGISTRA-
SIEBESTEK VAN 'N WERKGEWERSORGANISASIE

Ek, Mattheus Willem Johannes le Roux, Nywerheds-
registrateur, maak ingevolge artikel 4 (2) soos toegeges by
artikel 7 (5), van bogenoemde Wet, hierby bekend dat 'n
aansoek om die verandering van sy registrasie bestek
ontvang van die Transvaal Soft Drink Manufacturers' 
Association. Besonderhede van die aansoek word in onder-
staande tabel verstreken.

Enige geregistreerde werkgewersorganisasie wat teen die
aansoek beswaar maak, word versoek om binne een maand
tegn die datum van publikasie van hierdie kennisgewing sy
beswaar skriftelik by my in te dien, na die Departement van
Mannekrag. Mannekraggebou 449, Schoemansstraat 215,
Pretoria (posadres Private Bag X117, Pretoria, 0001)

TABEL

Naam van werkgewersorganisasie — Transvaal Soft
Drink Manufacturers’ Association

Datum waarop aansoek ingediend is — 7 December 1981

Belange en gebeid ten opsigte waarvan aansoek gedaan
word — Werkgewers betrokke by die Sagtedrankvervaar-
dingssnywerheid in die provinsie Transvaal

“Sagtedrankvervaardingssnywerheid” of “Nywer-
heid” beteken die nywerheid waarin werkgewers en werk-
nemers met mekaar geassosieer is met die doel om enige
vreugte- en groenheid drank, water, sodawater, Indese of
Kinmentonkumwater, natuurlike bronwater, enige versoo-
te kunsmatig gekarboonede water (gegêr of ongegêr), gem-
meribier en enige kruie- of botaniese drank te vervaardig, te
bottel, te blik of op ‘n ander manier te behouer, toe te draa-
en of te verpak

Posadres van applikant — Postbus 4581, Johannesburg,
2000

Kantooreadresse van applikant — Agiste Verdieping,
Al-
lêdegebou, hoek van Bree- en Rissikstraat, Johannesburg

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

(a) Die mate waarin ‘n beswaarmakende werkgewers-
organisasie verteenwoordigend is, word ingevolge artikel 4
(4), soos toegeges by artikel 7 (5), bepaal volgens die fete
soos hulle bestaan het op die datum waarop die aansoek
iedgen is, en wat die lidmaatskap betref, word alleen lede
wat ingevolge artikel 1 (2) van die Wet op voormelde datum
volwaardige lede was, in aanmerking geneem

(b) Die prosedure voorgestryf by artikel 4 (2) moet ge-
volg word in verband met ‘n beswaar wat ingediend word
M W J LE ROUX, Nywerhedsregistrateur

(26 Februarie 1982)

NOTICE 113 OF 1982
DEPARTEMENT OF MANPOWER
LABOUR RELATIONS ACT, 1956
APPLICATION FOR VARIATION OF SCOPE OF RE-
GISTRATION OF AN EMPLOYERS’ ORGANISATION

I, Mattheus Willem Johannes le Roux, Industrial Regis-
strar, do hereby, in terms of section 4 (2) as applied by
section 7 (5) of the above-mentioned Act, give notice that
an application for the variation of its scope of registration
has been received from the Transvaal Soft Drink Manufac-
turers Association. Particulars of the application are
reflected in the subjoined table.

Any registered employers’ organisation which objects to
the application is invited to lodge its objection in writing
with me, c/o the Department of Manpower, 449 Manpowe-
Buildings, 215 Schoemans Street, Pretoria (postal address
Private Bag X117, Pretoria, 0001), within one month of the
date of publication of this notice.

TABLE

Name of employers’ organisation — Transvaal Soft Drink
Manufacturers’ Association

Date on which application was lodged — 7 December
1981

Interests and area in respect of which application made — Employers engaged in the Soft Drink Manufactur-
ing Industry in the Province of the Transvaal

“Soft Drink Manufacturing Industry” or “Industry” means
the industry in which employers and employees are
associated for the purpose of the manufacture, bottling,
canning or otherwise containesign, wrapping and/or pack-
ing of any fruit and vegetable drink, water, soft water,
Indian or quinine tonic water, natural spring water, an
sweetened artificially cabonated water whether flavoured or
not, ginger beer and any herbal botanical beverage

Postal address of applicant — P O Box 4581, Johanne-
sburg, 2000

Office address of applicant — Eigth Floor, Allied Build-
ings, corner of Bree and Rissik Streets, Johannesburg

Attention is drawn to the following requirements of sec-
tions 4 and 7 of the Act

(a) The representativeness of any employers’ organisa-
tion which objects to the application shall in terms of sec-
tion 4 (4) as applied by section 7 (5) be determined on the
facts as they existed at the date on which the application was
lodged and as far as membership is concerned, only mem-
bers who were in good standing in terms of section 1 (2) of
the Act as at the aforesaid date shall be taken into consid-
eration

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

M W J LE ROUX, Industrial Registrar

(26 February 1982)
Boraine unions harassed

CAPE TOWN — A total of 21 trade unionists had been detained in South Africa since the beginning of 1981, the Minister of Police, Mr Louis le Grange, said in Parliament.

Mr Le Grange said 10 unionists had been released without charge and 10 other unionists were still in detention.

Replying to Dr Alex Boraine (PF, Pietermaritzburg), Mr Le Grange said three of the detained trade unionists had been charged with contravening sections of the Black Labour Relations Regulation Act but none had been convicted.

Dr Boraine said the fact that none of the unionists had been convicted and that others were released without charge 'substantiates the view that certain trade unions are being harassed and persecuted by the state'.
Charles Daris is the US government's SA labour attaché. He is a career diplomat with 18 years' service in Washington, Afghanistan, Vietnam, Paris and Morocco.

FM: Are events like Aggett's death and the Rable Committee likely to affect investment decisions by US firms?

Daris: Foreign investment fell off noticeably after Sharpeville, and again after Soweto. Most recent US investment has come from re-invested earnings of US subsidiaries rather than new investments and there has been a decline in US lending to SA in the banking sector. This is partly due to domestic pressures in the US and partly to SA's own economic strength but clearly political and security considerations are playing roles.

Management in SA are increasingly being faced with demands for changes outside of the labour laws rather than simply changes on the factory floor. How should American companies respond to these demands?

US firms only account for 20% of all foreign investment in SA and have very limited leverage on the country's political processes. Given obvious resources and political limitations, we see improved dialogue with workers as the single most important strategy to pursue.

Recently there has been a significant crackdown on union activity in SA. If this continues, what will the US response be?

Washington's interest in the SA labour scene is very high. Labour is the sector most frequently mentioned by those arguing that peaceful change and evolution are possible in SA, and that we should work with people who are committed to such a course. Obviously, actions undermining this thinking aren't helpful to those seeking an alternative to confrontation with SA over its policies.

With regard to the detentions, we have not seen recent public statements by SA government officials that charges will be forthcoming soon. Our opposition to detention without trial is well known. What do you consider to be the most important labour reforms necessary?

Each country must seek its own solutions to its unique industrial relations circumstances. There is no doubt that significant reforms have already been realised and that progress is still underway. However, no matter how enlightened SA's industrial relations framework may be in its formal form, the workplace will still be inefficient and unjust for the majority of workers as long as the present apartheid structures exist.

The AFL-CIO has been re-establishing its international ties and has initiated a “programme of action in support of other world unions” in SA. What are the aims of this programme?

The AFL-CIO plan was announced a year ago but is still in the organisational stages. Its expressed aims are to support basic changes in the system by working with other trade union centres also seeking non-violent change. Programmes dealing with black unions in SA will be emphasised, particularly those which will change the condition of black workers and their organising abilities.

What is the significance of the programme?

Its significance lies in the assumption that change can occur peacefully in SA and that there are viable groups inside the country working to that end. The AFL-CIO's re-affiliation with the CFTU, although it makes some headway, is also noteworthy. I believe it is in SA's interests to encourage ties between its trade unions and established, democratic, anti-communist counterparts in the West.

Does this forging of links between organised labour internationally open the way for significant international sympathy strikes?

There have already been a few manifestations of international solidarity. I would expect these to become increasingly responsive to internal events as the trade union movement grows — whether or not there is rapid growth in formal ties.

The Reagan administration is vigorously opposed to legislation making fair employment practices mandatory for US companies in SA. How does this square with the Sullivan Code?

This administration's opposition to recent legislation proposing statutory compliance with the Sullivan Code is no different from the previous administration's opposition to such legislation. The extension of US law to the operations of US firms abroad raises serious legal questions, not to mention the enormous task of monitoring those operations to the point where the Secretary of State — as the legislation proposed — could certify compliance. This administration, as did its former, concluded that voluntary adherence to the Sullivan Code was the only practical solution so it actively urged adhesion to and compliance with the code by all US companies in SA.

Sullivan, himself, has voiced concern that the code's progress was not up to snuff. The implementation of the Sullivan Code has had a positive effect, not only on improving the employment practices of US firms but also in setting an example to others. Neither the Sullivan Code, applying only to American companies, nor codes covering other foreign companies, can transform SA society — only South Africans can do that. While some SA corporations are making laudable efforts to upgrade employment practices, more must be done by SA employers, who are all not only the largest employers in this country but those having the greatest stake in its future.
The signing of a recognition and procedure agreement between the Kimberley division of De Beers Consolidated Mines and two major trade unions, effecting black mine workers, is a significant development in South African labour relations.

The agreement, which affects semi-skilled and unskilled black miners at Pitsch, Klipfontein and the four De Beers' Kimberley mines, is seen by labour relations commentators as the first serious attempt to unionise black workers since 1946.

It is also the first time in South Africa's labour history that a mining company has entered into an agreement with and given recognition to unions representing black mine workers.

The last attempt to organise black mine workers, by the African Mine Workers' Union, ended in 1946 when over 60,000 African miners on the Witwatersrand mines struck work.

As a result of police action, 12 Africans were reported killed and over 1,000 injured and the union was effectively crushed by a crack of its leaders and the intimidation of its members.

Because of the constraints of the compound system on the mines—where access to mine workers from the outside is virtually impossible—the unregistered unions have been unable to do any significant organising of black miners since then.

Registered unions organising white and coloured labour on the mines were effectively prohibited by law from organising black miners—their registration was based on ethnicity and most of them have used their unions as a power-base to exclude black miners and prevent them from taking control of skilled positions in the industry.

The recognition and procedure agreement signed last month between De Beers and the South African Boilermakers' Society and its affiliate, the Federated Mining, Explosives and Chemical Workers' Union, is, against this background, a radical departure from the constraints imposed on the organisation of black miners in the past.

Essentially, the SA Boilermakers' Society, a registered Toesa affiliate whose membership has been confined to a relatively small group of skilled white artisans, has been allowed to open its doors to black membership as a result of a change in Labour legislation.

It has formed an affiliation with the Federated Mining, Explosives and Chemical Workers' Union, formed in 1976 for De Beers' coloured employees and together they represent 50 percent of the labour force on the mines concerned.

Another significant feature of the agreement according to the Boilermakers' Society general secretary, Mr van der Watt, is the assurance built into it that other unions will also now be free to organise mine workers.

Procedures of access to the miners forms an integral part of the agreement, says Mr van der Watt, and any union, even those with limited membership on the mines concerned, will be recognised as part of a union caucus under the agreement.

Other significant aspects of the agreement are:

1. Wages and conditions of service for those categories affected will now be decided by negotiation between management and the unions.

2. Management and the unions will act jointly to resolve grievances and disputes.

3. The unions will be allowed to appoint an agreed number of union stewards for the purpose of implementing and monitoring the agreement and any other agreement signed in the future.
Relations in South Africa struggle into the explosive Eighties

That's the name of the game as labour
'Call in the Police during Strike Actions... and Complicate the Situation'

In the labour market utilisation of the full potential of labour is still impeded through the non-implementation of the recommendations of the Richard Commission. Restrictions with regard to geographic and occupational mobility, unfair dismissal, and trade unionism in the rural areas of South Africa's districts fall into the category needing urgent attention to assist in creating a more viable market environment.

The need for improving the quality of labour in South Africa requires urgent attention to be given to the implementation of the recommendations of the HSC's Disciplinary Committee report.

These same steps were taken to solve the poor white problem in South Africa and were based on the Carnegie Report of the 1980s. It is an established fact that education and quality of life are directly related.

One of the best solutions to the problem of industrial relations can be found in the establishment of an labour relations council. This council would be able to provide a framework within which industrial relations can be conducted in a more effective manner.

The death in detention of Dr Neil Aggett makes the situation much worse. It casts a shadow over the credibility of change in the labour field and has led to greater anxiety among trade unionists.

It is not the only case and need never have happened and I personally express my sympathies to Dr Aggett's family. If there are to be equal employment opportunities South Africa will have to remove all forms of discrimination. This is justifiable discrimination and actual fact means justifiable injustices or "unjustifiication".

Engage in continuous self-monitoring or audit of employment practices and neutral and honest evaluation of results.

Implement an honest and sincere attempt to eradicate wage discrimination by giving special attention to job evaluation, job grading and non-discriminatory wage structures at company level.

Promote an overall strategy of decentralised collective bargaining that can lead and in the initial phase of preparation has already led to joint and more centralised bargaining, which in turn could eventually make a significant contribution to the establishment of new or strengthened existing industrial councils.

Let us all remember that the principle and the process involved in collective bargaining and not industrial councils are a structure and not the process itself.

The institutionalisation conflict through collective bargaining is an obsessive weapon that the first instance needs the co-operation and participation of the management and insurance agencies. The industrial council remains a viable structure.

The industrial council structure remains an advantage where industry-wide standards are needed to prevent unfair product competition, eradicate wage and conditions of service "exploitation" by "unscrupulous" employers, to accommodate multi-union bargaining by enacting employment conditions and procedures.

Only if we build on the strengths of industrial councils and these could be different in different industries and identify and remove the weaknesses of this system, will it remain viable to the existing participants (employers and employees) and their associations and will it become worthwhile to continue to support and improve.

Company or plant level industrial relations have to come to stay in South Africa, the initiative can be in the development of a system of prescriptive new parts. The industrial relations specialist is in a very delicate position in any organisation as his judgement in not always fully accepted by management, but if not, the other hands is his.

This specialist can only function effectively if industrial relations are accepted as part of top management strategies and policies. The industrial relations specialist has a unique role to play in this context and this support is necessary.

The full implications of a free market economy, supported by autonomous trade unions must be accepted - not only by management, but by every union and the new emerging trade unions as well as the State.

The established trade unions with their pool of knowledge and experience can play a major role in stabilising industrial relations in South Africa. It is a challenge to this and to the trade unions and federations which contribute to the building of responsible trade unions, while at the same time ensuring their own future.

Yeoville pleads for help

Political Correspondent

MORE than 3,000 Yeoville residents have petitioned Parliament demanding adequate police protection.

The petition, signed by 2,075 residents and presented through 1,192 members of the Yeoville recreation centre, was presented by the FPF MP for the area, Mr Harry Schwarz.

Mr Schwarz told the "Mall" he would wait for the reaction of the Minister of Police, Mr Louis le Grange, before taking further steps. "But I appeal to the Minister to give this matter his urgent attention," he said.

The petitioners say there is no apparent police protection — apart from regular foot patrols — which have done nothing to diminish "the unprecedented crime rate".

Prof slams action on unionists

By STEVEN FRIEDMAN
Labour Reporter

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

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

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

Prof Swart's views were introduced by the Department of Manpower but says co-operation is lacking between State departments in co-ordinating labour policies.

Actions by other government departments, such as the police, are "in crisis", he says, and last year's pension proposals "though they could be sound in principle, complicate the delicate balance that exists between labour and management".

He adds "Comments by politicians, especially ministers, not directly involved in labour matters, tend to complicate the issue".

"We need a return to an effective labour market," he says.

Prof Swart calls for the removal of all forms of discrimination. "The term 'justifiable discrimination' is a contradiction, and actually means justifiable injustices".

He says the official bargaining system will have to be adapted to negotiations between unions and employers at company level, "but it has to be fair".

though industrial councils remain "advantageous" in certain circumstances, they will have to change.

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

"Cabaret" adjourned...

MARRITZBURG — Proceedings in the Maritzburg Regional Court were disrupted yesterday when two men stripped in the courtroom.

Before the prosecutor could read the charges against Mr Cronwell Ngidi, 26, and Mr Slow Zwane, 20, both of Imball, Maritzburg, the pair began an impromptu strip.

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

Then they were both returned to the cell.

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

They are facing four rape charges, two murder charges, six counts of housebreaking and theft — and now, contempt of court — for an armed robbery.

CASSIDY MISS CASSIDY MISS CASSIDY MISS CASSIDY MISS
Labour relations
best investment
for production

CAPE TOWN — Knowledge and understanding of the daily problems of employees was the best investment employers could make in future production, the Minister of Manpower, Mr Fanie Botha, said yesterday.

"Dissatisfaction and problems in the work situations are too often allowed to ferment and brew to a point where the employee sees the strike weapon as the only way to achieve a solution," he told a meeting of the executive committee of the Afrikaanse Handelsklasse in Cape Town.

Speaking on labour relations and methods and procedures for negotiation with trade union leaders, Mr Botha stressed the importance and necessity of effective and regular liaison between employers and union representatives, saying attitudes, honesty, candour and fairness played big roles.

All levels of management should be involved in the liaison Labour relations experts claimed top management in South Africa spent far too little time building and maintaining healthy labour relations.

Mr Botha said that in line with the principle of minimal interference by Government in labour relations, the State did not want to prescribe structures for negotiation.

Referring to unions that did not want to register and registered unions that did not want to be included in the legal system, he said communication and liaison with them was not prohibited and asked whether, if such unions represented an appreciable part of an employer's labour force, it would be wise to ignore their spokesmen.

Every manager should gain the trust of his employees, identify dissatisfaction and grievances timeously and do something to solve the problems. Disturbed labour relations could have far-reaching socio-economic and even political implications and prevention was better than cure, Mr Botha said.

Clearly defined procedures for rectifying employee grievances were necessary and employees should know the channels that existed for conciliation in disputes.

Mr Botha said there should be no illusions education in labour relations was just as necessary for management as it was for unionists — Sapa.
Professor Roux van der Merwe

Volkswagen Chair of Industrial Relations at the University of Port Elizabeth.

Neal Aggett's death has brought into sharp and tragic focus the consequences for any society of departing from the fundamental principles of the law relating to detention without trial. It has also underlined a deep and growing concern shared by many employers about the continued interference of the State, through its security legislation, in the activities of trade unions.

It is anomalous and unfortunate that this should be occurring at a time when another arm of the State, through its new manpower legislation, is striving to draw all trade unions into a single, orderly labour relations system.

We should do well to consider our current situation in the light of some generalisations from trade union history in other countries. For example, it needs to be accepted, by both employers and the State, that conflict and confrontation are very likely to be inevitable during the formative stages of the management-trade union power struggle.

Yet this conflict stage can and must be worked through, and it imperative that the two parties be allowed to measure up to each other without undue outside interference. The outcomes then have a fair chance of being positive and constructive for all parties, and the following scenario can be envisaged:

- Employers could improve their implant industrial relations systems, and learn that patience, expertise and honesty can pay dividends in promoting more constructive and less conflict-ridden negotiation.
- Trade union function and administration could likewise improve through the experience of working within a negotiating framework where tough but fair bargaining provides evidence to both sides that acceptable solutions can result. Trade union leaders could become less militant (in management's eyes) as they find that procedural solutions within an acceptable system can yield greater benefits than confrontation.
- Workers may be encouraged to make a more rational choice among competing trade unions, and could recognise that a proliferation of small splinter organisations is less able to achieve significant and lasting benefits for their members.
- Good administrators schooled in sound trade union principles will have an opportunity to establish themselves, while the whole movement becomes stronger and more effective. Trade unions can move from an "outlaw" status to an accepted part of a free enterprise society, to the benefit of all levels of that society.

The above, rather optimistic, perspective is by no means inevitable. In Germany, the process has been successfully handled to the benefit of all parties. In Britain, it has been less successful because of a complex interplay of class structure, management megalomania and worker intransigence. In SA, despite some positive sentiments, it is being bedevilled by political issues leading to State harassment on one hand, and worker militancy and radicalisation on the other.

Hopes for a constructive outcome at present seem to lie entirely with the private sector. It has the ability to promote confidence in an orderly system, via the examples it sets in relationships with employees, both individually and collectively.

In order to succeed in this daunting task, however, it is imperative that businessmen and industrialists again emphasise to government that it too is dependent on a stable industrial system which creates wealth by providing goods, services and jobs. Direct State intervention in this system, particularly through harassment of trade unions at a crucial time in their evolution, is in fact reducing one set of options which could in the longer term promote stability and order. In this way the possibilities of relatively peaceful solutions which the State itself presumably seeks to achieve, are diminished.

While the evolutionary road of procedure and negotiation does pose enormous problems and difficulties, it must be recognised that it is the only possibility open to SA if it is to retain a free society.
Contrary to their apparent aims, repressive Government action is serving only to unify and strengthen the previously fragmented trade union movement.

One of the rallying cries of the burgeoning non-racial trade union movement was put to the test the week after Dr Aggett died.

More than 6,000 workers in hundreds of factories throughout South Africa stood in silence next to idle machines or left the shop floor during a 30-minute tribute to Dr Aggett.

The stoppage, which industrial sociologists termed a 'political strike,' was the first incident in which workers took industrial action of a political nature on the shop floor and not in the form of a 'stay-away.'

It was also the first political strike called by trade unions in more than two decades.

Dr Eddie Webster, an industrial sociologist at the University of the Witwatersrand, said the stoppage was significant because unions had previously been reluctant to become directly involved in political action.

"But it has been provoked into action against repression," they are now likely to widen their involvement in those issues.

"Managements and the State should seriously consider the implications of detentions," he said.

The independent trade union movement began emerging as a strong force after the 1973 strikes.

Their presence was bolstered by the Wiehahn report, which paved the way for legitimate black trade unions, although some did not register and most adopted a non-racial stance.

Mr Phoreshaw Camay, general secretary of one of the more important trade union movements to emerge, the Council of Unions of SA (CUA), said the Wiehahn report and changes in legislation had led legitimacy to black trade unions in the eyes of employers.

Employer-approved liaison committees were increasingly rejected by workers and employers began to deal with and sign recognition agreements with trade unions at company level.
Some are forced to talk to unions

Labour Reporter

It is said to be as a result of confrontation that some management have agreed to deal with and recognize trade unions.

This view was offered by a trade union at a seminar on Communication and confrontation in the workplace, organised by the Union of Jewish Workers in Johannesburg this week.

An organiser for the Foschini affiliated Paper, Wood and Allied Workers Union, M. A. umka Claisen, told the seminar that union-management relations were a power relationship and that companies sometimes only were willing to deal with unions as a result of confrontation.

The group personnel manager for Chintese SA, Mr Theo Hefer, said confrontation implied a win-lose situation and in industry the negotiating process collective bargaining was the best way to solve disputes.

"The essence of communication lies in listening and not in talking," Mr Hefer said.

"The time has come for us to stop knowing what the black man thinks. We need to hear what he has to say."

The president of the Union and Trustee, Mrs Anna Scheepers, told the seminar the first place for communication was the factory floor.

She said she had experience with foreign supervisors treating workers as inferiors, and that created problems in the workplace.

Confrontation should be the very last resort in the event of a dispute and negotiations should continue as long as possible, Mrs Scheepers said.

"The trade union movement is the most important link between employers and workers and employers have to accept that trade unions are very much a part of the economic future of the country," she added.
Benefits: workers should have say

Mail Reporter

THERE were no winners in the recent strikes over the proposed pension legislation, but black employees had shown clearly that they wanted to have a say over the benefits to which they contributed, Mr W L Vos of Firestone told a Manpower and Management Foundation conference in Johannesburg yesterday.

And forward-thinking employers should involve workers in planning benefits and other issues which materially affected them, he said.

"The advent of black unions and the muscle which they can wield means that wage and benefit packages made up by personnel managers unilaterally may have to go through new, bilateral channels in the future," Mr Vos said.

He recommended that companies should consult their employees about benefit provisions.

He said the struggle over pension payouts was a "pyrrhic victory" for both sides.

Mr Vos suggested that companies reconstituting pension schemes should consult employee representatives constantly when sketching out a new scheme and ensure that the rest of the workforce was fully informed at each stage of the negotiations.

Conditions should be fully understood by everyone before they participated.
'Commerce has duty to black communities'

BY SANDRA SMITH

A company which signalled its indifference to its workers' living conditions by ignoring the needs of the community, did so at its peril, the director of public affairs at Goodyear, Mr M R Solly, said at a symposium on labour relations last night.

The symposium, organised by the Public Relations Institute of South Africa and held at the University of Port Elizabeth, was addressed by a panel made up of Professor Robert Van der Merwe, head of the Department of Industrial Relations at the University of Port Elizabeth, Mr Fred Ferreira, director of industrial relations at Ford Motor Company, and Mr Solly.

"It is a fact of life that the relationship between management and workers is potentially explosive at any time," Mr Solly said.

This was true for almost any industrial environment anywhere in the world, but the situation in South Africa was bedevilled by political factors unique to this country.

Most of the work force were women, lived in rented homes and were the victims of segregation, and the films were filmed in their mother tongue, so that they were the men in the economic system.

"If women in South Africa are more in the desire to retain the goodwill of their black employees, they would be well advised to invest substantial funds into the communities in which they live," Mr Solly said.

On the same theme, Prof Van der Merwe said industrial relations was a political matter and that it could be expected that what happened at port would largely reflect the tensions in the whole national community.

He said the enlightened initiatives of the Department of Manpower had no doubt contributed to tensions within the National Party.

"At factory level, blacks have responded by using their newfound rights to pressure employees at every opportunity," Mr Van der Merwe said.

"Although a new era in labour relations may have dawned, there is little doubt that many employers suffered it," he explained.

Prof Ferreira said labour relations never had been and never would be about peace and consensus. Trade unions and collective bargaining were there specifically to articulate and deal with those basic conflicts which characterized a capitalist free enterprise society, he said.

Mr Solly and others had an important contribution to make in the direction of maintaining an acceptable level of productivity and maintaining industrial goodwill.

SA asked to pull out of bridge

LONDON — The South African Bridge Federation will decide next week whether to agree to request that it withdraw voluntarily from the World Pairs Olympiad at Bern, Switzerland, in October to avoid embarrassment.

The appeal to the federation to stay away was made in London yesterday when the president of the SABF, Mr Julius Butlow, met executives of the World Bridge Federation.

"They want us to be the good guys and keep away from the tournament so as not to cause any upset or embarrassment," he said before flying back to Johannesburg.

He described the request as "pure politics" and said he believed Communist countries and India and Pakistan were behind it.

"We are being made a political scapegoat once again," he remarked.

There were demonstrations against South African bridge players at a tournament in Falkenberg, Holland, last year.

Ashe makes condition

LONDON — Former American Wimbledon champion Arthur Ashe has declared his opposition to "smarte links" with South Africa.

Porn films: man found guilty

Post Reporter

A PORT ELIZABETH man was today found guilty in the Port Elizabeth Regional Magistrate's Court of possessing pornographic material and distributing a video film without removing certain scenes as laid down by the Censorship Board.

Augusto Manno, 38, of Video Place, Parliament Street, who pleaded guilty to both charges, said he had received a copy of the film at 20.11 on the 11th of June.

He was fined R100 (or 30 days in prison on the first count and R50 (or 10 days) conditionally suspended for three years, on the second count.

The film arrived from the distributors, Warner Bros, with a certificate of approval, he said.

After he had hired out the film, a letter arrived from the distributors saying that uncensored copies of the film had been taken out with clearance certificates.

On the charge of possessing pornographic material, Manno said he had never shown the film in question to anyone. He agreed they were obscene, but said an Italian friend had left them there.

The magistrate, Mr J S Knoesen, said the scenes from theuncensored movie were obviously not meant to be erotic or crude but that they should have been submitted for censorship.

The two pornographic movies, however, were "filthy and crude" and Manno knew the risk involved in keeping them.

Mr J S Knoesen was the Beach and Mr W W Pretorius appeared for the state. Mr M H Clausen, instructed by Kaplan, Solomon and Blumberg, appeared for Mr Manno.
Training needed in industrial relations

By FRED ROFFEY
Business Editor

THE vulnerable area of industrial relations was that of management and supervisors who had not been trained to handle workplace situations in any other than the traditional way, at a time when trade unions had widened their interests beyond wages and basic conditions of employment.

This was said in a Port Elizabeth meeting yesterday by Mr Fred Ironside, assistant managing director of General Motors South Africa, who was guest speaker at a luncheon meeting arranged by the East Cape branch of the Institute of Personnel Management (IPM).

He said South African industrial relations were in a transition stage in which the perceptions of both management and workers was clouded to some extent by the pace of events and unfamiliarity with the nature and extent of the demands made.

"Probably the most vulnerable area is that of middle management and supervision who, through no fault of their own, have not been exposed to this type of reaction and who certainly have not been trained to handle workplace situations in any other than the traditional fashion," said Mr Ironside.

He said this highlighted the strong need for two approaches:

- Bringing the realities of effective communication to those who were responsible for the control of numbers of people
- The use of more appropriately trained people in the administration of industrial relations

“However, too often the response is reactive,” he said.

“Situations are allowed to develop and ad hoc actions taken to deal with them.

“Open communication channels between management and workers at all times — and not only when disputes or negotiations are in progress — offer unparalleled opportunities to eliminate mistrust and suspicion and to generate goodwill,”

Mr Ironside said a major requirement was the restructuring of the South African industrial relations framework, and the question of registration of unions had to be simplified.

“If the move inherent in the new Labour Relations Act towards self-regulation between employer and employee is to be able to work, the question of recognition should be clarified for all concerned.

“Trade unions have widened their interests beyond wages and basic conditions of employment.

“Heightened aspirations as well as social and economic considerations all play a part in worker reaction, which generates conflict in the workplace.

“The inability of the overall industrial relations system to work properly within the political constraints affecting a large proportion of the workforce, only makes the situation worse because much frustration and dissatisfaction is expressed in the workplace."

Ost, Monday, March 22, 1982

pamphlets again

people too,” he said.

Mr Zani said similar pamphlets had appeared before, but nobody ever heard of those responsible being detained by the Security Police.

Mr. Davis, a former member of the South African Council of Churches, who was guest speaker, likened the takeover of South Africa by whites who were "passing through to the East"

story of the camel rider.

"When they talk to us little coloureds, we must form an answer to this,"

"The Whites are taken, according to them, to groups worse still, and do not form one,"

"We say we are a racial South Afri..."
Experts say Manpower and Police on collision course

THE death in detention of Dr Neil Aggett has provoked what promises to be serious confrontations between the State and Independent unions and between two Government departments. Employers say they are the ham in an ideological sandwich of which the trade unions and the Government are the bread. CHARLENE BELTRAMO reports and traces the history of independent unions and what they will mean to South African labour and the country's foreign image

A prominent employer said recent action against trade unions, culminating in the detention of Dr Aggett and the admission to hospital of two prominent trade unionists, Mr Radebe and Mr Kikwe, had brought years of hard work by the department "back to zero".

Prof Swart said that although action by other Government departments, such as police involvement in strikes and the detention without trial of trade unionists, "could be sound in principle", it was impracticable "in the light of the present situation".

More than 85,000 workers in hundreds of factories throughout South Africa went on strike to demand to idle machines or left the shop floor during a half-hour tribute to Dr Aggett.

The stoppage, which industrial sociologists termed a "political strike", was the first incident in which workers took industrial action of a political nature on the shop floor and not in the form of a "stay-away".

It was also the first political strike called by trade unions in more than two decades.

Dr Eddie Webster, an industrial sociologist at the University of the Witwatersrand, said the stoppage was significant because unions had previously been reluctant to become directly involved in political action, "but had been provoked into action against repression." They are now likely to widen their involvement in those issues.

"Managements and the State should seriously consider the implications of detentions," he said.

The independent trade union movement began emerging as a strong force after the 1973 strikes.

Their presence was bolstered by the Wiehahn reports, which paved the way for legitimate black trade unions, although some did not register and most adopted a non-racial stance.

Mr Phroshaw Camay, general secretary of one of the more important trade union movements to emerge, the Council of Unions of SA (Cusa), said the Wiehahn reports and changes in legislation had lent legitimacy to black trade unions in the eyes of employers.

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Seminar looks at the black worker

Mercury Reporter

Workers had to learn to differentiate between economic and political oppression, and the strength and organization of labour should start with basic 'bread and butter' issues.

This is what Mr Tom Mantell, of the South African Council of Churches and a member of the Soweto Committee of 19, told a seminar organized by the African World Foundation, a civil rights movement, and the Black Allied Workers' Union, in the YMCA Hall in Beatrice Street, Durban, at the weekend.

The respective roles of the black personnel officer and trade unions was discussed by Mr J B Magwasa, the industrial relations and development officer.

Mr Magwasa said that while the two roles were often in conflict with each other, differences should not be allowed to stand in the way because the main point of interest for personnel officers and trade unions was the worker.

'And the people who will liberate South Africa's blacks will be the workers,' he said.

Mr N Rajah from Unasa's Institute of Labour Relations discussed industrial relations requirements in South Africa, concluding that 'successful industrial relations are not based only on optimism and good intentions, but technical skills as well'.

The inclusion of blacks in the Industrial Conciliation Act and labour reforms made since 1979 were meaningless, while workers still did not have the right to work, said Mr Naeer Cassim, senior lecturer in Law at the University of Natal, Durban.

The starting point for any effective change in the country should be the abolition of all laws that restrain a black's right to work,' he told the seminar.

The Black Allied Workers' Union's president, Mr Makhosini Khumalo, said he was not in the black trade union movement because he believed in socialism but was motivated by being black and being able to fight for the black man's cause.
APPLICATION FOR VARIATION OF SCOPE OF REGISTRATION OF AN EMPLOYERS' ORGANISATION

1. Matheus Willem Johannes le Roux, Industrial Registrar, do hereby, in terms of section 4(2) as applied by section 7(5) of the above-mentioned Act, give notice that an application for the variation of its scope of registration has been received from the South African Agricultural and Irrigation Machinery Manufacturers Association. Particulars of the application are reflected in the subjoined table.

Enge geregistreerde werkgewersorganisasie wat teen die aansoek beswaar maak, word versoek om binne een maand na die datum van publiseking van hierdie kennisgewing sy beswaar skriftelik by my in te dien, na die Departement van Mannekrak, Mannekragegebou 449, Schoemansstraat 215, Pretoria (posadres Privatsak X117, Pretoria, 0001)

TABEL

Naam van werkgewersorganisasie — South African Agricultural and Irrigation Machinery Manufacturers Association

Datum waarop aansoek ingediens is — 29 Oktober 1981
Belange en gebied ten opsigte waarvan aansoek gedaan word — Werkgewers betrokke by die nywerheid genoem met die vervaardiging en/of montering en/of oprigting van landbou- en/of besproeiingsmynsmenu en/of windpompe en/of enjins en/of landbourekinders en hul onderdele, in die landboudistrikte Nigel en Vereeniging

Posadres van applikant — Postbus 1338, Johannesburg, 2000
Kantooradres van applikant — Eerste Verdieping, Metal Industries House, hoek van Marshall- en Simonstraat, Johannesburg

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

(a) Die mate waarin 'n beswaarmakende werkgewersorganisasie verteenwoordigend is, word ingevolge artikel 4(4), soos toegepas by artikel 7(5), bepaal volgens die feite en eie hulle bestaan het op die datum waarop die aansoek ingediens is, en wat die lidmaatskap betref, word alleen lede wat ingevolge artikel 1(2) van die Wet op voormalige datum volwaardige lede was, in aanmerking geneem

(b) Die procedure voorgestel deur artikel 4(2) moet gevolg word in verband met 'n beswaar wat ingediens word

M W J LE ROUX, Nywerheidsregistrateur
(26 Maart 1982)

Any registered employers' organisation which objects to the application is invited to lodge its objection in writing with me, c/o the Department of Manpower, 449 Manpower Buildings, 215 Schoeman Street, Pretoria (postal address: Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice.

TABLE

Name of employers' organisation — South African Agricultural and Irrigation Machinery Manufacturers Association

Date on which application was lodged — 29 October 1981

Interests and area in respect of which application is made — Employers engaged in the industry concerned with the manufacture and/or assembly and/or erection of agricultural and/or irrigation machinery and/or windmills and/or engines and/or agricultural tractors and their components, parts, in the Magisterial Districts of Nigel and Vereeniging

Postal address of applicant — P O Box 1338, Johannesburg, 2000

Office address of applicant — First Floor, Metal Industries House, corner of Marshall and Simon streets, Johannesburg

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

(a) The representativeness of any employers' organisation which objects to the application shall in terms of section 4(4) as applied by section 7(5) be determined on the facts as they existed at the date on which the application was lodged and, as far as membership is concerned, only members who were in good standing in terms of section 1(2) of the Act as at the aforesaid date shall be taken into consideration

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

M W J LE ROUX, Industrial Registrar
(26 March 1982)
Call to reduce conflict in labour field

where this broke down there were sufficient further mechanisms in the labour field to prevent deadlock. He said there were already two such mechanisms—mediation and arbitration—but they had certain defects.

One of the major problems was that there were no official panels of mediators or arbitrators, and it was essential that

managements and trade unions could often not agree on the choice of judges of their disputes.

Prof Kamfer said the tempo of change in the labour field would increase.

Two changes that ultimately affected the labour situation were the shortage of trained manpower and the changing position of black workers, who were increasingly being seen as a solution to the manpower shortage.

He said the emergence of black trade unions posed certain problems to collective bargaining.

However, he was confident that collective bargaining would continue as the basic process for settling labour disputes — Sapa
Members' News

By J. C. Wilkes

The new bill has been introduced in the House of Assembly. It is titled "PM's Policies Would Save Lower Power Lain." The bill proposes measures to reduce the power usage and promote energy efficiency in the country. The opposition party has expressed concern about the impact of the bill on the economy.

In the House of Assembly

The second reading of the bill has taken place. The government has argued that the bill is necessary to address the country's energy crisis. The opposition has criticized the bill, arguing that it does not go far enough to address the root causes of the crisis.

Lower Power Lain

The bill has been referred to the Committee on Energy. The committee has begun hearings on the bill. Interested parties are encouraged to submit their views on the bill. The committee will present its report to the House of Assembly in the coming weeks.

Curb Police Action

The minister of police has issued a statement urging police officers to maintain discipline and professionalism in the discharge of their duties. The minister has also called on the public to support the police in their efforts to maintain law and order.

Suzman

The opposition leader has called for an apology from the government over recent actions. The opposition leader has also called for a moratorium on new laws until the government can demonstrate a commitment to the principles of good governance.

For further information, please contact the Ministry of Information.

The Cape Times, Thursday, April 1, 1995
Employers asked to keep pace with sophisticated workforce

Business Editor

As the pace of industrial change in South Africa increases, the time span in which to adapt decreases, General Motors South African's assistant managing director, Mr Rod Ironside, said in Durban last night.

Speaking at a symposium organised by the Natal Chamber of Industries, he said admirable progress had been made in industrial relations, but it was still short of the action needed to keep pace with an increasingly sophisticated workforce.

"Employers have an obligation to themselves and their workers to move with the times and to continue to petition Government for changes in legislation more favourable to the national economic system that is claimed to be the correct one for South Africa and its peoples," said Mr Ironside, who is also vice-president of the Federated Chamber of Industries.

He emphasised it was vital to recognise and accept the need for adaptation to changing conditions.

"There is not, nor can there be, a single uncomplicated approach to the management of human resources in South Africa.

"While the new Labour Relations Act emphasises self-regulation between employer and employee, the realities of the situation require employers to play a strong pro-active role in seeking what may well be unique solutions to resolve unique situations.

"Over the past few years, a clear message has emerged.

"Trade unions are concerning themselves more and more with wider issues than wages and conditions of employment.

"An employer's prerogative of control over his own business is being challenged, and management's right to make decisions which inter alia affect employees is being questioned.

"Further demands in these areas can be anticipated."
power to enforce his proposals.

Kamfer pointed out that while SA's labour laws make provision for mediation, the official procedure for the appointment of a mediator is complicated and time-consuming. No matter at what level the dispute occurs, the Minister of Manpower and an entire industrial council can be drawn into the process.

According to Kamfer, in the US, as in SA, most labour negotiations are completed without mediation. But in nine out of every ten disputes in the US where mediation does take place, a solution is reached without any strike action.

The parties involved in a dispute do not have to wait until deadlock is reached before resorting to mediation, said Kamfer.

"It might sometimes be beneficial to involve a mediator when the first indications appear that problems lie ahead."

He said the lack of an official panel of mediators in SA is a serious shortcoming. However, he underlined the difficulties involved in finding suitably qualified people in the labour arena those who know the problems involved, do not necessarily have the appropriate behavioural science skills. But people who do have these skills — eg. academics — do not know enough about labour relations. It is vital, he stressed, that potential mediators should be found and trained.

Another problem is the frequent lack of trust between management and employees meaning that they cannot find a mutually acceptable third party to help them resolve differences. Kamfer said it might be prudent to use two mediators in such cases — one appointed by the union, and the other by management.

Kamfer said mediation should always be regarded as complimentary to the process of negotiation, and not a substitute for it.
Kennisgewing 226 van 1982
Departement van Mannekrag
Wet op arbeidsverhoudinge, 1956
Aansoek om registrasie van ’n Werkgewersorganisasie

Ek, Matheus Willem Johannes le Roux, Nywerheidsregistrator, maak ingevolge artikel 4 (2) van bovengenoemde Wet hierby bekend dat ’n aansoek om registrasie as ’n werkgewersorganisasie ontvag is van die South African Motor Ferry Association. Besonderhede van die aansoek word in die onderstaande tabel verstrekk.

Enige geregisterde werkgewersorganisasie wat teen die aansoek beswaar maak, word versoek om binne een maand na die datum van publikasie van hierdie kennisgewing sy beswaar skriflik by my in te dien, p/a die Departement van Mannekrag, Mannekraggebou 449, Schoemanstraat 215, Pretoria (posadres: Privaatsak X117, Pretoria, 0001)

Tabel
Nama van werkgewersorganisasie — South African Motor Ferry Association

Datum waarop aansoek ingediend is — 17 Desember 1981.

Belange en gebied ten opsigte waarvan aansoek gedoen word — Werkgewers betrokke by die onderneming genoem met die vervoer van motorvoertuie per pad en/of see en/of spoor tussen motorvervaardigers en motorhandelaars in die Republiek van Suid-Afrika


Kantooreadres van applikant — M.I. F. Gebou, Villageweg 33, Selby, Johannesburg

Die aandag word gevrag op onderstaande vereistes van artikel 4 van die Wet.

(a) Die mate waarin ’n beswaarmakende werkgewersorganisasie verteenwoordigend is, word ingevolge subartikel (4) bepaal volgens die feite soos hulle bestaan het op die datum waarop die aansoek ingediend is, en wat die lidmaatskapsportfieel, word alleen lede wat ingevolge artikel 1 (2) van die Wet op voorvarende datum volwaardige lede was, in aanmerking geneem

(b) Die procedure voorgeskryf by subartikel (2) moet gevolg word in verband met ’n beswaar wat ingediend word

M. W. J. LE ROUX, Nywerheidsregistrator

8 April 1982
INDUSTRIAL COUNCILS

Pros and cons

Does the Industrial Council (IC) system, the official mechanism for collective bargaining at an industry level, have a future? Will it be able to cope with pressures from the emerging black unions which place great emphasis on plant-level negotiation over wages and working conditions?

A spirited defence of ICs was given recently by Michael Beaumont, Dorbyl's group industrial relations adviser, and Ike van der Watt, general secretary of the SA Boilermakers' Society, at a seminar held by the Institute of Industrial Relations.

Speaking in his personal capacity, Beaumont emphasised that there are issues which can be dealt with only at industry level. He pointed to several advantages of industry-level negotiations between management and labour:

- Uniform wage scales and conditions of service can be achieved.
- Wage levels which do not have an adverse effect on unemployment can be set.
- Job grading is made easier.
- Labour mobility can be assisted.
- Pension and sick pay benefits can be provided on a cost-effective basis.
- The expensive process of collective bargaining can be streamlined, and
- Employers and employees can negotiate without the interference of a third party.

Beaumont asked whether the new labour relations dispensation created by government had been given enough time to prove its responsiveness to the needs of the parties in labour. "There is a place for both centralised and decentralised bargaining. Obviously we are going to have to look at areas of compromise." He warned that if no compromise is reached, the relationship between management and labour can be permanently scarred.

Van der Watt said he was not sure whether it was possible to talk of an IC system "We have a collective bargaining system — no two ICs operate in exactly the same way." He was convinced that the very best that could be achieved by plant-level bargaining on its own were short-term advantages for a limited group of people.

He believed it was understandable that plant-level bargaining should be viewed as an option by unions seeking to represent workers only in a particular plant, or by a new union trying to establish itself. "In these circumstances there is no doubt that the best way to organise would be to concentrate on a particular factory or plant. But this can only be a temporary arrangement. After a while another system will be needed. I believe in the IC, although I know it has weaknesses and must undergo some changes."

Van der Watt said complaints that unions represented on ICs do not represent the interests of black workers were misdirected. About two years ago, because of statutory prohibitions, no blacks were represented on ICs in the engineering industry. However, by November 30 last year, 8% of the black workforce in the industry had representation at IC level.

"That is a small number, but considering the small amount of time since blacks were able to join registered unions the figures are not that bad."

It was unfair to complain that all ICs had ignored black workers, he said. In a 24-month period, officials of the Transvaal regional council of the IC for the engineering industry collected nearly half a million rand in underpaid wages from employers. This was paid to underpaid employees, 74% of whom were blacks.

"The biggest problem for a union is not to reach an agreement with employers but to monitor and implement that agreement," Van der Watt said, emphasising that the IC provided effective mechanisms to fulfil these functions.

Loet Douwes Dekker, senior lecturer in industrial relations at the Wits Graduate School, outlined likely agenda matters which could be discussed in an effort to allow ICs and plant-level bargaining to complement each other. These include defining the roles of shop stewards, hse managers and industrial council agents, the closed shop, the role of dispute settlement procedures, the investment of worker pension funds, the automatic extension of agreements to non-parties, and the whole question of closing the wage gap between skilled and unskilled workers.
Trade unions useful to employers—professor

TRADE unions have a significant advantage for employers, says Professor Roux van der Merwe, head of the industrial relations unit at the University of Port Elizabeth.

At a luncheon of the Graduate School of Business in Cape Town this week, he said the South African economy had become increasingly dependent on black workers who now made up 75 percent of the labour force in industry.

This dependence, which would probably increase, provided blacks with a power base.

Economic and political stability depended on handling the challenges from this power base in a constructive fashion.

In the labour relations context the parties were often mutually dependent and attempts by management to defuse the challenge by an assertion of authority offered no solution.

He cited the example of employers in East London who were highly critical of the detention of trade unionists by the Ciskei authorities as they were often among their most skilled and valuable workers.

"History also teaches us that such action is inevitably followed by an escalating level of confrontation and violence which can result in unacceptable damage to the structure of society as a whole."

An alternative was to attempt some accommodation of the aspirations of the 'other' group in a power conflict and so reduce the destructive potential of the challenge.

As this option was complicated by political issues stemming from the absence of avenues for black political expression in the larger society, it could only be considered if management perceived a measure of concession and change.

"The extent of such change should be negotiated to render it acceptable and the donor is that a refusal to negotiate may result in the same changes having to be accepted later under duress." A precondition for constructive and successful negotiation was the existence of formal structures to prevent the abuse of power by either side and damage to society.

One such structural necessity was that both parties be formally organized.

Employers generally operate within organizational structures and employees thus need their own independent organizations to provide a reasonable balance.

FREE ENTERPRISE

As conflicting interests were an implicit part of a free enterprise society, the objective of both parties should be to settle the inevitable differences that occur by accepted procedural rules.

The labour relations practitioner, while helping to reduce unnecessary conflict, should not try to eliminate it altogether.

Unit trust
How CAN he cope with the opposing forces on the Labour scene?
He said the government should be careful about creating "a breeding ground for political unrest".

Mr Barnard referred specifically to the investigation of farm and domestic workers and accused the government of appointing commissions to investigate areas where there had been no complaints, interfering in relationships between employer and employee.

No domestic worker had complained, yet a real urban threat could be created by the formation of organizations across the country which could be used by agitators.

Mr Botha in turn accused Mr Le Roux of making "bitter, irresponsible and unfair" allegations.

Nationalist congresses had been consulted about the Wiehahn reforms, he said as Mr Le Roux intercepted that this was only after implementation. Mr Botha also said Mr Le Roux, as a member of the Nationalist study group on manpower, had been involved in and aware of everything that was done.

"There was not one occasion on which you did not agree..."

Mr Botha accused Dr Treurnicht of knowing nothing about labour matters and the CP of trying to give the impression of campaigning to restore rights which had been taken away.

Manpower vote debate, page 5

Too late for classification

DEATHS

Shear — Sarah our wonderful kind and gentle aunt whom we all loved dearly passed away peacefully on 18.6.87 after an illness so bravely borne. Her memory will always be treasured and we will always remember her family. Deeply mourned and sadly missed by her loving Nossie, Walter and Lusia, children and grandchildren.

Shear — Sarah our loving kind and darling sister, passed away on 18.6.87. Will be fondly remembered by her sisters Donah, Byrne, Rocky, Gordon and brother Hyman Shear.

Lazenby — Michael, dearly beloved husband of Norah and loving father of Marilyn, Ken and grandfather of Teresa, Barbara Ann and John and stepfather of Life, Diane, Heather, Marthynne, Chester and their families. Fondled by the right of the Holy Roman Catholic Church Requiem Mass at 3:30pm Wesdrures, April 27, at Our Lady Of Good Hope Church, Sea Point. No flowers by request donation in lieu of to St John's Catholic Parish, PO Box 97, Beachport West, 8870. Cememntation prayers concluded with The Lord.
Silence over detentions condemned.

[Signature]

12/8/72

JOHANNESBURG
Labour changes forecast

Pretoria Bureau

This current labour situation where blacks and whites supplemented each other would change drastically in future.

The two groups would be drawn into direct competition, Mr F J H le Riche, vice-chairman of Manpower 2000, told the annual congress of the Institute for Municipal Treasurers and Accountants in Pretoria yesterday.

Mr Le Riche stressed that co-operation had to be taken of certain aspects on the labour front, like black urbanisation and black economic and political aspirations.

"Whatever their merits, the increasing aspirations of coloureds, Indians and especially urban blacks towards a greater say in political and economic matters cannot be gainsaid," he said.

Already a third of the black population was urbanised and this process was rapidly gaining momentum.

The size of the labour force would grow from 9.4m in 1980 to 14.5m in the year 2000, when whites would comprise 18.6% of the labour force.

Mr Le Riche outlined a number of manpower objectives and stressed the importance of maintaining industrial peace.

He also named a number of programmes aimed at rationalising and modernising manpower procedures.

Action programmes for training unemployed people and the co-ordination of such training were being investigated, he said.

The programmes would be set in motion as soon as the Manpower Act came into effect.

He urged that the loss of man-hours resulting from work stoppages, strikes and lockouts should be kept to a minimum.
By STEVEN FRIEDMAN

EMPLOYERS who feel communication with their workers is adequate—and then complain they can't find out the reasons for a strike—might care to ponder the following document.

It contains advice to workers from a major union and is quoted by Fod industrial relations director Mr Fred Ferrera writing in the magazine Leadership SA. The union advises workers:

- In the case of a strike, stay among the workers; don't create a strike committee. There must be no leader.
- In your conduct with the forces of order, you must be naive, you know nothing; you are bewildered.
- Work slowly; criticise the disorder and inefficiency of the managers. Don't do their thinking for them. It's a fool, and.
- Take such leave or time off to take care of your children as often as possible.

Mr Ferrera said employers who have experienced strikes over the past year or two may find this advice "chillingly familiar."

In many strikes, worker leadership has been "markedly reticent" about actual causes. Employers have had to "ferret (causes) out" themselves by "discussions, enquiries and cajoling."

The catch is that it does not come from South advice—but from Poland. The document contains instructions from the International Metalworkers Federation to workers in Silesia and Warsaw during the Polish strike wave.

Mr Ferrera doesn't draw any conclusions, except to ask, "Are we not fostering circumstances in this country conducive to the development of a Solidarity here?"

The lesson for local labour relations is simple but important. In a society in which workers have learned over many years not to speak up for fear of reprisals, they will remain very suspicious.

This does not mean they won't strike— it simply means their employer, whether the Polish State or local business, won't know what they are thinking.

Building a climate in which workers and union leaders really believe they can speak frankly is not only essential if employers are going to avert unrest, but requires a good deal of work from employers.

Despite the problem of accurately pinpointing what workers are thinking, Mr Ferrera names four issues as "moral concern":— job security, pensions, detentions and homeland independence.

On the first point—no doubt with the economic downturn in mind—he notes a growth in union demands for "participation in decisions affecting the security and separation benefits of their members."

Detentions, Mr Ferrera adds, are leading unions to question the integrity of Government reforms and the recent pension unrest, 'graphically exemplifies the total absence of consultation and a penchant to legislate.'

With recent East Cape treason on or the effect of homeland independence on unemployment benefits in mind, Mr Ferrera noted opposition to independence. The transfer of benefits to independent homelands "only serves to render such security suspect."

These points demonstrated the impossibility of discussing labour matters without tackling socio-political issues. The two are linked because, as long as city blacks are denied "meaningful" political rights, they will use labour pressure to pressure the Government and employers—powerful agents of change.

The future of labour relations depends on what reforms the Government introduces and what pressure labour brings to bear on employers. It is unlikely the Government will consider moves such as meeting recognised black labour leaders and negotiating on political issues.

Employers will continue to "bear the brunt."

"A reasonable proposition for the medium term was a growth in "community-based" unions, more shop-floor bargaining and a strike incidence not lower than the 1971 level."

Employers needed to make known their position on union recognition and mutate change on wages, training and advancement—but with worker involvement. Employers should avoid deciding what was right, implementing it and then "looking round for applause."

Communication systems should be reviewed and easy-to-understand discipline and grievance procedures implemented. All this did not mean employers should abdicate their position, but simply the应该是 "not be expected to make amends for the next 300 years for a system which was often unilaterally developed and which also grew out of a mutually irresponsible set of circumstances."

Employers had to assess their "back-off positions"—the extent to which they compromised.

But worker groups had to do this too, and there was already a risk that employer willingness to negotiate "is interpreted as a sign of vulnerability."

Because a particular stoppage had benefitted workers, worker groups should guard against believing more benefits could only be gained by more strikes. Outside the workplace, employers have to look at housing, health services and job creation together with workers.

This did not mean a delegation of authority, but employers had been "preoccupied with authority and control for so long workers resented this."

Conclusion...
KENNISGEWING 254 VAN 1982
DEPARTEMENT VAN FINANSIES

FRENCH MERCHANT BANK OF SOUTHERN AFRICA LIMITED — KENNISGEWING INGEOVILLE ARTIKEL 12 (1) VAN DIE BANKWET, 1965

Met ingang van 5 April 1982 is French Merchant Bank of Southern Africa Limited as 'n akseptbank geregistreer. Sy voorlopige registrasie is met ingang van genoemde datum ingestrek.
(25 April 1982)

KENNISGEWING 255 VAN 1982
DEPARTEMENT VAN MANNEKRAG

WET OP ARBEIDSVERHOUDINGE, 1956

INTREKKING VAN REGISTRASIE VAN 'N WERKGEWERSORGANISASIE — NATAL HAIRDRESSING EMPLOYERS’ ORGANISATION

Ek, Mattheus Willem Johannes le Roux, Nywerheidsregistrator, maak hierby kragtens artikel 14 (1) van die Wet op Arbeidsverhoudinge, 1956, bekend dat aangesien ekrede het om te vermoed dat die Natal Hairdressing Employers’ Organisation gelikwiidere is, sy registrasie ingetrok sal word tensy redes daarteen binne 'n tydperk van 30 dae vanaf die datum van publikasie van hierdie kennisgewing aangevoer word.
M. W. J. LE ROUX, Nywerheidsregistrator
(23 April 1982)

KENNISGEWING 256 VAN 1982
DEPARTEMENT VAN VERVOER

WET OP LUGDIENSTE, 1949 (WET 51 VAN 1949), SOOS GEWYSIG

Hierby word ingevolge die bepaalings van artikel 5 (a) en (b) van Wet 51 van 1949 en regulasie 5 van die Regulasies vir Burgerlugdiens, 1964, vir algemene uitligting bekendgemaak dat die Nasionale Vervoerkomissie die aansoek waarvan besonderhede in die Bylae hieronder verskyn, sal aanhoor.

Vertoe ingevolge artikel 6 (1) van Wet 51 van 1949 ter ondersteuning van bestriging van 'n aansoek moet die Direkteur-generaal Vervoer (Direktoraat Burgerlugvaart), Privaatsak X193, Pretoria, 0001, en die aansoeker binne 21 dae na die datum van publikasie hiervan bereik en daarmee moet gemeld word of die persoon of persone wêreldwyse vertoe rig, van plan is om die vergnigings by te woon of om daar verteenwoordig te word.

Die Kommisie sal reël daat kennis van die datum, tyd en plek van die vergnigings skriflik gee en word aan die aansoeker en al die persone wat aldaar seëfēe gereg het en wat verlang om aldaar verteenwoordig of teenwoordig te wees.

BYLAE A
LYS VAN AANSOEKE OM DIE TOESTAAN VAN LICESNIES

(A) Naam en adres van aanvank (B) Naam waaronder die lughuis geneisaapteer gaan (C) Besonderhede van lughuis (j) Gebeide wat bedien gaan word (n) Route(s) wat bedien gaan word (u) Bass(is) (v) Soort verkeer wat vervoer gaan word (F) Frekwensies en roesters waarvolgens die diens geëksploteer gaan word (v) Soort oploading wat verskaf gaan word (vii) Besonderhede en beskrywing van soort werk wat onderneem gaan word (viii) Tariefskalaal. (D) Lugvaartue wat gebruik gaan word.

NOTICE 254 OF 1982
DEPARTMENT OF FINANCE

FRENCH MERCHANT BANK OF SOUTHERN AFRICA LIMITED — NOTICE IN TERMS OF SECTION 12 (1) OF THE BANKS ACT, 1965

With effect from 5 April 1982 French Merchant Bank of Southern Africa Limited was registered as a merchant bank. Its provisional registration was cancelled with effect from the said date.
(23 April 1982)

NOTICE 255 OF 1982
DEPARTMENT OF MANPOWER

LABOUR RELATIONS ACT, 1956

CANCELLATION OF REGISTRATION OF AN EMPLOYERS’ ORGANISATION — NATAL HAIRDRESSING EMPLOYERS’ ORGANISATION

I, Mattheus Willem Johannes le Roux, Industrial Registrar, hereby notify in terms of section 14 (1) of the Labour Relations Act, 1956, that I have reason to believe that the Natal hairdressing Employers’ Organisation has been liquidated, its registration will be cancelled unless cause to the contrary is shown within a period of 30 days from the date of publication of this notice.
M. W. J. LE ROUX, Industrial Registrar
(23 April 1982)

NOTICE 256 OF 1982
DEPARTMENT OF TRANSPORT

AIR SERVICES ACT, 1949 (ACT 51 OF 1949), AS AMENDED

Pursuant to the provisions of section 5 (a) and (b) of Act 51 of 1949 and regulation 5 of the Civil Air Services Regulations, 1964, it is hereby notified for general information that the applications, details of which appear in the Schedules hereto, will be heard by the National Transport Commission.

Representations in accordance with section 6 (1) of Act 51 of 1949 in support of, or in opposition to, an application should reach the Director-General Transport (Directorate of the National Transport Commission, Private Bag X193, Pretoria, 0001), and the applicant within 21 days of the date of publication hereof stating whether the party or parties making such representation intend to be present or represented at the hearing.

The Commission will cause notice of the time, date and place of the hearing to be given in writing to the applicant and all parties who have made representations as aforesaid and who desire to be present or represented at the hearing.

SCHEDULE A

SCHEDULE OF APPLICATIONS FOR THE GRANT OF LICENCES

(A) Name and address of applicant (B) Name under which the air service is to be operated (C) Particulars of air service (i) Area to be served (ii) Route(s) to be served (u) Base(s) (iv) Types and classes of traffic to be conveyed (v) Frequency and time-tables to which the service will be operated (vi) Types of training to be provided (vii) Particulars and description of types of work to be undertaken. (viii) Tariff of charges (D) Aircraft to be used
"Honesty, justice" in labour policy

THE Minister of Manpower Utilization, Mr Fanie Botha, said yesterday that he was convinced the government was following a labour policy based on "honesty and justice".

Addressing a conference on ministry in business, organized by the Nen Geref church in Parow, he said it was the government's sincere wish that workers were happy and contented and that disputes between employers and workers were settled in a reasonable and orderly manner.

Guidelines had been given to employers, workers and government officials to promote industrial peace. These included individual freedom of choice, trade union autonomy, maximum consultation and co-operation and minimal State intervention.

The government had also created a legal framework to promote industrial peace in the form of the Law Relations Act of 1955 which had been adapted, modernized and rationalized since 1979.

Another government priority was to protect the safety and health of workers and to provide financial assistance in times of ill-health or unemployment.

It was also the government's stated intention that the knowledge, skill and ability of every worker should be upgraded to the highest possible level.
DURBAN — Business leaders have come out in strong support of a call to the business community to speak out on the issue of the detention without trial of union leaders.

They were reacting to an address made to the South African Institute of Chartered Accountants on Tuesday night by the chairman of Premier Group Mr Tony Bloom.

Mr Fred Beard, chairman of Protea Holdings Ltd, said that he agreed "one hundred per cent" with Mr Tony Bloom's plea.

"This will make me unpopular but I believe the reason for the silence on this issue up to now has been the fact that many of us have large government contracts and we are frightened to speak out against the government.

"But this must change and the time has now come for us to speak out," Mr Beard said.

"Mr P W Botha always boasts about our judicial system. We should abide by the principle of the law and apply our judicial system to detainees to see if it really works. It is important that detention without trial is done away with."

A spokesman for Anglo American reiterated the corporation's stand on detentions without trial in support of Mr Bloom's plea.

He said that Anglo American regretted the detention of people involved in the black trade union movement.

The executive director of Barlow Rand, Mr Rinaid Hofmeyr, said their chairman, Mr Warren Cleow, had in the past spoken out against detention without trial and that the corporation naturally associated itself with Mr Bloom.

Mr Cleow had said, according to Mr Hofmeyr, that business could not "remain silent on such issues as the detention without trial of labour leaders, whom they had been negotiating with whom they would be negotiating in the future." — DDC
They have found that both unionists and employers are uncertain about government’s acceptance of the recommendations of the Riekkert and Wiebahn commissions. Some feel the situation is still so confused that another commission should be appointed. “One respondent stated that he had the feeling that the policy was being developed ‘brick by brick’ and that no-one had any clear idea of what the final building might look like.”

The survey reveals concern that reforms in labour policy are not being accompanied by reforms in other areas. Because blacks are not being granted social and political rights, it feels that black unions will inevitably become involved in socio-economic matters outside the sphere of labour and employment issues. Thus will result in the creation of “unions representing a political rather than an industrial standpoint.”

Although most employers and unions are in favour of industry-based unions, “the recent proliferation of unions on racial and political grounds means few unions can truly claim to represent the majority of workers in a particular industry.”

More than a quarter of unions and employers prefer the industrial council (IC) system to any other system of industrial relations. But, say Nattrass and Ardington, if the proliferation of unions outside the IC system continues, the system will no longer be effective.

Nattrass and Ardington say there is little difference of opinion between unionists and employers over many questions in the survey, particularly where questions are of a theoretical, as opposed to an immediately relevant nature. However, there are important differences over the collective bargaining process and the role played by the union movement. Employers give a low rating to collective bargaining rights as a factor important to job acceptability. Unions, however, give these rights high priority. Only 3.5% of employers, but more than 50% of the unions, regard the absence of labor organization as a serious impediment to black advancement.

The survey reveals that although most employers and unions want collective bargaining, they differ over what form it should take. More than 40% of employers want an IC or two-tier system, while black unions show a preference for plant-level bargaining. Unions totally reject works councils and house committees.

Nattrass and Ardington say that most employers find it impossible to deny the right to bargain collectively and are probably genuinely in favor of its recognition. However, “their thinking has not progressed sufficiently in practice to take this recognition into account in their everyday activity.”
KENNISGEWEN 293 VAN 1982
DEPARTEMENT VAN MANNEKRAG
WET OP ARBEIDSVERHOUDINGE, 1956
INTREKKING VAN REGISTRASIE VAN 'N WERKGewERSORGANISASIE
Ek, Mattheus Willem Johannes le Roux, Nywerheidsregistrateur, maak hierby kragtens artikel 14 (2) van die Wet op Arbeidsverhoudinge, 1956, bekend dat ek die registrasie van die Port Elizabeth and Uitenhage Master Hairdressers' Association met ingang van 27 April 1982 in trek het.
M W J LE ROUX, Nywerheidsregistrateur
27/4/82
(7 Mei 1982)

KENNISGEWEN 294 VAN 1982
KENNISGEWEN VAN VERGADERINGS VAN SKULDEISERS KRAGTENS ARTIKEL 22 (1) VAN DIE WET OP LANDBOUKREDIEIT, 1966
Hierby word vergaderings van onderogenoemde applikante en hul skuldeisers op die plekke en datums hieronder genoem, belê, met die doel om skuldeisers in staat te stel om hul vorderings teen die applikante te bewys en skikking van skuldige voor die Landboukredietraad te oorweeg.
D W IMMELMAN, Direkteur-generaal Landbou en Visserye.
Aanvra van / Application by
(1) Catharina Maria Bosman, Postbus P O Box 154, Coligny
(2) Johannes Lodewikus Reinecker, Postbus P O Box 340, Carletonville
(7 Mei 1982)(7 May 1982)

(b) Indien die grond voor de kennisgewende datum deur u as eindeuver verkoop is, die naam en adres van die koper, tesame met die kopkontrak of 'n gewaarmerkte afskrif daarvan
(c) Indien dit grond is waarop 'n gebou opgegrond is wat onderworpe is aan 'n retenierig ten gunste van 'n boeruit hoofde van 'n skriflike boukontrak, die naam en adres van die bouaannemer, tesame met die boukontrak of 'n gewaarmerkte afskrif daarvan
(d) Indien dit grond is wat op de kennisgewende datum deur 'n deelsaer bewerk is, die naam en adres van die deelsaer, tesame met die deelsaerskontrak of 'n gewaarmerkte afskrif daarvan, indien die kontrak op skrif is, of volledige besonderhede van die kontrak, indien dit nie op skrif is nie
(vi) U moet die adres meld waaroor u verlang dat verdere stukke in verband met die ontieining aan u gepos moet word
Gedateer in Johannesburg op hede die 19de dag van April 1982.
H J L DU TOIT, Adjunk-hoofbestuurder
Adres—Hoofbestuurder, Suid-Afrikaanse Vervoerdienste, Privaatsak X47, Johannesburg, 2134
(7 Mei 1982)

NOTICE 293 OF 1982
DEPARTMENT OF MANPOWER
LABOUR RELATIONS ACT, 1956
CANCELLATION OF REGISTRATION OF AN EMPLOYERS' ORGANISATION
I, Mattheus Willem Johannes le Roux, Industrial Registrar, hereby notify, in terms of section 14 (2) of the Labour Relations Act, 1956, that I have cancelled the registration of the Port Elizabeth and Uitenhage Master Hairdressers' Association with effect from 27 April 1982.
M W J LE ROUX, Industrial Registrar
27/4/82
(7 May 1982)

NOTICE 294 OF 1982
NOTICE OF MEETING OF CREDITORS IN TERMS OF SECTIONS 22 (1) OF THE AGRICULTURAL CREDIT ACT, 1966
Meetings of the undermentioned applicants and their creditors are hereby convened at the places and dates mentioned hereunder for the purpose of enabling creditors to prove their claims against the applicants and of considering proposals for compromises by the Agricultural Credit Board.
D W IMMELMAN, Director-General Agriculture and Fisheries
Aanvra van Application by
(1) Catharina Maria Bosman, Postbus P O Box 154, Coligny
(2) Johannes Lodewikus Reinecker, Postbus P O Box 340, Carletonville
(7 Mei 1982)(7 May 1982)

Plek van byeenkomst/Place of meeting
Kantoor van die Landbou/Office of the Magistrate, Coligny
Kantoor van die Oberhofer/Office of the Magistrate, Carletonville
Datum en tyd/Date and time
25 June/25 June 1982 om/ at 0900
29 June/29 June 1982 om/ at 1000
Enige geregistreerde werkgewersorganisasie wat teen die aanvraag beswaar maak, word versoek om binne een maand na die datum van publikasie van hierdie kennisgewing in beswaar skriftlik by my in te dien, p.s. die Departement van Mannekrag. Mannekraggebou 449, Schoemanstraat 215, Pretoria (posadres Privaatpost X117, Pretoria, 0001).

TABEL

<table>
<thead>
<tr>
<th>Name van werkgewersorganisasie</th>
<th>Cape Clothing Manufacturers' Association</th>
</tr>
</thead>
<tbody>
<tr>
<td>Datum waarop aansoek ingediend is</td>
<td>24 September 1981</td>
</tr>
</tbody>
</table>

Belange en geheb ten opsigte waarvan aansoek gedoen word — Werkgewers betrokke by die Klerasenywerheid, bestaande uit die klasse, brei- en hemdesekse, in die landdossidistrik Malmesbury.

"Klerasenywerheid" beteken die nywerheid waarin werkgewers en werknemers met mekaar geassosieer is vir—

(a) die maak van alle soorte mans- en seunshoede en pette van tweed en inne en alle soorte bo- en onderrkleres (met inbegrip van gebreide kledingstukke) vir dag- of nagdag, met inbegrip van hemde, boordjes, dasse, sokkies, serpe, lappordels en gedeelses van kledingstukke, slaapklere en ander nagklere, en

(b) die maak van alle soorte kledingstukke, met inbegrip van grootmaat-snyerskere soos bestel deur 'n Staatsdepartement of provinsiale administrasie, die Suid-Afrikaanse Vervoerdiens of 'n plaaslike overheid, maar uitgesonderd die maak van hemde of passe, en brei- en haardnekpakke vir dames, of mesies of ander boklere wat vir individuele persone volgens maat gemaak word.

"Kledingstukke" beteken—

(a) die sakkie van die Klerasenywerheid waarin alle soorte mans- en seunshoede en pette van tweed en inne en alle soorte bo- en onderrkleres gemaak word,

(b) die maak van alle soorte kledingstukke, met inbegrip van grootmaat-snyerskere soos bestel deur 'n Staatsdepartement of provinsiale administrasie, die Suid-Afrikaanse Vervoerdiens of 'n plaaslike overheid, maar uitgesonderd hemde, boordjes, dasse, slaapklere en ander nagklere, boede en die maak van passe, en brei- en haardnekpakke vir dames, of mesies of ander boklere wat volgens die maat van individuele persone gemaak word.

"Beklomptekse" beteken die sekse van die Klerasenywerheid waarin werkgewers en werknemers met mekaar geassosieer is met die doel om kleedstof en/of kouse en/of kledingstukke op ronde, plat of ten volle gefatooneerde maasjere te brei, en ook die maak van kledingstukke uit gebreide kleedstof in die bedryfsunyt met behulp van gebreide kleedstof gebrein is.

"Hemdesekse" beteken die sekse van die Klerasenywerheid waarin hemde, boordjes, dasse, slaapklere en ander nagklere gemaak word.

Posadres van applicant — Postbus 1536, Kaapstad, 8000
Kantooradres van applicant — Postbus 1536, Kaapstad, 8000

Any registered employers' organisation which objects to the application is invited to lodge its objection in writing with me, at the Department of Manpower, 449 Manpower Buildings, 215 Schoeman Street, Pretoria (posaddress Privaatpost X117, Pretoria, 0001), within one month of the date of publication of this notice.

<table>
<thead>
<tr>
<th>Name of employers' organisation</th>
<th>Cape Clothing Manufacturers Association</th>
</tr>
</thead>
<tbody>
<tr>
<td>Date on which application was lodged</td>
<td>24 September 1981</td>
</tr>
</tbody>
</table>

Interests and area in respect of which application is made — Employers engaged in the Clothing Industry, consisting of the clothing, knitting and shirt sections, in the Magisterial District of Malmesbury.

"Clothing Industry" means the industry in which employers and employees are associated for—

(a) the making of all classes of men's and boys' tweed and linen hats and caps, and all classes of outer and under garments (including knitted garments) for day or night wear, including shorts, collars, ties, socks, scarves, cloth belts and parts of garments, pyjamas and other nightwear, and

(b) the making of all classes of garments, including quality production tailoring made to the order of any Government department or provincial administration, the South African Transport Services, or local authorities, but does not include the making of millinery and the making of ladies' or girls' coats and costumes or any other outer garments made to the measurement of individual persons.

"Clothing section" means—

(a) that section of the Clothing Industry in which all classes of men's and boys' tweed and linen hats and caps and all classes of outer and under garments are made,

(b) the making of all classes of garments, including quantity production tailoring made to the order of any Government department or provincial administration, the South African Transport Services, or local authorities, but does not include shorts, collars, ties, pyjamas and other nightwear, millinery and the making of ladies' or girls' coats and costumes or any other outer garments made to the measurement of individual persons.

"Knitting section" means that section of the Clothing Industry in which employers and employees are associated for the knitting of fabric and/or hosiery and/or garments knitted on circular, flat or fully fashioned machinery, and includes the making up of garments from knitted fabrics in the establishment in which the said fabric was knitted.

"Shirt section" means that section of the Clothing Industry in which shirts, collars, ties, pyjamas and other nightwear are made.

Postadres van applicant — P.O. Box 1536, Cape Town, 8000

Office adres van applicant — Fifth Floor, Broadway Industries Centre, corner of Heerengracht and Hertzog Boulevard, Strandgebied, Kaapstad

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

(a) The representativeness of any employers' organisation which objects to the application shall in terms of section 4 (4) as applied by section 7 (5) be determined on
Kennisgewing 278 van 1982
Wet op standaarde, 1962

Hersiening van standaardspesifikasie

Kragtens artikel 14 (2) van die Wet op Standaarde 1962 (Wet 33 van 1962), het die Raad van die Suid-Afrikaanse Bureau vir Standaarde die Standaardspesifikasie wat hieronder opgegee word, hersien. Dié nommer van die spesifikasie wat vervang is, word tussen hakies onder die nuwe nommer opgegee.

Houers van permute om die standaardmerk aan te bring wat teenoor die betrokke standaardspesifikasie afgebeeld word, kan onmiddellik daartoe oorgegaan om kommoditeite ooreenkomstig die hersien spesifikasie te vervaardig, te produseer, te verwerk of te behandel. Die standaardmerk mag vanaf 9 Oktober 1982 in ieder geval nie meer op grond van die oorspronklike spesifikasie op kommoditeite aangebring word nie.

Brandvaste tekstielversterkte vervoerbandmateriaal (vir gebruik in brandgasmine). Hierdie spesifikasie dek die algemene vereistes van brandvaste tekstielversterkte vervoerbandmateriaal wat ontwerp is vir gebruik op plat of trekvormige vrylopes. Die vervoerbandmateriaal word geklassifiseer volgens die minimum ooreenkomstige volksstreeksterkte van die afgewerkte vervoerbandmateriaal in kilonewton per meter breedte.


Opmerking — Eksemplare van die hersien standaardspesifikasie kan bestel word van die SABS, Privaatsak X191, Pretoria, 0001.

(7 Mei 1982)

Kennisgewing 280 van 1982
Departement van Mannekrag
Wet op arbeidsverhoudinge, 1956

Aansoek om verandering van die registrasiebestek van 'n werkgewersorganisatie

Ek, Matheus Willem Johannes le Roux, nywerheidsregistrateur, maak ingevolge artikel 4 (2), soos toegepas by artikel 7 (5), van bogenoemde Wet, hierby bekend dat 'n aansoek om die veranderin van sy registrasiebestek ontvang is van die Port Elizabeth Master Builders and Allied Trades Association. Besonderhede van die aansoek word in die onderstaande tabel verstrekt.

Enige geregistreerde werkgewersorganisasie wat teen die aansoek beswaar maak, word versoek om binne een maand na die datum van publisasie van hierdie kennisgewing sy beswaar skriftelik by my in te dien, p/a die Departement van Mannekrag, Mannekraggebou 449, Schoemanstraat 215, Pretoria (posadres: Privaatsak X1117, Pretoria, 0001).

(7 Mei 1982)

Notice 278 of 1962
Revisie van standard specification

In term of section 14 (2) of the Standards Act, 1962 (Act 33 of 1962), the Council of the South African Bureau of Standards has revised the standard specification listed below. The number of the specification that has been superseded is given in brackets below the new number.

Holders of permits to apply the standardization mark depicted opposite the relevant standard specification may immediately commence to manufacture, produce, process or treat commodities concerned in accordance with the revised specification. The standardization mark shall in any event cease to be applied to commodities on the strength of the original specification after 9 October 1982.

Fire-resistant textile-reinforced conveyor belt (for use in fiery mines). This specification covers general requirements for fire-resistant textile-reinforces conveyor belt designed for use on flat or troughed idlers. The belt is classified according to the minimum longitudinal full-thickness breaking strength of the finished belt in kilonewtons per metre of width.

(N B) — This notice supersedes Notice 256 of 1981, which appeared in Government Gazette 7541 of 10 April 1981, in regard to the specification mentioned above.

Note — Copies of the revised standard specification may be ordered from the SABS, Private Bag X191, Pretoria, 0001.

(7 May 1982)

Notice 280 of 1982
Department of Manpower
Labour relations act, 1956

Application for variation of scope of registration of an employers' organisation

I, Matheus Willem Johannes le Roux, Industrial Registrar, do hereby, in terms of section 4 (2) as applied by section 7 (5) of the above-mentioned Act, give notice that an application for the variation of its scope of registration has been received from the Port Elizabeth Master Builders and Allied Trades Association. Particulars of the application are reflected in the subjoined table.

Any registered employers' organisation which objects to the application is invited to lodge its objection in writing with me, c/o the Department of Manpower, 449 Manpower Buildings, 215 Schoeman Street, Pretoria (postal address: Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice.
TABEL

Van werkgesersorganisatie — Port Elizabeth
Master Builders and Allied Trades Association

Datum waarop aansoek ingediend is — 28 Januarie 1982

Lange en gebied ten opsigte waarvan aansoek gedoen word — Werkers betrokke by die Bouwneryheid in die Kaasooestreek Albert, Alwaal-Noord, Barkly-Oos, Cathcart, Elliot, Indwe, King William's Town, Komga, Lady Grey, Maclear, Molteno, Oos-Londen, Sterkstroom, Stutterheim en Wodehouse

"Bouwneryheid" beteken, sonder om die gewone betekens van die uitlekking en gagte te beperk en behoudens enige afbakening vasstelling wat tussen die Bouwneryheid en die Maatskappelykheid gemaak is kragtens artikel 76 van die Wet op Arbetsverhoudinge, 1956, en wat van toepassing is op bogenoemde gebiede, die nywerheid waarin werkversers en werknemers met mekaar geassosieer word met die doel om gebeure of bouwwerk op te reg, te voltoo, op te knap, te herstel, te onderhou of te verbou, en uit al die werk wat daaruit voortkom of daarmee gegaan is, meer daadwerkelijk daadwerk gee aan, maar sluit nie die bedrywighede uit wat in die oorspronklike betekenis van "Yster-, Staal-, Ingenieurs- en Metalurgiese Nyerheid" wat verskyn in die ooreenkoms gepubliseer deur Gouwermentskenniskryging R 1329 van 27 Junie 1980, en die Elektrotekniese Aannemingsnywerheid in nie
e "Elektrotekniese Aannemingsnywerheid" beteken die nywerheid waarin werkversers en werknemers met mekaar geassosieer is vir —

(a) die ontwerp, voorbereiding, oprigting, instellering, herstel en onderhoud van alle elektriese utrusting wat 'n integreerende en permanente deel van perseke uitmaak, met inbegrip van enige bedraging, kabelsawerk en kabelaanlegwerk, die oprigting van elektriese oorhoofslyne en alle ander werksaamhede wat daarmee in verband staan, afgesien daarvan of die werk verving of die materiaal voorberei word op die terrein of elders,

(b) die ontwerp, voorbereiding, oprigting, instellering, herstel en onderhoud van alle elektriese utrusting wat in verband staan met die doel waarvoor 'n perseel gebruik word, met inbegrip van enige bedraging, kabelsawerk en kabelaanlegwerk, die konstruksie van elektriese oorhoofslyne en alle ander werksaamhede wat daarmee in verband staan, afgesien daarvan of die werk verving of die materiaal voorberei word op die terrein of elders,

(c) die ontwerp, voorbereiding, oprigting, instellering, herstel of onderhoud van alle elektriese utrusting wat in verband staan met die oprigting, veranderend, herstel en onderhoud van perseke, met inbegrip van enige bedraging, kabelsawerk en alle ander werksaamhede wat daarmee in verband staan, afgesien daarvan of die werk verving of die materiaal voorberei word op die terrein of elders

Vir die doel van hierdie woordomskrywing omvat "elektriese utrusting" —

(i) elektriese kabels en oorhoofslyne,

(ii) generators, motore, converter, lepype, skakel- en beheeruitrusting (met inbegrip van relees, kontakters, elektriese instrumente en utrusting wat daarmee geassosieer word), elektriese verligtings-, verwarmsings-, kook-, beveiligings- en verkoelinsutrusting, primere en sekondere selle en batterie, transformators, oondutrusting, radioelektriese en ander elektriese apparatuur, semiautomatisering en ander utrusting waarin gebruik gemekaar word van die beginsels wat in die werk van radio- of elektroniese utrusting gevorder word.

Posadres van applicant — Posbus 7086, Newton Park, Port Elizabeth, 6055.

Name of employers organisation — Port Elizabeth Master Builders and Allied Trades Association

Date on which application was lodged — 28 January 1982

Interests and area in respect of which application is made — Employers engaged in the Building Industry in the Magisterial Districts of Albert, Alwaal North, Barkly East, Cathcart, East London, Elliot, Indwe, King William's Town, Komga, Lady Grey, Maclear, Molteno, Sterkstroom, Stutterheim and Wodehouse

"Building Industry" means, without in any way limiting the ordinary meaning of the expression and subject to any demarcation determined in terms of section 76 of the Labour Relations Act, 1956, between the Building Industry and the Furniture Manufacturing Industry, and which is applicable in the areas mentioned above, the industry in which employers and employees are associated for the purpose of erecting, constructing, renovating, repairing, maintaining or altering buildings or structures, and includes all work incidental thereto or consequent thereon, but does not include the operations set out in the definition of "Iron, Steel, Engineering and Metallurgical Industries" appearing in the agreement published under Government Notice R 1329 of 27 June 1980, and the Electrical Contracting Industry.

"Electrical Contracting Industry" means the industry in which employers and employees are associated for —

(a) the design, preparation, erection, installation, repair and maintenance of all electrical equipment forming an integral and permanent portion of premises, including any wiring, cable jointing and laying, electrical overhead line construction and all other operations incidental thereto, whether the work is performed or the material is prepared on the premises or elsewhere,

(b) the design, preparation, erection, installation, repair and maintenance of all electrical equipment incidental to the purpose of which premises are used, including any wiring, cable jointing and laying, electrical overhead line construction and all other operations incidental thereto, whether the work is performed or the material is prepared on the premises or elsewhere,

(c) the design, preparation, erection, installation, repair and maintenance of all electrical equipment incidental to the construction, alteration, repair and maintenance of premises, including any wiring, cable jointing and all other operations incidental thereto, whether the work is performed or the material is prepared on the premises or elsewhere

For the purpose of this definition, "electrical equipment" includes—

(i) electrical cable and overhead lines,

(a) generators, motors, converters, conduits, switch and control gear (including relays, contactors, electrical instruments and equipment associated therewith), electrical lighting, heating, cooking, refrigeration and cooling equipment, primary and secondary cells and batteries, transformers, furnace equipment, radio sets and allied electrical apparatus, signalling equipment and other equipment utilising the principles used in the operation of radio or electronic equipment.

Postal address of applicant — P.O. Box 7086, Newton Park, Port Elizabeth, 6055.
Kantoordares van applicant — Worrakerstraat 82, Newton Park, Port Elizabeth

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

(a) Die mate waarin 'n beswaarmakende werkgewersorganisasie verteenwoordigend is, word ingevolge artikel 4 (4), soos toegespas by artikels 7 (5), bepaal volgens die foute soos hulle bestaan het op die datum waarop die aansoek ingerig is, en wat die lidmaatskap betref, word alleen lede wat ingevolge artikel 1 (2) van die Wet op voormalde datum volwaardige lede was, in aanmerking geneem

(b) Die procedure voorgestel by artikel 4 (2) moet gevolg word in verband met 'n beswaar wat ingerig word

M W J LE ROUX, Nywerheidsregistrateur
(7 Mei 1982)

Office address of applicant — 82 Worraker Str, Newton Park, Port Elizabeth

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

(a) The representativeness of any employers' organisation which objects to the application shall in terms of section 4 (4) as applied by section 7 (5) be determined on facts as they existed at the date on which the application was lodged and, as far as membership is concerned, only members who were in good standing in terms of section 1 (2) of the Act as at the afore-mentioned date shall be taken into consideration

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

M W J LE ROUX, Industrial Registrar
(7 May 1982)
KENNISGEWING 281 VAN 1982
DEPARTEMENT VAN MANNEKRAG
WET OP ARBEIDsvERHOUDINGE. 1956
INTREKKING VAN REGISTRASIE VAN 'N WERKGEWERSORGANISASIE

Ek, Matheus Willem Johannes le Roux, Nywerhedsregistrator, maak hierby kragtens artikel 14 (1) van die Wet op Arbeidsverhoudinge, 1956, bekend dat aangesien ek rede het om te vermoed dat die Grahamstown Master Builders' and Allied Trades' Association gelikwieder is, sy registrasse ingetrek sal word, tansy redes daarteen binne 'n tydperk van 30 dae vanaf die datum van publikasie van hierdie kennisgewing aangevoer word.

M W J LE ROUX, Nywerhedsregistrator
(7 Mei 1982)

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KENNISGEWING 282 VAN 1982
KANTOOR VAN DIE EERSTE MINISTER
SENTRALE STATISTIEKDIENS

Die Hoof Sentrale Statistiekdiens maak vir algemene inligting bekend dat die Verbruikerspysindeks vir Maart 1982 soos volg is.

VERBRUIKERSPYSINDEKS, ALLE ITEMS

<table>
<thead>
<tr>
<th>Gebied</th>
<th>Indexe Basis April 1975 = 100</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 Kaapstad</td>
<td>218.2</td>
</tr>
<tr>
<td>2 Port Elizabeth</td>
<td>217.9</td>
</tr>
<tr>
<td>3 East London</td>
<td>218.0</td>
</tr>
<tr>
<td>4 Kimberley</td>
<td>218.0</td>
</tr>
<tr>
<td>5 Pietermaritzburg</td>
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<tr>
<td>6 Durban</td>
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<td>7 Pretoria</td>
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<td>8 Wynwaterstrand</td>
<td>220.5</td>
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<tr>
<td>9 Kleinkaroo</td>
<td>224.2</td>
</tr>
<tr>
<td>10 Vissering</td>
<td>220.0</td>
</tr>
<tr>
<td>11 O V S -goudvelede</td>
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<td>12 Bloemfontein</td>
<td>223.9</td>
</tr>
<tr>
<td>Beswaarde gemiddelde van die 12 gebiede</td>
<td>225,2</td>
</tr>
</tbody>
</table>

Verduidelikende opmerkinke

Die Verbruikerspysindeks laat nie tussenstelde vergelyking van prysepiele of lewenskoste toe nie. Die indeks toon nie of dit duurder is om in 'n stad as in 'n ander te won nie. Die indeks toon vir elke stedelike gebied onafhanklik prysoverwending wat van tyd tot tyd plaasgevind het.

(7 Mei 1982)

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NOTICE 281 OF 1982
DEPARTMENT OF MANPOWER
LABOUR RELATIONS ACT, 1956
CANCELLATION OF REGISTRATION OF AN EMPLOYERS' ORGANISATION

1, Matheus Willem Johannes le Roux, Industrial Registrar, hereby notify in terms of section 14 (1) of the Labour Relations Act, 1956, that as I have reason to believe that the Grahamstown Master Builders' and Allied Trades' Association has been wound up, its registration will be cancelled unless to the contrary is shown within a period of 30 days from the date of publication of this notice.

M W J LE ROUX, Industrial Registrar
(7 May 1982)

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NOTICE 282 OF 1982
OFFICE OF THE PRIME MINISTER
CENTRAL STATISTICAL SERVICES

The Chief Central Statistical Services notifies for general information that the Consumer Price Index for March 1982 is as follows:

CONSUMER PRICE INDEX, ALL ITEMS

<table>
<thead>
<tr>
<th>Area</th>
<th>Index</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 Cape Town</td>
<td>218.2</td>
</tr>
<tr>
<td>2 Port Elizabeth</td>
<td>217.9</td>
</tr>
<tr>
<td>3 East London</td>
<td>218.0</td>
</tr>
<tr>
<td>4 Kimberley</td>
<td>224.4</td>
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<td>223.9</td>
</tr>
<tr>
<td>12 Bloemfontein</td>
<td>225.2</td>
</tr>
</tbody>
</table>

Weighted average of the 12 areas

225.2

Explanatory notes

The Consumer Price Indexes do not permit of inter-urban comparisons of price levels or living costs. They do not indicate whether it is more expensive to live in one city than in another. They indicate for each urban area, independently, the price changes which have taken place from time to time.

(7 May 1982)
GOVERNMENT GAZETTE 7 MAY 1982

NOTICE 297 OF 1982

DEPARTMENT OF MANPOWER

LABOUR RELATIONS ACT, 1956

CANCELLATION OF REGISTRATION OF AN EMPLOYERS' ORGANISATION

I, Matheus Willem Johannes le Roux, Industrial Registrar, hereby notify in terms of section 14(1) of the Labour Relations Act, 1956 that as I have reason to believe that the Cape Master Hairdressers' Association has been wound up, its registration will be cancelled unless cause to the contrary is shown within a period of 30 days from the date of publication of this notice.

M. W. J. LE ROUX, Industrial Registrar
(7 May 1982)

AGROCHEMOPHYSICA

Hierdie publikasie is 'n voortsetting van die Suid-Afrikaanse Tydskrif vir Landbouwetenskap Jaargang 1 tot 11, 1958-1968 en bevat artikels oor Biochemie, Biometrika, Grondkunde, Landbou-inigemeenswese, Landbouwetkunde en Ontleidingstegnieke. Vier dele van die tydskrif word per jaar gepubliseer.

Verdienstelike landboukundige hydraas van oorspronklike wetenskaplike navoring word vir plasing in hierdie tydskrif verwelkom. Voorskrifte vir die opstel van sulke tydskrif word verkrygbaar van die Direkteur, Landbou-iniging, Pretoria, aan wie ook alle navrae in verband met die tydskrif gereg moet word.

Die tydskrif is verkrygbaar van bogenoemde adresseerlike adresaatte persoons of R6 per jaar, posvry (Buitelandse R7,75 per eksemplaar of R7 per jaar).

Verkoopbelasting moet by binnelandse bestellings ingesluit word.

PHYTOPYHABLACTICA

Hierdie publikasie is 'n voortsetting van die Suid-Afrikaanse Tydskrif vir Landbouwetenskap Jaargang 1 tot 11, 1958-1968 en bevat artikels oor Entomologie, Dierkundige Plantpathologie, Veterinêre, Plantpatologie, Mykologie, Makrobiologie, Taksonomie, Studies, Biologie en Beheer. Vier dele van die tydskrif word per jaar gepubliseer.

Verdienstelike landboukundige hydraas van oorspronklike wetenskaplike navoring word vir plasing in hierdie tydskrif verwelkom. Voorkeur vir die opstel van sulke tydskrif moet word verkrygbaar van die Direkteur, Landbou-iniging, Pretoria, aan wie ook alle navrae in verband met die tydskrif gereg moet word.

Die tydskrif is verkrygbaar van bogenoemde adresseerlike persone of R1,50 per eksemplaar of R6 per jaar, posvry (Buitelandse R7,75 per eksemplaar of R7 per jaar).

Verkoopbelasting moet by binnelandse bestellings ingesluit word.
Industrial editors must help to keep ‘labour peace’

By GRANT AUBIN

INDUSTRIAL journalists are going to have to play an active role in maintaining “labour peace” in the 1980s, according to the president of the South African Association of Industrial Editors (SAAIE), Mr Bosman Olivier.

Interviewed at the SAAIE annual conference in Port Elizabeth, he said a point that was continually brought up during the conference, was that editors of industrial magazines only covered the positive aspects of a firm and/or the management point of view, not the workers.

Mr Bosman said an example of this was brought up in one of the speeches, where the speaker told how one firm’s in-house publication had appeared during a strike, but had failed to make any mention whatsoever of the unrest.

“Thus creates a serious credibility problem,” said Mr Bosman.

“We must take a more active role in the relationship between worker and management and worker and worker,” he said.

It was SAAIE’s duty to work towards a “greater Press freedom”, within the rules of the various organisations.

“Even though the management pays, the journalists are responsible.”

He said industrial journals were often seen as “his master’s voice”.

“And this is not good enough — not in the eighties,” said Mr Bosman.

He described the conference as “very successful”, and important for the Eastern Cape.

He said he was pleased that SAAIE had been able to get delegates to Port Elizabeth as there was a lot they could learn about the labour situation here.
Management of change ‘top challenge in SA’

BY SANDRA SMITH

The single most important challenge facing the manpower field today was the management of change, the Director-General of Manpower, Dr F J van der Merwe, said at the annual congress of the SA Association of Industrial Editors in Port Elizabeth last night.

Change should be managed in such a way that it improved the existing state of affairs in a meaningful way which was compatible with national economic and social goals, Dr Van der Merwe said.

In this connection a great responsibility lay with employers, employees and their organisations "to do what was necessary" "within legal boundaries defined by the Government."

Important initiatives by Government in the labour field included clear practical guidelines to officials, employers and employees with regard to consultation and co-operation with all parties involved, "non-compulsion" and the full recognition of the rights of individual workers and groups of workers.

At the present time manpower issues were "the order of the day", Dr Van der Merwe said.

This was because, firstly, today more than ever before there was an awareness that manpower was the key to a greater economic well-being and the improvement of living standards.

The manpower scene was also in a state of change which called for adjustments, renewal and dynamic thought and action.

It was an area characterized by a number of extremely difficult problems for which there were no easy solutions.

More attention had been devoted to manpower issues in South Africa in recent years than at any other time in the country's labour history, Dr Van der Merwe said.

It appeared manpower's importance had been suddenly "rediscovered" by the Government, employers, trade unions and academics, and that this was likely to transform economic and social life in South Africa to a greater degree than was perhaps imagined.

"The only thing that can be said with certainty is that things will never be quite the same as before," Dr Van der Merwe said.

Factors which had led to the "rediscovery" included the growing realisation that fiscal and monetary policy measures could not solve problems of unemployment and inflation on their own, unless they were reinforced by manpower policies.

Mounting evidence indicated that South Africa's labour policies and laws had not kept pace with the developments in labour practices in the workplace, was also a factor.

"The most important feature of the labour scene during recent years and at present is its state of flux."

Dr Van der Merwe said.

Initiatives on the part of Government included "clear policy statements" to the effect that manpower resources had to be utilized to the optimum by maintaining peace, training and retraining all workers, increasing productivity, providing adequate security and protection for all workers.

The Government had also made statements on the principles on which its manpower policies were based.

These were the free market principles of "individual economic freedom", rationality and responsibility and rationality coupled with the principles of trade union autonomy, maximum self-governance, discipline and order.

Employers, employer organisations and trade unions likewise contributed to change in a variety of ways.

This is not a misprint!
Trade unions: Talk before it's too late

Howard Preece

Economic Spotlight

Strikes and general labour disputes are clearly becoming a rapidly increasing feature of the South African economy.

Indeed, some business leaders say that labour issues are already their biggest single headache.

A sample scan of some of the newspaper headlines that have been cut down by disruptive industrial action of some kind in recent weeks gives an indication of the extent of the problem.

Those involved include Volkswagen, Sowawo Steel, Metals (controlled by Anglo American), Haggie Rand (controlled by Anglo and GNCC), SA Beverages, Sappi, General Electric, National Bolts, Edseda, and Defy.

The anxieties of many businessmen (and many politicians too) are also a great deal deeper than simple concern for the immediate effects of a particular strike or even on the short-term economy.

The fear is that South Africa is facing the prospect of steady deterioration of labour relations and the threat of menacingly sharpened conflict in industry.

This is why some businessmen are so alarmed about the latest development that the economic downturn now under way and the fact that it could well extend for years at the end of 1980.

They are also concerned about the overall socio-political consequences of a general recession as they see it as being the narrow question of the ability of the particular companies to weather the gathering economic storm.

The social impact of the economic downturn, they say, is only just beginning.

There is certainly now a potential total clash of expectations between (white) management and (black) workers.

Management is generally and understandably looking forward with apprehension to economic prospects.

It is in no mood to grant what it would regard as extravagant wage or other demands.

Workers on the other hand are looking back with determination.

They see all the evidence the 1979-81 boom and they are intent on securing a fuller share of it.

On top of all of this, of course, is the inevitable surrogate political role of the trade unions by radical blacks who are in part managingly bent on fundamental social reform.

Consider the implications of that background.

It has certainly been well established — especially by the official Economic Development Programme (EDP) — that South Africa needs a real growth rate of at least 4% a year just to find jobs for the influx of additional labour onto the market each year.

Growth of over 5% a year would be needed over a sustained period to achieve a substantial reduction in the existing level of unemployment.

The scene thus looks dark.

Unemployment will continue to rise appreciably over the next 16 months at least, breeding social distress.

Management and workers are also — in general terms — totally at loggerheads.

This all seems to point to a winter of industrial discontent and to an epidemic of strikes.

But I wonder if it will actually work out quite like that, in the near to medium term.

The accompanying table, taken from the statistics supplied by the Department of Manpower, shows the pattern of labour unrest from 1970.

I suspect the figures underestimate the number of and extent of disputes that need not bother us here.

What is important is the pattern of disputes.

It is strikingly evident that after the hectic days of 1973 (and 1974 in a lesser way) — when the economy was on the up — labour battles declined remarkably during the recession which started in 1975 and only really ended around mid 1978.

That included 1976 when there the major political disturbances in Soweto occurred.

But this development is not so surprising as it might seem.

Statistics from many industrial countries, especially Britain and the United States, indicate that labour overall is much more subdued, in bad times than in good.

The reason, of course, is that in bad times most workers are far more fearful of losing their jobs and finding no alternative.

Thus it may very well that as the recession deepens, quite possibly to genuine recession, that strikes will temporarily decline rather than accelerate.

However, I would not expect any such turning point to come until late this year because I do not expect the full effects of the recession to be felt until then.

The great danger in that event is that many employers and politicians may switch from concern to complacency, to a belief that there is no urgent need, with strikes now trying to come to terms with emerging unions.

That would, I think, be monumentally foolish.

The long-term hope and objective of economic policy must be, the vast majority of businessmen would say, to secure a consistently high rate of economic growth.

There is little chance, however, of achieving this without greatly enhancing the relative power of black labour, whether the law may say or not.

It will mean, as it has in many countries before South Africa, that employers will increasingly come to accept the reality of organised unions and to treat formally with them.

The only remaining unions, too, will be those that the workers believe to be their own creations (moderate or worse).

Racism cannot be an alternative to that development.

Looking even beyond that at the inevitability, I believe, that a necessary condition for any lasting political settlement within South Africa must be a real rearrangement of the economic vector.

The ideal way of bringing about such a system is growing economy where the pressure is less on taking from the rich than on raising the levels of the vastly poorer poor.

Trade unions must surely play a key role in such evolution.

Dialogue today might perhaps avert tragedy tomorrow.
KENNISGEWING 311 VAN 1982
WET OP ARBEIDSVERHOUDINGE, 1956

INTREKKING VAN REGISTRASIE VAN 'N WERKGEWERSORGANISASIE — WITWATERSRAND MASTER HAIRDRESSERS' ASSOCIATION

Ek, Matheus Willem Johannes le Roux, Nywerheidsregistrator, maak hierby ingevolge artikel 14 (1) van die Wet op Arbeidsverhoudinge, 1956, bekend dat, aangesien die Witwatersrand Master Hairdressers' Association gelukkiger is, sy registrasie ingetrok sal word teny redes daarteen binne 'n tydperk van 30 dae vanaf die datum van publikasie van hierdie kennisgeving aangevoer word.

M W J LE ROUX, Nywerheidsregistrator
(14 Mei 1982)

NOTICE 311 OF 1982
LABOUR RELATIONS ACT, 1956

CANCELLATION OF REGISTRATION OF EMPLOYERS' ORGANISATION — WITWATER RAND MASTER HAIRDRESSERS' ASSOCIATION

I, Matheus Willem Johannes le Roux, Industrial Registrar, hereby notify in terms of section 14 (1) of the Labour Relations Act, 1956, that since the Witwatersrand Master Hairdressers' Association has been wound up, its registration will be cancelled unless cause to the contrary is shown within a period of 30 days from the date of publication of this notice.

M W J LE ROUX Industrial Registrar
(14 May 1982)

SUID-KAAPSE BOSSE EN BOME
deur
F. VON BREITENBACH

'n Gids tot die inheemse bosse van George, Knysna en Tsitsikama; hul ver- skillende types; hul bestuur en geskiedenis; hul bome en struwe, varings en kruidagtige plante, grasse en klumplante; hul slange, voëls en soogdiere.

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KOOP NASIONALE SPAARZERTIFIKATE
BUY NATIONAL SAVINGS CERTIFICATES
ALGEMENE KENNISGEWINGS

KENNISGEWING 298 VAN 1982
DEPARTEMENT VAN MINERAAL- EN ENERGIESAKE

UITHOU VAN GROND VIR DIE DOELEINDES VAN 'N OPENBARE PAD

Die Mynkommissaris van die myndistriek Heidelberg het in proskoonlizee grond kragtes myntiel gehou op die pleie Rietfontein 128 IR en Daggafontein 125 IR, distrik Springs, myndistriek Heidelberg, provinsie Transvaal, socs getoon op 'n sketskaart waarvan afdrukke onder RMT No R36/81 in die Mynburewkantoor, Johannesburg, en in die Kantoor van die Mynkommissaris, Heidelberg, bewaar word. Kragtes artikels 179 (1) (b) van die Wet op Myrefuge 1967 (Wet 20 van 1967), vry die doeleindes van 'n openbare pad uitgehou.

(19/5/1/1384)

KENNISGEWING 299 VAN 1982
DEPARTEMENT VAN MANNEKRAG

WET OP ARBEIDSVERHOLDINGE, 1956

AANSOEK OM VERANDERING VAN DIE REGISTRASIEBESTEK VAN 'N WERKGewERGOSORGANISASIE

Ek, Matheus Willem Johannes le Roux, Nywerheids-registraat, maak ingewolge artikel 4 (2), socs toegepas by artikel 7 (5), van bogenoemde Wet, hierby bekend dat 'n aanvra om die verandering van sy registrasiebestek ontvang is van Wytswandsraad Master Bakers' Association Besonderhede van die aanvra word in onderstaande verskreke.

Enige geregistrereerde werkgewersorganisasie wat teen die aanvra beswaar maak, word verzoek om binne een maand na die datum van publikasie van hierdie kennisgewing sy beswaar skriftelik by my in te dien, p/a die Departement van Mannekrag, Mannekraggebou 449, Schoemanstraat 215, Pretoria (posadres Privaatsak X117, Pretoria, 0001)

TABEL

Naam van werkgewersorganisasie—Wytswandsraad Master Bakers' Association

Datum waarop aanvra ingediend is—27 November 1981

Belange en gebied ten opsigte waarvan aanvra gedaan word—Werkgewers betrokke by die Bakenbanketywerheid in die landdrosdistrikte Alberton, Benoni, Boksburg, Brakpan, Germiston, Johannesburg, Kempton Park, Krugersdorp, Nigel, Randburg, Roodepoort, Roodepoortgebied, Springs, Vanderbijlpark en Vereeniging

Bevat: "Bak- en Banketmynwerheid" beteken die nywerheid waarin werkgewers en werknemers met melkoer saaswerk is met die doel om brood en of banket vir verkope te bak en om te maak en dit omvat die verspreiding deur sodanige werkgewers van brood- en of banket, en dit omvat verder alle werksaamhede wat met enige van voornoemde bedrywighede in verband staan of daaruit voortspruit

"Banket", sonder om die gewone betekenis daarvan te beperk, omvat ook krikke, koek, soetgebak, beskuit, pastei-jies, pastei, woorrejies, bitterbroodjies, koerskrooie-brood, ose-bole, moesiebroodjies, en alle ander suure-gebaked, uitgesonderd brood, maar omvat nie wafels, roommyswafels of korinkies, honde- of jonghondensbeskuit, pretzelstokkies of matzo's nie.

(19/5/1/1384)

GOVERNMENT GAZETTE 14 MAY 1982
8200—2

GENERAL NOTICES

NOTICE 298 OF 1982
DEPARTMENT OF MINERAL AND ENERGY AFFAIRS

RESERVATION OF LAND FOR THE PURPOSES OF A PUBLIC ROAD

The Mining Commissioner for the Mining District of Heidelberg has, in terms of section 179 (1) (b) of the Mining Rights Act, 1967 (Act 20 of 1967), reserved for the purposes of a public road, strips of proclaimed land held under mining title on the farms Rietfontein 128 IR and Daggafontein 125 IR, District of Springs, Mining District of Heidelberg, Province of the Transvaal, as shown on a sketch plan, copies of which are filed in the Mining Titles Office, Johannesburg, and in the office of the Mining Commissioner, Heidelberg, under RMT No R36/81.

(14 May 1982)

NOTICE 299 OF 1982
DEPARTMENT OF MANPOWER
LABOUR RELATIONS ACT, 1956

APPLICATION FOR VARIATION OF SCOPE OF REGISTRATION OF AN EMPLOYERS' ORGANISATION

1. Matheus Willem Johannes le Roux, Industrial Registrar, do hereby, in terms of section 4 (2) as applied by section 7 (5) of the above-mentioned Act, give notice that an application for the variation of its scope of registration has been received from the Wytswandsraad Master Bakers' Association. Particulars of the application are reflected in the subjoined table.

Any registered employers' organisation which objects to the application is invited to lodge its objection in writing with me, c/o the Department of Manpower, 449 Manpower Buildings, 215 Schoeman Street, Pretoria (postal address Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice.

TABLE

Name of employers' organisation—Wytswandsraad Master Bakers' Association

Date on which application was lodged—27 November 1981.

Interests and area in respect of which application is made—Employers engaged in the Baking and Confectionery Industry in the Magisterial Districts of Alberton, Benoni, Boksburg, Brakpan, Germiston, Johannesburg, Kempton Park, Krugersdorp, Nigel, Randburg, Rietfontein, Roodepoort, Roodepoortgebied, Springs, Vanderbijlpark and Vereeniging.

"Baking and Confectionery Industry" means the industry in which employers and employees are associated for the purpose of baking and/or making bread and/or confectionery for sale and includes the distribution by such employers of bread and/or confectionery and further includes all operations incidental to or consequent on the aforesaid activities.

"Confectionery", without limiting the ordinary meaning of the term, includes krikke, cakes, pastries, ruskies, pasties, pies, sausage rolls, scones, currant bread, doughnuts, Mosesies and any other yeast-raised goods, other than bread, but does not include wafers, ice-cream wafers or cones, dog or puppy biscuits, pretzel sticks or matzos.
Belange en gebiede ten opsigte waarvan registrasie gehou word — Werkgewers betrokke by die Bak- en Kaketypernywerheid in die landdrosdistrikte Benoni, Brakpan, Boksburg, Germiston, Johannesburg, Krugersdorp, Nigel, Roodepoort en Springs

Posadres van applicant — Posbus 4581, Johannesburg, 2000

Kantooradres van applicant — Agtste Verdieping, Alliedgebou, hoek van Bree- en Rissikstraat, Johannesburg

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

(a) Die mate waarm een beswaarmakende werkgeers-organisasie verteenwoordigend is, word ingevolge artikel 4 (4), soos toegepas by artikel 7 (5), bepaal volgens die fete soos hulle bestaan op die datum waarop die aansoek ingediend is, en wat die lidmaatskap betref, word alleen lede wat ingevolge artikel 1 (2) van die Wet op voormalde datum volwaardige lede was, in aanmerking geneem

(b) Die procedure voorgeskryf by artikel 4 (2) moet gevolg word in verband met een beswaar wat ingediend word

M W J LE ROUX, Nywerheidsregistrateur
(14 Mei 1982)

Interests and areas in respect of which registration held — Employers engaged in the Baking and Confectionery Industry in the Magisterial Districts of Benoni, Brakpan, Boksburg, Germiston, Johannesburg, Krugersdorp, Nigel, Roodepoort and Springs

Postal address of applicant — P O Box 4581, Johannesburg, 2000

Office address of applicant — Eighth Floor, Allied Buildings, corner of Bree and Rissik Streets, Johannesburg

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

(a) The representativeness of any employers organisation which objects to the application shall in terms of section 4 (4) as applied by section 7 (5) be determined on the facts as they existed at the date on which the application was lodged and, as far as membership is concerned, only members who were in good standing in terms of section 1 (2) of the Act as at the aforesaid date shall be taken into consideration

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

M W J LE ROUX, Industrial Registrar
(14 May 1982)
INDUSTRIAL RELATIONS

FCI proposals

The National Manpower Commission (NMC) should investigate the collective bargaining process in its entirety, largely because "in the present transitory period relatively sophisticated and unsophisticated systems will continue to exist alongside each other."

This is at the heart of important proposals on industrial bargaining submitted to the NMC by the Federated Chamber of Industries (FCI). The NMC is investigating SA's official industrial bargaining system at a time when widespread labour unrest has caused serious concern among employers (Currents May 7 1982).

The FCI recommends an essentially fluid, pragmatic approach to the vexed issue of employer-employee bargaining. No particular system should be favoured above any other. Rather, the different systems must be allowed to grow and develop into a sophisticated one.

Ideally, says the FCI, "all unions (and all employer parties) representative of the bargaining unit, should participate in a common bargaining forum such as provided by an industrial council (IC). The IC system provides a 'framework for bargaining' and a forum for developing a necessary degree of mutual trust."

Importantly, though, the Chamber says that a bargaining framework cannot be imposed on either party and both must agree to the choice of bargaining systems. In the present transitional phase of industrial relations in SA the role of decentralised collective bargaining should not be underestimated and the Chamber is of the opinion that it should in fact be encouraged."

Decentralised, or non-formal, collective bargaining, says the FCI, "is the only method open to unorganised industries but can also be used effectively by organised industries, especially as an educational and training device for Blacks who have not been part of the formal system until very recently."

The FCI regards the statutorily recognised system of works councils as one that "could play an important role in the evolutionary development of the collective bargaining system. But works councils should be seen as forums for communication and consultation on domestic matters of mutual interest, not as institutions for collective bargaining. In the current industrial relations scene, the FCI favours the present legislative arrangement which enables wide scope to institutionalise and regulate works councils "as the parties wish."

The Chamber urges, however, that government support for works councils be spelled out as a "non-competitive system of bargaining between trade unions and employers" in the preamble to the Labour Relations Amendment Act. "Works councils should not be seen to be regarded by government as possible substitutes for trade unions."

The Chamber feels that in a country where most workers have little or no experience of collective bargaining, works councils should not be regarded as substitutes for trades unions, but as complementary to the development of an organised labour movement.

Although it considers the registration of unions by the State to be desirable, the FCI feels that this should not be left to the discretion of government officials. Instead, registration "should be structured in a way that is broadly similar to the registration of companies."

Registration is in many quarters considered to be a non-issue, however, especially if collective bargaining is developed into a professional, rational instrument.

---

**System:**

The department could under this option take in up to 100 students per year, provided the Union is represented on the Governing Board and the Union's official representative is a full-time professional.

**Option 3:** Based on the principle that student participation is an integral part of the educational process, the Senate resolved that departmental work-study or internships be undertaken.

Start complement need not be increased as much as might otherwise be required. In this way the student
are looking at ways of avoiding a worker-management clash.

With the recession about to bite, commerce and industry...

CONFONTATION!
Labour-relations course for all

Labour Correspondent
A NINE-month industrial relations course for employers and trade unions is to be launched by Wits University’s Graduate School of Business in July.

Bursaries will be granted to those who cannot afford the fee, making it easier for union officials to participate.

Several other business schools run labour relations courses, but Wits aims to attract students from both sides of the labour fence.

Although academic, the course will be “more practical than anything offered thus far, providing students with practical skills”, said the course organiser, Mr. Dale Ralph, who has been seconded from ABCI.

Known as the Certificate Programme in Industrial Relations, the post-graduate course will be open to non-graduates with three years’ labour relations experience.

Applications close on June 15.

Employers will release students for a total of four weeks’ full-time study spread through the course.
'Things will never be the same again'

MORE ATTENTION had been devoted to manpower issues in South Africa in recent years than at any other time in the labour history of the country, Dr P.J van der Merwe, director general of Manpower told the recent conference of the Boilermakers, Iron and Steelworkers, Shipbuilders and Welders Society.

Dr van der Merwe said it appeared to him as though the importance of manpower was suddenly 'rediscovered' by the Government, employers, trade unions, academics and journalists and that this rediscovery was transforming economic life and more particularly the industrial relations scene in South Africa to a far greater degree than we may think at this stage.

He said the manpower scene today shows that things will never quite be the same as before. A number of factors have contributed to this rediscovery, such as:

- Structural changes in the country's economy, which have resulted in important shifts in the occupational and industrial distribution of the labour force.
- The growing redrapedness that fiscal and monetary policy measures on their own could not solve problems of unemployment, inflation and regional development unless they were reinforced by manpower policies.
- The growing shortage of high level manpower, and of skilled and unskilled workers in different sectors of the country's economy.
- The realisation that the country's labour policies and laws had not kept pace with the developments in labour practices in the workplace and
- International developments in the labour field, and more particularly the adoption of active manpower policies by the industrial countries of the world.

Dr van der Merwe said there were four overriding problems facing the country today. These were industrial relations problems resulting in strikes and work stoppages and product boycotts, unemployment, skill shortages and low productivity levels.

The causes of these problems were many and varied and there were no immediate or easy solutions to these problems. "I am confident that we have the leaders and followers who can overcome the obstacles to change," Dr van der Merwe said.

Mr G Ahrends, president of the society, told the conference the Government had to speed up the removal of racism from the country's labour laws. He said a large number of people in the country were not only ready but waiting for rational and peaceful change to be made to the social economic and political structure.
Recognising unions 'could cut strikes'

By Sandra Smith

The recognition of trade unions, registered or unregistered, wage increases and a more sensitive attitude by employers to the aspirations of employees would undoubtedly lead to a decrease in strike activity, according to Mr Paul Stewart, a lecturer in industrial sociology.

Mr Stewart, of Rhodes University, was commenting on a National Manpower Commission finding that most strikes in the country last year occurred in the Eastern Cape.

According to the report, 28.5% of the strikes — 101 — were in the Eastern Cape. The area also lost the highest number of man-days — 79 712 — in the country.

Mr Stewart said that he understood why the region had experienced more strikes than any other, it would be necessary to examine differences within the Eastern Cape, particularly between East London and Port Elizabeth.

There appeared to be three crucial reasons for the wave of strikes, he said.

Firstly, except for a limited number of large employers who negotiated with "African trade unions", the general conservatism of employers restricted "the inevitable acceptance of these bodies".

Secondly, the repeated detentions and buntings of the leadership of some Eastern Cape trade unions — for example, of the Motor Assembly and Component Workers' Union of SA and the SA Allied Workers' Union — clearly exacerbated unstable industrial relations.

Thirdly, employers in the Eastern Cape had taken advantage of high unemployment to pay low wages.

This, combined with the refusal to recognise trade unions, had contributed greatly to an increase in the number of strikes, he said.
APPLICATION FOR VARIATION OF SCOPE OF REGISTRATION OF AN EMPLOYERS' ORGANISATION

1. Mattheus Willem Johannes le Roux, Industrial Registrar, do hereby, in terms of section 4 (2); as applied by section 7 (5) of the above-mentioned Act, give notice that an application for the variation of its scope of registration has been received from the Electrical Contracting and Allied Industries Association (Eastern Cape). Particulars of the application are reflected in the subjoined table.

Any registered employers' organisation which objects to the application is invited to lodge its objection in writing with me, c/o the Department of Manpower, 449 Manpower Buildings, 215 Schoeman Street, Pretoria (postal address Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice.

<table>
<thead>
<tr>
<th>TABLE</th>
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<tbody>
<tr>
<td>Name of employers' organisation — Electrical Contracting and Allied Industries Association (Eastern Cape)</td>
</tr>
<tr>
<td>Date on which application was lodged — 8 March 1982</td>
</tr>
<tr>
<td>Interests and area in respect of which application is made — Employers engaged in the Electrical Contracting Industry in the Magisterial Districts of Albert, Aliewal North, Barkly East, Cathcart, Elliot, Indwe, Konga, Lady Grey, Maclear, Molteno, Sterkstroom, Stutterheim and Wodehouse</td>
</tr>
<tr>
<td>&quot;Electrical Contracting Industry&quot; means the industry in which employers and employees are associated for—</td>
</tr>
<tr>
<td>(a) the design, preparation, erection, installation, repair and maintenance of all electrical equipment forming an integral and permanent portion of premises, including wiring, cable jointing and laying, electrical overhead line construction and all other operations incidental thereto, whether the work is performed or the material is prepared on the premises or elsewhere,</td>
</tr>
<tr>
<td>(b) the design, preparation, erection, installation, repair and maintenance of all electrical equipment incidental to the purpose for which the premises are used, including any wiring, cable jointing and laying, electrical overhead line construction and all other operations incidental thereto, whether the work is performed or the material is prepared on the premises or elsewhere,</td>
</tr>
<tr>
<td>(c) the design, preparation, erection, installation, repair and maintenance of all electrical equipment incidental to the construction, alteration, repair and maintenance of premises, including any wiring, cable jointing and other operations incidental thereto, whether the work is performed or the material is prepared on the premises or elsewhere,</td>
</tr>
</tbody>
</table>

For the purpose of this definition, "electrical equipment" includes—

(i) electrical cables and overhead lines;

(ii) generators, motors, converters, conduct, switch and control gear (including relays, contactors, electrical instruments and equipment associated therewith), electrical lighting, heating, cooking, refrigeration and cooling equipment, primary and secondary cells and batteries, transformers, furnace equipment, radio sets and allied electrical apparatus, signalling equipment and other equipment utilising the principles used in the operation of radio or electronic equipment,
and further, for the purpose of this definition, "design, preparation, erection, installation, repair and maintenance" does not include—

(aa) the manufacture by repetitive methods of the aforementioned equipment or component parts thereof,

(ab) the wiring of or installation in motor vehicles of lighting, heating or other equipment or fixtures, whether permanent or otherwise, including radios and air conditioning equipment,

(ac) the manufacture, repair and servicing of motor vehicle batteries and the manufacture of lead acid batteries and the repair, maintenance and installation of such batteries when performed by manufacturers thereof,

(ad) the Telephone Installation Industry ("Telephone Installation Industry" means the industry in which employers and employees are associated for the erection, installation and maintenance of telephone routes, including incidental services such as surveying, excavating, laying of cables, planting of poles, planting of stays, erection of cross-arms, fitting of insulators and wiring of telephone routes, the installation and maintenance of automatic dialling and multi-core cable internal telephone systems, the installation of private automatic branch exchanges and the installation and maintenance of paging systems, including loudspeaker systems),

(ae) the assembling and/or servicing and/or installation and/or maintenance and/or repair of any one or more of the appliances, equipment, machines, devices or apparatus referred to in (af) when performed by the manufacturers thereof or by their duly appointed agents,

(af) the marketing of appliances, equipment, machines, devices and apparatus, whether utilising manual, photographic, mechanical, electrical, electrostatic or electronic principles or any combination of such principles, primarily intended for use in accounting and/or business and/or calculating and/or office procedures, wherever such marketing is carried on in conjunction with any one or more of the activities referred to in (ae), but excluding the connection of such appliances, equipment, machines, devices and apparatus to the wiring of a building or structure other than by means of a socket or similar outlet provided for such purpose.

Pascal address of applicant — P.O. Box 7986, Newton Park, Port Elizabeth, 6055.

Office address of applicant — M.B.A. Buildings, 82 Worranker Street, Newton Park, Port Elizabeth.

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

(a) The representativeness of any employers’ organisations which objects to the application shall in terms of section 4 (4), as applied by section 7 (5), be determined on the facts as they existed at the date on which the application was lodged and, as far as membership is concerned, only members who were in good standing in terms of section 1 (2) of the Act as at the aforesaid date shall be taken into consideration.

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

M. W. J. LE ROUX, Industrial Registrar.

(28 May 1982)
Voorts word ingevolge artikel 72 (2) bekendgemaak dat
in openbare vergadering van persone wat by die onderwerp
genoemde versoekskrif belang het, om 10h00 op 15
July 1982 in die Raadsaal van die Direktoraat van Water-
zagene kantoor by die Fame Bothadum, distrik Letaba,
waterzagene kantoor by die Fame Bothadum, distrik Letaba,
'n openbaar voorstellerskaf van 'n beantwoord van die
Department van Omgewingsakte, ten ende onderzoek na
alle onderwerp van die versoekskrif in te stel en getuens ten
kans van die onderrig te voort plan te hoor
Alle belanghebbendes word hierby in kennis gestel dat
vanzelfe stent wat van of van die onderwerp te neem,
gaan analise artikel 7 (3) bepaal dat die versoek toegestaan
kan word in die geval dat van die ernaars van
onderrig in die geval van genoemde versoekskrif ver-
steek, wat onderskeen is deur derde van die grond betu
wat in daardie gebied besproei word en volgens voornem
besproei teen word, ten gunste van die voorstel is
Enige persoon wat nie die vergadering kan bywoon nie,
kun 'n ander persoon deur middel van 'n prokrusie of
volmaak magtig om namens hom by die onderwerp te stem.
94 June 1982)

KENNISGEWING 380 VAN 1982
DEPARTEMENT VAN MANNEKRAG
WET OP ARBEIDSVERHOUDINGE, 1956
AANSOEK OM REGISTRASIE VAN 'N
WERKGEWERSORGANISASIE

Ek, Matheus Willem Johannes de Roux, Nywerheds-
registrator, maak ingevolge artikel 4 (2) van boogenoemde
Wet hierby bekend dat 'n aansoek om registrasie as 'n werk-
gewersorganisasie ontvang is van die Cryogenic en Com-
pressed Gas Industry Association Besonderhede van die
aansoek word in onderstaande tabel vermeld.
Enige geregistreerde werkgewersorganisasie wat ten deel
aan boseorgasie deel neem, word versoek om in een eend
na die datum van publikasie van hierdie kennisgewing sy
beswaar skryftbrief by my te doen, p/a die Departement van
Mannekrag, Mannekraggebou 449, Schoemanstraat 215,
Pretoria (posadres: Private Bag X117, Pretoria, 0001)
TABEL
Naam van werkgewersorganisasie —Cryogenic and
Compressed Gas Industry Association
Datum waarop aansoek ingediende —31 Maart 1982
Belange en geheeds ten opsigte waarvan aansoek gedoen
word.—Werkgewers in die Republiek van Suid-Afrika wat
hoofsaaklik betrokke is by die nywerheid wat te doen het
met die vervaardiging, produksie en verspreiding van krio-
genese en saamgeperste gasse wat, sonder om die gewone
betekenis van die uitdrukking "kriogene en saamge-
perste gasse"; en was te beperk, suurstof, stikstoef, waterstoef, argon,
geasoreerde asetieleen, koolstofdiok-
seen, distikstofmonoksied en gasmengsels in sul-
Posadres van aanplaat —Posbus 1042, Johannesburg,
2000.
Kantoorades van aanplaat.—Vierde Verdieping 42, Ju-
tagegebou, Lowed,ystaat 52, Johannesburg.
Die aandag word gevestig op onderstaande veresent
van artikel 4 van die Wet
(a) Die mate waarin 'n beswaarmakinge werkgewersor-
ganisasie verteenwoordigd is, word ingevolge subartikel
(4) bepaal volgens die leste soos hulle bestaan het op die
datum waarop die aansoek ingediend is, en wat die lidmaat-
skap betref, word alleen lede wat ingevolge artikel 1 (2) van
die Wet op voormalie datum volwaardige lede was, in aan-
merking geneem.
(b) Die procedure voorgeskryf by subartikel (2) moet ge-
volg word in verband met 'n beswaar wat ingediend word
M W J. LE ROUX, Nywerhedsregistrator
(9 June 1982)

It is further notified in terms of section 72 (2) that a
public meeting of persons interested in the subject of the
petition will be held in the Council Chamber at the office of
the Directorate of Water Affairs at the Fame Botha Dam,
District of Letaba, at 10h00 on 15 July 1982, under
the chairmanship of an officer of the Department of Environment
Affairs, to inquire into the subject of the petition and
to hear evidence for or against the proposal.

All interested persons are hereby notified that the meeting
will also be held for the purpose of recording votes for or
against the proposal, since section 72 (3) provides that
the petition may be granted if not less than two-thirds of
the owners of land situated within the area specified in
the petition, who together own not less than two-thirds of
the land irrigated and proposed to be irrigated within such area,
are in favour of the proposal.

Any person who cannot be present at the meeting may,
by proxy or power of attorney, delegate any other person
to vote on his behalf at the inquiry.

(4 June 1982)

NOTICE 380 OF 1982
DEPARTMENT OF MANPOWER
LABOUR RELATIONS ACT, 1956
APPLICATION FOR REGISTRATION OF AN
EMPLOYERS' ORGANISATION
I, Matheus Willem Johannes de Roux, Industrial Regis-
trar, do hereby, in terms of section 4 (2) of the above-men-
tioned Act, give notice that an application for registration as
an employers' organisation has been received from the
Cryogenic and Compressed Gas Industry Association
Particulars of the application are reflected in the subjoined table.

Any registered employers' organisation which objects to
the application is invited to lodge its objection, in writing,
with me, c/o the Department of Manpower, 449 Manpower
Buildings, 215 Schoeman Street, Pretoria (postal address
Private Bag X117, Pretoria, 0001), within one month of the
date of publication of this notice.

Table

| Name of employers' organisation —Cryogenic and Compressed Gas Industry Association |
| Date on which application was lodged —31 March 1982 |
| Interests and area in respect of which application is made —Employers in the Republic of South Africa that are principally engaged in the industry concerned with the manufacture, production and distribution of cryogenic and compressed gases, which, without in any way limiting the ordinary meaning of the expression "cryogenic and compressed gases"; includes oxygen, nitrogen, hydrogen, argon, dissolved acetylene, carbon dioxide, nitrous oxide and gas mixtures |
| Postal address of applicant —P O Box 1042, Johannesburg, 2000 |

Office address of applicant —42 Fourth Floor, Juta Buildings, 52 Loveday Street, Johannesburg

Attention is drawn to the following requirements of section
4 of the Act
(a) The representativeness of any employers' organisation which objects to the application shall in terms of subsection (4) be determined on the facts as they existed at the date on which the application was lodged and, as far as membership is concerned, only members who were in good standing in terms of section 1 (2) of the Act as at the aforesaid date shall be taken into consideration
(b) The procedure laid down in subsection (2) must be followed in connection with any objection lodged

M W J. LE ROUX, Industrial Registrar
(4 June 1982)
KENNISGEWING 350 VAN 1982
VEILING VAN GOEDERE — DOEANE EN AKSYNS, KAAPSTAD

Hierby word vir algemene inligting bekendgemaak dat 'n openbare veiling van ongeklaarde, onopgeeiste en verbeurdverklaarde goedere om 09h00 op 21 June 1982 by die Staatspakhuis, Kaapstad, gehou sal word. Opgawes van die goedere wat verkoop sal word kan op aanvraag by die Kontroleur van Doeane en Aksyns, Privaatsak 9046, Kaapstad, 8000, verkry word.
(4 June 1982)

KENNISGEWING 351 VAN 1982
DEPARTEMENT VAN MANNEKRAG
WET OP NYWERHEIDSVERSOENING, 1956
INTREKKING VAN REGISTRASIE VAN 'N WERKGEWERSORGANISASIE — TELEVISION MANUFACTURERS' ASSOCIATION OF SOUTH AFRICA

Ek, Mattheus Willem Johannes le Roux, Nywerheidsregistrateur, maak hierby, kragtens artikel 14 (1) van die Wet op Nywerheidsversoening, 1956, bekend dat, aangeseen ek rede het om te vermoed dat die Television Manufacturers' Association of South Africa gelikwede is, sy registrasie ingetrok sal word tensy redes daarteen binne 'n tydperk van 30 dae vanaf die datum van publikasie van hierdie kennisgewing aangevoer word.
M. W. J. LE ROUX, Nywerheidsregistrateur
(4 June 1982)

KENNISGEWING 352 VAN 1982
DEPARTEMENT VAN MANNEKRAG
WET OP ARBEIDSVERHOUDINGE, 1956

Hierby word vir algemene inligting bekendgemaak dat die South African Motor Ferry Association met ingang van 24 Mei 1982 ingevolge artikel 4 (7), gelees met artikel 4 (8), van die Wet op Arbeidsverhoudinge, 1956, as 'n werkgewersorganisasie geregistreer is ten opsigte van werkgewers betrokke by die onderneming genoem met die ver-voer van motorvoertuie per pad en/of see en/of spoor tussen motorvervaardigers en motorhandelaars in die Republiek van Suid-Afrika.
M. W. J. LE ROUX, Nywerheidsregistrateur
(4 June 1982)

NOTICE 350 OF 1982
SALE OF GOODS — CUSTOMS AND EXCISE, CAPE TOWN

It is hereby notified for general information that a public sale of unentered, abandoned and forfeited goods will be held at the State Warehouse, Cape Town, at 09h00 on 21 June 1982. Lists of goods to be sold will be supplied on application to the Controller of Customs and Excise, Private Bag 9046, Cape Town, 8000
(4 June 1982)

NOTICE 351 OF 1982
DEPARTMENT OF MANPOWER
INDUSTRIAL CONCILIATION ACT, 1956
CANCELLATION OF REGISTRATION OF AN EMPLOYERS ORGANISATION — TELEVISION MANUFACTURERS' ASSOCIATION OF SOUTH AFRICA

I, Mattheus Willem Johannes le Roux, Industrial Registrar, hereby notify, in terms of section 14 (1) of the Industrial Conciliation Act, 1956, that as I have reason to believe that the Television Manufacturers’ Association of South Africa has been wound up, its registration will be cancelled unless cause to the contrary is shown within a period of 30 days from the date of publication of this notice
M. W. J. LE ROUX, Industrial Registrar
(4 June 1982)

NOTICE 352 OF 1982
DEPARTMENT OF MANPOWER
LABOUR RELATIONS ACT, 1956

It is hereby notified for general information that the South African Motor Ferry Association has with effect from 24 May 1982, in terms of section 4 (7), read with section 4 (8), of the Labour Relations Act, 1956, been registered as an employers’ organisation in respect of employers engaged in the undertaking concerned with the transportation of motor vehicles by road and/or sea and/or rail between vehicle manufacturers and motor dealerships, in the Republic of South Africa
M. W. J. LE ROUX, Industrial Registrar
(4 June 1982)
oooreegkomst is om die geskikte aangaande die bedrag van die vergoeding na arbitrasie te verwys of die bedrag deur 'n vergoedingshof te laat vaststellen

" Gedateer te Kaapstad op hierdie 4de dag van Maart 1982.  
L. FOUCHE, Direkteur-generaal, Gemeenskapsonwikkeling, p/a Die Streeksvertegenwoordiger, Privaatsak X9027, Kaapstad, 8000

BYLAE

Beskrywing van eendom | Eeenaar | Vergoeding aangebied |  
--- | --- | --- |  
Erf 36 Stanford | Frederik Appel | R1 100 |
(4 June 1982)

KENNISGEWING 346 VAN 1982

DEPARTEMENT VAN SAMEWERKING EN ONTWIKKELING

SENTRALLE EGSKIEDINGSHOF—SITTINGS

Die Direkteur-generaal van Samewerking en Ontwikkeling het kragtens artikel 13 (6) van die Swart Administrasie Wet, 1927 (Wet 38 van 1927), en artikel 10 (4) van die Swart Administrasie Wet, 1927 (Wet 38 van 1927), bepaal dat die vergaderings van die Sentrale Egskiedingshof om 09h00, of so spoedig daarna as wat gereëfliks is, op onderstaande plek en datums 'n aanvang sal neem.

Bloemfontein, Woensdag, 22 September 1982  
 Welkom, Woensdag, 22 September 1982
(4 June 1982)

KENNISGEWING 348 VAN 1982

DEPARTEMENT VAN MANNEKRAG

WET OP ARBEIDSVERHOUDINGE, 1956

AANSOEK OM VERANDERING VAN DIE REGISTRASIEBESTEKEN VAN 'N WERKGewERSORGANISASIE

Ek, Matheus Willem Johannes le Roux, Nywerheidsregistrateur, maak ingewolke artikel 4 (2) soos toepassig by artikel 7 (3) van die Boegenaarde Wet, hierby bekend dat 'n aansoek om die verandering van sy registrasiebestek ontvang is van die Johannesburg Dry Cleaners' en Launderers' Association. Besonderhede van die aansoek word in onderstaande tabel verstrekk.

Enige geregistreerde werkgewersorganisasie wat teen die aansoek beswaar maak, word verstoek om binne een maand na die datum van publikasie van hierdie kennisgeving sy beswaar skriftelik by my in te dien, p/a die Departement van Mannekrag, Mannekragbou 449, Schoemanstraat 215, Pretoria (posadres Privaatsak X117, Pretoria, 0001).

TABEL

Naam van werkgewersorganisasie—Johannesburg Dry Cleaners' and Launderers' Association

Datum waarop aansoek ingediend is—8 Desember 1981

Belange en gebied ten opsigte waarvan aansoek gedoen word—Werkgewers betrokke by die Wassery-, Droogskoonmaak- en Kleurbedryf in die landrodsdistrikte Alberton, Germiston, Johannesburg, Kempton Park, Randburg en Roodepoort

period been agreed to submit the dispute regarding the amount of compensation to arbitration or to have the amount determined by a compensation court

Dated at Cape Town this 4th day of March 1982.

I. FOUCHE, Director General, Community Development c/o The Regional Representative, Private Bag X9027 Cape Town, 8000

SCHEDULE

Description of property | Owner | Compensation offered |  
--- | --- | --- |  
Erf 35 Stanford | Frederik Appel | R1 100 |
(4 June 1982)

NOTICE 346 OF 1982

DEPARTMENT OF CO-OPERATION AND DEVELOPMENT

CENTRAL DIVORCE COURT.—SESSIONS

The Director-General for Co-operation and Development has, in terms of section 13 (6) of the Black Administration Act, 1927 (Act 38 of 1927), and section 10 (4) of the Black Administration Act, 1927 (Amendment Act, 1929 (Act 9 of 1929), determined the following as a place at which and dates on which the Central Divorce Court will commence sessions at 09h00, or as soon thereafter as may be convenient.

Bloemfontein, Wednesday, 22 September 1982.  
 Welkom, Wednesday, 22 September 1982
(4 June 1982)

NOTICE 348 OF 1982

DEPARTMENT OF MANPOWER

LABOUR RELATIONS ACT, 1956

APPLICATION FOR VARIATION OF SCOPE OF REGISTRATION OF AN EMPLOYERS’ ORGANISATION

I, Matheus Willem Johannes le Roux, Industrial Registrar, do hereby, in terms of section 4 (2) as applied by section 7 (5) of the above-mentioned Act, give notice that an application for the variation of its scope of registration has been received from the Johannesburg Dry Cleaners' and Launderers' Association. Particulars of the application are reflected in the subjoined table.

Any registered employers' organisation which objects to the application is invited to lodge its objection in writing with me, c/o the Department of Manpower, 449 Manpower Buildings, 215 Schoeman Street, Pretoria (postal address, Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice

TABLE

Name of employers' organisation—Johannesburg Dry Cleaners' and Launderers' Association.

Date on which application was lodged—8 December 1981.

Interests and area in respect of which application is made.—Employers engaged in the Laundry, Dry Cleaning and Dyeing Trade in the Magisterial Districts of Alberton, Germiston, Johannesburg, Kempton Park, Randburg and Roodepoort
"Laundry, Dry Cleaning and Dyeing Trade" means, without in any way limiting the ordinary meaning of the expression, the trade in which employers and employees are associated for the purpose of carrying on one or more of the following activities

(a) The washing, ironing, presssing, cleaning, finishing, dyeing or mending of articles to the order of customers in an establishment, and includes the cleaning, washing, mending and/or restoration of carpets,

(b) the conducting of—

(i) depots;

(ii) coin or token-operated launderettes in which persons are permitted to wash, clean, dry, iron, press, finish or dye articles,

(iii) establishments in which articles are dried, ironed or pressed on behalf of persons,

(iv) business as a subcontractor.

(c) the using of vehicles or persons per foot for the purpose of canvassing, inviting or soliciting orders for articles to be washed, cleaned, ironed, pressed, dyed or mended, including the collecting, receiving or delivering of such articles,

(d) the supplying of articles on hire, if after the use of such articles by the hirer the said articles are washed, ironed, pressed, dyed and/or mended by the supplier thereof.

The activities mentioned in paragraphs (a), (b), (c) and (d) include all operations incidental thereto or consequent thereon, but do not include—

(i) laundering which is carried out in a private home on behalf of a resident or residents thereof,

(ii) a laundering which is operated by an educational institution solely for and on behalf of resident pupils or students of a particular institution,

(iii) a laundry which is operated by an institution registered in terms of the Welfare Organisations Act, 1947, solely for and on behalf of the particular institution,

(iv) employers who are engaged and whose employees are employed in the under-pressing, pressing, finishing, presssing and/or off-presssing by machine or by hand of garments, when carried on as part of or in connection with the manufacture and/or making of such garments in the Clothing Industry or Bespoke Tailoring Industry,

(v) employers who are engaged and whose employees are employed in the mending of articles as undertaken by businesses conducted solely for the purpose of the alteration, repair or mending of articles or by the Bespoke Tailoring Industry, and

(vi) the cleaning and/or dyeing of articles made of fur as undertaken incidental to the business of a furrier.

For the purpose of this definition—

"article" means, without in any way limiting the ordinary meaning of the expression, any object which is submitted for the purpose of laundering, dry cleaning or dyeing and includes carpets, carpeting, upholstered furniture and/or curtains.

"customer", in addition to its ordinary meaning, means a person for whom washing, ironing, presssing, cleaning, finishing, dyeing or mending services are carried out, as well as a person who makes use of the facilities made available for washing, cleaning, drying, ironing, presssing, finishing or dyeing articles per coin or token machines in an establishment, company, firm, business, institution, hotel or hospital, whether payment for or in respect of such service is effected directly or in any other indirect manner whatsoever, but does not include any hospital or similar institution belonging to any Department of the Government.
die Transvaalse Provinciale Administrasie of 'n plaaslike owerheid behoort, indien en solank as wat sodanige hospitaal of soortgelyke inrigting voormalige dienste van 'n wassery ontvang wat aan genoemde Regering, Provinciale Administrasie of plaaslike owerheid behoort.

“bedryfsnrings” enige gebou, grond kamer, perseel, struktuur, tent, toe wa of voertig waarin of waarop, of in verband waarmee een of meer werknemers werkzaam is in 'n aktiwiteit in verband met die was-, skoonmaak- en kleurberoep en sluit enige plek in waar was- en/of stryk- en/of skoonmaak- en/of kleur- en/of pars- en/of afwerkingsfaciliteite deur middel van automatisese of halfautomatisese prosesse verskaf word vir gebruik deur enige persoon, en sluit dit verder enige depot en/of perseel in wat deur 'n subkontrakteur beset of gebruik word.

“afwerking” die pars, stryk, stoom of tuin van artikels in fatsoen, met die hand of deur middel van 'n blok, kalander, mangel, vormer, fatsoeneerder of enige ander pars- of stoommasjien of deur middel van enige ander pars- of afwerkingsproses van watter aard ook al

Belange en gebied ten opsigte waarvan registrasie gehou word — Werkgewers betrokke by die Wassery-, Droogskoonmaak- en Kleurbedryf in die landroodsdistrikte Alberton, Germiston, Johannesburg, Kempton Park, Randburg en Roodepoort

“Wassery-, Droogskoonmaak- en Kleurbedryf” beteken, sonder om die gewone betekens van die uitdrukking engerwys te beperk, die bedryf wat in bedryfswyse is uitgeoefen vir waar artikels gewas en gestryk, skoonmaak of gekleur word volgens die bestelling van klante, en dit omvat depots waar sodanige artikels ontvang word om gewas en gestryk, skoonmaak of gekleur te word volgens die bestelling van klante, maar uitgesonderd die kleur van elke klant. Met dien verstande dat die woord “klante” by die toepassing van hierdie omskrywing nie klerasievervaardigers insluit nie.

Posadres van applikant.” — Posbus 4863, Johannesburg, 2000

Kantooradres van applikant — Greenfields 32, Greenside, Johannesburg

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

(a) Die mate waarin ‘n beswaarmakende werkgewersorganisasie verteenwoordigend is, word ingevolge artikel 4 (4), soos toegepas by artikel 7 (5), bepaal volgens die fette soos hulle bestaan het op die datum waarop die aanvraag ingediend is, en wat die lidmaatskap betref, word alleen lede wat ingevolge artikel 1 (2) van die Wet op voormalde datum volwaardige lede was, in aanmerking geneem

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

M W J LE ROUX, Nywerheidsregistrateur.

(4 June 1982)

of the Republic of South Africa, the Transvaal Provincial Administration or a local authority, if and for so long a
such hospital or similar institution receives the aforementioned services from a laundry belonging to the said
Government, Provincial Administration or local authority,

“establishment” means any building, land, room, premises, structure, tent, van or vehicle in or on which or in connection with which one or more employees are engaged in any activity involved in the laundering, cleaning and dyeing occupations and includes any place where washing and/or ironing and/or cleaning and/or dyeing and/or pressing and/or finishing facilities are provided for use by persons by means of any automatic or semi-automatic processes, and further includes any depot and/or premises occupied or used by a subcontractor,

“finishing” means any pressing, ironing, steaming or tumbling of articles to shape by hand or by means of a block, calender mangle, former, shaper or any other pressing or steaming machine or by any other pressing or finishing process whatsoever

Interests and area in respect of which registration is held — Employers engaged in the Laundry, Dry Cleaning and Dyeing Trade in the Magisterial Districts of Alberton, Germiston, Johannesburg, Kempton Park, Randburg and Roodepoort

“Laundry, Dry Cleaning and Dyeing Trade” means without in any way limiting the ordinary meaning of the expression, the trade carried on in establishments where articles are laundered, cleaned or dyed to the order of customers and includes depots where such articles are received in order to be laundered, cleaned or dyed to the order of customers, but excludes the dyeing of fur pelts Provided that, for the purposes of this definition, the term “customers” does not include clothing manufacturers

Postal address of applicant — P O. Box 4863, Johannesburg, 2000

Office address of applicant — 32 Greenfields, Greenside, Johannesburg

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

(a) The representativeness of any employers’ organisation which objects to the application shall in terms of section 4 (4) as applied by section 7 (5) be determined on the facts as they existed at the date on which the application was lodged and, as far as membership is concerned, only members who were in good standing in terms of section 1 (2) of the Act as at the aforesaid date shall be taken into consideration

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

M W J LE ROUX, Industrial Registrar.

(4 June 1982)
INDUSTRIAL RELATIONS

Meeting place

A course designed to aid both managers responsible for industrial relations and union officials is to be offered later this year by Wits University's Graduate School of Business Administration.

A significant feature of the course is that it has strong backing from both employer- and union leaders. The Certificate Programme in Industrial Relations is a part-time course which will run from July this year through to March 1983.

Anglo American industrial relations adviser Bobby Godsell says the programme has arisen from approaches by management and unions — and both groups have been involved in the formulation of the curriculum. He approves of the practical orientation of the course, most of the lectures will be given by experienced industrial relations practitioners who deal with complex labour issues daily.

Cyril Ramaphosa, a senior official in the Council of Unions of SA (Cusa), believes that the course will help fulfil an important need. Tensions can be eased by bringing management and unions into the same lecture room, he says.
Call for new system of collective bargaining

RMP’s chairman Mr. Tommy Watt said yesterday’s agreement was better than anything else. The final contract carried a wage increase of 10.8% and a dividend of 30c share. The gain will benefit 6,000 employees who have been at RMP for at least four years.

Two other conditions were that the company would provide a welfare fund and that all employees would have access to a medical aid scheme.

The new contract also included a provision for a 2% increase in future years, provided that the company’s profits remained constant.

The agreement was signed by Mr. Watt and the company’s chief executive, Mr. George Smith.

Conditions
Two other conditions were agreed to:

1. The company would provide a welfare fund for its employees.
2. All employees would have access to a medical aid scheme.

The new contract also included a provision for a 2% increase in future years, provided that the company’s profits remained constant.

The agreement was signed by Mr. Watt and the company’s chief executive, Mr. George Smith.

Australia and drop all trade

Mr. Walther, who was the trade representative for Australia, said in a press conference that the government had decided to drop all trade agreements with the country.

"We believe that this is the best way to protect our economy and ensure that our industries remain competitive," he said.

The move comes after Australia threatened to impose tariffs on Australian goods if the US did not lift its own tariffs.

Financial risk

The government has warned that the decision could have a significant impact on the economy, particularly in the agriculture sector.

Unit trusts

Unit trusts are investment vehicles that pool money from multiple investors to buy a diversified portfolio of stocks, bonds, and other assets. They are managed by professional fund managers who aim to generate returns for investors.

RDM indices

The RDM indices are a set of benchmark indices for the South African stock market. They are used by investors to assess the performance of their investments.

Exchange rates

The exchange rates of different currencies reflect the demand and supply of those currencies in the foreign exchange market. Changes in exchange rates can affect the purchasing power of a country's currency and influence trade and investment decisions.

Barclays

Barclays is a British multinational investment bank and financial services company. It provides a wide range of financial services, including investment banking, wealth management, and retail banking.

Meta

Meta, formerly known as Facebook, is a social networking and communication platform. It has millions of users and is known for its extensive data collection and usage practices.

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Unit trusts are investment vehicles that pool money from multiple investors to buy a diversified portfolio of stocks, bonds, and other assets. They are managed by professional fund managers who aim to generate returns for investors.

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Barclays is a British multinational investment bank and financial services company. It provides a wide range of financial services, including investment banking, wealth management, and retail banking.
KENNISGEWING 386 VAN 1981

DIE SUID-AFRIKAANSE GENEESKUNDIGE EN TANDEHEKUNDIGE RAAD

Raad vaardig hierby die volgende reëls uit kragtens artikel 32 (1) van die Wet op Geneesheer, Tandarte en Aanvullende Gesondheidsdiensberoep, 1974 (Wet 56 van 1974)

REËLS BETREFFENDE DIE REGISTRASIE VAN ORTOPEDIESE TEGNISEE ASSISTENTE

1 Die raad kan as 'n ortopediese tegniese assistent 'n persoon regstreer wat 'n kwalifikasie in ortopediese tegnologie behaal het, toegewe nadat hy deur 'n migting of eksamenerende liggaaam wat van tyd tot tyd by besluit van die raad goedgekeur is as bevoeg om sodanige kwalifikasie toe te ken, gekaksammeer is. Met dien verstaan dat geen kwalifikasie vir die toepassing van hierdie reëls aangeneem word nie, tensy—
   (a) die opdrag daarvoor oor minstens twee jaar gestrek het, en
   (b) die aanvraag in besit is van minstens 'n standerd 8 skoolcertifikat

2 Waar, in die geval van 'n aansoek om registrasie, die kwalifikasie waarop die aansoekgoedere is, nie reeds deur die raad goedgekeur is nie, moet die aanvraag gesaghebende migting aan die raad laat verskyn betreffende die opdrag wat vir sodanige kwalifikasie vereis word, waarna, indien sodanige opleiding deur die raad as bevredigend beskou word, sodanige kwalifikasie goedgekeur kan word

(11 June 1982)

KENNISGEWING 388 VAN 1982

DEPARTEMENT VAN MANNEKRAAG

WET OP ARBEIDSVERHOUDINGE, 1956

AANSOEK OM VERANDERING VAN DIE REGISTRASIEBESTEK VAN 'N WERKGEWERSORGANISASIE

Ek, Matheus Willem Johannes le Roux, Nywerheidsregistrateur, maak ongevolg artikel 4 (2) soos toegepas by artikel 7 (5) van hogenoomde Wet, hierby bekend dat 'n aansoek om die verandering van sy registrasiebestek ontvang is van die Transvaal Launderers, Cleaners' en Dyers' Association. Besonderhede van die aansoek word in onderstaande tabel verstreken.

Enige geregistreerde werkgewersorganisasie wat teen die aansoek beswaar maak, word versoek om homm maand na die datum van publikasie van hierdie kennisgewing sy beswaar skryflik by my in te druk, p/a die Departement van Mannekrag, Mannekraggebou 449, Schoemanstraat 215, Pretoria (posadres Privates X117, Pretoria, 0001).

TABEL

Naam van werkgewersorganisasie — Transvaal Launderers', Cleaners' and Dyers' Association

Datum waarop aansoek ingediend is — 8 Desember 1981

Belange en gebied ten opsigt waarvan aansoek gedoen word — Werkgewers betrokke by die watson- en Droogskoonmaak- en Kleurbedryf in die landdorpsdistrikte Alberton, Germiston, Johannesburg, Kempton Park, Randburg en Roodepoort

NOTICE 386 OF 1981

THE SOUTH AFRICAN MEDICAL AND DENTAL COUNCIL

The South African Medical and Dental Council hereby makes the following rules in terms of section 32 (1) of the Medical, Dental and Supplementary Health Service Professions Act, 1974 (Act 56 of 1974).

RULES FOR THE REGISTRATION OF ORTHOPAEDIC TECHNICAL ASSISTANTS

1 The council may register as an orthopaedic technical assistant any person who has obtained a qualification in orthopaedic technology granted after examination by any institution or examining authority approved by resolution of the council from time to time as competent to grant such qualification. Provided that no qualification shall be accepted for the purposes of this rule unless—
   (a) the training therefor has extended over a minimum period of two years, and
   (b) the applicant is in possession of at least a standard 8 school certificate

2 Where, in the case of an application for registration, the qualification on which the application is based has not already been approved by the council, the applicant shall be required to cause the council to be furnished with authoritative information as to the training required for such qualification, whereupon, if the standard of such training is considered satisfactory by the council, such qualification may be approved

(11 June 1982)

NOTICE 388 OF 1982

DEPARTMENT OF MANPOWER

LABOUR RELATIONS ACT, 1956

APPLICATION FOR VARIATION OF SCOPE OF REGISTRATION OF AN EMPLOYERS' ORGANISATION

1, Matheus Willem Johannes le Roux, Industrial Registrar, do hereby, in terms of section 4 (2) as applied by section 7 (5) of the above-mentioned Act, give notice that an application for the variation of its scope of registration has been received from the Transvaal Launderers', Cleaners and Dyers' Association. Particulars of the application are reflected in the subjoined table.

Any registered employers' organisation which objects to the application is invited to lodge its objection in writing with me, c/o the Department of Manpower, 449 Manpower Buildings, 215 Schoeman Street, Pretoria (post address: Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice.

TABLE

Name of employers' organisation.—Transvaal Launderers', Cleaners' and Dyers' Association

Date on which application was lodged — 8 December 1981.

Interests and area in respect of which application is made.—Employers engaged in the Laundry, Dry Cleaning and Dyeing Trade in the Magisterial Districts of Alberton, Germiston, Johannesburg, Kempton Park, Randburg and Roodepoort.
"Wassery, Droogskoonmaak-en Kleurbedryf" beteken, sonder om die gewone betekenis van die uitdrukking insynt te beperk, die bedryf waarin werkgewers en werknieers met mekaar gassosisteer is met die doel om een of meer van die volgende werksaamhede te verrig:

(a) Die was,stryk, pars, skoonmaak, afwerking, kleur of heelaam van artikele volgens die bestelling van klante in 'n bedryfsinrigting, en sluit die skoonmaak, was, heelaam en/of restorasiue van tapiye in,

(b) die bestuur van—

(i) depots,

(ii) bedryfsinrigtings met munt- of skyfwesautomate waar persone toegelaat word om artikele te was, skoon te maak, te droog, te stryk, te pars, af te werk of te kleur,

(iii) bedryfsinrigtings waar artikele namens persone gedroeg, gestryk of gepars word,

(iv) 'n besigheid as 'n subkontraktor,

(c) die gebruik van voertuie of persone per voet met die doel om bestelling vir die was, skoonmaak, stryk, pars, kleur of heelaam van artikele te seok, aan te vra of te werf, en sluit die insameling, ontvangs of aflowering van sodeunge artikele in,

(d) die verskaffing van artikele te huur indien genoemde artikele deur die verskaffer daarvan gewas, gesny, gepars, gekleur of heelaam word na die gebruik van sodeunge artikele deur die huurder.

Die aktiwiteite in paragrawe (a), (b), (c) en (d) vermeld, sluit alle werksaamhede in verband daarmee of voortspruitende daaruit in, maar sluit nie die volgende in nie:

(i) 'n Wassery in 'n privaatwoning namens 'n inwoner of inwoners daarvan,

(ii) 'n wassery wat deur 'n opvoedkundige inrigting gedryf word, uitstulnie vir of ten behoeve van inwoneende leerlinge of studente van 'n bepaalde inrigting,

(iii) 'n wassery wat deur 'n inrigting, geregistrere kragtens die Wet op Welsynorganisasies, 1947, gedryf word, uitstulnie vir en ten behoeve van die bepaalde inrigting,

(iv) werkgevers wat betrokke is by en wie se werknemers werksaam is in die voorpers, pars, afwerkingspers en/of nap van kledingsstukke met 'n maasjien of met die hand, wat vir geld word as deel van of in verband met die vervuiling en/of maak van sodeunge kledingsstukke in die Klerens en/ of die Kleremakery-op-maatwyverheid,

(v) werkgevers wat betrokke is by en wie se werknemers werksaam is in die heelaam van artikele, soos onderneem deur besigheid wat gedryf word, uitstulnie vir die doel van die versterking, herstel of heelaam van artikele, of deur die Kleremakery-op-maatwyverheid,

(vi) die skoonmaak en/of kleur van artikele wat van pels gemaak is, soos wat in verband met die besigheid van 'n pelsdelaar onderneem word.

Vir die doeleindes van hierdie omskrywing beteken—"artikel", sonder om die gewone betekenis van die uitdrukking ensins te beperk, "n voorwerp wat ongelever word met die doel om gewas, droogskoonmaak of gekleur te word, en sluit dit tapiye, tapjistof, gestoffeerde meubels en of gordyne in.

"Kleintier," benewens sy gewone betekenis, 'n persoon vir wie was-, stryk-, pars-, skoonmaak-, afwerk-, kleur- of heelaamkennis gelyke word, asook 'n persoon wat gebruik maak van die faciliteite wat beskikbaar gestel word vir die was, skoonmaak, droogmaak, stryk, pars, afwerk of kleur van artikele deur middel van munt- of skyfwesautomate in 'n bedryfsinrigting, maatskappy, firma, besigheid, inrigting, hotel of hospitaal, heisies betaling vir of ten opsigte van sodeunge diens regstreeks gedoen word of op 'n ander.

"Laundry, Dry Cleaning and Dyeing Trade" beteken, sonder om die gewone betekenis van die uitdrukking ensins te beperk, "n voorwerp wat ongelever word met die doel om gewas, droogskoonmaak of gekleur te word, en sluit dit tapiye, tapjistof, gestoffeerde meubels en of gordyne in.

The activities mentioned in paragraphs (a), (b), (c) and (d) include all operations incidental thereto or consequent thereon, but do not include—

(i) laudering which is carried out in a private home on behalf of a resident or residents thereof,

(ii) a laundry which is operated by an educational institution solely for and on behalf of resident pupils or students of a particular institution,

(iii) a laundry which is operated by an institution registered in terms of the Welfare Organisations Act, 1947, solely for and on behalf of the particular institution,

(iv) employers who are engaged and whose employees are employed in the under-pressing, pressing, finishing-pressing and/or off-pressing by machine or by hand of garments, when carried on as part of or in connection with the manufacture and/or making of such garments in the Clothing Industry or Bespoke Tailoring Industry,

(v) employers who are engaged and whose employees are employed in the mending of articles as undertaken by businesses conducted solely for the purpose of the alteration, repair or mending of articles or by the Bespoke Tailoring Industry, and

(vi) the cleaning and/or dyeing of articles made of fur as undertaken incidental to the business of a furrier.

For the purpose of this definition—

"article" means, without in any way limiting the ordinary meaning of the expression, any object which is submitted for the purpose of laundering, dry cleaning or dyeing and includes carpets, carpeting, upholstered furniture and/or curtains;

"customer," in addition to its ordinary meaning, means a person for whom washing, ironing, pressing, cleaning, finishing, dyeing or mending services are carried out, as well as a person who makes use of the facilities made available for washing, cleaning, drying, ironing, pressing, finishing or dyeing articles per coin or token machines in an establishment, company, firm, business, institution, hotel or hospital, whether payment for or in respect of such ser-
Onregstreekse wyse van watter aard ook al, maar sluit nie 'n hospitaal of soortgelyke inrigting nie wat aan 'n departement of die Regering van die Republiek van Suid-Afrika, die Transvaal Provinciale Administrasie of 'n plaaiklike owerheid behoort, indien en solank as wat sodanige hospitaal of soortgelyke inrigting voorneemde dienste van 'n wasbey ontvang wat aan genoemde Regering, Provinciale Administrasie of plaaiklike owerheid behoort, 

"bedryfsonering" enige gebou, grond, kamer, perseel, struktuur, tuint, toe wo of voortuur waarin of waarop, of in welke verband waarmee een of meer werknemers werkzaam is in 'n aktiwite in verband met die was-, skoonmaak- en kleur-beroep en sluit enige plek in waar was- en/of skryk- en/of skoonmaak- en/of kleur- en/of pars- en/of afwerkingsfasiliteit deur middel van otomatiese of halfotomatiese prosesse verskaf word vir gebruik deur enige persoon, en sluit dit verder enige depot en/of perseel in wat deur 'n subkontrakteur beset of gebruik word,

"afwerking" die pars, skryk, stoom of tuin van artikels in satsoen, met die hand of deur middel van 'n blok, kalander, mangel, vormer, fosatoomreder of enige ander pars- of stoommajas of deur middel van enige ander pars- of afwerkingsproses van watter aard ook al.

Belange en gebied ten opsigte waarvan registrasie gehou word — Werkgevers betrokke deur die Watte-, Droogs- skoonmaak- en Kleurbetrieb in die landrodsdriek Johannes burg en die munisipale gebiede van Benoni, Boksburg Brakpan, Germiston, Krugersdorp, Randfontein, Roodepoort — Maraisburg en Springs, soos daardie gebiede op 2 September 1943 samengestel was waarskynlik die wyse van hul bedryfsonering en werkwagene met mekaar ggee is met die doel om een of meer van die volgende aktiwiteite te verrig.

(a) Dié was, stryk, pars, skoonmaak, kleur of heemlaa van artikels volgens die bestellings van klante (ongesonderd klersersvervaardigers) in 'n bedryfsonering;

(b) die gebruik van voertuie of die bestuur van depots, afgesien daarvan of sodanige voertuie in verband staan met of sodanige depots deel uitmaak van of in verband staan met 'n bedryfsonering waar die aktiwiteite in (a) genoem, beoefen word, met die doel om wat die was, stryk, pars, skoonmaak, kleur of heemlaa van artikels te soek, aan te vra of te werf, en sluit die insameling, ontvangs of aflevering van sodanige artikels in,

(c) die verskaffing van artikels te huur indien genoemde artikels deur die verskaffer daarvan gewing, gestryk, gepars, skoonmaak, gekleur of heemlaag word in die gebruik van sodanige artikels deur die huurder.

Dit aktiwiteite in paragrafe (a), (b) en (c) vermeld, sluit alle werkzaamhede in verband daarmee of voortspruitende daaraan in, maar sluit nie die volgende in nie:

(i) 'n Wassery wat deur 'n opvoedkundige inrigting gedryf word uitsluitlik vir en ten behoewe van inwoner leerlinge of studente van die bepaalde inrigting,

(ii) 'n Wassery wat deur 'n inrigting, geregter of kragtens die Wet op Welynsorganisasies, 1947, gedryf word uitsluitlik vir en ten behoewe van inwoners van die bepaalde inrigting,

(iii) werkgevers wat betrokke is by en wie se werknemers werkzaam is in die voorpar, pars en/of afwerkingspars van kledingstukke met 'n maat en/of met die hand, wat verreg word as deel van of in verband met die vervaardiging en/of maak van sodanige kledingstukke in die Klerasee of die Kleremakery-op-maatnabywerking.
(v) werkgevers wat betrokke is by en wie se werknemers werksaam is in die heelkaam van artikel, soos onderneem deur besigheidsgeneers saamstel dit gedryf word vir die doel van die versameling, herstel of heelkaam van artikel, of deur die Kleremakery-op-maatbywerking, en

(v) die skoonmaak en/of kleur van artikel wat van pels gemaak is, soos wat in verband met die besigheid van 'n pelshandelaar onderneem word

Vir die doeleinde van hierdie omskringwing beteken—

"klont", benewens sy gewone betekens, 'n persoon, maatskappy, firma, besigheid, inrigting, hotel of hospitaal, vir wie of ten behoeve van wie artikels gewas, skoonge-
maak, gekleur, gestryk, gepars of heelgemaak word, of aan wie artikels in die omstandighede uiteengesit in paragraaf (c) te huur verskaf word deur 'n ander persoon, maat-
skappy, firma, besigheid, inrigting, hotel of hospitaal, heids betaling vir of ten opsigte van sodanige diens reg-
streekse gedaan of op 'n ander onregstreekse wyse van watter aard ook al, maar sluit net nie 'n hospitaal of soortgelyke inrigting nie in nie, wat aan 'n departement van die Regering van die Republiek, die Transvaalse Provinsiale Administrasie of 'n plaaslike overheid behoort, indien en so link as wat sodanige hospitaal of soortgelyke inrigting voormelde dienste van 'n wassery ontvang wat aan genoemde Rege-
ring, Provinsiale Administrasie of plaaslike overheid behoort,

"depots" enige perseel waar was- en skoonmaak en/of kleur en/of afwerkingssateliete verskaf word vir gebruik deur die publiek deur middel van 'n automats of helfautomatische proses, maar dit sluit nie 'n hotel in nie. ten opsigte waarvan daar 'n hotelrekisensese geou word of geou moet word en wat uitsluitlik namens en ten behoeve van inwonende gastes van die bepaalde hotel artikels vra, neem, afhal of ontvang ten einde sodanige artikels te laat was, skoonmaak, kleur, sterk, par of heelmaak, afgesien daarvan of sodanige artikels in of op sodanige hotel se eie perseel gewas, skoonge-
maak, gekleur, gestryk, gepars of heelgemaak word en of dit deur 'n ander onderneem gedaan word, en

"afwerking" die pars, sterk, stoom of tuimel van artikels in fatsoen met die hand of deur middel van 'n blok, kalander, mandel, vormer, fatsoeneer en of enige ander-
pars- of stoommasjien of deur middel van 'n ander pars- of afwerkingsproses, watter aard ook al

_posadres van applykant—Posbus 4581, Johannesburg, 2000

_kantooradres van applykant—Agtie Verdieping, Allended-
gebou, hoek van Bree- en Rissksstraat, Johannesburg

Die aandag word gevestig op onderstaande vereistes van artikel 4 van die Wet.

(a) Die mate waarmee 'n beswaarmakende werkgewsoorganisasie verteenwoordigend is, word ingevolge subartikel (4) bepaal volgens die fette soos hulle bestaan het op die datum waarop die aanvoer van artikels is, en wat die lidmaatskap betref, word alleen lede wat ingevolge artikel 1 (2) van die Wet op voormalde datum volwaardige lede was, in aanmerking geneem

(b) Die prosedure voorgeskryf by subartikel (2) moet gevolg word in verband met 'n beswaar wat ingedien word.

M. W. J. LE ROUX, Nywerheidsregisteruur.
(11 June 1982)

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

M. W. J. LE ROUX, Industrial Registrar.
(11 June 1982)
Project in the world

Staff Report

A NEW project to enhance industrial relations in South Africa was announced by the Committee for Community Relations of the President's Council at a press conference yesterday.

The scheme is to be known as the interface project and is believed to be the first of its kind in the world. The experts involved, both local and American, hope it may serve as a model for the rest of the world.

Chaired by Dr W A van Niekerk, the panel at the conference included Dr Melvin Sorcher, a United States behavioural scientist, Professor Milton Heikel, professor of psychology at Ohio State University, Mr Norman Nossel, deputy chairman and managing director of Adcock Ingram group of companies, and Mr Rodney Spence, manager of the Anglo American Corporation's group central training unit.

One of the cornerstones of the project would be the building of employee self-esteem, which, Dr Sorcher said, was perhaps the most powerful non-financial incentive. There was in terms of human behaviour.

Production rise

Investigations into the concept were begun in 1977 by Dr Sorcher and Mr Nossel. A subsequent six-month pilot study had resulted in an "unbelievable increase" in productivity at his company, Mr Nossel said, as well as a sharp drop in employee turnover.

Research on the project represented the first time anywhere in the world that attention had been given to two-way communication in this way, Mr Spence said.

An article on the project will feature in Personnel Psychology, a US monthly magazine distributed worldwide, in October and the committee hopes to have an interim report ready for presentation to the State President by the end of the year.
Fate of economy in the balance

on a knife-edge
SA WORKFORCE IS DANGEROUSLY ACCEPTED

BY ANDRE W MOKULY

looking for a rescue? The sunny climate,灿烂的阳光,灿烂的阳光

EVE YEARLY BAGGLES

ITY OF CAPE TOWN

ATION ANSWER BOOK

DANGEROUSLY ACCEPTED
SA workforce on knife-edge

- From Page 1

African Chamber of Mines confirms that two months ago the BMWU was advised that it could have access to Chamber coalfields and gold mines for recruitment of members.

The healthy (or otherwise) future growth of this union and responses by employers and other mining unions could be critical for the whole labour movement.

These developments are a climax to a massive unionisation - which is still in the melting-pot - of the country's black workers that has occurred since a new labour dispensation was introduced by the first Wiehahn report three years ago.

Registered black trade-union membership rose from nil in July 1979 to 246 551 by the end of last year.

During 1981, the number of registered black unions more than doubled from 34 to 76, while their membership jumped by 350%.

Total membership of registered unions rose by the end of last year to 1 054 406, of whom 468 029 were whites, 320 794 coloureds and Indians and 259 582 blacks.

There are also around 100 000 - possibly more - black members of unregistered trade unions.

However, Henk Botha, director of the Institute for Industrial Relations, notes that many of the unregistered unions have shown a "heartening" inclination to seek registration.

Of 21 unregistered unions, seven have applied for registration.

Showing what is seen by some labour commentators as a disturbing polarisation between white and black union members, membership of black-only unions rose last year by 500% - from 27 000 in 1980 to 162 000.

"Polarisation and multiplicity of trade unions certainly makes negotiation more difficult. But it has to be left to union members themselves to decide how to organise themselves. They can't be forced to amalgamate or go multiracial," Mr Botha says.

From negligible levels in 1976, strikes and work stoppages, with wage-related issues the leading cause, leapt to new peaks last year.

According to Fanie Botha, minister of Manpower, last year there were 222 strikes and 99 work stoppages, resulting in 1 812 454 man hours lost.

While there are not yet full statistics for 1982, Henk Botha comments that the trend appears to be continuing.

Of 19 strikes and other work stoppages reported in the Press in April this year, 12 were caused by wage-related issues and two by retrenchments.

"There is a lack of understanding of economic realities among black union membership and a worrying lack of sophistication among union leadership, many of whom have had little or no formal training in industrial relations."

"Efforts to encourage and provide this training, and patience and care in communication, are more important than ever," he says.
SA ‘becoming vulnerable to labour unrest’

Oswin Correspondent

PRETORIA — South Africa’s economy is becoming increasingly more dependent on black labour, and more vulnerable to labour unrest, according to economists.

The president of the Trade Union Council of South Africa, Dr. Anna Scheepers, had agreed, and emphasized that the danger was the misuse for political purposes of a situation where blacks were becoming massively more dominant in the labour field.

Dr. Scheepers and the economic sources were commenting on the latest employment figures issued in Pretoria last week by the central statistical services.

72 percent

These show that at the end of last year, 72 percent of the country’s total labour force was either black, coloured or Asian. The actual figures total 4,093,163, of whom 1,355,300 are white and 2,774,824 black.

Then, in the six major work categories — mining, manufacturing, construction, electricity, transport and communications — 78.7 percent were either black, coloured or Asian.

The total labour force in the six categories was 3,047,373, of whom 648,605 were white and 2,398,768 black.

According to the statistics, the monthly average white wage at the end of last year — R1,042 — was more than four times greater than the average black wage of R287.

Dr. Scheepers said the potential for labour unrest in South Africa was considerable.

This was clearly illustrated by the large number of work stoppages already this year.

Black labour is encouraged to organize either in terms of industrial council agreements or in other ways, and that there was a clear and responsible understanding of what was at stake if the strike threat spread.

“They must be made to appreciate they cannot get everything overnight. Their expectations must be trimmed back to mesh with what is possible in terms of prevailing circumstances.”

Unless this was done, overblown expectations could keep the economy in a constant state of uneasiness, if not unrest, Dr. Scheepers said.
Call for new personnel work view

By FRED ROFFEY
Business Editor

YESTERDAY'S personnel practices are no longer capable of dealing with today's workforce and "vastly different" communication requirements are necessary.

This is the view of the assistant managing director of General Motors South African, Mr Roderick Ironside.

Speaking in Port Elizabeth at the regional trophy presentation of the National Occupational Safety Association (NosA), he said that over the past 20 years the nature and composition of the national workforce had changed considerably.

Most of today's workers held a set of values and beliefs that were markedly different from the "traditional" outlook that they demanded a specific and different approach by management.

"One of their quarrels is with the 'depersonalising' aspects of large or not-so-large organisations," said Mr Ironside.

"It goes further to big business, big government, big industries and even big labour organisations.

"What they see and feel is that these institutions have all contributed to reducing the importance of the individual.

"True or not, these charges come from frustrated people.

GDP up 12.9%

PRETORIA - South Africa's gross domestic product last year at current prices was R59.071 billion, representing an annual increase of 12.9%, according to statistics released here.

For the same period, the country's net national income at factor cost was R53.815 billion.

Per capita income was R1,773, says Sapa.

Contracts for a total of 14 overhead electric travelling cranes to the value of R2.5 million have been awarded to H R Lasch (Pty) Ltd of Germiston by South African Transport Services. This shows two of the four cranes operating in tandem to lift the body of an electric locomotive from worn bogies at the Germiston workshops of the Railways. Similar cranes are being supplied to railway workshops near Port Elizabeth, Bapsfontein and Pretoria.
Finding common ground

The skirmishes in the media between employers' associations and trade unions, on the appropriate level of collective bargaining, overlook fundamental industrial relations issues. These were sorted out before World War 2 by the then-existing parties, but now require to be re-established and reaffirmed.

The black unions are entering the industrial relations system through the workplace, where their membership strength lies. They are pushing for recognition and procedural agreements in order to obtain wage agreements.

Managers, looking back nostalgically to the labour peace of the last three decades, as well as the flexibility they enjoyed in the factory because of the low minimum wage rates and lack of union activity, hope that the industrial council system can be retained. Through their employers' associations they are actively trying to promote the councils.

These managers choose to forget that the strike-free period after World War 2 was the consequence of suppressive legislation and security police harassment and interference in what were perceived to be militant unions. The labour legislation of the post-Wiehahn era reinforces the exercising of rights by all workers and commits employers to fair labour practices.

Security police

Even if the Department of Manpower and the security police have not sorted out their respective areas, employers should openly indicate that they cannot work with the security police.

Three underlying industrial relations issues require debate. Firstly, will trade unions, and hence their members, agree to hold wage claims and demands for improved working conditions during the operation of a wage agreement? Similarly, will management agree not to lock out workers when a dispute occurs during the operation of an agreement?

Peace obligation requires commitment by the leaders even though adherence might hit initial problems. The work stoppage procedure being incorporated in certain recognition agreements facilitates a learning situation for both inexperienced and resentful middle managers, as well as plant-based union leaders eager to flex their muscles.

Secondly, will compromise be accepted as a central characteristic of the collective bargaining process by both sides? The new unions will want to see injustices immediately removed as well as a narrowing of the wage gap between skilled and unskilled workers.

Employers will too readily argue that the wage demands are excessive. Acceptance of the compromise principle will be achieved if the right to strike is accepted — providing it is constitutionally exercised by unions without legislative interference from, for example, the Rotten Assemblies Act.

Industrial councils

The constitution of many industrial councils will also have to be strengthened as established unions have lost the right to strike. Because the established unions were not representative of the labour force during the pre-Wiehahn period, collective bargaining through that sectoral level became collective begging.

Thirdly, will managerial authority be accepted as a necessary prerequisite for effective company performance? The unstated assumption is made by management that bargaining at the sectoral level of the industrial council will preserve unilateral managerial action and decision-making in the workplace. This is naive.

At whatever level collective bargaining occurs — and sectors will differ according to company size, nature of technology, as well as influence of existing employers' associations — managerial authority has to be validated by the unions. This is best achieved through the process of entering and implementing recognition agreements. The need for managerial flexibility can then be legitimized.

The positive response to the above questions, and the appropriate institutionalisation through mutually accepted structures and processes, will facilitate the capitalist process of production. It will also retain the command structure of the factory system, but build in accountability of managerial actions and decisions.

The trade-off is for companies to endorse freedom of association. This means moving away from the sterile observation that "the company neither supports nor obstructs unionism". The endorsement of freedom of association by companies implies:

- Support for the importance of the right to associate, and acceptance of trade unions as essential organisations for the development of a democratic society.
- Willingness to enter the collective bargaining process in terms of agreed procedure at whatever level, and
- Acceptance of the right to strike of a union, provided it is done in terms of that body's constitution.

The implications are that management will face a strong labour movement with influential leaders. But industrial relations will be disciplined and uncertainty regarding unfair labour practices and action on either side will be reduced to a minimum. For workers, union commitment will carry a low-risk factor and for management the industrial relationship will facilitate future planning.

These basic issues should form the agenda for discussions between trade union federations and employer associations.

Employers' associations might add items such as the use of secret ballot procedures as well as non-support for secondary picketing. Trade unions will ask for items such as effective disclosure of information and sanction by employers' associations against companies promoting company unionism.

The time is opportune for such meetings to be convened. Experience with joint labour management agreements in other countries has shown that a number of years are needed to gain understanding and commitment to such issues by all parties.

Initiative

But the initiative has to be taken now. Wrong images and myths are being created by the parties about each other's respective intentions, and no common industrial relations ideology is being created. Certain companies and unions have demonstrated that through recognition agreements a mutually effective relationship can be built up.

Should Saccola not be strengthened — and exploratory meetings held with the union groups to achieve mutual respect for each other's goals, defining common concerns on a national level?
Fig. 3 - Test Koorsteen

Fig. 3 - Test Chimney

KENNISGEWING 429 VAN 1982
DEPARTEMENT VAN MANNEKRAG
WET OP ARBEIDSVERHOUDINGE, 1956
INTREKKING VAN REGISTRASIE VAN 'N
WERKGEWERSORGANISASIE

Ek Matheus Willem Johannes le Roux, Nywerheids-
registrateur, maak hierby kragtens artikel 14 (2) van die
Wet op Arbeidsverhoudinge, 1956, bekend dat ek die regi-
strase van die Cape Master Hairdressers' Association met
ingang van 16 June 1982 ingetrek het

M W J LE ROUX, Nywerheidsregistrateur
16 June 1982
(25 June 1982)

NOTICE 429 OF 1982
DEPARTMENT OF MANPOWER
LABOUR RELATIONS ACT, 1956
CANCELLATION OF REGISTRATION OF AN
EMPLOYERS' ORGANISATION

I, Matheus Willem Johannes le Roux, Industrial Regis-
trar, hereby notify, in terms of section 14 (2) of the Labour
Relations Act, 1956, that I have cancelled the registration of
the Cape Master Hairdressers' Association with effect from
16 June 1982

M W J LE ROUX, Industrial Registrar
16 June 1982.
(25 June 1982)
THE future," said Professor Nic Wielahn, chairman of the Wielahn commission of inquiry into labour legislation, must feed on history.

Thus he said: "I am a firm believer that much of what has gone before will take place again."

Take the first phase of South Africa's "Industrial Trek" before the turn of the century. The "illiterates" had economic, but not political, rights and the result ended not in negotiation but the Anglo-Boer War.

Then, after the 1933 depression, came a second and a third influx of thousands of "foreigners" into the industrial areas — this time the "illiterate" were "non-whites". At that stage they had achieved economic and political rights so conflict was unnecessary.

Today, says Prof Wielahn, roles have reversed. South Africa prepares for the fourth chapter in its history of industrial relations.

The great black trek

"They have arrived and are present." In fact they have been so for some time but recognition of their presence and permanence has only recently been forthcoming.

"The scene and elements of the Transvaal republican era and the post-depression years are present again. The new actors, circumstances and time are different. The 'foreigners' or 'trekkers' of this, the fourth phase of the 'industrial trek', are black."

"Their economic rights are restricted, but it is in the labour market that we have been able to remove many of these restrictions."

"They may now sell their white-dominated economy, though their 'entrepreneurial' rights are still confined mainly to their own areas."

"Political rights for them follow the same pattern — non-existent in white areas."

"That is why I see so many similarities between the Transvaal republican times of the 1880s and 1906 and the South African republic today."

"May I daringly add that the alternatives for a solution would also seem to be the same as in these times — on the one hand confrontation leading to conflict, on the other consultation, co-decision and negotiation."

Scenarios repeated themselves, Prof Wielahn said. A page of history often meant much more in determining our future than a volume of logic and principles, although he had learned that people unfortunately, particularly those in South Africa, did not themselves learn from history.

Reflecting on the tremendous economic development which characterised South Africa from 1956 to 1979, and increasing international involvement in trade union affairs in South Africa, Prof Wielahn said the blacks' industrial union to the cities had started.

"Trade unionism has become a permanent and irremovable part of industrial society in South Africa — and the 1973 strikes saw the black man knocking on the door of industrial South Africa, announcing himself, and asking us what plans we had for him.

"Since then, by May this year, about 1,054,000 workers of all race groups were organised into 200 registered trade unions — slightly more than 50% of the total workforce of 3-million organisable workers in the country."

"Forty-six registered trade unions represent workers of more than one race group, and 21 trade unions for black workers only have been registered."

Dismissing criticism that everything done so far in industrial relations was nothing but white society economics, Prof Wielahn said be deduced from this that some critics did not want reform to take place as they believed this would counter-productive to revolution.

"Reforms defuse revolution and it is a manifestation of the old truism that none are so blind as those who do not want to see.

"The labour scene is entirely different to what it was prior to 1979 — changes in industrial relations have been drastic and the scene is rapidly changing."

More than 4,000 black apprentices were undergoing training — only 500 more than last year — and more than 2,200 blacks (1,550 males) occupied jobs at a managerial level.

"In fact the change and the rate of change, are causing concern among many employers."

Wiehahn's forecast

* * *

"These are the factors, in Professor Nic Wielahn's view, that will determine the future of the black workers in industrial relations."

- The degree of unionisation of black trade unions would take longer than anticipated. Black workers were not as trade union conscious as thought or wanted them to be.

- The backlash among white workers (to change) would increase, as evidenced by resistance to changes in 1979 — which projected itself into the party-political field.

- Relations on the macro level the relationship between individual employers, plant managers and foremen, on the one hand, and workers on the other, would continue to increase in importance.

As a result the industrial
Ex-wife wins legal tussle to bury Mavi

THE former wife of trade unionist Mr Joe Mavi buried her husband yesterday after winning a legal tussle with his common-law wife.

Earlier in the week Mr Mavi's common-law wife, Mrs Catherine Dialewa Zakhabana, was granted permission by the Johannesburg Commissioner's Court to bury Mr Mavi.

This followed a family feud between Mrs Zakhabana and Mr Mavi's former wife, Mrs Ruth Nombeki Mavi, over who should bury him.

Mrs Mavi yesterday brought an urgent application to the Rand Supreme Court to prevent Mrs Zakhabana from burying Mr Mavi.

The judge ruled Mrs Mavi could bury him while Mrs Zakhabana was permitted to attend.

They were ordered to hold separate traditional funeral feasts.

But on Friday Mrs Zakhabana gave birth to Mr Mavi's child, named Nenele, and was unable to attend his funeral.

By MOKOANE MOLETE

Mr Mavi, 44, founder and president of the Black Municipal Workers Union, died in a motor accident in the Free State on June 8.

He organised the municipal workers' strike which hit Johannesburg in 1988.

Because of the court action, the Black Municipal Workers Union had to make catering arrangements while the funeral service was being held.

Mr Garviso Mawu, the acting secretary of the BMWU, said food would be provided at both homes. Mr Mavi's will was that there should be no feasting after his funeral.

Speakers included representatives of trade unions, the Women's Federation of South Africa, the BMWU and the Fort Elizabeth-based General Workers' Union of South Africa.

Police roadblocks prevented whites from attending the funeral, held at the Regina Mundi Church Rockville, after last-minute permission was granted by the church council.

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R6 020
R8 120
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R5 620

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Underwater Light R75

KGF

From police

also went to the

meet the Russian

team and gave

officials a lift.

There are about 1

or many of

believed to be

and the KGB secret

Any information

taken from these

have been unreliable.

West, especially

of South Africa.

Russians see the Soweto

as a priority for

keep a balance of sea

in the Indian Ocean.
Move with the times or lose out, warns Ironside

ONE of the most consistent proponents of the need for better company communications is Mr Rod Ironside, assistant managing director of General Motors South African.

A man of many interests, Mr Ironside is also a vice-president of the Federated Chamber of Industries as well as president of the American Chamber of Commerce in South Africa.

Better communications is, of course, an essential part of good public relations — and Mr Ironside is certainly a good PR man for his company and for the cause he espouses.

He recently emphasised the importance of communications and the need to adapt to change when he gave an address in Port Elizabeth at the regional trophy presentation banquet of the National Occupational Safety Association (Nosa).

He has again stressed this message in the latest issue of Executive Diary, the newsletter of the Port Elizabeth-based organisation Training for Management, which has branches in Cape Town and Durban and representation in Johannes burg.

He warns in the newsletter that as the pace of industrial change in South Africa increases, the time span in which managers can adapt decreases.

Mr Ironside also warns that paying lip service to the free enterprise system is irresponsible and self-defeating.

"Employers have an obligation to themselves and their workers to move with the times and to continue to petition Government for changes in legislation," he says.

He points out that the days of comfortable craft associations have gone and the traditional approaches to reaching agreement are being rejected.

"However, since industrial conflict is unlikely to diminish, are we simply prepared to accept the position and do nothing about it?" asks Mr Ironside.

"Attitudes are hard to change, but I believe that by influencing behaviour we have an opportunity to break down suspicion and mistrust.

"Enough has been accomplished to date to show that the universe does not crumble when South Africans of all origins elect to work together.

"Our combined efforts should be directed towards thinking and acting constructively to protect and preserve the future of our country," says Mr Ironside.
The Anglo American Corporation has hit out at racial registration of trade unions by the authorities - a flashpoint on the labour front last year.

In its 1982 annual report, Anglo says racial registration "has influenced some black unions in their refusal to join the established industrial councils, so making the country's representation ineffective and effective."

Six trade unions affiliated to Fosatu were last year refused non-racial registration. Subsequent appeals against the racial registration certificates were recently turned down by the government. Anglo expresses the hope that the National Manpower Commission's inquiry into registration procedures - initiated after the Fosatu debacle - will show disfavour of registration on racial terms.

On the issue of unionisation among its black employees, Anglo notes union membership increased significantly last year but was still low in relation to the total workforce. The corporation looks forward to the time when the majority of its workers are unionised," it says.

Among Anglo's industrial companies, full recognition agreements were reached with two black unions and another six agreements were under negotiation.

Turning to the mining industry, Anglo says its concern for the living standards of workers at the bottom of the wage scale has been reflected in progressively large increases in base rates, which have risen by 609 percent since the end of 1973, compared with a 460 percent increase at the top of the scale.
Anglo report aims at improving wages

By JOSHUA RABOROKO

IN ITS annual report, Anglo American admits that the minimum wage of its black workers is unsatisfactory.

This is so, according to the corporation, both absolutely and relatively to what is paid elsewhere. It is, however, convinced that the mining industry should continue to improve as fast as economic conditions permit to meet modern wage requirements.

The report states that as a result of negotiations with trade unions, the first black apprentices will be indentured next year. Considerable effort has been made in the past year to provide married accommodation for senior black employees and so contribute towards the stabilization of the workforce which it is hoped will counteract to some extent the negative effects of the migratory labour system.

Anglo American states it is also looking forward to the time when the majority of its workers are unionized. Among industrial companies, full recognition agreements were reached with several black unions, and further negotiations are under way with others.

In the mining industry, the most notable development was the signing of an agreement between De Beers's Kimberley division and the SA Boilermakers Union as a result of which blacks obtained collective bargaining rights for the first time in the industry's history. Consultative committees are co-operating satisfactorily in most group companies and some have attracted trade union support.

The widespread unrest among black workers in the country following the Government's proposals for the preservation of pensions sharply emphasised the need for effective consultation as well as communication at all levels before changes are introduced, says the report.

The company's policy is to establish throughout its subsidiaries and associated companies, rates of pay and other conditions of employment that are arrived at objectively without regard to race sex and progress toward this objective is kept under review.

Central to any plan to improve the general welfare of the workforce must be the objective of raising minimum wages to a level compatible with reasonable living standards, the report states.

More than 1,000 jobs have been created or secured as a direct result of the Labour Intensive Industries Fund Ltd. An investment company funded by the corporation and De Beers in Southern Africa.

The number of jobs available is expected to increase during the present year as the effect of the investment becomes fully realised, the report says.

Note Carefully

1. Enter at the top of each page and in column (1) the number of each question you are answering.

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

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

4. Do not write in the left hand margin.

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

Warning

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

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

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

4. All answer books must be handed to the commissioner or to an invigilator before leaving the examination.
KENNISGEWING 445 VAN 1982

DEPARTEMENT VAN MANNEKRAG

WET OP ARBEIDSVERHOUINDINGE, 1956

INTREKKING VAN REGISTRASIE VAN ‘N
WERKGEWERSORGANISASIE

Ek, Matheus Willem Johannes le Roux, Nywerheids-
registrateur, maak hierby kragtens artikel 14 (2) van die
Wet op Arbeidsvorhouding, 1956, bekend dat ek die regis-
trase van die Natal Hairdressing Employers’ Organisatie
met ingang van 21 Junie 1982 ingetrek het

M W J LE ROUX, Nywerheidsregistrateur
(2 Julie 1982)

KENNISGEWING 446 VAN 1982

PRESIDENTSRAAD

Die Staatspresident het die Presidentsraad ingevolge arti-
kel 106 (1) (a) van die Grondwet van die Republiek van
Suid-Afrika, 1961 (Wet 32 van 1961), soos gewysig, ver-
soek om hom oor die volgende te adviseer

“Die beginnels waarvolgens prioriteite tussen ontwikke-
ling en bewaring gestel kan word, met verwysing na—

(a) die relatiewe belangrikheid vir die land as geheel
van bewaring ensersyd en fisiese ontwikkeling ander-
syds,

(b) die vraag of bewaring ‘n doel in sinself moet wees
of slegs ‘n middel tot ‘n doel”

Belanghebbende persone en instansies wat memoranda
wil indien, word versoek om dit so gou doenlik maar nie
later nie as 9 Augustus 1982 by die Sekretaris, Beplani-
ningskomitee, Presidentsraad, Posbus 3601, Kaapstad,
8000, in te dien

Die Komitee kan vereis dat mondelinge getuenis voor
hommel afgelê word, indien hy verdere inhoud oor memo-
manda verlang. Waar mondelinge getuenis ook afgelê word,
sal die betrokke persone en instansies in kennis gestel word
van die datum waarop en die plekke waar dit aangebore sal
word

J S BAUERMEESTER, Sekretaris Presidentsraad
Kaapstad, 2 Julie 1982
(2 Julie 1982)

KENNISGEWING 447 VAN 1982

PRESIDENTSRAAD

Die Staatspresident het die Presidentsraad ingevolge arti-
kel 106 (1) (a) van die Grondwet van die Republiek van
Suid-Afrika, 1961 (Wet 32 van 1961), soos gewysig, ver-
soek om hom oor die volgende te adviseer

“Die stand van natuurbewaring in die Republiek van
Suid-Afrika, met inbegrip van nasionale parke, en die be-
waring van die land se natuurkennis vir die nageslag, teen
die agtergrond van internasionale norme, asook daadlike sis-
teme wat nog bewaar moet word en die finansiering van die
bewaringsaksie”

Belanghebbende persone en instansies wat memoranda
wil indien, word versoek om dit so gou doenlik maar nie
later nie as 9 Augustus 1982 by die Sekretaris, Beplani-
ningskomitee, Presidentsraad, Posbus 3601, Kaapstad,
8000, in te dien
## SCHEDULE

<table>
<thead>
<tr>
<th>Property description</th>
<th>Owner</th>
<th>Title Deed</th>
<th>Amount offered</th>
</tr>
</thead>
<tbody>
<tr>
<td>Portion 42 (a portion of Portion 30) of the farm Elandsfontein 308 JQ</td>
<td>Hendrik Albert Vorster</td>
<td>1844/552, dated 30 July 1952</td>
<td>R16 500.00 plus 10%</td>
</tr>
</tbody>
</table>

(2 July 1982) (2 July 1982)

### NOTICE 438 OF 1982

**DEPARTMENT OF MANPOWER**

**LABOUR RELATIONS ACT 1956**

**CANCELLATION OF REGISTRATION OF AN EMPLOYERS’ ORGANISATION**

1. Matheus Wilm Johannes le Roux, Industrial Registrar, hereby notify, in terms of section 14 (2) of the Labour Relations Act, 1956, that I have cancelled the registration of the Grahamstown Master Builders’ and Allied Trades Association with effect from 17 June 1982.

M W J LE ROUX, Industrial Registrar.

17 June 1982

(2 July 1982)

### NOTICE 440 OF 1982

**CUSTS AND EXCISE TARIFF APPLICATIONS**

**LIST 15/82**

The following applications concerning the Customs and Excise Tariff have been received by the Board of Trade and Industries. Any objections to or comments on these representations must be submitted to the Board of Trade and Industries, Private Bag X342, Pretoria, 0001, within six weeks of the date of this notice.

**Increase in the duty on**

1. Exterior rear window louvres for motor vehicles, classifiable under tariff subheading 87 06 90 90, including those imported with unassembled motor vehicles classifiable under tariff subheadings 87 02 15, 87 02 24 and 87 02 60, from 20 per cent **ad valorem** to 35 per cent **ad valorem** [BTI Ref T5/2/17/3/1 (B48/82)]

**Applicant**

Tolma (Pty) Ltd, P O Box 1608, Edenvale, 1610

2. (a) Textile fabrics embedded in or coated or covered on both sides with preparations of polyurethane, classifiable under tariff subheading 39 01 51 20, from 30 per cent **ad valorem** to 30 per cent **ad valorem** or 1 500c per kg less 70 per cent **ad valorem**.

(b) Bonded fibre fabrics, by substituting for the existing tariff subheading 59 03 20, the following

<table>
<thead>
<tr>
<th>Tariff Heading</th>
<th>Rate of Duty</th>
</tr>
</thead>
<tbody>
<tr>
<td>Other fabrics continuously or intermittently impregnated or coated with cellulosic derivatives or other artificial plastic materials, and rectangular articles cut therefrom</td>
<td>25% or 320c per kg less 75%</td>
</tr>
<tr>
<td>10 Impregnated or coated with vinyl chloride polymers</td>
<td>25% or 320c per kg less 75%</td>
</tr>
<tr>
<td>30 Impregnated or coated with polyurethane</td>
<td>30% or 1 100c per kg less 75%</td>
</tr>
<tr>
<td>90 Other</td>
<td>30% or 1 100c per kg less 75%</td>
</tr>
</tbody>
</table>
GOVERNMENT GAZETTE, 2 JULY 1982  
No 8289 17

KENNISGEWING 444 VAN 1982  
DEPARTEMENT VAN MANNEKRAG  
WET OP ARBEIDSVERHOUINGE, 1956  
AANSOEK OM REGISTRASIE VAN ‘N WERKGEWERSORGANISASIE  

Ek, Mattheus Willem Johannes le Roux, Nywerheidsregistrateur, maak ingevolge artikel 4 (2) van bogenoemde Wet hierby bekend dat ’n aansoek om registrasie as ’n werkgewersorganisasie ontvang is van die Southern Cape and Central Karoo Licensed Victuallers Association. Besonderhede van die aansoek word in onderstaande tabel verstrekg.

Enige geregistreerde werkgewersorganisasie wat teen die aansoek beswaar maak, word versoek om binne een maand na die datum van publikasie van hierdie kennisgewing sy beswaar skryflik by my in te dien, p/a die Departement van Manneling, Mannelinggebou 449, Schoemanstraat 215, Pretoria (posadres Privaatsak X117, Pretoria, 0001).

TABEL

<table>
<thead>
<tr>
<th>Naam van werkgewersorganisasie</th>
<th>Southern Cape and Central Karoo Licensed Victuallers Association</th>
</tr>
</thead>
<tbody>
<tr>
<td>Datum waarop aansoek ingediend is</td>
<td>23 Februarie 1982</td>
</tr>
<tr>
<td>Belange en gebied ten opsigte waarvan aansoek gedaan word</td>
<td>Werkgewers betrokke by die Hotel-, Drankwinkel-, Restaurant- en Kantenslensebedryf in die landdrosdistrikte Beaufort-Wes, Calitzdorp, Fraserburg, George, Heidelberg (Kaapprovinsie), Joubertina, Knysna, Mosselbaai, Oudtshoorn, Prins Albert, Riversdale, Robertson, Victoria-Wes en Willowmore</td>
</tr>
<tr>
<td>“Hotel-, Drankwinkel-, Restaurant- en Kantenslensebedryf” beteken die bedryf waarmee werkgevers betrokke is by die verkop van drank, vanuit bedryfsmagte ten opsigte waarvan een of meer van die volgende insenses kragtens die Drankwet, 1977, soos gewysig, gehou moet word</td>
<td></td>
</tr>
<tr>
<td>Restaurante-drinkliensese, Hoteldrankliensese, Kantensliensese, Wyn-en-ebierliensese, Geleentheidsliensese vir Laat Ure, Drankwinkelsliensese, Theaterr drankliensese, Sportereen-drinkliensese, Maaltyd-wyn-en-ebiersliensese, en houers van insenses uitgeroek ingevolge artikel 23 (1) (b)</td>
<td></td>
</tr>
<tr>
<td>Posadres van applikant</td>
<td>Posbus 247, Mosselbaai, 6500</td>
</tr>
<tr>
<td>Kantooradres van applikant</td>
<td>Cuff Street 6, Mosselbaai</td>
</tr>
</tbody>
</table>

Die aandag word gevestig op onderstaande vereistes van artikel 4 van die Wet.

(a) Die mate waarmee ’n beswaarmakende werkgewersorganisasie verteenwoordigend is, word ingevolge subartikel (4) bepaal volgens die feite soos hulle bestaan op die datum waarop die aansoek ingediend is, en wat die lidmaatskap betref, word alleen lede wat ingevolge artikel 1 (2) van die Wet op voormelde datum volwaarde lede was, in aanmerking geneem.

(b) Die procedure voorgeskryf by subartikel (2) moet gevolg word in verband met ’n beswaar wat ingediend word:

M W J LE ROUX, Nywerheidsregistrateur  
(2 Julie 1982)

NOTICE 444 OP 1982  
DEPARTMENT OF MANPOWER  
LABOUR RELATIONS ACT, 1956  
APPLICATION FOR REGISTRATION OF AN EMPLOYERS’ ORGANISATION  

I, Mattheus Willem Johannes le Roux, Industrial Registrar, do hereby, in terms of section 4 (2) of the above-mentioned Act, give notice that an application for registration as an employers’ organisation has been received from the Southern Cape and Central Karoo Licensed Victuallers Association. Particulars of the application are reflected in the subjoined table.

Any registered employers’ organisation which objects to the application is invited to lodge its objection in writing with me, c/o the Department of Manpower, 449 Manpower Buildings, 215 Schoeman Street, Pretoria (postaal address Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice.

TABLE

<table>
<thead>
<tr>
<th>Name of employers’ organisation</th>
<th>Southern Cape and Central Karoo Licensed Victuallers Association</th>
</tr>
</thead>
<tbody>
<tr>
<td>Date on which application was lodged</td>
<td>23 February 1982</td>
</tr>
<tr>
<td>Interests and area in respect of which application is made</td>
<td>Employers engaged in the Hotel, Liquor Store, Restaurant and Bar Licences Trade in the Magisterial Districts of Beaufort West, Calitzdorp, Fraserburg, George, Heidelberg (Capetown), Joubertina, Knysna, Mossel Bay, Oudtshoorn, Prince Albert, Riversdale, Robertson, Victoria West and Willowmore</td>
</tr>
</tbody>
</table>

“Hotel, Liquor Store, Restaurant and Bar Licences Trade” means the trade in which employers are engaged in the selling of liquor from establishments in respect of which one or more of the following licences are required to be held under the Liquor Act, 1977, as amended:

Restaurant Liquor Licence, Hotel Liquor Licence, Bar Licence, Wine and Malt Liquor Licence, Late Hours Occasional Licence, Liquor Store Licence, Theatre Liquor Licence, Sportsground Liquor Licence, Meal Time Wine and Malt Licence, and holders of licences issued in terms of section 23 (1) (b)

Postal address of applicant | PO Box 247, Mossel Bay, 6500 |
| Office address of applicant | 6 Cuff Street, Mossel Bay |

Attention is drawn to the following requirements of section 4 of the Act.

(a) The representativeness of any employers’ organisation which objects to the application shall in terms of subsection (4) be determined on the facts as they existed at the date on which the application was lodged and, as far as membership is concerned, only members who were in good standing in terms of section 1 (2) of the Act as at the aforesaid date shall be taken into consideration.

(b) The procedure laid down in subsection (2) must be followed in connection with any objection lodged:

M W J LE ROUX, Industrial Registrar  
(2 July 1982)
Unions and bosses have common goal

By Lynn Carlisle

GREATER co-operation between workers, trade union representatives and employers is vital if the most serious consequences of the economic downswing are to be avoided.

Sounding this warning, Sigma Motor Corporation personnel and industrial relations director "Mo" Lemmer told a Manpower and Management Foundation conference that "insensitive employment practises" will undermine both employers and unions and "cannot be tolerated".

"An employer can no longer justify poverty wages, poor service and bad working conditions. "They will not be accepted by the workers, the trade unions or today's business community," says Lemmer.

On the other hand, he adds that workers and trade unions cannot continue to live in a dream world and believe they can make demands irrespective of the consequences that these may inflict on businesses.

"The fortunes of workers, trade unions and businesses are inseparably linked.

Lemmer points out that only successful businesses can improve wages, service conditions and the working environment of their employees.

He says that the management and workers must jointly ensure that the business is kept successful, so that both parties can benefit.

"Under these circumstances there is no place for excessive wage demands or unrealistic pay levels, particularly in an economic downturn, and all parties have a grave responsibility to ensure the survival of business," says Lemmer.

He suggests that greater worker motivation to increase quality and productivity could help eliminate unnecessary supervisors, quality controllers and stock chasers, keeping business more profitable.

Lemmer adds however that in the next two years businessmen will face some tough labour decisions and it is pointless to pretend that lay-offs and retrenchments will not occur.

He says that people will have to be laid off when demand reaches its lowest level.

"It's important that management has a sound lay-off policy which will enable workers to continue to live during such periods.

"Life does not stop for them, and they have to keep body and soul together."
Labour Correspondent

Manx employers' labour relations attitudes were lagging behind those of the Government, the Director-General of Manpower, Dr Piet van der Merwe, said yesterday.

Addressing a labour conference organised by the SA branch of the International Association of Economic Science and Commerce Students (IAESEC), Dr Van der Merwe said that, for the first time in many years, "labour relations practice is lagging behind legislation".

His department still received many requests to intervene in disputes, "despite our policy that these should be left to the parties concerned," he said.

It also had to "prod/push and cajole" some employers on labour relations and industrial training issues, he said.

Dr Van der Merwe said it was also the responsibility of trade unions to ensure that the new labour system devised by the Government worked.

Although the new labour system introduced by legislation had been criticised, he believed that the problem did not lie with the system itself but on the willingness of employers and worker groups to implement it.

Dr Van der Merwe was questioned on his department's view that detentions of union leaders by the Security Police were not its responsibility.

He said he felt it was "unfair" for the Manpower Department to be drawn into the debate over "something which we are not responsible for".

Asked by a questioner whether he believed that the Security Police were also lagging behind the Government, Dr Van der Merwe said he believed they were aware of the new policy directions taken by his department.
LABOUR REFORMS

Employers lagging

Employers are lagging in their implementation of government's labour reforms says Manpower Director General Dr Piet van der Merwe.

When he spoke at the Assec conference in Johannesburg this week, Van der Merwe warned that the success of the new labour relations system depended on the willingness of employers and unions to implement it.

He said that where in the Seventies, labour legislation and government labour policies lagged behind actual practices in the private sector, employers were now not keeping pace with what government had done. They were slow to apply reforms which had been made in the areas of industrial relations, training, productivity and social security. Government was having to "prod, pull and coerce" employers into taking action in these areas, he said.

Government believed there should be a minimum of state interference in the private employer/employees relationship, said Van der Merwe. "It is not always possible to convince both sides that the age of paternalism is past and that it is now the age of self-management."

The ball is now in the court of the private sector and the trade unions. They must prove that the system they have asked for can work. Government is accused that the system is not working. I believe it is a good system and that it can work.

He conceded that the system had faults, but emphasised that these could be overcome. However, it was self-defeating to ignore the positive and to accentuate the negative.

Van der Merwe was closely questioned by members of the audience about police action against unions and the Department of Health, Welfare and Pensions' prohibition of certain unions from receiving funds from abroad. He replied that he could not comment on the actions of other government departments.

He said matters to be dealt with in legislation due to go before Parliament next year included conditions of employment, occupational safety and hygiene, and the regulation of the activities of labour brokers.
UNEQUALS

UNION

WARN

TROUBLE AHEAD

IN THE WAKE OF THIS MONTH'S LABOUR UNEST DEEP-COM

By Lynn Carlisle

Published Companion of the Citizen

Worries felt anxious after the recent disturbances at North Road. Many of those interviewed have expressed concern over the future.
Unreasonable

shutdowns. Workers bristle at management's attempts to impose changes and get them to accept a fixed work schedule. They're feeling more and more frustrated and resentful.

CEOs, managers, and supervisors need to understand that employees are not just numbers on a payroll. They have feelings, needs, and desires. If management ignores these, it can lead to resentment and decreased productivity.

To improve things, management needs to listen to employees' concerns and address them. This can help build trust and improve relationships.

Leadership

In the wake of this month's labor unrest, many companies have seen a decrease in productivity and an increase in the number of complaints from employees. This is not surprising, as a lack of trust between management and employees can have serious consequences. It's essential for leaders to take steps to improve this relationship and to create a more positive work environment.

Leadership.

By Lynn Callister

13/7/23
A case for middlemen

Could professional mediators help to bring warring management- and unions to the bargaining table in South Africa? Labour Correspondent STEVEN FRIEDMAN talks to a leading American mediator who believes they can.

Directly — holding joint management-union sessions — in about 11,000.

The mediator's key task is to identify the issues and then find solutions which could lead to new elections.

The mediator says he has never been on a strike, but he has helped to settle two. But he has always been called in after a strike has been called, and sometimes boycotts — well after much of the damage has been done.

There are strong factors against the success of a mediation service here.

Many of the unions are still in their infancy and there is great labour-management hostility, often with police intervention.

This is complicated by a political system which inevitably charges labour with black-white tensions.

Thus, joint-management-labour bodies have not had much success here.

The main difference, critics argue, is that those employers who would be willing to keep the mediation service wouldn't need it anyway and that the hardliners who do want it are in the minority.

At the same time many of the emerging unions may see mediation as an advantage.

And because it would have to be private, a mediation service would not enjoy the ready back-up of labour relations services. If it got those resources from business, it would be seen as a management-controlled body.

But Mr. Powers believes mediators might take root in South Africa.

I received a tremendous response from both labour and management people during my tour. Both sides are obviously looking at ways of building industrial relations and see mediation as an important role.

Only "traditionalists on both sides" were hostile, he says.

He concedes that most of his audience would have been those already committed to mediation, but, he argues, those who have been working at mediation, have an important role to play in building trust towards the process.

Experiences in both countries shows that mediators were highly regarded in factories where unions are recognised and mediators are professional.

"You have to start somewhere. If mediation succeeds in plants where labour and management are already talking, that example may win others.

He also believes there are excellent potential mediators in South Africa. "Two or three people have tried it here and succeeded. In one meeting I addressed, there were seven unionists who hadn't been talking to each other for years. The man who got them all in the same room and had them make a first-class mediator.

Although no other country has a private mediation service, Mr. Powers believes one could work. "There are many private arbitrators in the black and some have mediated successfully.

The key issue, he stresses, is a commitment to bargaining and that that exists in South Africa, he believes, mediation can play a key role in building union-management relationships.

The mediator's job is to assist in the process by providing an independent and neutral forum for the parties to express their views and to work towards a mutually acceptable solution. It is a process that requires patience, skill, and a commitment to achieving a resolution that is fair and equitable for all parties involved.
WITH the downturn in the economy job security could assume prime importance in collective bargaining between employers and trade unions, Professor Nic Wiehahn, of the School of Business Leadership at the University of South Africa, said in Cape Town last night.

"Retrenchments could become issues of negotiation, as could the causes of strikes and other forms of labour unrest," he added.

"This could also, however, have a mitigating effect on labour unrest since trade unions fear that some employers could use a strike as an opportunity to rationalise their work forces, to mechanise, to computerise or automate their operations thus reducing their work forces," said Professor Wiehahn.

He was speaking on "Future Perspectives for Industrial Relations in South Africa" at the annual meeting of the National Occupational Safety Association (NOSA).

Advance

Professor Wiehahn said that in the immediate future blacks could be expected to advance more rapidly into higher jobs, particularly in multinational companies.

However, if this advancement took place without the approval and support of non-blacks it could lead to polarisation between industries.

"Whites, the coloureds and Asians, who would be unhappy to work under a black manager or foreman, could choose to leave and work for another company where the advancement of blacks was perhaps more conservative," he said.

Another possible development was that the number of trade unions that wouldaffiliate with international trade union movements would increase.

In other words industrial relations would receive more attention from international labour bodies.

Pressure

He said "For example strikes in South Africa nowadays are reported in overseas media almost the same day they occur new putting the local management of the multinational company under pressure from two sources".

There was already strong evidence that "many of our trade unions, particularly black ones, are becoming politicised in an anti-free enterprise philosophy".

He described this as a micro form of political ideology which could be summarised as "socialism versus capitalism," and it placed a new importance on industrial relations at the micro level.

"All these developments will further accentuate the importance of industrial relations in South Africa - it's development and the management of it and the need to keep up with developments in this field," he said.

Earlier, Professor Wiehahn warned of the consequences had South Africa not introduced changes in 1979.

Alienation

"Had we not changed our policies, scrapped many laws and rationalised others, had we not abolished discrimination on the basis of colour race and sex, the labour unrest would have been much worse, and would probably have caused much more harm, than in fact it has done," he said.

"We would have alienated moderate blacks who willingly, and in great numbers, would have joined intimidators and agitators, and we would have exposed multinational companies in South Africa to anti-discrimination and desegregation legislation against them in their parent countries."
Labour reforms "defused" revolt

Staff Reporter

Mr. Fanie Botha's labour reforms had helped defuse revolution in South Africa, Professor Nic Wiebahn told the annual meeting of the National Occupational Safety Association (Nosa) in the City last night.

Professor Wiebahn, a director of companies, academic and chairman of the Wiebahn Commission on Labour Legislation, said industrial reforms introduced after 1979 - for which Mr. Botha, the Minister of Manpower, should take most of the credit - were "fundamental and drastic."

They did not appeal to "those who believe change in South Africa must be revolutionary and not evolutionary."

Professor Wiebahn said a number of people, including journalists and other writers, would do everything to create the impression that labour reforms were cosmetic and a sham. To these people, reforms are counter-productive to revolution - the means by which they want to change our society.

Pessimists viewed the labour unrest of the years since 1979 as alarming, even calling it the "Wiebahn disease" but labour unrest had been on the increase since the mid-seventies.

"Had we not introduced the changes in 1979, had we not abolished discrimination on the basis of colour, race and sex, the labour unrest would have been much worse.

Alienated

"We would have alienated moderate blacks, left many employers completely destitute of any officially recognized system to regulate their relations with black workers and exposed multinational companies in South Africa to anti-discrimination legislation against them in their home countries."

"We would have continued to prostitute our consciences on moral and ethical grounds by allowing the blacks to work for and with us and yet exclude them from the basic mechanisms of industrial democracy."

At the annual Nosa (Western Cape) meeting last night, Professor Wiebahn presented safety awards to Rembrandt (Paarl), Reckitt and Colman (Ndabeni), AECI (Somerset West) and Sonchem (Paarl). In the safety effort and experience competition, S.A. Nylon Spinners-Yarn Works (Bellariville) won the Blumberg Shield for firms employing more than 500 workers and Brooks Bond Oxo (Retreat) won the Blumberg Shield for less than 500 workers.
Govt urged to end labour discrepancies

By DON MARSHALL
Pretoria Bureau Chief

The Government should sort out departmental differences in dealing with labour problems in South Africa, Mr Theo Heffer, a manpower consultant, said in Pretoria yesterday.

Speaking at a meeting of the Institute for Strategic Studies, he said under the present situation the Department of Manpower advocated a reformed labour policy while other departments, such as the police, took action which hindered trade union activities and harassed union officials and members.

"I fear for my children and their generation when I see how labour unrest is handled at many factories. The police move in with batons and teargas to control a situation where workers are demonstrating peacefully and where there is no threat to life or property."

"I believe there is no place for that kind of unnecessary action and something needs to be done about it. I know it is difficult, because in South Africa it is impossible to divorce labour from politics."

He did not want to place the blame specifically on the police because in many instances they arrived on the scene at the request of the employers.

He also mentioned the prohibition on funds for overseas which affected union groups such as the Federation of SA Trade Unions (Fsatu) and the National Union of Metalworkers of South Africa (Numsa) who were on trial, which he said made some of the good done by the Department of Manpower meaningless.

"These are emotional issues but it is just not good enough for spokesmen for the Department of Manpower to say they do not fall under the department's control. Much of the good which is being done - with its positive effects internationally - is negated by such actions on the part of the authorities," Mr Heffer said.

"All workers in South Africa, with the exception of domestic workers, civil servants and workers in the agricultural sector, have the right to freedom of association, to organise and to collective bargaining."

"The Government has provided a framework for achieving industrial peace through the collective bargaining process. It has recognised the existence of legitimate role of the employer and employee and made possible a reformed industrial relations system which does not see race as the major determinant."

"It did so because it realised that monetary and fiscal policies alone were not sufficient to tackle problems."

"Effective manpower policies had to supplement and complement monetary and fiscal policies. The Government realised, too, that labour legislation had become outdated."

The panel discussion at the institute's headquarters at the University of Pretoria was attended by representatives of the Department of Foreign Affairs and Information, the National Institute for Security, the Security Police and academics.
Industry looks to workers' needs

By Priscilla Whyte

Stabilisation of labour is one of the main tasks that the Boksburg Industrialists' Association is concerned with.

Providing adequate housing for the labour force is critical because the further growth potential of Boksburg hinges on it.

Adrian Gray, chairman of the Association said: "Central and municipal authorities are equally concerned about the problem."

There is a community of 88,000 blacks in Boksburg and a survey done by the Association has found that 80% of the community are in favour of taking title of property in terms of the 99-year leasehold scheme.

However, in the developed section of Vosloorus not one property has been transferred.

The problem is that the developed section of Vosloorus has to be resurveyed at a cost of R320 a house. The Association has however established that if the surveyor is commissioned to survey all 5,500 houses in Vosloorus, the survey will cost between R20 and R25 a house.

Gray said the dilemma facing Boksburg industrialists is how to get the necessary funds to have the area resurveyed.

"On behalf of the people of Vosloorus I appeal to industrialists to contribute to a fund for the resurveying of the area. We need a ballpark figure of R137,500 for the resurveying," said Phineas Xulu, chairman of the Community Council of Vosloorus.

"The Boksburg Industrialists' Association is trying to do something for this community of 30,000 people."

Gray admits that certain "unscrupulous" industrialists are partly to blame for the housing shortage.

Cetn Western Cape industries moved to Boksburg and workers were told that if they moved to the Reef they could have a job.

However, the accommodation facilities for coloureds in Reiger Park are inadequate.

Leon Ferreira, town clerk of Boksburg told Industrial Week: "Fifty two houses have been completed for coloureds and another 54 are under way but had to be held over due to lack of funds."

"This is a drop in the ocean, but new coloured areas have been proclaimed at Delmore and Delmore Park and we trust that in time to come this will alleviate the housing position."

Gray said there will be 500 houses available in Delmore and Delmore Park, but there is an official waiting list for 2,000. The population is growing by leaps and bounds.

The Boksburg Industrialists' Association is on a favourable footing with Putco for providing extra transport services for shift workers.
Hang on to jobs
— De Villiers tells Uitenhage

By JERRY McCABE

UNREALISTIC pay demands by trade unions could destroy many jobs and escalate an already serious unemployment problem, the Minister of Industry, Commerce and Tourism, Dr. Dawie de Villiers, said last night.

Addressing about 350 people at a National Party meeting in the Uitenhage Town Hall, he said: "Those who are at present employed should look after their jobs - particularly in the period of an economic decline."

Dr. De Villiers cautioned unions and employers to look to see the disastrous effects of economic decline on some African states to the north.

"It is only the radicals and revolutionaries who would like to see that happen in South Africa. It is in the interests of all the people that the economy of this region remains strong," he said.

"We must understand that after the good years the hard times are coming. We are entering a period where everyone will have to tighten their belts."

Dr. De Villiers said economic development was a top priority. "It is important that we grow so that we can provide jobs and also contribute to stability and peace."

Although many South Africans complained they were unable to make ends meet, "nowhere in the world does the average white person live as well as he does in South Africa."

Despite all problems, Dr. De Villiers felt confident that the 1990s would be South Africa's "golden years" and trusted that the Eastern Cape area would not be left behind in the country's growth.

There were people who said South Africa overplayed the role the Soviet Union was playing in Africa.

"It is not Africa's commitment to the Soviet Union which gives rise to concern but rather the Soviet Union's commitment to Africa."

South Africa could not be accused of overplaying a Soviet threat when two of her closest neighbours - Angola and Mozambique - were Marxist and while there were 15,000 Cuban troops and 5,000 East German military advisors in Southern Africa.

The Soviet threat made decision-making the more difficult.

With regard to the revolutionary constitutional proposals recently announced by the Prime Minister, he said the Government's aim was not to destroy the balance of power but to grant the coloured and Indian people their rights.

Dr. De Villiers said, to half-hearted heckling from a section of the audience, that he was saddened to think that the people who had formed the Conservative Party had recently supported the National Party's policies "Where is their political honesty?" he asked.
Pay demands minister warns

PORT ELIZABETH — Unrealistic pay demands by trade unions could destroy many jobs and escalate an already serious unemployment problem, the Minister of Industry, Commerce and Tourism, Dr Dawie de Villiers, said here.

Addressing about 350 people at a National Party meeting in the Uitenhage town hall, he said: "Those who are at present employed should look after their jobs — particularly in this period of an economic decline." Dr De Villiers cautioned unions and employers to observe the disastrous effects of economic decline on some African states.

"It is only the radicals and revolutionaries who would like to see that happen in South Africa. It is in the interests of all the people that the economy of this region remains strong," he said.

"We must understand that after the good years, the hard times are coming." — SAPA
Industrialists facing labour unrest must have perked up when details of proposed amendments to the Labour Relations Act were made public last week. They are fairly precisely aimed at taking the heat out of labour disputes. Even if the changes have only limited success in curbing the rapidly escalating number of strikes and work stoppages, they represent a significant shift in government's attitude towards the needs of unregistered unions. The necessity of accommodating these needs is, at the very least, symbolically affirmed.

The unregistered unions, representing mainly black workers, have emerged as a strong force in the wake of government's labour reforms. They have displayed a marked willingness to enter into damaging trials of strength with employers. The draft Bill, published for comment last Friday, contains measures which will open up dispute-settling machinery to these unions, and attempt to speed up conciliatory procedures to resolve or prevent strikes. Key proposals are:

- Unregistered unions in industries where there is no industrial council will be allowed to apply for a conciliation board. At present they are barred from doing this, although their members can make such applications in their own right.
- The Minister of Manpower will be empowered to act with great speed to offer the services of an independent mediator to management and unions involved in a dispute.
- The Minister will also be given the right to appoint a conciliation board on his own initiative if he believes circumstances warrant this, and
- Direct arbitration will be available if both parties in a dispute believe a conciliation board will not help them resolve their differences.

The Bill is government's response to a sharply rising level of labour conflict. The number of strikes and work stoppages has risen from about 100 a year between 1977 and 1979 to 207 in 1980 and 342 last year. Indications are that the figure will become even higher. In the first half of this year there were 182 strikes and stoppages involving 51,000 workers compared with 111 involving about 30,000 workers during the same period in 1981.

Senior government men have been heartened by calculations which show that the average number of days of production lost by each worker taking part in a strike has declined — from about three days last year to 1.9 so far this year. This is attributed to the effective usage of official dispute-settling machinery and a further decline resulting from the proposed changes to the Labour Relations Act is predicted.

Will this hope be fulfilled? That remains to be seen. The decision to make conciliation boards available to unregistered unions is welcome. These boards are used to resolve disputes in industries and areas where no industrial council exists. Because only about 1.8m of SA's total workforce of 3m are covered by industrial council agreements, the conciliation is an important one for unregistered unions, long deprived of direct access to dispute-settling machinery.

As Manpower Minister Fanie Botha points out, because these unions are deprived of such machinery, there is the danger that the strike is the only weapon at their disposal when they enter a dispute.

Gathered many unregistered unions' deep distrust of official negotiating systems, it is understandable, if unfortunate, that this concession has received a cool reception from some — but by no means all — of them. The fear is that such boards operate in favour of employers and result in a highly bureaucratic and protracted grievance-settling process.

But the concession does offer advantages as well. Not only will it enable unregistered unions to hold legal strikes but it can also force unwilling employers to negotiate.

An important proviso is that a union applying for a board will have to represent more than 50% of workers in the particular industry or concern where the dispute has occurred. Although this has been the practice in the past when registered unions have applied for a board, some observers question whether it is wise to set such a high figure. Unions representing only a small percentage of some companies' workers can be a potent force. Fortunately, senior officials in the Department of Manpower indicate they are willing to reconsider the figure, and say they look forward to comment from both unions and employers on the issue.

Government's desire to encourage the increasing use of mediation opens up interesting possibilities. Mediation is the process in which a trusted outsider, who cannot impose binding decisions, attempts to reconcile two warring parties. It has for long been part of official dispute-settling machinery.

However, at present, a mediator can only be appointed after a dispute has been considered by a conciliation board or an industrial council. Private mediation has been used successfully on a few occasions, but a mediation has generally been called for only after much harm has been done by strikes firing and consumer boycotts.

Government's hope, therefore, is considerably to speed up the process of appointing a mediator. The Minister will be given authority to offer mediation to the parties in a dispute either before a strike has occurred, or very soon after workers have downed tools. Botha says many disputes result from relatively minor misunderstand-
The mayor of Port Elizabeth, Mr H Van Zyl-Smit, has been asked by city councillor Mr Bill Hayward to call a meeting of top industrialists to discuss "labour unrest."

Mr Hayward said the mayor had asked for a list of those who should attend.

Mr Hayward also intended raising the issue at a meeting of the Greater Algoa Bay Development Committee (Gadec) on Monday.

"It is important that labour unrest, as a disincentive to potential entrepreneurs, should be removed as soon as possible," he said.

Industry understood the importance of negotiation but deplored wild-cat strikes and could not accede to "high" wage demands, he said.
Trade unions are a force in a country’s economy. They negotiate with employers on behalf of workers. In the UK, these negotiations are typically conducted through collective bargaining agreements, which outline terms such as wages, working conditions, and job security. These agreements can have a significant impact on the economy, as they influence the cost of labor and the competitiveness of British businesses.

In the past, trade unions have been at the center of political debates, with some arguing that they are too powerful and others that they do not represent the interests of workers effectively. The role of trade unions in political discourse is complex, and their influence can vary depending on the political climate and the specific issues at hand.

The political landscape of the UK has changed significantly over the years, and the role of trade unions has evolved accordingly. In the 21st century, the Uk government has taken a more deregulatory approach, which has had a significant impact on the power of trade unions. However, despite these changes, trade unions continue to play an important role in the economy and in the political landscape of the UK.
Unions no threat says minister

**DURBAN** — Trade unions in South Africa had not become militant and posed no threat politically or to the South African economy, the Minister of Manpower, Mr. Fanie Botha, told the Natal National Party congress here yesterday.

Mr. Botha, in a brief summary of the labour situation, reassured the congress in this regard and said there were no plans to create unions or lay down minimum wages for farm labourers.

The work stoppage situation in South Africa compared favourable with the rest of the world and South Africa had become the model country in the field of labour relations.

The government had decided to have the National Manpower Commission investigate labour conditions in agriculture to forestall the possibility of a boycott of South African agricultural exports in protest against possible allegations of “slave labour”.

“This is a dangerous angle and we must remove that sting as soon as possible from our enemies.”

“It is important that we know whether the situation is in fact slave labour or not,” he said.

“It is not true that we want to lay down minimum wages or create labour unions for farm workers.”
Employers in a dilemma on negotiations

Union demands for recognition often indicate opposition to the industrial council system, thus presenting management with a ticklish problem. Labour Reporter Tony Davis looks at a new study by a Unisa professor.

Professor Piron says that whether or not one agrees with such views, they do carry weight in industrial relations and have to be dealt with.

On agreements with only registered trade unions, Professor Piron says this should not be made a requirement.

The question of whether a union supports the statutory system of collective bargaining hardly affects its ability to represent the employees of the company.

He also discusses the difficulty of the criterion of representation and the concept of "50 plus 1" percent for a union to be accorded recognition.

If a union with only 10 percent membership in a plant can bring that plant to a standstill in the event of a strike, then the management should not be too fast in refusing to deal with the union.

A recognition relationship can only be successful if it operates on the level of "good faith," says Professor Piron.

Emphasising legal obligations by the parties involved and the threat of legal intervention tends to polarise attitudes.

There are a number of weaknesses to the industrial council system, according to Professor Piron. These include:

- It does not always meet worker needs at the plant level.
- It is a "slow-moving machine" and

These are the points of weakness he suggests should be addressed in the current negotiations.
Labour relations vital to productivity, expert

By Audrey d'Angelo

LABOUR relations will become increasingly important in South Africa if productivity is to be improved, says Mr Hugh Brown, managing director of Integrated Productivity Systems.

He has won a national award from the Institute of Personnel Management of South Africa for a system of productivity improvement tailored to South Africa's special needs and taking six inter-related aspects into account.

The system will be explained at a seminar at the Holiday Inn, Bellville, on September 10.

Mr Brown told Business Argus it was developed by him and Mr Yaakov Reem, industrial engineering manager at AECI Somerset West, after 18 months' research in this country and overseas.

It involved a combination of scientific management and socio-political behaviour approaches.

KEY ROLE

These would play a key role in the South African economy in future, as its sophistication increased.

Profits made here had been far too high, but they would now have to be channelled over a broader front.

One reason for this was the rising expectations of the lower income group, with the growth of education and of trade unionism.

Wages would continue to rise because of inflation and these higher expectations, and productivity would have to be improved.

DEVELOP LOYALTY

There had never been a better time to develop loyalty and commitment in the work force, but to do this better conditions and pay would have to be provided and top management would have to learn to negotiate with the unions.

It would also have to institutionalise productivity and spend more on the development of middle management.

Employees and the unions would have to be involved in moves to increase productivity and efficiency.


Increased productivity did not lead to unemployment but to growth and increased consumer demand.

The opportunity for South Africa's economy to expand was enormous, particularly in the export field, and small firms would increasingly need connections overseas to take advantage of this.
Pickpocket victims may help police

Crime Reporter

DETECTIVES are keen to contact any bus commuters who might have been robbed on buses in Port Elizabeth - especially in the Central area - during the past month.

A man was arrested by the bus driver on a bus in Central on Monday, after he was caught trying to rob a passenger. Detective Sergeant Andre Puren, at Port Elizabeth on 543556, would like to hear from commuters who might have been pickpocketed but had not notified the police.

Employer flexibility seen as vital for labour stability

By SANDRA SMITH

EMPLOYERS faced with a workforce which is becoming more organised will have to be seen by workers to be more flexible in their approach to industrial relations or industrial stability is to be assured.

This was said by Rhodes University sociologist Professor Marianne Roux in an article in the Grahamstown newspaper.

The controversy issue of large-scale layoffs in a region with such a high degree of unemployment would also have to be resolved if industrial conflict in the Eastern Cape was not to increase. Prof Roux said.

Unions and management should together decide alternative ways of handling these problems.

Statistics revealed that a much higher level of strike activity occurred in the Eastern Cape than elsewhere. The most important disputes this year would probably be the wage issue at the three motor vehicle manufacturing companies Ford General Motors and Volkswagen and the campaign to get the SA Transport Services to recognise the General Workers Union.

Increasing worker militancy had been viewed with concern by employer organisations who were worried that strikes could discourage industrialists from taking advantage of the Government's disinflation measures.

Two major factors had been identified as contributing to the labour militancy - massive unemployment and the present threat of the noblesse being endorsed out of the national economy.

The violence was especially keenly felt among the East London workers who commuted daily from Mdantsane in Ciskei.

Release of jailed fishermen sought

CAPE TOWN - An urgent attempt is being made to secure the release of the 19 crew of the 44-ton Cape Town-owned fishing boat Plumstead who are in jail in Maputo.

The crew was found guilty of operating inside Mozambican territorial waters.

Mr Hugo Prige, owner of the 37-year-old vessel, said he had made urgent application to the Mozambican authorities for a visa to allow him to travel to Maputo where he intended appealing against the conviction.

"As I understand the Mozambican court officials based their findings on allegations that the Plumstead had been noted operating in Mozambican waters 18 times, but this is not true," he said.

"The boat moved its operational base from Cape Town to Durban only 10 months ago and this was the first time I had sent it up the Natal North Coast.

Skipper Mr Leith Smit and his 18 crew were fined R190 and the boat was confiscated.

Mr Prige said the first he heard of their arrest was from the master of a ship which had just called at Maputo.

"The Plumstead was overdue and I had a radio message broadcast asking for a lookout," he said.

Cholera danger clarified

Post Reporter

THE Regional Director of the Department of Health in Port Elizabeth, Dr J D Krynauw, stressed today that plague without symptoms of cholera were in no danger at all.

He was commenting on a report in the Evening Post yesterday in which the impression may have been given that the symptoms of cholera did not always show.

"The mortality rate is usually at the beginning of an outbreak because those who develop severe symptoms do not always realise they are cholera and do not seek medical treatment."
A 'humane approach' needed in the workplace

Most of the problems faced in the workplace today could be overcome if employees were treated with humanity and there was personal contact between them and the employer.

This is the opinion of Professor "Blackie" Swart, of the Graduate School of Business at Stellenbosch University.

Speaking on the second day of the national congress of the Federation of South African Country Retail Butchers, Professor Swart, who is also chairman of the Manpower Commission's committee on labour relations, discussed labour relations problems.

He said the biggest problem among non-whites in the workplace was victimisation, but, with a humane approach, this source of conflict could be overcome.

Equity of employment conditions and opportunities, promotion of employees purely on merit, and neutral and honest self-monitoring of employment practices all had to be seen to be done before the full potential of South Africa's workforce would be realised.

EXECUTIVES

There also had to be a removal of wage discrimination based on sex, colour or race.

Professor Swart pointed out that the present growth rates of the executive workforce and of the unskilled and under-utilised workforce were, respectively, 0.9 percent and 3.1 percent.

This would mean the proportion of executive personnel to all others would shrink from one to 52 to one to 76 by the end of this century.

The white population group, now 18 percent of the nation's manpower, would be only seven or eight percent of the total workforce at this time.

Training unskilled and under-utilised workers was, therefore, of primary importance to help supply the necessary manpower to fill semi-skilled, skilled and executive positions and to help satisfy workers' aspirations.
Equal opportunity is vital, says Ackerman

OWN CORRESPONDENT

PORT ELIZABETH — Equal opportunity in the business world would create a climate which would give politicians the chance to sort out the constitutional side, Mr Raymond Ackerman, head of Pay 'n Pay, said here.

In an address to the Cape Midlands branch of the Institute of Management and the East Cape branch of the Institute of Personnel Management, he said businessmen could do more than politicians to make people feel that South Africa had a place for everybody.

He urged businessmen to become involved in politics because equal opportunity was partly political, partly social and partly economic and said they could change the face of the country if all the political moves needed to give everybody a share in it. The social and economic consequences of equal opportunity will be said and led by businessmen. They have a role to play as important, and possibly more effective, than the government.

He saw social responsibility and equal opportunity as two of the cornerstones of management's priorities in the next five to 10 years. The aim must be to create a climate of human dignity where people felt they had a place in the sun.

This would lead to increased morale and motivation which meant higher productivity and better profits, or possibly lower prices to the consumer, because improved productivity went hand in glove with lower prices.

Mr Ackerman said a Soweto survey had shown that better housing and education were the two most important and higher on the list than a fair wage.

It was important, therefore, not to have different housing and education policies for the different race groups if equal opportunity really was to work.

Selection, training and promotion must be entirely on merit. Although he was not a pro-union man, he believed that an equal opportunity programme needed to be tackled in close liaison with the unions on the understanding that things did not happen overnight in South Africa.

Businessmen must work closely with their staff, works and liaison committees and unions to make them realize that growing expectations would be satisfied through fulfilment.

He said it was important to put words into deeds and prove to staff that a equal opportunity existed by providing equal facilities for equal positions. It was equally important to keep staff informed about what was being done to provide equal opportunities.

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Communicate with govt and workers, industry told

EAST LONDON — The application of First World technology combined with Third World human resources and an abundance of natural resources had created a unique opportunity for South Africa to disprove the statistics of Africa, the senior general manager of Samtrchem, Professor J. van der Walt, told delegates at the Southern African Communication Association congress here last night.

Statistics in Africa told a sad story of a lowering of the standard of living, starvation, over-population and disease to the extent that Africa had been described by its own leaders as a "dying continent," he said.

However, in order for South Africa to disprove the statistics, a clear understanding of the needs of both the First and Third Worlds was essential, Professor Van der Walt said.

This could only be brought about through clear and adequate communication between the state and industry, the state and the individual and industry and the individual, he added.

"This is the real challenge facing us in South Africa." Referring to change in South Africa, he said, this was taking place at an increasing pace which would accelerate during the next 20 years. As a result, he said, there was going to develop at the socio-political and socio-economic levels, creating a high level of stress.

"However, whether we are always capable of avoiding confrontation by good communication is an open question," Professor Van der Walt added.

Reasons for lack of success on occasion were related to cultural, racial and intercultural structures within the South African society. Often these factors presented serious obstacles to industrial development as well as major challenges to industry to reconcile the interests of industry with that of its numerous publics through effective communication.

Professor Van der Walt then outlined the different "target groups" industry should identify and focus on if it wished to be effective in its communications.

Referring to external targets, he said "industry should focus on the state, because of the dominant role it played in every aspect of South Africa's life, the market, because a company or an industry existed because a need for its products existed, and shareholders, because their confidence was essential."

Internal targets should be good communication with employees, particularly in the rapidly and radically changing world of employer-employee relations. In the past, the changes to an employee's salary, work conditions and bonuses were made in the form of a management announcement. Today, however, workers were demanding more say in how they were treated, however, that unless there was an improvement in communication between the state and individuals at certain levels, efforts on the part of industry would be doomed to failure.

He cited the recent compulsory pension issue which resulted in widespread strikes, even though the government's aim was to protect the individual. Poor communication with workers by the government had left workers feeling threatened by legislation and resulted in strike action.

The answer, he said, lay in good communication and not confrontation — DDR.
Politics not motive of unions — experts

LAST week saw the sacking of several hundred dockworkers in Port Elizabeth after a go-slow aimed at forcing the South African Transport Services to hold talks with the General Workers' Union.

For almost a year, the union has attempted to meet the SATS management. But the Transport Services are adamant that they cannot deal with any body representing workers other than their staff associations.

Employers representatives, trade unions — nationally and internationally — and opposition spokesmen are united in their criticism of SATS' refusal to concede an internationally-recognised right that of workers to be represented by a union of their choice.

The SATS has never re fused the GWU's claim that most of the dockers — about 900 out of a workforce of 1,100 — belong to the union.

Against this background, the belief is still widely held that the South African trade union movement is being used as a political platform and that this is the root of labour unrest.

Weekend Post asked trade unionists, major employer representatives, a sociology lecturer and an industrial relations expert how they viewed statements that action by workers or trade unions was largely politically motivated.

The executive director of the Federated Chamber of Industries, Dr J van Zyl, felt such generalisations were often aimed at undermining the status of all trade unions.

"If the intention of such allegations about political motivation is to cast doubt on the whole black labour movement, they should be rejected. They are not true, and possibly dangerous," he said.

On the other hand, how-}

ever, it was probable that political unionism was motivated by considerations other than the welfare of workers were at work, he said.

The executive director of the Midland Chamber of Industries, Mr Brian Matthews, pointed out that trade unions had never raised political issues or demands in strikes or labour action in the Eastern Cape.

The director of the Institute of Industrial Relations, Mr Henk Botha, said all trade unions had political views but this was not necessarily sinister.

The fact that South African blacks did not have political rights meant the trade union movement would be used to express political views. This was not necessarily a bad thing as long as it did not effect the employer-employee relationship.

"A worker's existence is not merely in the workplace and that is why the unions will always be used to express political views — in black as well as white trade unions," Mr Botha said.

However, workers' real concerns were wages, and the long-term political situation was a secondary concern.

A political interest expressed through a trade union did not invalidate wage demands, Mr Botha felt.

Mr Jan Theron, general secretary of the Food and Canning Workers Union, felt the Port Elizabeth dock dispute made nonsense of statements that the trade union movement was being used as a political platform.

"I do not believe workers choose strikes as a way of resolving disputes. It is a last resort when it appears to them that an other course of action is available," he said.

Those acting on the supposed expectation that strikes were orchestrated by union leaders or outside forces had no conception of the working class, particularly in the face of high unemployment.

"People who are well paid and have a say in determining their working conditions are not going to place everything at risk at the urging of some outside agent. Neither do workers expect employers to change the political status quo," Mr Theron said.

Far from attempting to "cause chaos" to focus international attention on South Africa, unionists were trying to build organisations for the benefit of workers.

"Workers are not going to listen to someone else dictating to them what they should do," Mr Sauls said.

Connections between South African and foreign trade unions were based on co-operation on matters of mutual interest.

Manpower Minister Mr FANIE BOTHA called for dialogue.

Naawu's Mr FREDDY SAULS says labour demands reflect need.

say in the running of factories without having any say in the running of the country," he said.

Referring to the dispute between SATS and the GWU in the Port Elizabeth harbour, a Rhodes University sociology lecturer, Mr Paul Stewart, said the Government's present stand on labour relations was "ridiculed with contradictions".

These contradictions forced trade unions into the political arena, to the detriment of attempts in the private sector to establish sound labour relations.

On the one hand, the Government was attempting to prevent a framework for collective bargaining, while on the other it employed "its traditional strong-arm tactics to squash worker organisation.

The contradictions between, for example, the Industrial Development by the Minister of Manpower, Mr Fanie Botha, on the private sector to keep open the channels for dialogue with unions, and the SATS refusal to talk with the GWU, served to politicise the labour situation.

The general secretary of the National Automobile and Allied Workers' Union (Nawu), Mr Freddy Sauls, said people who believed the trade union movement was primarily political in nature, "an illusion of understanding of what is really taking place in the South African labour situation.

He cited the example of the wage demands in the Eastern Province automotive industry which were 'based purely on the socio-economic needs of the workers and have nothing to do with political aspirations'.

"The reason for the widespread view that trade unions were politically motivated was that often the confrontation with workers' demands needed to avoid the issues with which they were confronted — to invalidate them.

"Workers are not going to listen to someone else dictating to them what they should do," Mr Sauls said.

Connections between South African and foreign trade unions were based on co-operation on matters of mutual interest.
Firms set to defy board on wages

12/9/82

Finance
Reporter

Civil engineering workers in the Richards Bay-Empangeni area are likely to be paid a minimum wage of R1.01 an hour from the end of the month, despite the fact that the Wage Board will probably lay down a statutory minimum of 89c.

Even now contractors in the area are paying 86c an hour which is well above the existing statutory minimum of 75c.

The 36,000 South African Federation of Civil Engineering Contractors members in the area decided recently to go for a R1.01 minimum wage because they felt the cost of living for black workers there was just as high, if not higher in some respects, as in Durban.

There had also been some labour unrest in the district -- mainly because of money -- and it was established that workers' needs were prepared to a rand an hour, particularly as some employers in the area pay well above that rate.

Avoid unrest

Contractors felt they had to get to the R1 an hour level to avoid further labour unrest and made application through the Natal branch of Safec to campaign for urgent change to the wage policy in respect of Richards Bay-Empangeni.

The chairman of the Zululand sub-branch of Safec, Ian Massey, said this week that when the request for a rate of R1.01 was put to the Safec national executive it was turned down.

"They said no, 86c an hour minimum was all they were prepared to go along with," he said.

As such it is likely that the Wage Board will agree to a statutory minimum of 89c for the area and contractors, should they stick to the decision to pay R1.01 irrespective of the gazetted minimum, will be faced with the problem of paying the extra without any labour index recovery.

Massey said he had spoken to some of the main contractors.

"We were all in agreement that we should pay R1.01 and why we should be paying that. We are trying to get on to a living wage for workers where we can talk about productivity being linked to any increase thereafter.

"If they are only prepared to go to 86c then as far as we are concerned we will have an agreed minimum rate for the area. That's the way we all feel. I think we'll be proved right in the Jong Zon."
Productivity a 'side issue in labour relations'

PROFESSOR Nic Wiehahn, Labour Adviser to the Minister of Manpower Utilisation, yesterday expressed reservations about the issue of productivity being included in wage negotiations.

He said this type of bargaining would not be seen in South African labour relations for some time.

He was speaking at a seminar on 'Productivity and its effect on Inflation,' which was organised by the Natal branch of the Plastics and Rubber Institute in Durban.

'Black unions have said they first want to see equality in practice and not in theory, before discussing issues like productivity. They have told us that wages and conditions of service will remain the focal point of bargaining, while demands will be linked to the increases in prices.

'I personally feel productivity is a rather peripheral issue in the field of labour relations and should stem from loyalty to the company, improvement in management, quality and the image of the company and the country. It has more to do with technological improvements than wage bargaining,' Professor Wiehahn said.

Inflation

Dr Johan Cloete, the group economic consultant of Barclays Bank, said organised labour needed to be educated about the connection between wage bargaining, production growth and inflation.

'To ask for an increase in wages before productivity rises only pushes up prices, increasing inflation which leads to a reduction of real wages in the medium term.

'But productivity is also influenced by the stage of economic development of the society, the attitudes of the society and the size of production units,' he said.

Mr Tony Hesp, managing director of BTR Sarncol, said the labour force was not yet ready for this type of bargaining.
No local takers for
'spy on unions' firm

By SANDRA SMITH

The Institute for Industrial Relations recently criticised the growth of security services supplying "industrial spies" whose agents informed companies about trade union activities and named "ringleaders".

Eastern Cape companies said today they had not been approached by such services and would not consider using them.

A major employer of black labour in Uitenhage, who did not wish to be named, said, "When you start that kind of thing you're asking for trouble."

An article in a Sunday newspaper has revealed that a former security policeman, Mr Gerard Loodt — once known as agent Q-018 — is offering to help industrialists deal with strikes and labour unrest.

Mr Loodt has set up a company which claims it will aid industrialists to "devise contingency plans" when they face industrial unrest, curb theft, fraud, robbery, white-collar crime and industrial sabotage.

The Institute for Industrial Relations said in an article the security services had indicated that their spies were often able to pre-empt strike action.

Their methods included introducing a "plant" known only to a few senior management personnel into a factory. The plant supplied regular information to the security service which, at its discretion, passed it on to the company concerned.

The use of such services was commonplace overseas, the article said.

During a workshop on the issue involving trade unionists, academics and industrial relations managers one participant said he found it difficult to ascertain why questionable methods were being used to inform on a legal activity such as unionism.

The workshop concluded that action was required of unions and management to strengthen their own relationship to obviate the need for "undercover" ways of gathering information.

Participants decided that security services should be bound by a code of ethics and should be licensed.

The article said security services had a legitimate place in factories, but spying roles were not acceptable in terms of the development of a sound industrial relations climate and practices in South Africa.

If existing methods of communication between management and unions were proving ineffective, spy services were likely to lead to the deterioration of such relations — not improve them.

Strong stands against crime in the workplace and efforts by unions to assist management and combat such activities would do much to promote a feeling of confidence on the "other side".

The use of such spy services was likely to undermine the development of sound worker-management relations and aggravate mistrust, the article said.
Reforms defuse anger says Wiehahn

Property Editor

FUNDAMENTAL and drastic reforms in industrial relations since 1979 do not appeal to all people, particularly those who believe change must be revolutionary and not evolutionary, Prof Nic Wiehahn said in Durban last night.

He told the Natal regional conference of the Federation of Civil Engineering Contractors: "If there is something a revolutionary detests and will fight on all fronts, then it is reform of any kind in a society. "Reforms defuse revolution. If there are no reforms, then stagnation and frustration will eventually blow the lid off the pot and revolution is the result. This is their belief."

Suspicion

The man who headed the Wiehahn Commission criticized people who had cast suspicion on the changes and reforms.

He said: "Those of us who carefully follow the developments in this field and reactions in the country cannot avoid the impression that a number of people, including some journalists and other writers, will do everything they can to create the impression that reforms in this field are cosmetic and a sham and, in fact, steps to tighten up control over trade unions and their activities."
THEO HEFFER

A time to listen

Theo Heffer is group manpower consultant of Granater Holdings and former personnel director of Chloride SA. He has had much experience in building constructive relationships between employers and emerging unions.

There is a real danger in SA that we will create an "emergent trade union" that exists only in our own prejudiced imagination. We must realise how conditioned we are by the society we live in. We think of blacks as victims of a discriminatory society, but it is important to remember that whites are victims, too, victims of a different kind, but victims nonetheless.

Fear has become our real enemy, in a wide and general sense. It is important to look at the prevailing hues which feed the fear that blocks real progress in the development of relationships in industry.

"Before recognising a union (and especially before signing an agreement) it is essential that every possible eventuality is checked, covered and agreed."

In developing constructive relationships with emerging trade unions, it is vital to bear in mind that "developing" carries the sense of unrolling, laying open by degrees. My experience has been that many of the structures and processes have to be worked out, adapted and established through negotiation after the formal relationship is entered into.

This was recognised in the agreement Chloride signed in 1980 with the SA Allied Workers' Union (Saawu) and is clearly stated in a more recent agreement with the Metal and Allied Workers' Union (Mawu). A clause in this agreement states that the union and the company acknowledge that recognition is a developing process which will be built on the foundation of mutual acceptance, that there are two independent parties in the relationship who both have rights and responsibilities.

Industrial relations are about relationships. One cannot legislate healthy relationships. The one essential question to answer before recognising a union is whether it is the body that the workers have freely chosen to represent them.

"Employers must stipulate the level at which collective bargaining can take place, and collective bargaining at enterprise level is undesirable."

I have a feeling that we may perhaps be too concerned about this at the moment. Perhaps we need to remind ourselves that the earliest and still the most widespread form of bargaining in the world is that which takes place at the level of the enterprise or plant.

Dr Piet van der Merwe, SA's Director of Manpower, has pointed out that this is the only real form of bargaining in countries where collective bargaining is in an early stage of development. He says it may be necessary for us to closely re-examine our hitherto strong preference for industry-level bargaining. He believes we should try to structure enterprise-level bargaining so that it complements industry-level bargaining instead of replacing it.

I have found that this can be reasonably worked out by negotiation between all the interested parties. Refusing to deal with a representative union at plant level will surely preclude meaningful bargaining at any other level.

"Recognition agreements and industrial councils are mutually exclusive choices."

Recognition agreements, including plant-level collective bargaining, can operate together with, and alongside, the industrial council system.

To point to the "past success" of the system without asking "For whom?" is to ignore the fact that there are two parties in the relationship. The emergent unions clearly accept the principle of collective bargaining. To try to impose the structure of the industrial council system on them will, however, inevitably lead to a total rejection of that structure.

We must realise that emergent unions are not rejecting the principle of industry-level bargaining, but the industrial council system in its present form. Building constructive relationships at plant level will naturally lead to bargaining at wider levels, when this becomes advantageous to both parties.

"Some unions are worse than others."

Attempts to categorise unions into more or less desirable or undesirable types are unnecessary once the principle of freedom of association is accepted. Employers should be concerned with representativeness alone.

When Saawu approached Chloride early in 1980 very little was known about this union. All that can be said two and a half years later is that virtually everything that was said about their approach, technique, strategies, officials or anything else, has proved to be untrue.

"We know what our workers want."

This type of thinking was prevalent during the period when the preservation of pensions became a major issue and managers were repeating ad nauseam "They don't understand us" until one leading union went on record as saying "We do understand it — we don't like it."

Moshe Dayan once said "You cannot get the Arab opinion by sitting and talking to Jews". How often do we think we know what our workers are thinking while we sit and talk to everyone else? But you won't get your workers' opinions by talking to them either. The essence of communication is listening, and it is time that we as managers (and white South Africans) stopped "knowing" and started listening.

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

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

4 Do not write in the left hand margin unless candidates are so instructed.

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

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

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

Any dishonesty will render the candidate liable to disqualification and to possible exclusion from the University.
Gerard Ludi and trade unions

A report in the Evening Post of September 22 quoted an article in a publication of the Institute for Industrial Relations in which there is reference to placing spies or informers in trade unions.

Earlier in the Evening Post report it was mentioned that Mr Gerard Ludi was running a company which offered to help industrialists to deal with strikes and labour unrest.

It was not intended to link Mr Ludi's company with the claims made in the institute's article. If that was the impression given, we apologise to Mr Ludi.

Mr Ludi has asked us to point out that the service provided by his company to corporations relating to unions is limited to:

- Political risk assessment and evaluation as far as union activity is concerned, the quantification of potential losses suffered through strike disruption.
- The preparation of contingency plans for a strike situation. The development of better lines of communication between top management and the labour force.

"We never have had or will have any interest whatsoever of infiltrating agents into a trade union," said Mr Ludi.
Better work links planned

The Minister of Manpower, Mr Fanie Botha announced in Pretoria yesterday the Government would make funds available for training in labour relations.

Launching a training course for officials of the SA Iron and Steel and Allied Trades Association, the Minister said the basis on which grants would be made was still being considered and he hoped to make an announcement soon.
PE Technikon preparing a course on labour relations

By NOREEN SUTCLIFFE

A BETTER understanding between employers and trade unions in the Eastern Cape is likely to flow from a unique three-year course being prepared by the Port Elizabeth Technikon.

The diploma course is devised to assist both sides of industry. Bringing both together on an academic footing could lead to closer cooperation and hopefully avoid short-circuit strikes.

Mr Theo Pullman, lecturer in the School of Management, told Weekend Post: "The course will be as good for employers as it will be for the trade unions. It will not be slanted one way or the other."

"I see the course offering what the Witsahin Commission referred to as tripartism in labour relations, that is bringing together of employers, trade unions and hopefully members of Government departments and local authorities."

"All will be students together at an academic level of education and what I term cross-fertilisation can then take place and dialogue will be free of the explosive situation and take place in an academic environment."

"I believe that a course of this nature can smooth out labour problems and another advantage is it will be able to remove the current lack of knowledge on the subject." Approval is still being awaited from the Department of National Education for the planned national diploma course in labour relations which will be offered by the School of Management.

Mr Pullman, who holds a master's degree in labour relations, said 18 months of research and preparation had gone into the project and the subject was being offered for the first time at technikons in South Africa. Included in the course is a section on labour administration, never before offered at any learning establishment.

Mr Pullman said the Minister of Manpower, Mr Fane Botha, had repeatedly stated there was a need for such a course and in the Manpower Commission this point was again stressed.

But the course could only be a success, said Mr Pullman, if employers and trade unions alike gave it their support.

"We do not have the expertise needed in labour relations in this country. There is a handful of informed people dotted around the country, the majority of whom are academicians while the others are within industries."

"These people would be with the big organisations like Anglo American and the motor companies and their equivalents."

"The medium or small employers are confused and don't know how to handle the labour situation. They, one could say, have been pounced on too quickly and both employers and trade unions are uncertain as to what to do and how to do it," he said.

He explained that universities offered the course from time to time, but only at a post-graduate level.

"The technikon envisages the training to be directed towards the man who sits behind a desk or in the factory and he must be able to put into practice what he has learned in theory. Here we intend to bring in the practical side by means of case studies."

"Students can enrol for the course either on a full-time or part-time basis, depending on the numbers interested in the new venture."

"But, for this important national diploma to get off the ground we are going to need the support of all employers, whether big, medium or small, the trade unions and hopefully the government and local authorities," Mr Pullman said.

Such is the optimism about the new venture that already plans are envisaged for expanding the three-year course to take in what would be the equivalent of an honours degree during the fourth year, a masters in the fifth year and a doctorate level in the sixth year of study but this avenue has still to be further developed.
UK mediation expert at talks in PE on dispute settling

By JERRY McCabe

THE question of mediation as a dispute settlement procedure was extensively discussed at a meeting attended by trade union leaders, industrialists and academics in Port Elizabeth this week.

Mr Andrew Kerr, the recently-retired chief conciliator of the Advisory Conciliation and Arbitration Service of the British Department of Labour, explained to those present how the mediation system had been successfully operated in Britain.

Mr Kerr was accompanied by Mr Loet Dowe-Dekker of the University of the Witwatersrand.

Professor Roux van der Merwe, head of the Department of Industrial Relations at the University of Port Elizabeth, confirmed that the meeting had taken place.

"Constructive discussions were held in which both trade unions and employers discussed some of the problems of recent weeks.

"A decision was taken in favour of further moves being made to look into the possibility of starting a non-State mediation service in this country," he said.

Prof Van der Merwe said the union leaders and employers had been able to discuss the policies of mediation as a dispute settlement procedure in South Africa.

He said the discussions had given those present a clear idea of what was required and that there was a role to be played by mediation in industrial disputes.

"The system of mediation leaves parties entirely free to negotiate their own settlement but it uses a third party to help should there be a deadlock situation," Prof Van der Merwe said.

Mediation had proved the most successful system in Britain, where 89% of disputes that go to mediation are settled without strike action being reported to.

Prof Van der Merwe said it was difficult to comment on whether the system could be successfully used in this country.

"There is a lack of available mediators who would be acceptable to both parties," he said.

"We are well aware of all the obstacles that exist," he added.

He was not prepared to disclose which unions attended the meeting because "negotiations are at a very delicate stage and I don't want to expose the trade unions to flak from politicised groups in their own unions".

Several trade unions who were invited to attend had declined to do so.

"I am personally delighted that a sector of the black trade union movement was prepared to talk and put across their points of view," he said.

"This sort of thing can only work with their acceptance and they made a very constructive input into the discussions," Prof Van der Merwe said.

Local trade union leaders could not be contacted for comment on the issue.

One of those who attended the meeting was Mr Brun Mathew, executive director of the Midland Chamber of Industries.

Mr Mathew said he had been invited to attend as a guest and had found the discussions informative, but felt the system "probably works in Britain because both industrialists and unions feel it is a good system".

He said Mr Dowe-Dekker headed a steering committee which was looking at the mediation process and talking to all elements in the labour situation to see if there would be a consensus for such a system.
LABOUR RELATIONS

Free to choose?  

Established unions are becoming more openly critical of emerging unions refusal to participate in the statutory labour relations system. But this week, Manpower Minister Fanie Botha reaffirmed the principle that participation in the system should be voluntary.

"Employees and employees are not forced to belong to labour organisations," said Botha, when he addressed the annual convention of the Institute of Personnel Management (IPM). "Even less are these organisations compelled to establish industrial councils," he added.

"As long as employees and employers of their respective organisations do not impose their wages and conditions of service which are less beneficial than those provided for in basic legislation, they are free to structure and regulate the relationship between themselves.

"This is what self-government in labour relations means and this principle applies from the factory floor to industry level."

Some observers believe these remarks by Botha are important because they reflect government's appreciation of the emerging unions reluctance to join industrial councils. Many of these unions have sought to create relationships between themselves and individual employers outside the official bargaining system.

However, recent statements by leaders of some emerging unions reveal a desire for emerging unions to be made subject to the discipline of the official system.

Botha's statement that employers are not forced to belong to labour organisations is, however open to criticism. Government may not exert direct pressure on workers to join a particular organisation, but some established unions use the closed shop to compel many workers to belong to them.

The closed shop is being investigated by the National Manpower Commission (NMC) and a case involving its usage in one industry is pending in the Industrial Court. In an article appearing in the latest edition of the Industrial Relations Journal of SA, NMC chairman Dr. Hennie Reinders says that in balance, retention of the closed shop in SA will have more advantages than disadvantages.
LABOUR MATTERS

Seeking uniformity

If one accepts that industrial relations are essentially a tripartite relationship between government, employers and trade unions, the managements of companies operating close to the independent homelands deserve sympathy. Some have to contend with the conflicting labour policies of three different governments.

It seems, however, that Pretoria is aware of the problems they face, and has had discussions with the independent homelands in an effort to find common ground over basic labour issues.

The problems arising from the differing labour policies are felt especially by employers in the eastern Cape. They have to reckon with the anti-union stance of the Ciskei and Transkei governments, who perceive emerging unions as a threat to their authority. Tough crackdowns on trade unions — the Ciskei detained hundreds of union members last year — have soured labour relations in some factories.

Respected labour academic Professor Blackie Swart, of the University of Stellenbosch, has pointed out for some time that a co-ordinated labour policy is an essential component of government development plans. These plans are based on the acknowledgement that SA and the homelands operate within a single economic system. He believes it is vital that there should be agreement among SA and the independent homelands on certain broad principles.

Department of Manpower sources confirm that high-level discussions on labour matters have been taking place with the independent homelands. They say it has been possible to find common ground on issues such as the provision of social security benefits and co-ordinating and standardising tax incentives for training.

However, it seems as if resolution of more difficult matters, such as a more uniform approach towards trade unionism, will take much longer to achieve. "We cannot prescribe to them what they should do," says a senior official in the department.

There are indications that Bophuthatswana will soon adopt legislation which, in many respects, is very similar to SA's Industrial Relations Act. A senior Bophuthatswana government official told the FM this week that a draft Bill has already been compiled. There are hopes that the Bill will go before the territory's Parliament when it meets for a short session before the end of the year.
Decriminalise strike action, calls professor

By Tom Davis, Labour Reporter

Strike action in South Africa should be decriminalised, a labour expert told a productivity conference at Sun City this week.

Professor Blaack Er Swart told the conference it should be left to workers and employers to agree on procedures for strikes or lockouts.

Professor Swart is a professor of industrial relations at the University of Stellenbosch and sits on the Government's National Manpower Commission.

He said workers went on strike in spite of laws against illegal strike. At the same time, employers were not allowed to lock out striking workers.

Most strikes in the last few years have been illegal although little action has been taken under labour laws against strikers.

The Government should sanction plant level collective bargaining, Professor Swart said. While it was impossible for all plant level agreements to be promulgated and thus supplement legislation, guidelines could be established as to the method of granting recognition and bargaining methods.

Some form of redress should also be granted in cases where workers or employers refused to co-operate or renewed on the terms of an agreement, he said.

Because plant agreements were mainly negotiated for unskilled workers it was unlikely that wage demands at this level of bargaining would ever be pushed beyond realistic levels, Professor Swart said.

It was also possible that regional employers could co-ordinate bargaining procedures in addition to industrial employer bodies, he added.
Unions asked to aid ailing SATS

Pretoria Bureau

MORE drastic measures to save the SA Transport Services from crumbling losses at the close of the current financial year were discussed in Johannesburg yesterday.

The general manager of SATS Mr Rebus Louster met the Federal Council of Railway Staff Associations representing the sever railway unions to discuss the matter.

But it is understood that suggestions for further economies which affected the living standards of railway workers were rejected by the Federal Council.

Background to the meeting was the loss of nearly R150 million during the first six months of the financial year.

The August loss alone was in excess of a R17-million against a budget expectation of a R19-million surplus.

Already stringent economy measures have been imposed. They include cuts in overtime, the abolition of certain under-utilised suburban train services and economies in South African Airways.

But economists said yesterday the heavy losses on the railway would interrupt the economic slowdown.

The Federal Council it was learnt, does not for a meeting with the Minister of Transport Affairs Mr H.A. Schoeman to discuss the railway's financial situation.

Railwaymen believe their own welfare and living standards could be threatened if this does not happen.

The 17-million loss has an immediate effect on the railway, with Mr Schoeman indicating to the unions that there will be no increases next year unless there is a big upturn in the economy - an unlikely happening economists say.
INDUSTRIAL RELATIONS

Far-reaching proposals for changes to industrial relations legislation and practices have been made by Professor Blackie Swart of the University of Stellenbosch Graduate School of Business. Swart is also a member of the National Manpower Commission.

When he spoke at the Institute of Personnel Management conference last week, Swart said the solution to industrial relations problems in SA does not lie in the creation of strict, formal structures for collective bargaining. Instead, sufficient flexibility is needed to enable collective bargaining to develop at its own pace and in its own directions.

To achieve this, he suggested the following changes:

- The State should give its "official" sanction to plant-level collective bargaining. "It may not be possible for all plant-level agreements to be promulgated as subordinate legislation, but guidelines could be set as to the circumstances in which recognition should be granted and the substantive issues around which bargaining should take place," he said.

- Although it has been contended that plant level recognition and agreements constitute a voluntary relationship of trust, the situation in SA is such that some form of redress should be granted in cases where one party refuses to "co-operate" or reneges on the terms of an agreement.

- Unions which prove representativeness and gain recognition from an employer should accept full responsibility for the workers represented by them. To this end, provision should be made, either in the recognition agreement or by law, for action against or rejection of a union should it lose control over its members.

- Strike clauses in legislation should be decriminalised. It should be left to employers and unions to agree on strike and lockout procedures, and

- The industrial council system will have to be modified. Initial steps should include the cancellation of the power of existing party unions and employers to veto the entrance of new unions, and cancellation of the Minister of Manpower's power to extend council agreements to non-parties.
Lively debate is expected at the Methodist Church conference in Johannesburg today when political, social and economic issues are discussed.

The Christian Citizenship Department (CCD) will table its report on the seventh day of the 100th annual conference at the Central Methodist Church.

The Rev. Austen Massey, general secretary of the CCD, said the conference would be asked to approve the establishment of a department to examine the church's role in labour issues and trade unionism.

"The Methodist Church has always been sympathetic to the struggle of the lower class and underprivileged," he said.

"It has been said in Britain that the trade union movement was born in the Methodist Church." Mr. Massey said the church should provide facilities for trade union meetings. There were no such facilities in the black communities.

"Many black ministers may be reserved about this because of restrictions on them such as leases on their church property," he said.

Mr. Massey said the debate on a draft resolution concerning alleged racial discrimination against black prisoners would be lively. He said some blacks delegates might tell the conference of personal experiences of inadequate penions, and the difficulty of collecting the money from the Department of Co-operation and Development.

Mr. Massey said the CCD hoped the conference would adopt a resolution concerning the Government's homeland policy which was more detailed than those adopted in the past.

"We have not moved from non-acceptance of the policy, but we are not refusing to work in the homelands," he said.

He said the conference would be asked to appeal for the release of jailed ANC leader Nelson Mandela.

"Depending on what happens to the people whose five-year banning orders expired yesterday, the resolution about Nelson Mandela might include mention of people such as Bevers Naude," he said.
How They've Gone Up... AND DOWN

Trade union federations

A Guide to South African Trade Unions

Some could be covered in this study, but are the best available. Not all aspects of the current trade union structure of the country form the subject of this guide. So far as the author is aware, no attempt has been made to produce a complete guide to South Africa's trade unions. The author is not responsible for any errors or omissions in this guide.
How Many... And Where They Are

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<thead>
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<th>Year</th>
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<th>1991</th>
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<td>100000</td>
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<tr>
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<td>7 units</td>
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</table>

This chart shows the membership distribution across various industries over the years 1982, 1991, and 1990.
Casting for trust

Important changes to industrial relations practices in SA's giant metals industries are being contemplated in a renewed effort to make these practices more acceptable to black workers and emerging unions.

In his annual address earlier this month, Bill Bramwell, outgoing president of the Steel and Engineering Industries Federation of SA (Seisa), pointed to a serious level of distrust of the industrial council system among black workers.

Reiterating Seisa's support for the system, he said it would be important to the industrial council for the industries to demonstrate that it can provide effective protection and procedures for the resolution of all workers' problems. He said parties to the council were in the process of establishing effective mechanisms for handling the labour tensions which had prevailed during the past year.

It is understood that these include changes which will allow employers to sign limited recognition agreements with unions on the shop floor, and efforts to speed up the industrial council's dispute-settling procedures.

A decision on changes is expected in November, and some observers believe they will be approved, despite the reservations of some established unions. The changes do, however, fall short of the demand by emerging unions, such as the Metal and Allied Workers' union, for wage negotiations at plant level. It remains to be seen whether these unions perceive the changes as part of a sincere effort to accommodate their needs.
LABOUR MEDIATION

Learning the ropes
FM 22/10/82

Valuable insights into the use of conciliation, mediation and arbitration to resolve industrial relations disputes have been given to SA employers and unions in recent weeks. Workshops and seminars held in major centres by Andrew Kerr, widely regarded as Britain’s most experienced conciliator, have added impetus to efforts to establish a mediation service in SA.

Kerr is the recently retired chief conciliation officer of Britain’s Advisory Conciliation and Arbitration Service (Acas).

He was invited to SA by a group of labour academicians, unionists, employers and lawyers who are exploring the possibility of establishing an independent mediation service which is acceptable to both management and labour.

Acas was formed about eight years ago in response to a loss of confidence in the conciliation and arbitration services provided by a government department. There was a fear that this service was being influenced by the incomes policy being pursued by government.

Acas is a statutory body, but it has managed to remain impartial and independent from government. It provides advisory services to management and labour on all industrial relations and general employment matters. These include pay bargaining, job evaluation, trade union recognition and disciplinary, dispute and redundancy procedures. The services provided by Acas are free and readily available throughout Britain.

It also provides a conciliation service on individual rights of workers, in particular those concerned with unfair dismissals. British workers can appeal to an industrial tribunal if they feel they have been unfairly dismissed. To lessen the burden placed on the tribunals, Acas conciliators try to settle the appeals before they go to the tribunals. They deal with about 30,000 cases a year and settle about two-thirds of these.

Conciliator Kerr . . . message from Acas

However, it is the collective conciliation service in industrial disputes which is central to the concept of Acas. Kerr points out that the British make a clear distinction between conciliation and mediation. Conciliation to them is a process in which a third party, the conciliator, who is a member of the staff of Acas, assists parties in dispute to reach a settlement. This is done with the consent of the parties and the settlement is the responsibility of the parties.

The conciliator may make suggestions about how the dispute may be settled, but he will not record these suggestions as written recommendations.

The service operates by means of contacts and discussions, obtaining information and holding joint meetings. The conciliator explores the possibility of a settlement. Areas of agreement and disagreement are probed and identified.

In mediation, the mediator who is not a member of Acas’s staff, but probably a labour academic who is regarded as impartial, will, after meeting the parties, make written recommendations to them about how to resolve the dispute. The parties are not obliged to accept these recommendations, but they often form the basis for further negotiations leading to a settlement.

In arbitration, the parties have to agree, before the arbitration is arranged, to accept the arbitrator’s award. This is not a legal obligation, but it is regarded by Acas as morally binding. "In the eight years of Acas’s existence, no arbitrator’s award has been rejected," says Kerr.

The number of cases dealt with by either conciliation or mediation is about 85% of the total number of cases. Kerr says Acas has retained its independence and has not always agreed with the government’s action, but the conciliator has no industrial relations experience. Kerr finds that people often react against Acas because they feel this takes up too much time. Acas is always underfunded, he says, and the government does not always understand the importance of the service.

Some unionists have been critical of the service because it is thought to be unacceptable, but Kerr says Acas is not an anti-trade union body. Some companies that are consistently unions are small and have no members. Kerr also says Acas is an anti-trade union body. Some companies that are consistently unions are small and have no members. Kerr also says Acas is an anti-trade union body. Some companies that are consistently unions are small and have no members. Kerr also says
Mistakes on both sides, says Labour expert.
Cotton dust can kill, claims union

Labour Correspondent

FOSATU's National Union of Textile Workers (NUTW) has launched a nation-wide campaign to alert workers to a long disease which, it charges, has killed "thousands of workers throughout the world" and urging them to demand safeguards against it in the factories.

The union says the disease, "brown lung," is caused by contact with cotton dust, that textile workers are particularly prone to it, and that some South African workers have contracted it.

It lists six demands which it urges its shop stewards to raise with employers "to safeguard the health of workers in cotton factories." According to the latest issue of Fosatu's journal, Fosatu News, the "brown lung" issue has already been the source of conflict at a Springs cotton factory.

NUTW has produced a booklet, "Cotton Dust Kills," written by a Cape Town doctor and published by Witwatersrand University's Centre for Applied Legal Studies, to alert workers to the campaign. It is also distributing posters with a similar message.
Grobbelaar warns on militant action

‘Deny demands at own risk’

By Frank Jeens

CAPE TOWN — Business can expect much more militant action if it ignores the drive by blacks to achieve equal status with privileged whites, Mr Arthur Grobbelaar, general secretary of the Trade Union Council of South Africa, told the Bifa congress yesterday.

“We have to recognise that, at long last, the black workers now have a secure bargaining position backed by law,” he said.

“We should also expect that the black workers will use their new positions in an increasingly effective manner, and, as a consequence, we have to assume logically that there will be some radical changes in bargaining patterns,”

The Tucsa chief added: “The established unions and their members, who have attained a position of relative well-being, will seek to maintain the status quo but the less-privileged workers in the newer organisations will not be in a position to appreciate the status quo, and they will be bargaining, not only for improved wages in the labour market, but for status itself.”

“The privileged groups are likely to view the increasing attempts on the part of the lesser privileged for better training and status with apprehension, especially since these demands are now being made from a much more secure position,” he said.

PARTNERSHIP

Urging managers to end the “baas and boy” approach to labour relations, Mr Grobbelaar said workers would have to be treated as partners when essential changes were made.

“South Africans of all races have been working together for many years. Now some of the basic rules are going to be changed, some long-standing attitudes about status are going to be knocked sideways, and workers of all groups will have to start working together on a new basis,” he added.

“There will be what could be called a new social dispensation in the workplace and although this change will not take place overnight, it cannot be denied that the beginnings of this social revolution are already with us.”
Not only labour needs reforms — labour expert

Post Reporter

One of the major flaws of the post-Wiehahn labour legislation was the belief that one segment of the country — labour — could be isolated for reform and other segments neglected.

This was said by Ford's director of industrial relations, Mr Fred Ferreira, addressing the Institute of the Motor Industry of South Africa last night.

Mr Ferreira said the failure to introduce significant reform in spheres other than labour could only breed frustration and the consequences were suspension of the law and a decision to operate outside it.

Opportunities were being created for people to increase their material well-being, and this increased expectations. However, there was no concurrent social change in South Africa to accommodate the increased expectations.

Trade unions had therefore become conduits for factors extraneous to the labour situation with "community issues" being taken up on the factory floor.

There was a growth in "community-based" unions, which endeavoured to enlist the material and moral support of the community during, for example, strikes and boycotts.

The objectives of these emergent unions was to improve working conditions, undermine employer power in order to establish a more balanced bargaining situation, strengthen their hold on the economy and to use these to attain social change.

While any unions could act as a stabilising force in South Africa, it could be argued that change could not be attained in a stable society. Unions could therefore aim to destabilise the economy to achieve change.

The causes of strikes could be divided into internal and external issues, including wages, conditions, discriminatory practices, recognition and external ones.

These included housing and services, education, which was widely viewed as inferior, and transport, which was "totally inadequate in every industrial city in South Africa, and probably more so in Port Elizabeth", Mr Ferreira said.

Employers should also take a stand on issues and protest about those which affected their workers.

Training also had to be undertaken with a view to absorbing black workers into "meaningful positions in an existing organisational structure".

Unless there was a noticeable degree of change in the social-political structure, it could be forecast that unrest would continue and its incidence might even increase, Mr Ferreira said.
Warning on effects of worker repression

By SANDRA SMITH

INCREASING use of security legislation against trade unions and their officers served to negate much of the efforts made by private sector management in trying to distance business practice from "the repressive manifestations of apartheid."

This was said by a senior lecturer in industrial relations at the University of Port Elizabeth, Mr Robin Smith, at a Midland Chamber of Industries seminar yesterday.

Talking on South African industrial relations in the international perspective, Mr Smith said antagonism towards South Africa was growing.

While racism might be a worldwide phenomenon, institutionalised racism in one of the Western world's increasingly important members was morally objectionable and politically embarrassing, Mr Smith said.

Although legislative reforms relating to industrial relations had been welcomed, its effect had been marred by the increasing use of security legislation against unions and their officers, which was widely reported overseas.

While many businesses manifested a concern for improving social conditions like housing, they could not expect blacks to be grateful for "paternalistic largesse," at least until they had an opportunity to engage with employers in jointly identifying appropriate projects.

A third problem was highlighted by the Port Elizabeth dock dispute, which illustrated "the folly of not talking to people, the sin of arrogance."

However unrepresentative an organisation or trade union was, it was prudent to set up lines of communication, Mr Smith said.

The most important immediate cause of strikes in the private sector was managers' arbitrary action over dismissals, either allegedly unfair dismissals of individuals or "punishment" dismissals for disciplinary offences.

What was needed was a procedure which was fair and equitable and negotiated with trade unions.

In addition, trade unions concerned themselves with the whole of a worker's life and not only the period at work, and trade unionism could not be easily separated from politics.

"It is easy to dismiss trade unions as dangerously subversive organisations — part of the "total assault" on existing South African society," Mr Smith said.

However, "conspiracy theories" were the refuge of those who did not wish to unravel the complications of history.

The human rights of workers could be guaranteed by free and independent trade unions operating to channel worker grievances through jointly negotiated machinery, and to improve wages, conditions of service and the environment in which they lived.
Union leaders look at strikes

THERE have been more than thirty strikes by black workers throughout the country this year, the latest being the one at CNA in Johannesburg this week.

What is it that the black workers are demanding? Why can't they use the "correct channels" to voice their complaints? Is the black worker too demanding, or is he underpaid? Do the companies have healthy and effective communication channels?

Mr Gatsby Mazwi, president of the Municipal and General Workers Union of South Africa, said inadequate pay more than anything else was responsible for so many strikes in our country.

He added "Some surveys have shown that black workers in Johannesburg are taking a decline in their wages and salaries. If there is an increment in their wages that increment is not moving concurrently with the cost of living. You find that workers now earn less than they did a year ago."

He added that poor treatment, intolerable working conditions and assaults by supervisors also contributed to causing strikes.

When asked why workers would rather strike than use the correct channels for voicing their complaints, he said these channels existed only in company policies but in essence they were not available to most workers.

He added that a worker expressed his dissatisfaction in a way he felt was appropriate to the situation that was giving rise to the dissatisfaction.

Mr Bicher Caimay, general secretary of the Council Union of South Africa (Cusa), said that strikes were caused by wage disputes, unfair treatment of workers by their employers, and the unwillingness of the employer to listen to workers' grievances.

He added that as long as the worker was not respected, he would always resort to a strike when he had grievances.

The President of the South African Black Municipal and Allied Workers Union of South Africa (Sabaunwu), Mr Moeleti Mokgeseng, said lack of proper communication between the worker and management was the main cause of a strike.

He added that the unpreparedness of management to discuss important issues concerning the worker with the union which was a worker's mouth-piece left the worker with no other avenue to express his grievances but to strike.

"If workers could be given a fair hearing there would be no strikes in the country," he said.

Dr Anna Schaeppers, president of the Garment Workers Union, did not think that strikes were a good weapon for workers to use to voice their complaints. She added that workers should negotiate to get whatever they wanted.

She said "In most cases employers give an ultimatum resulting in thousands of workers being sacked. Trade unions should try and ovulate such trouble for workers."

She added that the majority of employers were now ready to discuss their workers' problems at any time.

"Unions should pursue with negotiations no matter how hostile the management is," she said.

She also said she was in favour of foreign investment as the country was expecting about 2,000 students to join the labour force next year.

"With so many strikes in the country nobody will be encouraged to open a firm in South Africa," she lamented.

Mrs Lucy Mvubelo, secretary general of the National Clothing Union of South Africa, said the unreliability of employers was the main cause of strikes.

"If employers fail to keep their promises workers lose their patience and the ground is now fertile for a strike," she said.

"The employer-employee relationship needs to be improved. Strikes should be the last resort," she said.
Action against unions ‘masks reform effort’

PORT ELIZABETH. — Increasing use of security legislation against trade unions and their officers served to negate much of the effort made by management in the private sector in trying to distance business practices from “the repressive manifestations of apartheid.”

That was said yesterday by senior lecturer in industrial relations at the University of Port Elizabeth, Mr. Robin Smith, who was speaking at a seminar of the Midlands Chamber of Industries.

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However, “conspiracy theorists” were the refuge of those who did not wish to unravel the complications of history.

The human rights of workers could be guaranteed by free and independent trade unions operating to channel worker grievances through jointly negotiated machinery, and to improve wages, conditions of service and the environment in which they lived, Mr. Smith said. — Sapa
Workers in the Factories

Worker Attitudes
1. PAY
2. JOB SECURITY
3. PROMOTION
4. SUPERVISION
5. WORKER K. COMMUNICATION

Survey director Mr Dave Jackson.
UNIONS AND POLITICS

A question of time

Popular opinion is that SA businessmen will increasingly face black militancy on the shop floor. Yet, according to a recently published report by the Washington-based US Investor Responsibility Research Centre (IRRC), this may not happen as soon as some think.

The IRRC is an independent, non-profit corporation whose work is financed primarily by annual subscription fees from over 170 institutional investors. It reports on current social and public issues.

The report, by David Hauck, is called "Black Trade Unions in SA." It warns investors that "the possibility that the organisational strength of black unions might be used to translate political concern into widespread industrial action increases as the black union movement expands. And as it does, companies are likely to find themselves under uncomfortable pressures, sandwiched between the increasingly political demands of black workers and the government's continued defence of apartheid policies."

Hauck says businessmen "are nearly unanimous in their belief in the strong possibility that the black union movement will become politicised if a structure granting blacks some political say within the country is not adopted soon."

Business Environment Risk Information, an American political risk analysis firm, supports this view. It predicted in June 1982 that SA will be faced with "frequent strikes and worker militancy related to political and social issues outside the workplace."

Hauck notes "The frustration of blacks over the absence of change in SA, coupled with the fact that trade unions are now the only secular black organisation with a national reach, does increase the pressures on unionists to take up non-economic issues."

"However, countervailing pressures — including a pre-occupation with economic issues during a recessionary period — sharply reduces the likelihood that the unions' support for political and social change will lead them into a head-to-head general strike confrontation with government."

Nonetheless, relations between manage-
Contract bombshell
for SA employers

By STEVEN FRIEDMAN
Labour Correspondent

BLACK contract workers who are retrenched before their contracts run out can sue their employers, lawyers have told the Steel and Engineering Industry Federation.

This news will come as a shock to scores of employers who have already retrenched contract workers this year. Several unions say thousands of contract workers have been laid off in the past few months.

And yesterday a spokesman for the Legal Resources Centre of South Africa said workers are demanding damages from employers.

That interpretation means employers who want to retrench contract workers must wait until the worker's contract runs out or renew it if they do not want them to work.

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Regulations in terms of the Act laid down that employers could not retrench contract workers on the ground that they were not suitable or unable to provide regular employment.

No precedent suggested that referred to retrenchment be said adding, "Even if it does not stop a worker taking the job, the employer has contracted to provide a job for a year. If he doesn't, the worker has a claim."

See Page 2
MD calls for law on ‘equal amenities’

Staff Reporter

FAR-REACHING changes in labour relations have been recommended to the Community Relations Committee of the President’s Council by Mr P E Streicher, managing director of SA Manganese Ankor.

In a report released last week on submissions which he made to the committee on Monday, Mr. Streicher, also a member of the Mineral Advice Committee of the Department of Mineral and Energy Affairs, said most South Africans favoured peaceful change.

"If the politicians carry out their promises we will"

"It cannot be over-emphasized that the business leader must gain his workers’ confidence by accepting their right to negotiate industrial differences, their right to legal strikes, promotion based on merit, equal pay for equal work, training and security benefits. This will put the manager in the position of a change agent."

He said that pass laws and influx control were "hard to justify" as they were seen as the infringement of the individual's freedom.

"But I believe that some sort of influx control should be negotiated with the black local authorities. I also believe that the worker has the right to belong to the trade union of his choice. If businesses maintain an honest and open relationship with the union it can only be beneficial to labour relations."

Shift in emphasis

Mr Streicher criticized the education system, saying it had to shift its emphasis from differences among people (andersheid) to their equality (eendersheid). Educational standards and facilities had to be equal for all races.

"While our educational establishments are producing academics we need technicans. Technical schools and technikons should get much more support and vocational education must be instituted as soon as possible. To achieve this there must be much closer liaison between educational institutions and industry."

He said it was a "miracle" that there were "so few" strikes in South Africa.

"Free enterprise is a foreign concept in our education system. Concepts such as labour costs, mechanization and long-term profits are foreign concepts to trade union officials and Greek to members."
Labour mobility

Labour Reporter

Statutory restrictions on labour mobility inhibit the best use of manpower in areas where manpower is needed, according to Professor Nie Wiemhahn of Unisa.

Addressing a meeting at the Pretoria campus yesterday on the subject of industrial relations in the 1980s, Professor Wiemhahn said there are several major areas of responsibility in the field of industrial relations:

- The preservation of industrial peace which rests on management and workers
- Employment creation and security

He also spoke about the "evil" of retrenchments which have to be seen as a rationalisation of staff in economically difficult times rather than as a means of disciplining workers.

The small business sector and the informal sector have to be freed from restrictions and stimulated as an important area for the creation of job opportunities, he said.

And statutory restrictions on labour mobility also inhibit the maximum utilisation of manpower.

In the 1980s the role of multinational companies will be increased and it relates to the various codes of employment practices which local management will be implementing.

Improved productivity is an important responsibility and it can only be acquired through a concerted effort by management and workers. But to do this, the relationship between the two parties has to be sound, Professor Wiemhahn said.

Trade unions will become more sophisticated through international ties and he questioned whether the economy could cope with an unlimited number of unions and employers organisations.

Levels of collective bargaining and the industrial council system have to be examined closely in the 1980s and the issue of legal or illegal strikes also has to be re-evaluated.

Professor Wiemhahn concluded that recommendations made in Part V of the Wiehmhahn Commission report which relates to extending industrial democracy in the public sector will hopefully be implemented in the coming years.

Paternalism in the private sector has been abolished and it is time for paternalism in the public sector to be phased out.

More blacks want to study French

Staff Reporter

A branch of the French cultural and educational organisation, Alliance Francaise, was opened in Diepsloot, Soweto, today.

The president of the international organisation, Mr Marc Blamipain, presented over the opening. On Tuesday a similar centre was opened at Mitchell's Plain near Cape Town.

A spokesman said they were opening the centre in Soweto because of a growing demand for instruction in French language and literature by the black community.

This stemmed partly from the fact that there were a large number of French-speaking countries in Africa.

At a special presentation at the headquarters of the Alliance Francaise in Johannesburg last night, Mr Blamipain presented a Sundan student, Mark Gueisser, with a prize for coming first in a French literature competition last month.

The prize is a week's stay with a French family in Marseilles. The competition involved South African students who study French. They answered questions in a novel by French author Marcel Pagnol.

The French Ambassador to South Africa, Mr F M Plaisant attended today's opening.
Labour guide looks a winner

A DOCUMENT designed to improve industrial relations in the engineering industry is likely to get the official stamp of approval and could well be adopted by other industries, writes Lynn Carlisle.

Welcomed by the engineering industry, the Procedure for Negotiating Advances and Disputes draft initiated a year ago by leading trade unionists is expected to be published on December 4 by which time the Department of Manpower should have studied it. It covers negotiating procedures at plant and higher levels and could prompt the National Industrial Council (NIC) for the engineering industry to streamline its constitution, seen by many unionists and employers as vague when it comes to handling labour disputes.

Containing disciplinary procedures to be applied when breaches of employer agreements occur, the document suggests methods of settling labour disputes at company level.

The cost of rising prices per and the net welfare can be reviewed well in the decade with

whether recovery comes or does, as of course depend upon the monetary, rate of interest, political and goodwill that would be sustained.
Plea for black trade unions

ANGLO AMERICAN director Mr Nicholas Oppenheimer last night urged Port Elizabeth businessmen to accelerate the trend towards establishing representative trade unions for black workers.

Delivering the main address at the Midland Chamber of Industries' revived annual banquet, Mr Oppenheimer told some 250 guests the idea of unions and capitalism "may sound contradictory".

"But I am convinced that for capitalism to flourish it is vitally important that there should be strong and established unions. If they do not exist capitalism is replaced by exploitation, and though exploitation may be very profitable for the employers in the short run, it contains the seeds of its own destruction."

Echong the appeal delivered earlier in the day by MEI president Mr Peter van der Merwe, Mr Oppenheimer said with the economy now entering a recession there existed an urgent need for management and unions to meet and discuss matters of mutual concern.

"It is all too easy to retrench workers who are not union-represented. It is also easy to demand higher productivity from these workers and to tell them that this year, due to the economic situation, there will be no wage award."

"Easy in the short run, but destructive in the long."

Mr Oppenheimer said: "It was vital for the future of South Africa that all people who are part of the industrial society should feel that capitalism is the system that benefits them most."
SP Botha urges a review of labour policies

Financial Staff

The Minister of Manpower, Mr S P Botha, has urged business to consider ways of bringing the skewed pattern of labour back into balance, and to promote blacks to management.

He told the South African Institute of Management last night of the current imbalance of the labour force.

National Manpower Commission studies had shown that the ratio between high-level manpower (management) and the rest of the economically-active population was growing.

Mr Botha said: "The participation of women in the country's high-level work force could be increased, and high priority should be given to increasing the participation of the black population in high-level occupations."

The latest figures showed that although whites accounted for only 17 per cent of the population, they provided 66 per cent of management.

"Promoting and maintaining healthy labour relations "cannot be over-emphasized, " said Mr Botha. This was primarily the function of management and required sound practices by trained managers.

Mr Botha said that in these areas:

- The proper selection and placement of workers
- The service contract entered into with individual employees.
- Communication between management and workers.
- The training and retraining of workers.
- Fair employment practices.

The individual can adjust his position to a point of 10 and 10, which is the budget constraint. Anywhere on the iso-utility curve he is satisfied or to move from or to move to, where his iso-utility curve is tangent to the budget.
Creighton supports plea for industry and labour compact

Business Editor

CHAMBER of Commerce president Mr Denis Creighton has endorsed an appeal from organised industry in Port Elizabeth for a compact between management and trade unions in the Eastern Cape.

"Reacting to the call last week from the outgoing president of the Midland Chamber of Industries, Mr Peter van der Merwe, Mr Creighton said yesterday he supported the idea of a code of conduct signed by both groups.

"It will go a long way towards removing the element of distrust that seems to exist between management and unions at the present time.

"I don't know whether it will ever emerge as a binding document, perhaps rather a commitment to the spirit of partnership between management and labour, embodying an acceptance of each party's natural interests."

The appeal for a code of conduct came from Mr Van der Merwe at the annual banquet of the MCI, held in Port Elizabeth last week.

Mr Van der Merwe said that would-be investors rightly or wrongly "believe our region is the battlefield for labour confrontation."

"There is therefore need for our organised industry and our trade unions to get together to establish a code of conduct for the role management and the unions must play in order to convince investors that they have nothing to fear if they locate their businesses here."

Immediate reaction from trade unionists in Port Elizabeth was guarded, though spokesmen said they were willing to meet representatives of management.
Industial relations
a "political arena"

Own Correspondent
DURBAN — In South Africa, workers who were
denied "effective" political
erights saw industrial
relations as an arena in
which their political aspira-
tions could be articulat-
ed and pursued, ac-
cording to the chairman
of the giant Barlow Rand
Group, Mr Mike Rosholt.
"As a consequence," he
said in his chairman's
statement, "private enter-
prise is inevitably called
on to play a part in pro-
moting reforms, a far
wider role than is the
case in other industrial-
ized countries."

Orderly negotiations be-
tween employers and em-
ployee representatives
remained a high priority,
he said.
"Centralized negotia-
tion through industrial
councils has much to com-
mand it, but it can suc-
cceed only when it accords
to the wishes of employ-
ers, trade unions and em-
ployees."

In a report on group
labour developments,
Barlow's industrial rela-
tions director, Mr Reinald
Hofmeyr, said that be-
cause the employment
and industrial relations
scene was a constantly
changing one, the group
was revamping its code of
employment practice.

He said the group ac-
cepted the right of em-
ployees to decide how
they wish their interests
to be represented and in-
creasing numbers had
demonstrated a wish to
be represented by black
trade unions.
Municipalities face labour challenge

The demand for the new Industrial Relations Act was the subject of a recent address by the Minister of Manpower. The present trend in private enterprise has led to increased union activity and resultant bargaining processes leading to negotiated settlements are slow but surely becoming a reality to local authorities.

The consequences of this trend only become apparent if one notes the fact that local authorities are labour-intensive organisations, with staff costs being estimated in the region of 30 to 35 per cent of the total income of the local authority. Obviously, this figure increases for smaller authorities.

Large companies are becoming more and more disinclined to pay raises and are thereby changing the nature of the work to keep costs down, which is having a serious effect on the local authorities. The result is that the cost of living is having a direct effect on the wages of the workers.

These are fast losing credibility, effectiveness and popularity to the attractiveness of a union, and the advantages that are associated with it.

The establishment of unions for blacks, and possibly more white unions or even multiracial unions, is therefore inevitable in local authorities.

This will force engagement in the bargaining processes on a much larger scale than is now the case or ever experienced before.

Demands on the employer will obviously increase, and they must ensure that all systems and techniques, in the form of industrial relations policies, are going to meet the challenge and protect the interests of the ratepayer.

It is apparent in most local authorities that non-whites are far superior in numbers, and if unions are established they will, in nearly all cases, outnumber the whites, which will make the non-white unions the major party in industrial relations.

The wisdom of the national executive of Saame to maintain their association as a whites only union presently the major party in negotiation is questionable if one considers that over the night they could take second place to a bigger, non-white union and the fact that a unification of all local unions would be able to establish a sounder base for bargaining than two or more disagreeing fractioned unions — more so in the local authority context.

The law prohibits the establishment of black unions, and the advent of the new labour dispensation, resulting in some local authorities attempting to satisfy the demands and aspirations of black employees by means of worker or liaison committees.

Disputes may not be resolved in terms of means of either arbitration, industrial court or other recognised methods.

The awakening and eventual establishment of non-white trade unions in local authorities will bring about the test in the reality of operational employee relations policies, and this is where personnel practitioners in local government at present are going to have to assess their strategies to meet the future challenge of greatly increased union activity and demands.

Private companies have to protect their profits, and there is very little time, when it comes to employees demands.

In the case of local authorities, the money of the ratepayer is going to have to be protected.

The machinery placed at the disposal of the employer and the machinery by the government that it possible to settle disputes on reasonable terms.

Declared disputes have their advantages and disadvantages for both employer and employees alike, and therefore best be steered clear from by both parties if it can be helped.

The wisdom of the national executive of Saame to maintain their association as a whites only union presently the major party in negotiation is questionable if one considers that over the night they could take second place to a bigger, non-white union and the fact that a unification of all local unions would be able to establish a sounder base for bargaining than two or more disagreeing fractioned unions — more so in the local authority context.

The importance of the bargaining process cannot be over-emphasised as it is a situation where one deals with reality and mistakes can be costly.

It is no secret that South Africa has one of the lowest productivity ratings in the world, leaving a lot of room for improvement. This obviously does not exclude local authorities.

One must first understand the full meaning of the word "productivity" before it can be loosely used.

The idea that it only has a bearing on people not producing to the required standard is a misconception.

Productivity must be regarded as a unit comprising men, machinery, money, materials and methods, and if any of these is affected by conditions, circumstances, policies, procedures, environment, etc., the situation becomes unproductive.

Increased productivity will have to receive urgent attention as a tool to absorb future demands.

Management should therefore first look at itself and its associated practices and resources before blaming the employee for being unproductive. Productivity starts at the very top and filters down the organisation.

To implement productive procedures and to motivate staff, managers must have had good management training and experience.

Productivity is therefore going to need in-depth research by the municipalities, who at the same time should possibly think of moving closer to industrial and commercial lines of managing.

Industrial relations laws and practices have changed dramatically over the last four years.

Municipalities will be forced by employee organisations and unions to adhere to these laws and practices, and if they don't, industrial courts will.

Municipalities must therefore ensure that their industrial relations policies are suited to meet the new challenges.

One only has to read the Wiese report tabled in Parliament to realise the importance of sound industrial relations policies and practices.

Closely linked to industrial relations are the conditions of service under which employees are employed.

It is essential that in the first instance conditions of service are studied carefully to ensure that they comply with the minimum requirements of the law and the national policy.

Injustices in these areas could be costly, more so if it ends up a dispute.

Personnel practitioners will therefore have to "brush up" their knowledge and skills in industrial relations regularly to meet the new challenges that face them, thereby ensuring the protection of the ratepayers' and the employees' interests.

These are essential ingredients for workers' peace and productivity.
Labour Reporter

FOSATU's Metal and Allied Workers' Union has called on the Government to scrap the new Intimidation Act before 'it does any more damage to industrial relations'.

Since the Act was introduced some months ago numerous strikers have been charged under it, but it is believed only one worker has been convicted.

In terms of the new Act, anyone who attacks somebody, or who threatens to kill, attack, or hurt somebody or who threatens to cause damage to somebody is liable for prosecution. The Act allows for a maximum fine of R20,000 or imprisonment not exceeding 10 years.

During the June strike at Richards Bay, 22 members of Fosatu's Metal and Allied Workers Union (Mawu) and the Transport and General Workers' Union were charged with intimidation.

The charges against eight of them have been dropped and the rest are still pending.

A spokesman for the Legal Resources Centre said only a Utshongweni worker had so far been convicted under the new Act. He was fined R200 or four months' imprisonment.

Earlier this week Intimidation Act charges against two Mawu leaders were dropped at the Brits Regional Court when two State witnesses did not appear.

In the statement released yesterday, Mawu said the Act was 'clearly now being used by police in industrial unrest to curb the growing power of unions.'
Motor industry and port disputes dominated 1982

By SANDRA SMITH
Labour Reporter

Two issues dominated the labour scene in the Eastern Cape this year — a crippling motor industry strike and a fight for union recognition in the harbour.

Unquestionably the first was pre-eminent.

At times it involved about 11 000 workers at Ford and General Motors in Port Elizabeth as well as at Volkswagen in Uitenhage. It led to a shutdown of all vehicle manufacturing plants and to dire warnings of the possible economic consequences for the region.

The dispute began in July and was finally resolved only in November, after the emasculation of the industry's industrial council through the withdrawal of the National Auto Mobile and Allied Workers Union (NAAMU) and weeks of sporadic go-slow and work stoppages.

Under protest, the union finally negotiated with the three employers through their representative body.

The settlement entrenched workers' job security instead of gauging the minimum wage increases initially sought.

At a time when all three companies had retrenched hundreds of workers during the year — despite earlier denials that there would be widespread lay-offs — the union saw better lay-off provisions as a priority.

The agreement came into operation on December 1. Eight days later GM retrenched 230 workers. They were able to benefit from the new provisions.

The dock dispute, in which workers fought for nearly a year to persuade the South African Transport Services (SATS) to talk to, if not officially recognize, the General Workers Union (GWU), received international prominence.

The threat of sympathy strikes by stevedores in four major South African ports and of embargoes on South African goods by affiliates of the International Transport Workers Federation (ITF) led to widespread condemnation of the SATS actions in refusing to meet dockers representatives and in sacksing more than 400 workers after a go-slow.

The dockers have resolved to await the outcome of a SATS inquiry at which they and the ITF will give evidence.

Another Eastern Cape dispute which attained national prominence was that at the Veldspun International Textile Company in Uitenhage.

More than 1 000 workers were fired when they downed tools in protest against the sacking of 60 colleagues.

The Federation-affiliated National Union of Textile Workers (NUTW) claimed that Barlow Rand (which has a majority holding in Rematex, of which Veldspun is a subsidiary) had broken its code of employment and was indifferent to the unfair labour practices of its subsidiary.

The union also criticised the group's failure to intervene in the dispute.

The issue shot to national prominence when students at the University of the Witwatersrand, of which Barlow's chairman, Mr Mike Rosbott, is chancellor, took it up and produced a booklet outlining the history of the dispute and calling on the chancellor to intervene.

The NUTW eventually agreed to a management proposal for the staggered re-employment of 214 of those dismissed.

Other important events included the banning, after months of detention, of four officials of the Motor Assembly and Component Workers Union (Macwusa) and the arrest and release without charge of two East London Dockers' unions of the SA Allied Workers Union (SAWU).

Splits in the "progressive" union camp also widened with the failure of a Port Elizabeth summit in July to agree on a union federation.
More labour unrest on cards for 1983

The dispute was heightened by retrenchments, as at several stages in the dispute more than 10,000 workers at Volkswagen Ford and General Motors were on strike, resulting in temporary closures of the affected plants.

MINIMUM

Eventually a closed-doors meeting between Nawu and the Eastern Province Automobile Manufacturers' Association resulted in a settlement with a minimum hourly wage of R2.20.

The auto industry unions saw the Minister of Manpower, Mr Fanie Botha, announce a R2.2 million scheme to assist workers in the industry who did not want to participate in strikes.

The Minister said the funds would come from the Unemployment Insurance Fund and would be used solely for the Eastern Cape motor industry.

FOSTAU

The scheme was shelved with the resolution of the dispute 1982 saw another long-running dispute between the South African Transport Services and the General Workers' Union.

SATS refused to hold talks with the union. More than 400 dock workers were dismissed during the dispute, and international transport unions and federations as well as Port Elizabeth employers criticised SATS and called for negotiations.

Most of the discussions were hopeful for reinstatement, though SATS has taken a closed-door attitude despite all the criticisms.

While 1981 was a year of labour legislation with the new Labour Relations Act and the Labour Arbitration Act, 1982 saw few new enactments.

Some amendments to the Act which affected unregistered unions were proposed. The amendments proposed aim to permit these unions access to dispute resolution machinery.

CRITICISM

The "Draft Labour Relations Amendment Bill 1983" is expected to be promulgated next year, but in what form will it take?

The bill is still in its early stages, and its provisions will be reviewed by the government before it is enacted.

The provisions of the bill are aimed at improving the working conditions of workers, and they are expected to be of benefit to the majority of workers who are employed in South Africa.

The bill will also address the issue of labour disputes and the role of the Arbitration Board in resolving them.

The bill is expected to be enacted in the near future, and it will be closely monitored by labour unions and employers alike.
More than 10,000 workers were laid off during the past 12 months and, as firms shut down for the holiday season, there are fears that the axe will fall on many more.

Few industries were immune to the effects of the countrywide depression, but hardest hit were the engineering, clothing and motor industries. Even State-controlled giants such as Iscor and the South African Transport Services retrenched many workers.

Other firms looked to counter-measures as alternatives to layoffs. Shorter work weeks, no overtime or weekend duty, and low pay increases were adopted to cope with the recession.

Trade unions looked to retrenchment agreements to protect their members. The Federation of South African Trade Unions (Fastu) issued its own retrenchment guidelines including the important principle of “first in, last out.”

Dr. Aggett

This year in the labour relations field was prominent in an other negative aspect — the death in detention of trade unionist Dr. Neil Aggett.

Dr. Aggett, the transval secretary of the African Food and Canning Worker’s Union, died in his cell in John Vorster Square in Johannesburg. His body was discovered by police in the early hours of February 5.

Police said Dr. Aggett, who was detained under security legislation late last year, had died from hanging.

His death sparked widespread worker protest and on February 11 more than 75,000 workers countrywide observed a half-hour work stoppage or other forms of silence in a tribute to him.

The stoppage was seen as significant in that it involved workers from across the trade union spectrum and had the silent support in some cases from employers.

Leading employer bodies voiced protest at Dr. Aggett’s death international protest was raised.

His death in detention led to the mammoth 42-day inquest at the Johannesburg Magistrate’s Court with the ruling announced this week.

Joe Mavi

The independent trade union movement lost another leader.

When the president of the Black Municipal Workers’ Union, Mr. Joe Mavi, died in a car accident in the Free State in early June, his successor Mr. GMTB Mzazi, renamed the BWU the Municipal and General Workers Union.

Mr. Mavi’s death shocked prominence during the Johannesburg general strike by municipal workers in 1980.

South Africa’s mining industry was in the doldrums during 1982 over a wide range of issues:

- A deadlock in wage negotiations between the Chamber of Mines and the Congress of Mineworkers resulted in a threat of a strike ballot by unionists. The ballot was narrowly rejected with a 12 percent wage settlement.

- Black mineworkers unions were active in the industry, with three granted access to Chamber meetings to recruit members. Cape’s National Union of Mineworkers established at the end of July and had made inroads into the mining industry.

- The eight-member Council of Mining Unions dissolved and the new Confederation of Associations and Mining Unions was born. The confederation held an ominous start when it rejected membership of the largely coloured Federated Mining, Explosives and Chemical Workers’ Union.

- The Mine Surface Officials Association tackled the Chamber of Mines with two disputes, largely dealing Continued on Page 27.
South Africa's black workers

There are those who regard South Africa as seeking with violence and discontent. And indeed it is sobering to reflect that the prosperity and stability of the country depends on so many people who face severe social and political disadvantages.

Millions of black people struggle daily to cope with an appalling shortage of adequate housing and public amenities. Their lives are governed by increasingly stringent influx control laws which break up families and make blacks aliens in the land of their birth.

Statutory and non-statutory measures are still formidable barriers to their advancement in the workplace. Their often meagre incomes are eroded by inflation, while the increasing scale of retrenchments testifies to their lack of job security.

Yet, despite these handicaps, they are actively involved in an evolutionary process which will surely change the face of the society they live in.

The battle for recognition of black unions has not been an easy one. Games made in recent years have, in the main, not been achieved by political activists, but by ordinary men and women who perceived the power which lay in group action. In view of the fact that they have made in the three years since statutory collective bargaining rights were granted to blacks, the FM believes it appropriate to name the black worker as our Man of the Year.

Few people would have dared to predict, only five years ago, that by the early 1980s unions representing large numbers of black workers would be posing a serious challenge to labour policies pursued by government and employers.

However, events on the labour front this year have served to confirm what was already becoming apparent a year ago. Black unions are here to stay. Never before in this country's history has there been such an urgent need for mutual trust to be established between black workers and all the other parties participating in this country's turbulent labour arena.

Although, by some estimates, fewer than 350,000 of a total of 6,3m economically active blacks are unionised, it is especially members of the new emerging unions who are restructuring the relationship between capital and labour in SA. The most immediate effects of their new sense of assertiveness is revealed in the rising number of strikes. There are estimates that about 400 took place this year, virtually all by black workers. This is four times the annual number of strikes in the years immediately preceding the Wehahn reforms.

The present wave of black unionism is, of course, not the first in South African labour history. Several major unions and union groupings have grown spectacularly during the past 60 years. But they were largely ignored or fiercely opposed by employers, and many collapsed or were forced into exile due to government pressures.

It was the large-scale labour unrest in 1973 which finally prompted government to begin to re-examine its labour policies. An almost spontaneous display of anger by black workers over low pay, these strikes were the prelude to the formation of a new breed of emerging black unions.

Where previous black unions concentrated on mass mobilisation, but failed to secure an enduring power base in the factories, most of the new emerging unions have placed great emphasis on building up and consolidating support, factory by factory. Unlike black unionists in the past, their leaders have not been trained to become charismatic orators. Instead, they have concentrated on developing the union skills of grass-roots representatives in factories, adopting the traditional British shop-steward system as an integral part of their strategy. Although these unions have committed themselves to representing workers of all races, the vast majority of their members are blacks.

It cannot be denied that many have made grievous and costly errors. Unrealistic wage demands, strikes to retrieve pension contributions, and too rapid growth which has impaired the ability of some to service the needs of members adequately are some of the mistakes that have been made.

But it is worth noting that, at least so far, most of the gloomy predictions made in recent years by opponents of government labour reforms have not been fulfilled.

The more than 250 recognition agreements negotiated between management and emerging unions during the past three years are possibly the most tangible evidence that black unions have arrived. These agreements vary considerably in form and content, but they have a common feature: although many aspects of the authority previously wielded arbitrarily by management are being modified, the agreements actually reinforce management's right to manage. The basic right to manage is not challenged - and it is significant that unions are not objecting to this being formally enshrined in agreements.

It is natural, however, that unions should seek to modify some of management's powers. It is also logical that unions representing unskilled black workers should raise issues which have not been on traditional negotiating agendas between employers and white unions. For example, because they represent unskilled people who are easily replaced if dismissed, they are especially concerned about job protection.

For migrant workers, loss of a job also means a loss of residence rights in an urban area, while it can also be argued that in the society we live in, a black man's job is his only real form of property. It is not surprising, therefore, that these unions are demanding a say in issues such as the formulation of disciplinary, grievance and retrenchment procedures.

Because emerging unions realise that at this early stage of development their...
power lies at plant level, it is also not surprising that they have opposed industry-level bargaining through industrial councils.

Rod Irvine, president of the Federation of Industries (FCI), emphasises that "understanding the other party's perceptions" is vital. Management has had the sensitivity to appreciate the issues at stake to black workers. Remarkable success in structuring productive relationships with even the most tough-minded emerging unions.

The South African Black Workers' Union (Sawu) is, for example, regarded by many employers and government officials as beyond the pale, and its leaders have been detained for lengthy periods. But Theo Heffer, one of SA's most respected industrial relations practitioners, achieved extraordinary success in helping to create a healthy relationship with it and Chlordike. In retrospect, he says that virtually everything that the company was told three years ago about the union's approach, techniques, strategies and officials has proven to be untrue.

One of the most visible effects of a change in management attitudes is revealed by the radical revisions that some employer organisations have made to their labour policy guidelines in the past two years. In its first meeting since the formation of the current government, the Chamber of Mines announced that mining employers would recognize unregistered unions if they are representative.

Remarkable too was the FCI's sympathetic attitude to the brief work stoppage by about 100,000 workers in protest against the death in detention of unionist Neil Aggett.

But it is not just employers who have had to make fundamental readjustments to their attitudes and policies. Government has been compelled to heed the power being exercised by emerging unions. It may be regrettable that widespread strikes forced the withdrawal of legislation to preserve pensions. But by South African standards, it is extraordinary that government should actually scrap a proposed law in the face of pressure from black workers.

Perhaps more significant is government's proposed amendment to the Labour Relations Act, aimed at making official dispute-settling machinery available to unregistered unions. The effect of this is to undermine the registration mechanism upon which emerging black unions would be controlled. However, during the past year the Department of Manpower has shown an increasing willingness to move away from direct control of events in labour.

Manpower Minister Fanie Botha told the Institute of Personnel Management conference two months ago: "As long as employers and employees, or their respective organisations, do not negotiate wages and conditions of service which are less beneficial than those provided for in basic legislation, they are free to structure and regulate the relationship between themselves. This is what self-government in industrial relations means, and this principle applies from the factory floor to industry level."

A singular feature of many new unions has been their ability to successfully use structures and systems created by government to achieve their goals. In doing this they have been able, unlike some black political organisations, to recognise that strategic considerations can sometimes have a higher priority than some other issues on which they might be tempted to regard as more important.

Many emerging unions object in principle to registration, but they have realised that from a strategic point of view registration can aid recruitment and recognition. Similarly, some are finding participation in the officially-sanctioned system of collective bargaining through industry councils can, in certain circumstances, provide tangible benefits.

It would naturally be unwise to underestimate the value of the advice these unions have received from young white intellectuals and activists. However, because of the democratic nature of most new unions, grass-roots membership has been closely involved in all potentially risky decisions.

Anyone trying to assess future trends in SA labour cannot ignore the fact that while black workers have been granted a vote in the workplace, they are still denied fundamental political rights. The obvious danger is that unions will be used to redress grievances which do not lie within the normal scope of the employer/employee relationship.

Manpower is already being confronted with such issues and are learning that the industrial relations function does not necessarily stop at the factory gate. However, it is remarkable that emerging unions have, by and large, so far been able to avoid the temptation to play an overt political role or to forge links with black political movements. Attempts by the State in recent years to prosecute unions for security-related crimes have failed.

Given all the perils that lie ahead, it is remarkable that many of SA's most experienced industrial relations practitioners are still able to display a cautious optimism about the future.

"The South African labour situation today certainly has the potential for revolution," says Fred Ferrera, Ford's director of industrial relations. "But if the protagonists - labour, employers and government - reconcile at least some of the inequities and remove these, they will tip the scales in the direction of evolutionary change."

The South African black worker is on the move. And the early indications are, hopefully, that he is on the move towards participation and greater prosperity.

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**BRICKBATS AND BOUQUETS**

**Not a very good year**

Most South Africans will not look back on 1982 with happy memories, for many, it was far from being a vintage year. For white politicians, it was the year of the big split in the National Party, and of by-elections which yielded ambiguous results. For businessmen, who had enjoyed three years of life in the fast lane, shifting back into the lower gear required for negotiating the steep downturn was painful for most, very traumatic indeed for a few.

The Slim Janne Smuts Award for splitting Afrikanerdom is awarded jointly to FM PW Botha and Conservative Party leader Andries Treurnicht. Botha does, however, deserve a minuscule bouquet for at least trying to maintain a modest pace of reform.

Two pairs of tortoise-shell spectacles, to alleviate his severe short-sightedness, go to Minister of Co-operation and Development Piet Koorhof. One is for closer scrutiny of the innumerable submissions which have been made to him over the years on influx control laws. In particular, he appears to have been unable to focus on the reasonable suggestions of the Grosskopf committee. The other pair - which he can pass on to Puk Botha - should help the Foreign Minister to read the signs of local, national and international opinion before he3 accedes to Koorhof's alluring parts of SA to Swaziland.

It hasn't been a good year for "Piet Promises," aka "Piet Pimnocho," aka many less savoury titles. What with the Oryx Movement and Settlement of Black Persons Bill and the debacle over Ingavumva and KaNgwane, he must be reeling in countries like the UK and the US, ministerial heads roll for getting it wrong. Fortunately for Piet, the tradition here in SA is...
1982 a tough year for labour

The labour year has finally wound down — and a tough year it was, too. What are the prospects for 1983?

The key feature of 1982 was the worsening economy and its labour effects. Lay-offs swept key industries, the Government toughened its control, and some unions battled to keep members in jobs. Some of the euphoria of the first years of the reform process has just begun and there are certain to be major developments as black unemployment begins to emerge again in the country's most important industry — this time, it seems, permanently.

Last week brought a new glimpse into the labour thinking of some employers in the reports of their Free State gold mines. Mr Dennis Etheredge and Mr Gerald Langton of Anglo American spell out an approach which, at first glance, seemed to differ with Chamber of Mines guidelines.

The guidelines allow bargaining at individual mines — a demand of many emerging unions. But the Anglo men locked forward to "including unorganised workers of all races in a centralised negotiating structure."

The difference is imaginary. The Chamber believes decentralised bargaining will last only until emerging unions are big enough to find negotiating at each mine unwieldy.

The Anglo men say that, before their goal is reached, there will be a period in which "relationships will be imposed" between unions and employers. The precise form of centralised bargaining will then be negotiated.

So both suggest that centralised bargaining, rather than being forced on unions, will grow out of deals between them and employers.

This has certainly been the experience in many other Western countries.

But the chances of this type of bargaining developing without conflict will depend on what and how the employers try to introduce it.

If they are seen to be forcing it on unions before they are ready, the mines could see the same conflict about bargaining which has faced other industries.

Last week this column suggested members of Tucsa's Garment Workers Union of the Western Province should join an employer association if they really wanted their interests represented.

Judging by an item in the union's newspaper urging workers to arrive at work on time, this was an error.

It says that, just as a sports team won't win without all its players, a production team won't meet its targets if all the workers are not in on time.

"It is also the fact that players who let the side down are dropped from the team," the union paper warns.

It seems these workers already belong to an employer association.

This column is now beginning its traditional "cooling-off period" prescribed by labour law. It will reappear in the middle of January.

Compliments of the season to you all and, as a greeting card sent out by a labour relations consultancy put it, "Merry Crims."
A year of turbulence

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

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

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

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

Unemployed

A University of Cape Town researcher, Mr Charles Simpkins, estimates there were more than two million unemployed in South Africa at the end of last year.

Since then there have been retrenchments all over the country.

More than 3,000 workers have been laid off in the motor industry, more than 7,000 in the textile industry and thousands more in the steel and engineering industries.

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

Procedures

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

Recognition of trade unions and pay disputes precipitated countrywide strikes.

Dock dispute

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

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

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

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

Agreement

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

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

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

Detentions

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

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

The death in detention of Dr Neil Aggett, Transvaal secretary of the African Food and Canning Workers' Union, provoked the anger of trade unionists and a half-hour protest work stoppage was supported by 85,000 workers.
INDUST. RELATIONS—GENERAL
1983

JAN. — DEC.
Warning on SA labour unrest

Empl0yers who believed the labour unrest of the Eastern Cape could not happen in other parts of the country were "burying their heads in the sand."

This warning comes from Prof Roux van der Merwe, professor of industrial relations at the University of Port Elizabeth — the city regarded as the crucible for South African industrial relations because of the strikes and labour unrest in the motor and allied industries.

"Companies are living in a fool's paradise if they think they can avoid industrial unrest by avoiding or moving from the Eastern Cape," said Prof Van der Merwe.

"The show of strength by the unions over the past few years in Port Elizabeth and Uitenhage is the precursor to the pattern of labour relations that will develop throughout the rest of the country."

However, he believed the deepening economic recession in 1983 should have a helpful spin-off for both employers and trade unions — it would give them a period of consolidation after the "enormous" industrial relations stresses of the past few years.

"After two years of frenetic industrial relations activity by trade unions and employers, South Africa can expect less direct industrial relations conflict in 1983 because of the economic downturn."

"It is important to remember that the black trade unions have grown up almost entirely during a period of relative prosperity."

"Now they have to adjust their strategy in terms of a static economy, and management is going to have to adjust to a declining labour force."

"We might just be able to use this recessionary period for consolidation purposes, provided the downturn is not so bad that it does serious harm to the relationship of both parties."

"We do not want to see regular periods of damaging action and counter-action involving employers and trade unions."

"There is an urgent need for them to establish basic structures within which they can resolve their differences constructively, as in the United States and West Germany."

He said trade unions would probably use the 1983 recession as a period of low-key strategy in which they would "put a floor under what they have achieved in order to be poised to proceed with the economic upturn."

The unions were also likely to use the period to improve the structure of their organisations.

"However, the industrial relations scene cannot be divorced from what is now happening in the larger political sphere, and the direction taken by the unions will be influenced by developments in political reform."

"If political channels can be created for meeting the aspirations of black and coloured peoples, then less political pressures will surface at the workplace."

Prof Van der Merwe also holds the Volkswagen chair of industrial relations at the University of Port Elizabeth and is head of its industrial relations unit, which last year announced the first two-year honours degree course in industrial relations at a South African university.
Closed shop queries

Additional safeguards to prevent the abuse of the closed shop (CS) in SA are discussed in a working document being distributed by the National Manpower Commission (NMC).

The CS — which compels employees in a particular occupation, company or industry to belong to a specific union — is a controversial labour issue in SA. The document points out that by restricting the occupational mobility of an important part of the workforce, the CS can hamper the effective operation of the labour market.

At the same time, many emerging unions claim that some established unions have used the CS to gain a large, and possibly unwilling, black membership with a minimum of effort.

The document is being made available to all interested parties for comment. The NMC has emphasized that it should not be interpreted as a reflection of the NMC’s views. Rather, it should be seen “simply as a document containing arguments, points of view, evaluations and suggestions that have been brought to the notice of the NMC in some way or another.”

However, it is significant that the point of departure of the document is that the CS should continue to exist, subject to existing and certain additional safeguards. This is in line with the conclusion reached by the NMC in 1981 that although there are strong philosophical and practical objections to

the CS, on balance its retention will probably have more advantages than disadvantages.

Government accepted the NMC recommendation that the CS should be retained and agreed that a post-entry clause should be introduced into the Labour Relations Act (LRA) as an additional safeguard to prevent abuses. In practice this means that in a company or industry where a CS agreement exists, an employer is given 90 days in which to join a union.

The NMC did however foresee the need to investigate further safeguards. In the document it is now making available it focuses on three main questions:

- Is it desirable that CS agreements concluded outside the ambit of the LRA should also be subject to safeguards contained in the Act? There are, for example, agreements in the mining industry, in government services and in certain in-house agreements in the iron and steel industry, which are not covered by the LRA.
- Should the LRA require a secret ballot among workers to establish whether they are for or against the CS if a significant proportion of workers petition the Minister of Manpower for such a ballot?, and
- If it is impossible or undesirable to make all CS agreements subject to the LRA, should provisions of the Maintenance and Promotion of Competition Act, 1979, be made applicable to CS arrangements not subject to the LRA?

Bearing in mind the strong feelings that exist about the CS, the NMC has given the assurance that all comments made about the document will be dealt with in the strictest confidence. 
Two top bosses on key issues

Mail Correspondent

DURBAN — Two of the country's largest employers of industrial labour in the private sector, Barlow Rand and Premier Milling, spelled out their positions yesterday on detention of trade unionists and the presence of police in strike situations.

Mr. Heinrich Hofmeyer, executive industrial relations director for the giant Barlow Rand group, said indiscriminate detention of trade union leaders bedevilled relations with unions.

"Our chairman, Mr. Mike Rosenthal, is on public record as saying that the group considers all detentions without trial to be offensive. When it comes to detention of trade unionists, this makes future negotiations with the union far more difficult."

On the question of police presence at strikes, Mr. Hofmeyer said the group believed police should only be called in when there was a real danger to life or property.

Mr. Tony Bloom, managing director and honorary chairman of Premier Milling, said detentions left a legacy of bitterness which could be felt at management-union discussions.

"Trade unionists who have been detained, sometimes for long times in solitary confinement, come to regard us as part of the system which put them through their ordeal. This plays havoc in our negotiations with them."

Mr. Bloom said it was company policy to call in police only if life or property were threatened in industrial disputes.

"I think it is completely crazy for some companies to call the police in as soon as they have a strike on their hands."
behind America's S.A. Relations, Far

By WAYNE AGER

15/11/83

or other material room, except the invigilator outward leaving the

visitasit's Waveland

from behind with a fresh view of the car

Lucy Oosthuizen — back from Detroit with a fresh view of the car

Fred Turner

or other material room, except the invigilator outward leaving the

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Lucy Oosthuizen — back from Detroit with a fresh view of the car

Fred Turner
Unemployment breeds unrest

By Tony Davis, Labour Reporter

Large-scale unemployment in 1983 could result in black community unrest increased industrial strikes and work stoppages, say labour analysts.

Professor Willie Bendor of Stellenbosch University's industrial relations research unit and a Port Elizabeth industrial relations consulting group said in a report that possible unrest could also be used by politically motivated groups for their own ends.

"The political and social effects of unemployment are so far reaching that careful consideration and negotiation of retrenchments cannot be overstressed," the report says.

However, Security Police action directed at trade unions was likely to decrease during the year, largely because some police fingers have been badly burnt as a result of the 1982 detentions.

The report says there were fewer strikes last year compared with 1981, although more workers were involved.

There were 202 strikes involving some 120,000 workers last year compared with 342 strikes involving about 93,000 workers in 1981.

About 323,000 man-hours were lost through industrial action last year.

This year will likely see a consolidation in labour trends established last year, the report states.
Manpower says ‘yes’

Recognition agreements between employers and emerging trade unions can play a constructive role in labour relations, says Manpower Director-General Piet van der Merwe. This view is significant, because it is in contrast to the hostile attitude of some employers towards management who concluded the first of such agreements only a few years ago.

Manpower’s Van der Merwe... agreements can be positive

Van der Merwe’s remarks about recognition agreements appear in the recently released report of his department for 1983. Although much of the statistical information appearing in the report is already fairly well known, the report is significant because it reveals government attitudes on some important labour issues.

He says although most recognition agreements fall outside the framework of the Department of Manpower’s labour legislation, “they can play a positive role in ensuring orderly labour relations at the level of the undertaking. The eventual contribution made to sound labour relations by these agreements will depend on how newly established trade unions apply them.

“Once greater expertise and proficiency in negotiations, bargaining, organising and trade union management have been acquired, however, the benefits of making use of the statutory conciliation and bargaining machinery may become clear.”

Van der Merwe reiterates government’s view that the industrial council system plays a decisive role in maintaining orderly labour relations. He adds that it must keep pace with the demands of the time. He points to criticism by some that the councils have dealt with disputes far too slowly and that there has been a communications gap between the councils and workers on the factory floor.

“If this criticism is justified, the councils must eliminate the alleged shortcomings so as to strengthen and extend this proven bargaining system.”

He says that in many respects the private sector reacted slowly to the rapid changes in the labour field. “In some cases employers and employees did not have experience or training in dealing with labour relations and the necessary preparation was lacking. But both parties are realising that they dare no longer delay facing the demands of the time.”

“The comprehensive changes brought about in the country’s labour dispensation mean that the science of management in SA has taken on new dimensions. The ability to manage, whether in a trade union, employers’ organisation or business is becoming increasingly important. Unfortunately, the present dispensation is often not fully understood and the need for a completely new approach in management style is not always recognised.”

Van der Merwe emphasises that legislation can only create possibilities and provide guidelines. “The private sector has to bring about almost daily changes in practice,” he says.
Need for independent conciliation service

EAST LONDON — The executive director of the Manpower and Management Foundation of South Africa, Dr John Burns, says there is an urgent need in South Africa for a national mediation, arbitration and conciliation service, operating completely independently of the public sector and its institutions.

Dr Burns says there is ever-decreasing use of the statutory conciliation machinery by both employers and trade unions. This, he says, is unfortunate, since the new labour dispensation offers an ideal opportunity for a dynamic development of all the conciliation machinery which the common law and practice have available.

Various forms of labour unrest such as strikes and retrenchments and the black workers' distrust of state machinery all help to underline the need for a new service.

Dr Burns suggests six requirements for such a service. These are:

- It should be run by the private sector and recognised by but not instituted, appointed, structured, or run by or in any way attached to the state.
- It should offer mediation, arbitration, conciliation and all other types of conciliatory services to employers and employees in both the private and public sectors.
- Its services should be rendered by persons selected from a panel of experts representing various disciplines.
- Its services should be effective, with a high degree of built-in cost-effectiveness.
- It should operate on a national scale and should attract the immediate attention of the entire labour field.
- Above all, it should have and maintain the highest degree of credibility, trust and acceptance in the labour world, demonstrating at all times the sensitivity conducive to such credibility, trust and acceptance.

Dr Burns says he would not hesitate to establish the necessary structure for such a service if this were the most effective way to go about it. — DDR
W Cape firms ‘unprepared’ for unions

This management of most large firms in the Western Cape are totally unprepared to deal with the upsurge of union demands they will face in the coming year, says Mr Hugh Brown, managing director of Integrated Productivity Systems.

He has come to this conclusion as a result of a survey carried out among 208 companies all over the country, of which 23 were in the Western Cape.

It was carried out among firms employing 200 or more people and with turnovers of R1.5 million or more, in preparation for a course on industrial relations run by Mr Brown and Professor Blackie Swart of the Graduate School of Business of Stellenbosch University.

The results, said Mr Brown, showed that although top management in Johannesburg was innovative, thinking in the Western Cape was stereotyped and showed no awareness of changing conditions.

Among results that surprised him were answers from management when asked how they would react to a strike over demands from a union wanting recognition, or from a union already recognised.

In the Western Cape, 61 percent of firms said they would instantly dismiss workers who went on strike, and 17 percent said they refused to negotiate with unrecognised unions.

“Only 14 percent said they would be prepared to talk, to defuse the situation at least, and eight percent said they would not have any idea what to do.”

TRAINING CUTS

Other results that shocked Mr Brown were that 22 percent of local firms thought cutting down on training budgets was a good way of saving on overheads, and only 37 percent thought industrial relations an important factor which should concern the board, like finance and marketing.

“Union involvement is going to come and these firms are going to have a shock,” said Mr Brown.

SLEEPINESS

“It is almost a sleepiness that prevails in business attitudes in Cape Town and it is going to have a marked effect on their ability to deal with unions,” Brown said.

Continued on Page 2.

Top firms not ready

From Page 1.

an increasing amount of union activity.

He emphasised that this criticism did not apply to all local firms and some industries were better than others.

“The canning industry is reasonably well organised because it has a good relationship with the union in the Western Cape.

“The chemical industry is well organised and has a reasonably good relationship with the union.

“But in the clothing industry the relationship is not as good as it could be because of its incredibly erratic economic situation.

Another problem facing local industry was that although wages had gone up by 20 percent in real terms since 1975, average output had actually gone down by three percent for each man-hour, according to figures issued by the National Productivity Institute.

Management should make better use of this more expensive labour by increasing efficiency.

Instead of being overstaffed in times of prosperity and retrenching labour when conditions got worse, it should make use of industrial engineering to achieve maximum efficiency throughout the firm and should be constantly updating operations and techniques.

“We must learn to work smarter, rather than harder.”

Mr Brown and Professor Swart will run an industrial relations workshop at the Bellville Holiday Inn in March.

Audrey d’Angelo
Call for I.R. peace panel

MMF's Burns says national, independent mediation, conciliation service is urgently needed

By MIKE PEIRSON
Finance Editor

AN URGENT call has been made by executive director of the Manpower and Management Foundation Dr John Burns, for a national mediation arbitration and conciliation service within industry, operating completely independently of the public sector and its institutions.

Dr Burns said the service would offer help to both public and private employees and employers through a panel, selected from various sectors.

He maintained that the concept of conciliation and its methods in the field of industrial relations contained in the 1955 Labour Relations Act is neither defined nor explained, a fact which, among others, accounts for the relatively underdeveloped state of the law and practice of conflict conciliation in South Africa.

Furthermore, he added, "the increasing statutorisation of conflict conciliation machinery in the field of labour has resulted in the ever-decreasing use of it by employers and trade unions.

This is unfortunate..."
MMF aims to combat mistrust with new mediation service

By Lynn Carlisle

MISTRUST of State machinery by Black workers underlines the urgent need for a national mediation, arbitration and conciliation service operating independently of the public sector and its institutions.

Making this point to Industrial Week, Dr John Burns said that the Manpower and Management Foundation (MMF) of which he is executive director - saw itself as a link or catalyst in the formation of such a conciliation service.

The increasing statutorisation of conflict conciliation machinery in the labour field has caused a decrease in the use of the latter by employers and trade unions, he said.

"Various bodies see the need for an independent service and the MMF is searching for experts who can form such a body.

"Otherwise the Foundation will probably establish the structure to set up this service," said Burns.

He said the independent service would comprise of experts having no ties with any trade union, government or quasi-government organisations. It would not compete against existing services, such as the national industrial council boards.

The MMF would draw up a register of experts in various disciplines connected with conciliation who may run the proposed service on a national scale and at plant level.

"Above all, the service should have and maintain the highest degree of credibility, trust and acceptance in the labour world, demonstrating at all times the necessary sensitivity for those factors conducive to such credibility, trust and acceptance," said Burns.

He said that the service could play a vital role in the field of solving problems which had previously lead to serious labour unrest and retrenchment.

To quote Prof Nic Wehahn at a recent MMF seminar "If the tide in the present development of labour affairs in SA is taken at the floor, such a national conciliation service in the private sector will not only lead to a fortune for those, with such entrepreneurial initiative but also be an important contribution to labour peace and stability."
Mediation groups will help settle disputes

Labour Correspondent

A COMMITTEE of employers, academics and unions has established the country's first labour mediation service to help settle disputes between employers and unions.

A steering committee took the step last week during a meeting at the Wits University's Graduate School of Business Administration after the committee had explored the establishment of a mediation service.

Mediators are not expected to settle disputes, but to find ways of helping negotiations resume.

They intervene only when both sides have agreed to call them in.

Several Western countries have government-established mediation services, but the service established here will be independent of the Government and will be run by a council of employers, academics and independent labour experts.

In a statement announcing the service's establishment, the chairman of the steering committee, Mr Theo Hoffer, said it would have a full-time secretariat which would be guided by the committee and, in due course, by a council.

A panel of mediators would consist of "experienced persons" who would offer their services part-time.

He said the committee's investigations since 1981 had "highlighted a need for a private independent mediation service and helped to identify principles which underlie the formation of the service about to be established."

These were that the service should be "independent and impartial", it should depend on the "voluntary agreement of both parties" mediation should be designed only to assist bargaining between employers and unions, and labour relations should be left "in the hands of management and trade unions."

Mediation has been used to settle several major disputes in South Africa. Changes to labour laws proposed by the Government were planned to make mediation available quickly to settle any labour dispute.
Ironside: don't blame the unions

BLAMING trade unions for industrial unrest was neither reasonable nor practical — unions could be effective in keeping the workforce well-informed and well-motivated.

This was said by the president of the SA Federated Chamber of Industries, Mr R J Ironside, when he officially opened the 1983 academic year at the University of Port Elizabeth today.

Mr Ironside said the old popular approach of simply 'hiring and firing' had changed — for very good reasons.

Unions were becoming rapidly assertive, bringing the weight of their numbers to bear on employers.

He said "communication and proper understanding" between the workforce and employers were "vital."

"It makes sound economic sense to retain and conserve sources, make well-motivated and trained people contribute substantially to higher efficiency."

The most important commitment, however, was to "our country and our fellow citizens" to ensure that a stable South Africa became "the principal workshop of Africa — capable of providing the motivation, the skills and the example necessary to release the vast potential of Africa."

Post Reporter 4/2/83
Mediation vs arbitration

The decision by leading industrial relations practitioners, trade unionists and academics to establish an independent mediation service could be one of great practical value and contribute substantially to improved labour relations.

Mediation is a process in which disputing parties enlist the aid of a trusted third party, who makes recommendations which may form the basis of a settlement. Unlike in arbitration, the disputing parties are not bound to accept the recommendations, but they usually find them extremely useful.

Arbitration tends to take the issues out of the hands of those concerned and often results in settlements which do not satisfy either side. Mediation promotes collective bargaining and relationship-building — processes which are vital for long-term labour peace.

Although strikes are now occurring less often in SA than they have in the past few years, some recent strikes have lasted longer and have been very difficult to resolve. The time is ripe for more imaginative settlement procedures.

Mediation has been effective in settling collective disputes in many Western nations. For example, no strikes have occurred in about 80% of cases dealt with in conciliation (a very similar process to mediation) undertaken by Britain’s Advisory Conciliatory and Arbitration Service (Acas).

The “independence” of the new mediation service is important. Although government-sponsored services have worked well elsewhere, given the lack of trust that many emerging unions have in government bodies here at this stage of the country’s industrial relations development, it is vital that the service should be seen to be at arm’s length.

Some emerging unions have refused to become involved in the establishment of the service, but it is significant that they are not ruling out mediation as a means to resolve disputes. The service now faces the task of providing skilled mediators who are known widely for their impartiality. If it can meet this challenge, the detractors could swiftly be won over.
LABOUR DISPUTES

Third party service

Leading academics, trade unions and industrial relations practitioners have agreed to establish an independent, non-profitmaking mediation service in SA.

A steering committee has conducted extensive investigations into the matter over the past two years. Mediation is used extensively in some Western nations, where governments have established services in an attempt to resolve labour disputes. It has already proved an extremely useful tool in SA, too, during the past few years. The planned service will operate independently of government.

Essentially, mediation is a process in which disputing parties agree to call in a trusted third party, who listens to their arguments and makes recommendations which may form the basis of a settlement. It differs from arbitration in that the parties are not contracted to accept recommendations, though they often find them useful.

The committee says the following principles should underlie the formation of the service:

☐ It must be independent and impartial,
☐ Voluntary agreement by both parties is essential,
☐ Mediation can only assuage the process of collective bargaining, and
☐ The process recognises the principle of self-governance where the regulation of the relationship is left in the hands of management and trade unions.

A secretariat will be established fairly soon, initially guided by the committee. But, there are plans to create a permanent council on which academics, unions and employers will serve. A panel of mediators will be formed by inviting experienced people to offer part-time services.

"Several of the people envisaged have already mediated in management/labour disputes," says a statement issued by the committee. The secretariat will also select and train full-time mediators.

Among those who have served on the steering committee are Theo Heffer, Grinaker Holdings' group manpower consultant; Fred Ferreira, Ford's industrial relations director, Loot Douvere Dekker of the Wits Business School, Ibe van der Watt, general secretary of the SA Boilermakers' Society, and Phireshaw Camay, general secretary of the Council of Unions of SA.
Unions set to oppose Labour Party

AN ALLIANCE of emerging unions against the Labour Party's decision to take part in the Government's constitutional plan seems on the cards.

The Federation of South African Trade Unions (Fosatu) has decided to campaign against the LP move. So have the Food and Canning and General Workers' unions. There have been clashes at meetings between LP supporters and union members.

Unions such as the SA Allied Workers' Union and General and Allied Workers' Union have also backed action against the proposals.

This is a significant development.

Fosatu, particularly, has not involved itself in a political campaign before — though it has always rejected claims that it is "non-political" and has been more prepared to make political statements for the past year or so.

The reason has been largely tactical — the belief that unions should build factory-floor strength before taking up political issues.

But what makes last week's union move significant now is that they are, unionists say, a reaction to a groundswell of worker anger at the LP move.

These unionists report many requests from workers to discuss the proposals and the union's stand on them.

Fosatu's general secretary Mr Joe Foster says that, at Fosatu's recent executive meeting, all regions reported "anger" at the LP move, with black delegates — particularly from the Inkatha stronghold of Northern Natal — charging that they had been "sold" and asking where coloured delegations stood.

There are many reasons why unemployed workers might oppose the plan. But one factor may help explain why they see this as such a pressing issue.

A key aim of many emerging unions is to build co-operation between black and coloured workers. In some areas, they have succeeded.

They argue that the plan seeks to split irrevocably coloured and black people and so fill the face of what they are trying to achieve in the factories. Its effect on them as unions is thus far more concrete than many other political issues.

LAST week saw the launch of the country's first labour mediation service.

The new service plans to set up a panel of mediators which will be available to help settle labour disputes.

Mediation is a normal part of factory life in many Western countries, with governments often insisting it.

A mediator's job is to help bargaining — he only intervenes when both sides ask him to and seeks ways to get them bargaining again.

Here, worker suspicion of the Government has led to the belief that mediation must be totally independent of officialdom, which the new service is.

But planned legislation enabling the authorities to appoint mediators to settle disputes if both sides ask for them means mediation clearly has Government support.

Many unions are suspicious of it, seeing it as a threat to their independence.

And some labour experts argue that for mediation to work both sides must recognize the value of bargaining with each other — at least in principle. Where that exists you don't need a mediator, they say. Where it doesn't, mediation will be resisted.

Supporters of the new service reply that once it establishes itself it will show it is an aid, not an obstacle, to independent bargaining.

They also believe there are many firms in which the two sides have agreed to bargain, but where this is placed under stress by a dispute.

They believe they have a key role there and that, once they prove they can play a useful role, the demand for mediation will grow.

In the way, they say, the service can play a key role in promoting bargaining and reducing factory conflict.

FORMAL efforts to cement unity between emerging unions are under way again.

Last year efforts to get the unions to bury their differences and get together in a working alliance failed.

But the talks led to a realignment in which two groups emerged — one led by Fosatu, the GWU, and two food and canning unions, on the other a group of "community" unions led by the Motor Assemblymen's and Components Workers' Union and the SA Allied Workers' Union.

The Council of Unions of SA has remained neutral.

With plans afoot to call a new meeting of unions to form a federation, the trends which emerged last year have hardened Co-operation between Fosatu and its allies has increased — as has hostility between them and the Macwusa group.

There is thus little chance the latest move will produce an alliance of all the unions. But it may well cement the alliance between Food and Canning, GWU and Fosatu.

As they have the vast bulk of unionised workers and factory muscle, this would be a big boost to unionism.

Paper No. E 76
(to be copied from the heading on the Examination Paper)

NOTE CAREFULLY

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

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

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

4. Do not write in the left hand margin.

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

WARNING

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

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

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

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

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Verwersdorp en Suid-Afrika
SA firms can’t cope with unions—expert

Most top management are not prepared to deal with a likely rise in trade union activity this year, says Mr Hugh Brown, managing director of Integrated Productivity Systems.

Although management spend much time on productivity improvement, the significance of labour relations in this is still neglected, he said in an interview.

He was commenting on the results of a survey among 383 South African companies employing 200 or more and with turnovers exceeding R1.5 million.

The survey was in preparation for a course on industrial relations run by Mr Brown and Professor Blackie Swart of the Graduate School of Business at Stellenbosch University.

"The results show that management has not fully recognised its role in the development of industrial relations. It has been slow in establishing an infrastructure to deal with unions at plant and corporate level."

Only 43 percent of respondents indicated that industrial relations as a function should relate to a company’s board.

Only 37 percent of respondents said they were training employees in industrial relations.

Asked how they would react to a strike over demands from a union wanting recognition, or one already recognised, 33 percent said they would dismiss instantly workers who went on strike, while 17 percent said they would refuse to negotiate with unrecognised unions.

"Only 14 percent said they would be prepared to talk, at least to defuse the situation, and eight percent said they would not have any idea what to do."

Last year 362 stoppages, strikes and disputes occurred in South Africa, and Mr Brown says union activity this year could be greater.

He suggests management concentrate on:

- A positive commitment to labour relations
- Implementing equal employment opportunities
- Awareness of the structure and legalities of collective bargaining

"Management should wake up to new realities. We must learn to work smarter rather than harder," Mr Brown says.

A paper on a productivity model for South African industry will be presented by Mr Brown and co-director Mr Yacov Kedem at the World Productivity Conference and Industrial Engineering Exhibition in Atlanta, US, in May.

A workshop on the production concept will be held at the Sunnyside Park Hotel tomorrow and Wednesday.

How world’s interest rates compare

<table>
<thead>
<tr>
<th>Percent per annum</th>
<th>SA</th>
<th>US</th>
<th>UK</th>
<th>France</th>
<th>Germany</th>
<th>Italy</th>
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<td><strong>Central Bank</strong></td>
<td>13.50</td>
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<td>8.50</td>
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<td>6.50</td>
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Switzerland retains its traditional position at the bottom of the interest rate log, according to this table. Rates are subject to limited variations but the overall picture given remains valid. Only Italy now boosts a prime rate higher than South Africa’s 17 percent.
No industrial peace without political ‘rights’ for workers

Parliamentary Staff

WHILE most workers in South Africa continued to be denied meaningful and just political rights, there would never be industrial peace in the country.

This was said yesterday by Dr Alex Boraine, Progressive Federal Party spokesman on labour.

Dr Boraine was speaking during the second reading of the Labour Relations Amendment Bill, which he said his party would support.

He said management and union leaders could not hope to meet the aspirations and expectations of countless workers in South Africa because many of the grievances workers expressed passively, and sometimes forcibly, were community-based.

"Black workers in many instances use the same inadequate transport services, live in the same community which bears the hallmarks of deprivation and poverty and will continue to reflect those grievances on the factory floor," he said.

It was imperative that in attempting to resolve labour disputes the Government did not confine itself to the narrow area of labour reform, but moved as quickly as possible to a new dispensation in the social and political spheres.

He predicted that labour disputes would continue and even increase this year.

He based this belief on the fact that the major reason for work stoppages and strikes recently had centred on wages and monetary fringe benefits.

The decline in the buying power of money, the deeply-felt recession and resulting retrenchments would all play their part in increasing labour unrest.

Dr Boraine said the Bill enabled the Minister of Manpower to establish conciliation boards on his own initiative. He urged that this provision should not be used unless absolutely necessary in the public or national interest.

"I am sure he (the Minister) will agree it is far better for employers and employees to take the initiative in this regard," he said.

R1.3m for VIP Boeing

Parliamentary Staff

THE COST of the Boeing aircraft set aside for the State President, the Prime Minister and the Cabinet is estimated at R1 344 000 a year.

For the first five months of the aircraft’s service from November 1981 it cost R232 555 of which R560 000 was standing costs and R163 555 running costs for 36 flights.

According to part two of the Auditor-General’s report for 1981/82 the standing costs included depreciation, interest on capital and the cost of conversion.

Budget date

THE Budget will be introduced on March 30, the Leader of the House, Mr S P Botha, announced yesterday. The SA Transport Services budget will be introduced on March 2 and the Post Office budget on March 15.

NOTE CAREFULLY

1 The answers only are marked. The text has been rough work, but no marks are given.
2 Enter at the top of each block on this copy your answers.
3 Blue or black ink must be used.
4 Names must be printed on each separate sheet (e.g. graph paper) where sheets additional to examination book(s) are used.

Any dishonesty will render the candidate liable to disqualification and to possible exclusion from the University.
Labour laws get a new look

Parliamentary Staff
THREE Bills on labour matters, introduced by the Minister of Manpower, Mr S P Botha, were debated yesterday.

The Manpower Training Amendment Bill and the Labour Relations Amendment Bill were read a second time with the support of all three opposition parties.

The Basic Conditions of Employment Bill, also debated at the second-reading stage, drew some criticism, but opposition spokesmen indicated that they would support it in principle.

The Conservative Party criticised the Bill on the grounds that it would "unnecessary" reference to race and colour, and that a provision about overtime work for women employees could harm family life.

State aid
The three Bills provide, among other matters, for:

• State financial assistance to group training centres

• Control of labour brokers and the registration of labour brokers' offices

• Further regulation of the establishment and composition of conciliation boards

• Voluntary arbitration in certain disputes and provision for certain appeals to the industrial court

Mr S P Barnard (CP Langlaagte) said he was worried about the National Party's philosophy concerning the future of white workers.

Under the Government's labour legislation, white workers were being "thrown into the pool together with all the workers." White workers were not given the protection they deserved.

Moving the second reading of the Basic Conditions of Employment Bill, the Minister said the proposed legislation would replace the Shops and Offices Act and the Factories, Machinery and Building Work Act of 1941.

Watchmen
The terms of the Bill would also extend to categories of workers who had not had legal protection before, such as watchmen.

The Bill was designed to meet declared Government policy in respect of the recommendations of the commission of inquiry into labour legislation or other material.

Dr Alex Boraine (FFP Pinelands), the official Opposition's spokesman on labour, said the Bill provided for unregistered unions and employers' associations to have access to conciliation boards where there was no industrial council.

The inclusion of unregistered unions in this process was a major step forward.

Any dishonesty will render the candidate liable to disqualification and to possible exclusion from the University.
PANIE REJECTS CP ATTACK

The Argus Thursday February 10 1933

PARLIAMENTARY STATE.

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

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

1941

Inside Parliament

Building Work Act of 1931...

The Bill was passed through its various stages in the Assembly.

The Bill was eventually completed in the House of Commons, and was passed to the Senate of the Federation, where it was also passed.

The Bill was signed into law by the Governor-General of the Commonwealth of Australia, and became the Building Work Act of 1931.
LABOUR LEGISLATION

Botha's four Bills

Far-reaching improvements to SA's occupational safety legislation are contained in a Bill being piloted through Parliament by Manpower Minister Fanie Botha.

A significant feature of the Machinery and Occupational Safety Bill is the emphasis it places on co-operation between employers and employees on safety. This is wise, given the growing interest that trade unions, especially emergent ones, are taking in occupational health and safety issues.

The Bill is one of four compiled by the Department of Manpower which are currently before Parliament. It replaces the old Factories Act of 1941 with more effective procedures and controls for the protection of employees.

Unlike the Factories Act, which protected only employees in factories and on building sites, it covers all people in employment. This includes those working in such diverse spheres as the public sector, agriculture, commerce, local government — and even domestic servants.

The Bill provides for the establishment of an Occupational Safety Advisory Council, comprising representatives of government, employers and labour, who will advise the Minister. The council will be served by technical committees which will help to minimize or eliminate hazards in specialized fields.

In terms of the Bill, an employer must appoint safety representatives who will act as health and safety watchdogs and carry out regular inspections. On average, there must be one representative for every 50 employees in companies or plants where more than one representative has been appointed, a safety committee must be formed to co-ordinate and analyse the health and safety needs of workers.

The Bill prohibits the sale of machinery or safety equipment that does not comply with prescribed safety and performance standards. In the past, the onus has been on the users of potentially dangerous machinery to ensure that prescribed standards were being complied with. Sources in the department say that far more effective control will be achieved by shifting this onus onto the seller of such machinery.

However, the Bill also empowers departmental inspectors to order an employer or user of machinery to immediately halt an activity, or the use of machinery, which is hazardous.

"This power will not be exercised frivolously by an inspector and will be tightly controlled," says a department spokesman. "It is a powerful tool in the hands of an inspector, but it may save lives."

The Bill also lays down a fine of R4 000, or imprisonment of up to two years, or both, for cases where someone is injured through the negligence of an employer or user of machinery.

The other three Manpower Bills are:

- The Basic Conditions of Employment Bill This is a combination of those provisions of the Shops and Offices Act, and the Factories Act, which deal with conditions of employment. Unlike the Acts, it will replace, the Bill will not be limited to only factories and employees in shops and offices. However, farm workers and domestics are excluded from its scope. The National Manpower Commission is investigating possible measures to regulate their employment conditions.

- The Manpower Training Amendment Bill This aims to enable government to help finance group training centres.

Government stopped giving such assistance about two years ago, but it appears that some centres need State aid.
Collective bargaining 'has important role' 

By SANDRA SMITH

COLLECTIVE bargaining plays a vital role in the free enterprise system, and companies cannot ride roughshod over labour union wage demands, says the president of the Midland Chamber of Industries, Mr W F Life.

He said recent calls by the Government for wage restraints as a means of bringing down the rate of inflation had been discussed by the Chamber's executive council.

While industry was just as concerned about inflation as the Government, the council was not convinced a wage restraint package would have a significant effect on current inflationary trends, Mr Life said.

Factors such as the shortage of skills and administered prices were among several which contributed to inflation in South Africa.

Industry felt both Government and the private sector should make greater attempts to obtain the maximum efficiency from their employees to ensure they were receiving the correct value for wages and salaries paid -- a direct attack on inflation.

Labour relations were in a sensitive transitional period, and any suggestion of a wage restraint policy would need the full support of the emerging black unions.

"Such support is hardly likely to be forthcoming, bearing in mind the considerable wage gap which still exists between black and white workers, and to try to force the issue would certainly be counter-productive," he said.

"Pegging wages and staff might reduce costs in the short term, but as employees left to find more remunerative work elsewhere the long-term costs of hiring and training new staff added fuel to the inflationary spiral.

Mr Life said it was not fair to compare remuneration in the private and public sectors.

Civil servants enjoyed certain benefits through a notch system in their pay scales and had access to fringe benefits such as subsidised loans for housing and other purposes.

Government could be assured that industry would continue to negotiate the best wage packet possible.
Which bosses preferred

By Vera Bejakova

URBAN blacks prefer working for South African companies rather than foreign firms, according to a Market Research Africa (MRA) study whose details are now being released.

The survey shows that 53% of urban blacks prefer to be employed by local companies and that, of these, 25% consider salaries paid by South African firms to be superior to those offered by foreign firms.

Another 22% believe that local companies give better treatment, while 6% assume that no discrimination is practised.

About 3% would feel more secure with an SA company, and 2% prefer the working hours offered by a black man.

The survey also indicates that 41% of urban blacks would rather discuss their problems with a black personnel manager (44% males against 37% females), and that the desire for a black manager is perceived particularly strongly among the 16-49 age group.

The 50-plus age group, however, would rather discuss matters with a white personnel manager.

Blacks in the A-income group have no preference about the boss's race (25%), as against blacks from the B-income group (17%), the C-group (10%) and the D-group (13%).

In Natal and the Eastern Cape, black personnel man-
agement is preferred when workers seek help or advice — particularly so in Natal, where 47% of blacks want to talk to a black boss against 21% who would rather confide in a white superior.

The reverse, though, is true in Pretoria and the rest of Transvaal, where both white and black personnel managers are equally acceptable to the black worker.

The Sotho ethnic group, however, is split while North Sotho prefer another Sotho, the South Sotho would opt for a white personnel manager.

"It has become apparent that equitable solutions are sought increasingly by local concerns to satisfy the needs of the black workers."
Labour keeps an eye on Southlanders

FEARS FOR THE FUTURE IF VERE'S

THOMPSON

BY ALAN MCINTOSH
“South Africa has a legacy of neglect of its black communities. Although it remains the prime responsibility of the government to correct this, I believe industry and commerce have an important role to play,” says the new co-ordinator of the Sullivan Code in South Africa.

For a normal society in the workplace

By Moira Levy

New life is to be given to the Sullivan Principles code of employment with the appointment of Mr Roger Crawford, Personnel Manager of Ethnor Pty Ltd, as co-ordinator of the scheme.

The Sullivan Principles, designed by American preacher the Rev Leon Sullivan in 1977, prescribe a code of management conduct for American companies in South Africa. It aims to remove discrimination and unfair labour practices.

Mr Crawford’s job will be to liaise between the seven committees behind Sullivan’s guidelines for fair employment practices, and to work in hand with South African organisations, such as the Manpower Management Foundation, involved in similar social responsibility projects.

“I see myself as a referral point, as a base where signatory companies can find the information and knowledge they need for their projects,” Mr Crawford said.

When the Sullivan Principles were introduced they provoked a storm of controversy. Black community and trade union leaders slammed the proposals, saying they did not go far enough to combat discrimination and inequality in South African industry and commerce.

“We have achieved a great deal,” Mr Crawford said. “We have created a normal society in the workplace, and the rub-off effect of that is apparent.

“South Africa has a legacy of neglect of its black communities. Although it remains the prime responsibility of the government to correct this, I believe industry and commerce have an important role to play,” said Mr Crawford.

He said individual American subsidiaries could not hope to solve the deep-rooted problems of South African society — the Sullivan Principles cannot be the panacea for all our labour ills” — but they could provide a model for South African firms and labour officials.

The first phase of the implementation of the Sullivan Code has been largely achieved, he said. The 147 signatories have desegregated their facilities and introduced equal pay for equal work.

“But that was the easy part. Referring to the role American companies have played in uplifting black education, Mr Crawford said “providing the school buildings, equipment and facilities is not enough. Now we have to concentrate on upgrading the quality of education.”

“Last year’s black matriculation rate was very low. In spite of what we have contributed to township schools we still have matriculants ill-equipped to take part in the modern world of industry.”

“The white labour pool in South Africa has practically dried up and industry is going to have to look more and more to black school leavers as their future management.”

He emphasised that his job is not to monitor the implementation of the Code “I am not here as Sullivan’s prefect.” He has been released from his duties at Ethnor to take up his new position for two years.
Industrial councils must be extended

THE industrial council system would have to be improved and extended, the Minister of Manpower, Mr. Fanie Botha, said in Durban yesterday.

Opening the conference of the South African Association of Municipal Employees, he said local authority employees not belonging to unions, and inexperienced in industrial council or conciliation board negotiations, would increasingly seek union membership.

It was not possible to register more than one industrial board for the same local authority. The industrial council system had also been queried by employers and employees. There was a tendency to deal with employers rather than on an industrial basis.

"The first question to which an answer must be found is how these newcomers to the trade union movement at local management level can be included in the statutory negotiating machinery — taking into account the principles of union autonomy, freedom of choice and maximum self-government."

Equally important was how to set up a uniform system for negotiating working conditions in local government — acceptable to employer and employee.

Mr. Botha invited the Association of Municipal Employees and local authorities to present his department with concrete suggestions. — Sapa
AFTER 10 years at the vortex of an extraordinary economic and political upheaval, South Africa’s trade unions seem to have entered a more tranquil period.

Some unionists describe it as a “time for consolidation”, others as “a process of stock-taking” but, whatever the terminology, they mean the same thing: fewer strikes, less strident confrontation and a more conciliatory tone in wage negotiations.

All agree that the recession is the reason for the transformation. And as it bites deeper, union leaders and labour specialists think that the labour scene will — with unions, employers, probably bolderer — become even calmer.

Independents

Not that it will stop unorganised workers from joining independent unions. A local trade unionist has described the conditions of many of these workers as so vulnerable during the recession that they have little to lose by joining organisations which they control and can identify with.

It is in the unorganised factories, though, where the recession tests the collective strength of the workers.

“There will be fewer strikes in 1983, a general cooling down,” says an industrial sociologist at the University of the Witwatersrand.

“Many unions have undergone phenomenal growth in recent years and they need time to consolidate. The recession is giving it to them.”

Retrenching

The biggest single problem facing unions at the moment, are opportunistic employers, says Johnny Copeyn of the Durban-based National Union of Textile Workers, which has seen more than 1,000 members retrenched in the past six months.

“We are now involved in more legal tussles with employers than at any other time and I gather that this is a fairly common experience. The recession has made some employers more aggressive. They’re taking chances, especially by reneging on informal agreements reached during the boom.

“In a recession, strike action is obviously a far less viable option and it is difficult for unions to do much to fight this out through litigation.”

A Johannesburg labour consultant confirmed the trend, but described it as “dangerously shortsighted” and the typical response of employers who lack experience in dealing with organised labour.

“Labour relations are built on trust and mutual confidence. When the economy picks up again, those employers who are now trying to turn the clock back will find out that there is a price tag to their lack of foresight.”

Ten years of hard work by the unions have established, in some instances, a situation where management treat their workforce with a new type of respect. In many factories, workers have fought for and won the right to be consulted on certain decisions which previously would have been taken by management alone.

Negotiation

The General Workers’ Union in Cape Town, the FOSATU-affiliated Metal and Allied Workers’ Union and National Automotive and Allied Workers’ Union are among those that have negotiated detailed retrenchment procedures with management.

At two Cape Town engineering factories, organised by the General Workers’ Union, workers have volunteered to either give up their jobs or take long unpaid leave in cycles to protect contract workers who would have to return to the homelands if they were left jobless.

“It’s been a remarkable exercise in worker-management co-operation, an impressive display of worker solidarity,” says the managing director of a Cape Town company where workers have offered to work half-time and at half their wages in order to spread available jobs and funds more widely.

But at wage negotiations in the past year, factory committees have often had to “fight for every cent” according to some unionists.

The recession has not brought any relaxation in Security Police harassment, according to union leaders, consultants and industrial sociologists. They went so far as to describe the Security Police as one of the biggest obstacles to sound labour relations.

Harassment

Union leaders accuse the Security Police not only of harassment by way of detentions, questioning and threats but also of seeking to undermine the union movement in the eyes of management.

“They go on the childlike assumption that anyone challenging authority is a communist or at best an agitator,” says a union leader who has been detained but who does not wish to be identified. “They go to management and try to denounce us or that leader as a troublemaker though they have not a shred of evidence.”

Security Police activity in the labour field is beginning to prove counter-productive, according to some union leaders and consultants.

“It has given enormous credibility to radical union leaders. It has enhanced the status of independent unions in the eyes of the workers.”

Tomorrow. The major federations...
Simulating strikes

Strike simulation programmes, which teach managements how to cope with labour unrest, are attracting increasing interest from employers. This is not surprising, given the rising number of strikes.

The University of Cape Town's Graduate School of Business (GSB) has created such a programme based on the protracted Volkswagen strike in the eastern Cape in 1980. Sponsored by Shell SA, GSB lecturer Norman Faull has done exhaustive research into that dispute to compile a case study rich in opportunities for learning. Volkswagen and the unions involved displayed remarkable candour in the interviews he had with them and gave him much useful information.

The dispute was an important one in SA's labour history. At stake were a number of difficult issues and problems involved in many other strikes in the post-Wiehahn era. These included:

- Rising political temperatures in the black and coloured townships in which Volkswagen's employees lived.
- High expectations among black workers whose wage demands were regarded by employers as totally out of line with economic realities.
- Great international interest in the activities of automobile manufacturers, who faced commitments to codes of employment practice as well as pressures from parent companies abroad.
- Booming economic conditions which demanded increased output, and
- Serious questions about union leaders' ability to effectively represent and control their black members.

Over a period of three days, participants in the programme work their way through an extremely well-structured five-part case which runs into nearly 400 pages of text and exhibits.

Is it possible to recreate the kinds of tensions and pressures that are experienced in
The calm before the storm?

This is the last in a three-part series of South African labour scenes by Hugh Rosenberg and Harry Green.

The Argus Thursday March 10 1983 21
EAST LONDON — A recent study by a Johannesburg market research firm showed that 59 per cent of a sample group of 1,000 black adults in the main metropolitan areas preferred to work for a South African concern, as opposed to an overseas one.

Of this 59 per cent, 11 per cent said they believed there would be no racial discrimination at a South African firm.

Among the group that expressed a preference for an overseas concern, 20 per cent said they believed overseas firms would not practise racial discrimination. Equal percentages among both groups cited "better pay" and "better treatment" as their reasons for preferring the one type of firm over the other.

The survey also questioned the sample group on their attitudes toward personnel managers.

Asked whom they would prefer to talk to should a problem arise at work, 41 per cent said they would prefer a black personnel manager, while 35 per cent said they would prefer a white personnel manager.

The highest percentages of expressed preferences for help and advice from black personnel managers came from blacks surveyed in the Eastern Cape and Natal.

Results of the study were published by Market Research Africa, in a recent newsletter — DDR.
Reform pledges are not kept

By STEVEN FRIEDMAN
Labour Correspondent

In a controversial speech, a prominent labour academic has claimed that employer attitudes to emerging black unions are hardening and that this is hampering labour reform.

Mr Loet Douwes-Dekker, chairman of the Urban Training Project, a worker education body, claimed local employers were not prepared to follow through on promises of reform they made overseas.

He added that there were signs that employers might once again be seeking the Rev Leon Sullivan's code of labour conduct for American companies - regarded by many employers as evidence of their commitment to labour reform - as an alternative to having to deal with unions.

Mr Douwes-Dekker was addressing an Urban Training Project meeting called this week to discuss freedom of association in South Africa.

At the meeting, the organisation decided to launch a campaign to monitor the extent to which this is curtailed, and to publicise "violations" of union freedom.

Mr Douwes-Dekker said he acknowledged the progress which many employers and employer associations have made towards recognising union rights.

"But there is still a precarious relationship between employers and emerging unions. Even some employers who have recognised unions are now adopting a very hostile attitude to them," he said.

He also described a "worrying" recent statement by the new national co-ordinator of the Sullivan Code, Mr Roger Crawford, who told a financial weekly that employers who implemented the code would achieve more for their workers than a union.

"The Sullivan Code was never intended to urge employers to grant union rights. That was only added later under pressure. Is the code, once again being seen as an alternative to unions?," he asked.
SA labour issues hit US screens

By Neil Lurssen,
The Star Bureau

WASHINGTON — Next week an estimated 10 million US viewers will see an hour-long television documentary on South Africa’s black labour unions — and it seems likely to add momentum to the growing disinvestment movement here.

The documentary, produced for ABC Network Television, presents a bleak picture of determined trade unionists — harassed by the police and often facing employer resistance, but aware of the potential power that blacks possess through providing 80 percent of South Africa’s labour.

It will be broadcast nationwide next Friday evening.

Already, however, the documentary has been given wide publicity, mostly through a claim by its producers that about 600 m of film was deliberately sabotaged, the film fogged and some of the sound tape ruined.

CREDENCE

The film had been flown from Port Elizabeth to Durban and from there to New York outside tests, claim ABC officials. If true, it was subjected to a case of deliberate and methodical sabotage.

A press preview shown this week indicated that if the claim of sabotage was true, it was a futile effort.

A US television crew recently visited South Africa, and returned home with a hard-hitting documentary on SA labour unions, claiming the film had been sabotaged. Next week about 10 million viewers are expected to see the programme, which could mean a setback to investment in South Africa.

US viewers received a bleak picture of South Africa's determined black trade unionists, harassed by the police and often facing employer resistance, but aware of the potential power that they possess.

stales in what is happening there. It holds minerals strategic to our industries and to our defence needs. American companies have invested there widely. "But more, the rising struggle in South Africa is finally about our own oldest demo-

retic beliefs — human rights, human dignity.

"We have seen, in other places, the consequences of violent upheaval. In South Africa it could drag in all of Africa. But one way or another, deep change there is certain — it will come."

IMPACT

One sequence which seems certain to make an impact here is an interview with white mine union leader Mr Arrie Paulus. Mr Paulus says, "If you work with blacks, not only underground but anywhere, you can see that the white is far above the black."

Asked how he views the black worker in the South African economy, Mr Paulus says, "Well, as I saw, we feel that if in white South Africa we must make a differentiation, that they can only do the work we, as whites, want them to do. That's how I see it."

And asked how far white mine workers would carry the battle against the black labour movement in the mines, Mr Paulus says, "No comment."

At one point the commentator says, "The rise of the black trade union movement could ultimately transform the face of South Africa itself."

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A Press preview shown this week indicated that if the claim of sabotage was true, it was a futile effort, because the damaged sequences actually add a touch of drama to the documentary, lending credibility to its portrayal of a ruthless white power structure willing to take repressive steps to retain control.

One of the damaged sequences depicts a meeting of the Motor Assemblers and Component Workers Union (Macwusa) in Port Elizabeth.

As the commentator's voice describes the union's strong black support and its openly political struggle, which has "met with harsh reprisals from South Africa's Security Police", the film takes on an orange tinge, with the background voice explaining it has been sabotaged.

Even had the film been made by the most anti-apartheid activists, they would not have been able to devise a more effective moment.

The documentary claims that hundreds of unions have been arrested and some tortured. It discusses at length the death of Dr Neil Aggett and shows scenes of his funeral.

"But police repression has not stopped the black union movement in South Africa," it says. "In four years, membership has soared to over 300,000 workers."

The commentator, Mr Marshall Frady, who was with ABC's production team in South Africa, tells US viewers: "However distant South Africa seems, we have serious... dignity..." He has seen, in other places, the consequences of violent upheaval in South Africa it could drag in all of Africa. But one way or another, deep change there is certain — it will come.

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Unions in bid for unity

By BARNEY MTHOMBOTHI

THE country's major independent unions meet in Cape Town next weekend to form what could emerge as the largest federation of workers.

The meeting, being hosted by the Cape-based General Workers' Union, is the fourth to be held in the search for an alliance that would measurably increase the muscle of the labour movement.

The formation of a federation has its roots in the death in detention of Dr Neil Aggett in February last year. More than 100 000 workers from different unions, who were up to then bitter rivals, participated in an hour-long work stoppage in protest against Dr Aggett's death.

Only Tucwa unions dissociated themselves from the stoppage and the massive solidarity shown by workers convinced trade unions it was possible to form one umbrella organisation.

A General Workers' Union spokesman this week was hopeful the majority of the unions would turn up, although the number was not yet known.

"All we can say at this stage is that we have called the meeting with the view to formalising unity within the trade union movement and we expect a large number of unions to attend," she said.

If successful, the coming together of the labour movement under one umbre"cally holds major political implications for the country as the unions form the largest extra-parliamentary opposition to Government policies.

But thus far major ideological and tactical differences have stood in the way of this goal. Some unions are fiercely opposed to using State-created bargaining machinery like registration and industrial councils and have refused to conduct normal relations with registered unions.

At a meeting held at the Witgespruit Fellowship Centre in Johannesburg last year, the Port Elizabeth-based Motor Assemblers and Component Workers' Union (Macwusa) and its sister union Gwusa (General Workers' Union of SA), walked out of the meeting because they said they would not sit with unions participating in industrial councils.

Macwusa's general secretary Dennis Neer said this week that at the first meeting, held at KwaLanga in Cape Town, all unions rejected industrial councils and registration and that those that were registered should take steps to deregister.

At another unity meeting, chaired by Jan Theron of the Food and Canning Workers' Union on Port Elizabeth in July last year, Macwusa and Gwusa again rebelled, and this time they were joined by Saawu, the Black Municipal Workers' Union, and the Orange Vaal General Workers' Union.

Mr Neer said this week however, despite these ideological differences, Macwusa would send a delegation to the Cape Town meeting.

"We've always had these differences but we feel it's best to keep talking. It's the only way we can resolve them"
Finance Editor

A NOVEL innovation in this year's post graduate diploma course in industrial relations at the University of Natal is the introduction of fortnightly lectures in which employers and union officials will have the opportunity to put their case to students.

The first such "confrontation" takes place on Tuesday evening when the topic for discussion will be The Sufficiency or Otherwise of Existing Standard Provisions in Collective Agreements.

Explained organiser Theo Poolman: "This is the first time in Natal that this type of lecture has been organised where students will be able to get the day to day feeling of both parties in the industrial relations arena.

"And with the IR situation in this country at the volatile stage it is at the moment, this kind of opportunity is vital for students who need as much experience they can get from where it is all happening.

"I have had tremendous co-operation from both employers and union officials in putting this series of lectures together and I am hoping that with the industrial vasts that have been organised students will be subjected to the broadest possible spectrum in this field."

Other topics to be covered in the lectures include Management and industrial relations; policy and strategies in collective bargaining, the formation and content of a disciplinary code, and the role, powers and privileges of shop stewards.

Anyone interested in attending any of the lectures should contact Poolman in the Department of Business Administration at the university.
EAST LONDON — Industries faced with labour unrest and trade union demands were yesterday urged to adopt the same approach to conflict as was set out in the country’s labour law.

Professor Niel Wiehahn, who is professor of business leadership at the University of South Africa (Unisa), said the model of conflict management used to formulate the labour laws could be applied on a small scale in individual companies.

"All the mechanisms we have on a macro system can be built into a micro system — and it works," he told a seminar on industrial relations and conflict management organised by the Manpower and Management Foundation (MMF) here.

But, he said, industrial relations in the future would become more and more specialised, and the Eastern Cape would develop its own industrial relations character.

Employers and trade unions here would find their own solutions and would become less dependent on formulae for solutions used in other areas.

He also urged managers to get to know their employees better and to establish better lines of communication.

Under the new labour reforms, the state, which had previously played a policing role in labour relations, now played a different role in a tripartite relationship between it, management and workers.

He said the state was now more of an architect in designing and monitoring labour relations, and that the primary responsibility had been shifted to employer organisations and trade unions.

The Industrial Council was a statutory system created by the State to be a forum in which negotiation between employer organisations and trade unions could take place.

However, many companies had no such systematic way to resolve disputes between their own individual management and workers.

Professor Wiehahn suggested that companies plan to have a workers' council, or whatever name was chosen, organised on the same lines as the Industrial Council, which would have equal representation from management and workers, and which could act as a forum for conflict conciliation.

He said the council should have a constitution setting out its own legal personality and methods of negotiation, communication, settlement of disputes, disciplinary procedures, grievance procedures, unfair labour practices and other aspects.

"You will be establishing a system on the enterprise level that follows the same pattern as the system on the national and regional levels. Trade unions should not be afraid of this micro-system. They should see it as a feeding ground for the macro-system and should use it." He said the first "golden rule" of good industrial relations was for employers to know their employees.

"How many of you have a map in your office showing the factory in relation to where your employees live?"

"When the railways announce a cut or timetabling change in suburban trains, and some of your workers arrive late for work what happens?"

On communication between management and workers, Professor Wiehahn said good communication was the "lubricant of good industrial relations."

"If you put message ABC into a communication system, you must be sure you get message ABC out at the other end. You must test your communication system regularly."

He said breakdowns in communication often resulted because someone in the chain did not get the message properly, or did not understand it, believe it, or communicate it properly to the next person.

"The communication system must be suited to the development level of your workers."

He said the labour disputes over the pension fund issue was an example of how a breakdown in communication could lead to strike action by workers. — DDR
Industrial relations on the way forward

Mining Editor

THE industrial relations system of South Africa in general and of the mining industry in particular has improved considerably in the past four years, according to Professor Nic Wiehahn, of Unisa's School of Business Leadership.

"It compares favourably against most of the international standards," he told the Southern African metals and minerals conference in Johannesburg yesterday.

The issue of statutory job reservation on the basis of race in the mining industry remained the most important area in which South Africa still lagged behind those standards, he said.

"In certain areas of industrial relations, such as conflict management, and the protection and training of workers, the mining industry of South Africa exceeds the international level and also the standards of many other mining countries."

South Africa must try to maintain standards which were internationally acceptable. It was becoming more and more exposed through its involvement with the international world of finance, commerce and industry.

More than 60 of South Africa's trade unions were affiliated to 12 international federations.

"This type of affiliation forms an important interface between those unions and the international labour world."

"A large number of multinational companies operate in South Africa and employ hundreds of thousands of our people. Labour practices of these companies are exposed to the standards of various international declarations and codes of conduct," he said.
Industrial relations improved — Wiehahn

Own Correspondent

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Conflict management

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companies are exposed to the
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codes of conduct," he said.

Mr Martin Rippen has
been appointed man-
ger, property
administration, at the
head office of The
Southern Life Assos-
ciation.

Samstel

profits up

JOHANNESBURG — Sam Steele Holdings
(Samstel) increased at-
tributeable profit by 11
percent to R1 817 000
(R1 635 000) in the first
six months of this finan-
cial year. The interim div-
idend has been raised to
4.5c per share (4.25c).

Profit before taxation
was R3 400 000 (R3 110 000) and
after tax profit amounted to
R2 827 000 (R1 043 000).

Earnings per share rose from
15.6c to 16.52c.

The directors comment
that profit growth of the
group is most pleasing,
considering the extremely difficult condi-
tions and high interest
rates.

The chairman of Samstel,
Mr Hugh McNeil, says that 
managing any unforeseen cir-
cumstances has been
more difficult in the previ-
ous year's record profit can be expected for the full
financial year ending August 31, 1983.

Three new stores are
scheduled to be added to the retail network in the
second half of the year. — Sapa

Joint announcement

Kohler Limited ("Kohler")

DRG (S.A.) Limited
("DRG SA")

Scheme of arrangement to constitute DRG SA
a wholly-owned subsidiary of Kohler ("the
scheme")

Approval of the scheme

At the meetings of shareholders of DRG SA held on April 12, 1983, the
scheme was agreed to and the special and ordinary resolu-
tions necessary to give effect to the scheme were duly passed by
the requisite majorities of the shareholders of DRG SA.

The scheme was sanctioned by the Supreme Court of South Africa
(Cape of Good Hope Provincial Division) on April 15, 1983. The
Order of Court and the special resolutions referred to above were
registered with the Registrar of Companies on April 22, 1983 and the
scheme accordingly became operative on that date.

Stock exchange listing

The listing of DRG SA shares on The Johannesburg Stock
Exchange terminated at the close of business on Friday, April 22,
1983. The listing of the ordinary shares in Kohler, to be issued

caused by this loss was
severe."

Mr Graubart also
al-
leged that De Beers threw
huge quantities of indus-
trial diamonds onto the
market in order to punish
Zaire for not having re-

Exception

Summing up, Mr Tur-
ring commented: "When
Zaire broke away, a big
fish was seen to escape
the C.D. net. To an ex-
tent that fish has been recaptured but
there remain some
significant exceptions to the
rule than before.

"That, as Jacques Grau-
bart has highlighted, un-
dermines stability in the
market and is to be re-

For the
Connoisseur's
Cabinet

Kohler

DRG

scheme")

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Unions "avenue of reform" in SA

Labour Reporter

POLITICS and trade unionism could not be completely separated, Mr. Bobby Godsell, an industrial relations consultant for Anglo American, said at Stellenbosch University last night.

He said unions could become an avenue of reform in a divided society such as South Africa.

Mr. Godsell was speaking at a Stellenbosch Aktuele Aangeleenthedskring seminar on trade unions and change in South Africa. He said the fear that black unions would become political was mainly responsible for their being excluded from bargaining processes.

"Black workers do have power," he said. "They can by actions passive and active disrupt and obstruct the normal and necessary functioning of society."

Mr. Godsell said the collective bargaining process -- "the habit and practice of compromise" -- could be a source of growing racial unity.

Mr. Jaap Cilliers, former director-general of Manpower, said the new labour dispensation, which had become an "island of non-discrimination in a sea of discrimination," had created expectations of change.

"It is unfortunate that the experience of these workers is that between 8 am and 5 pm they live in 1983, but when they leave their places of work they find themselves back in times long past."
Workplace ‘a model for society at large’

Labour Reporter
THE new patterns of interaction, compromise and partnership in the workplace that were emerging in South Africa could provide a model for co-operation in society at large, according to a top industrial relations consultant.

Mr Bobby Godsell, Anglo-American industrial relations consultant and chairman of the Federated Chamber of Industries’ labour affairs committee, was speaking at a conference on Trade Unions and Change organised by the Stellenbosch Aktuele Aangeleenthedskring (SAAK) at Stellenbosch University last night.

Unions were public organisations and had been and should be concerned with public affairs. He was optimistic that unions would be avenues of reform rather than “agents of the apocalypse”.

“Good sense”
“In fact, I draw my hope for the future from the fundamental good sense and wisdom that is displayed daily at the working places of this nation.”

Speaking earlier, Mr Jaap Cilliers, former Director-General of Manpower, said the State recognised the principle of freedom of association as a basis of trade union membership.

The State’s perspective was that sound labour relations could best be achieved by all parties “making full use of all the possibilities provided by the new legislative and institutional framework.”

“Whether we like it or not, the more we integrate into society the trade union movement and accept it as a legitimate partner for economic development, the lesser the chances are of labour unrest.”

First
Mr Jeff Lever, a lecturer in the Sociology Department at UCT, said the independent, emerging unions were “setting the pace” for other, more established unions.

The strength of the independent unions lay in the fact that they were the first to “wholeheartedly commit themselves to the organisation of the mass of African workers.”

Mr Chris du Toit, chairman of the South African Co-ordinating Committee on Labour Affairs (SACCOLA), which represents 10 employers’ federations, said a participative society in the workplace would build the basis for a participative society in the social and political arenas.

Record number of plans passed
Economics have central political role

THE claims by a University of Natal economist, Mr. Charles Meth, that the government's productivity figures are quite a bit between employers and trade unions already squaring up for the toughest round of wage bargaining in years, is quite a bit between employers and trade unions already squaring up for the toughest round of wage bargaining in years.

Both the government and employer groups have made calls for a wage freeze based on the continuing recession. But with inflation still soaring, it is not going to be easy to convince workers to accept an effective drop in income.

In the metal and mining industries, in particular, a clash of demands has already become apparent.

The argument commonly put forward to justify a wage freeze is that real wages rose during the past few years without a corresponding increase in productivity. During lean times it is thus to be expected that workers pull in their belts a little.

Mr. Meth's claims represent a fundamental challenge to this view. He found that the South African economy grew at a much higher rate during the 70s than official figures show and that most productivity figures based on national accounting statistics are wrong. In his analysis, workers earned their wage increases and a good deal besides.

Seen together with the research findings of UCT economist, Mr. Charles Simkins, that unemployment grew steadily from 11 percent to 21 percent during the 70s, it paints a very different picture of what has been happening to the South African economy to the conventional version.

Of course, there is by no means an unanimity over the findings, and Mr. Meth's work has already come under fire from economists of differing persuasions. But the prospect of employers and trade unions meeting across the bargaining table, each with their own figures backing up different claims on productivity, wages, inflation and so on, proves that economic statistics are not neces-

sarily hard and fast facts, and can be distorted to lend weight to opposing claims.

Problems

Yet spokesmen from the government and the private sector have continued to speak out against the country's low record of productivity and claimed that wage increases for workers have not been fully "earned." Their self-confidence has belied the fact that measuring productivity is a process fraught with problems.

It is not necessary here to go into the complex economic issues involved, or the pros and cons of Mr. Meth's methodology. It is important, though, to note that as the mainly black trade unions grow in strength, basic economic issues, and their political implications, are likely to move increasingly to the fore.

In most Western countries, elections are fought primarily over economic issues such as inflation, unemployment and social welfare. In South Africa, because the electorate is drawn from the most economically privileged section of society, the over-ruling predominance of the race issue, economic policies tend to take a back seat.

Further the cause

And the public debate over economics has by and large been restricted to the "free marketeers" who represent one side of the spectrum.

Mr. Meth's work was done in co-operation with the Federation of South African Trade Unions (Posato) and his conclusions can be said to further the cause of organized labour. But this makes him no more suspect than the large number of economists who are attached to banks or other big business corporations and who are constantly quoted in the business columns of the press.

The growth of black trade unions, whose constituency includes
Work place is ‘platform for political aims’

JOHANNESBURG — The gap between the political aspirations of blacks and their aspirations at work was growing, and political desires were being channelled into the work place, an Afrikaans academic said last night.

"The black worker reasons that he has no power to make decisions in his community, but he is able to do so at his place of work and he is prepared to strike for that ability," Professor Wohluter Backer, of the Rand Afrikaans University, said.

Delivering the inaugural address of the RAU’s Department of Manpower Strategy, he said employers should attain a better understanding of the aspirations of African, coloured and Asian workers.

"Frustration over the satisfaction of their aspirations — matters which employers can often do nothing about — can cause strikes."

But he said trade unions were not necessarily dangerous or harmful to labour harmony.

"We will have to change our attitudes to trade unions." People would have to stop associating negative concepts with words that did not necessarily imply such concepts.

"We do not like the word 'organise' because it smacks of manipulation, and we link the phrase 'labour relations' with the phrase 'trade union', 'trade union' with the word 'strike', and 'strikes' with 'collapse' or 'disorder' — one long negative association."

Because British trade unions had a disruptive influence and South Africa was linked to the English culture, people in this country believed that trade unions were "a bad thing."

"However, Japan and Germany have showed that trade unions are indispensable to labour harmony," Prof Backer added.

"Employers must remember that trade unions are no guarantee of labour harmony. They also do not solve all personnel problems." — Sapa
STRIKES FM 2814 B83
Inherent rights

South African employers often face justifiable criticism of their industrial relations policies. However, a publication issued by the Midland Chamber of Industries reveals just how sophisticated the thinking of some employer organisations has become on IR issues.

"Strikes — causes, processes and outcomes," is the title of the booklet which provides a thoughtful and enlightened approach towards this difficult subject. It is worth noting that this publication has been issued by an employer body based in the eastern Cape, where managements face extremely complex IR challenges.

"Free collective bargaining has its roots in values and doctrines that are important to a democratic political system as well as the economic system of free enterprise," says the booklet. "One of the fundamental principles of democracy is that of freedom. Since the freedom to contract also requires the freedom to reject a contract offer, the right to negotiate and the right to strike are closely related."

It acknowledges the inherent conflict of interest that separates workers and employers and says the negotiation process is the arena where the conflicting interests and goals of the parties are confronted directly. It argues that the existence of the right to strike, or the right to pursue claims through some strike alternative, is important. This serves as an expression that employees and employers have a legitimate right to pursue their goals in collective bargaining and to openly express their conflicts of interest.

"Thus, if we value collective bargaining and a free expression of conflict, then strikes should be seen as natural, necessary and accepted components of a collective bargaining system. This means that strikes cannot be viewed as a breakdown, pathological symptom or a malfunction of the system."

The booklet does point out, however, that one must be careful not to view free collective bargaining or the strike as absolute unconditional rights. The exercise of these rights can, of course, conflict with the interests of the larger society.

The booklet makes the point that strikes are highly complex events, and it offers a model of strike causation, processes and outcomes to help people to distinguish between different stages of a strike. It also emphasizes that a distinction must be made between an issue which provokes a strike — the immediate cause — and the basic, or underlying cause.

The chamber expects the booklet will be of particular interest to small companies which do not have an IR department.
THE CLOSED SHOP
Emerging challenge

The closed shop has in the past been an academic issue, rather than a practical problem, for many SA employers. There are signs, however, that an increasing number may soon have to contend with conflict arising from this practice, which compels an employee to belong to a union.

Trouble, the FM learns, may be brewing in a number of industries where disputes over the closed shop are likely to result from growing inter-union rivalry. It may be premature to predict that this practice will be one of the burning labour issues in 1983. But it seems likely that employers in some industries where established unions have negotiated closed shop agreements in the past will face renewed pressures from emerging unions for these agreements to be modified or scrapped.

Industries where the closed shop appears to becoming an increasingly controversial issue include the textile industry, large sections of the motor industry, the packing, printing and publishing industries.

It is not surprising that the closed shop is a thorny issue. Some management view it as a restriction on freedom of association, while emerging unions have argued that established unions have used it to gain a large, and possibly unwilling black membership, with a minimum of effort. Many established unions claim the practice promotes labour peace and stronger union adherence to agreements.

In recent years government has adopted an erratic approach. After agreeing with the minority opinion of the Wiehahn Commission that the practice should be suspended, it decided that existing agreements could continue but that no new ones should be allowed. It later reversed this decision, but imposed a post-entry clause, which would allow newly-recruited workers 90 days in which to join a union. Thus, it was felt, would prevent unions from using the closed shop to keep blacks out of skilled jobs.

The closed shop is also being investigated by the National Manpower Commission (NMC). NMC chairman Henne Reynders has said that although there are strong philosophical and practical objections to the practice, on balance its retention will probably have more advantages than disadvantages.

The NMCs approach is that the closed shop should continue to exist, but that certain additional safeguards are needed. The commission is, for example, investigating whether there should be a secret ballot among workers to establish whether they want a closed shop. If a significant proportion of workers ask for such a poll, it is also considering whether closed shop agreements concluded outside the ambit of the Labour Relations Act should also be subject to safeguards contained in the Act.

Meanwhile, some emerging unions are quietly rethinking their attitude towards the closed shop. Only a few years ago, many were strongly opposed to it, but some are beginning to realise that it does have advantages. However, they are critical of the practice in its present form and are proposing that closed shops should not be applied at industry level, but at plant, or company level. They also favour ballots among workers at plant level to determine support for closed shop agreements.

Despite its fairly cautious approach to the issue, the NMC probe is causing concern among certain established unions. One of the most recent defences of the closed shop is contained in an angry editorial in the latest edition of the SA Typographical Union's magazine. "We notice with concern and alarm that the NMC has seen fit to once again start tampering with the principle of the closed shop," it says. "One might well ask respectfully whether the commission has nothing better to do than to interfere with the practice that has worked so well..."
Any dishonesty will render the candidate liable to disqualification and to possible exclusion from the University.

A day in a strike

Send this over to the Strike Committee.

The Strike is on, despite laws and barriers. 0 APP 999.

The Star/Business
**UNISA HAS TESTED TO MEASURE WORKER MOODS**

By Sheryl Rame, Pretoria Bureau

An industrial barometer capable of measuring black worker dissatisfaction and reducing the possibility of strikes has been developed and tested by Unisa’s School of Business Leadership.

The scientifically validated barometer is one of the first home-grown opinion testers of its kind in South Africa and could have a significant impact in the field of labour relations, says one of the developers, Dr Erik Schmukl.

The advantage of the opinion tester is that it is possibly the only one of its kind that can survey worker dissatisfaction across the full spectrum of employees, including illiterate, semi-literate or fully literate black and white workers.

It costs R6 500 and R14 000 to apply, depending on the size of the workforce surveyed, and could save a company thousands of rands in preventing strikes, or increasing productivity.

It can be applied repeatedly to measure improvements in the work environment.

Till now, most opinion surveys used to take the temperature of the country’s industrial workforce have been imported from Europe or the United States.

The researchers who developed the barometer believed that a measuring technique which gave valid answers for literate whites might not produce valid answers for semi-literate or illiterate black workers.

They then spent four years of intensive research and about R20 000 developing a valid barometer.

While it does not claim to predict strikes, it does reveal worker attitudes and the source of worker discontent which could prompt them to act in certain ways.

Research in the PWV area has proved that the barometer is sensitive enough to reflect the effects on workers of different company employment policies.

The brainchild of Dr Schmukl and Mr Arthur Macwilliams-Smith, the barometer was developed with the assistance of Drs Martin Nasser and Mr Silas Thlapa, also of the School of Business Leadership, and Mrs Pot van der Roos and her colleagues attached to the CSIR’s National Institute for Transport and Road Research (NITRR).

Expertise gained in NITRR’s surveys of black communities was put to good use in compiling a valid questionnaire for the industrial barometer. It is hoped to launch the barometer will be held by Unisa at the CSIR on May 9 and 10.

Full details of pilot projects will be discussed.

See Page 9.

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**Veld Schools get a facelift after outcry**

Education Reporter

The Transvaal's Veld School programme has undergone a complete facelift after pressure from politicians, teacher bodies, parents and pupils to change the contentious course content.

The new syllabus will come into effect from Term 1 according to Mr Ellyse Hoorn, president of the Transvaal Teachers’ Association. The decision to review the veld school programme came about largely as a result of TTA representations to the Transvaal Education Department.

"We had serious misgivings about the content of the Veld School course, particularly the political nature of many of the lectures," said Mr Brown.

As a result of negotiations with the TEO over the past year, a committee was set up to review the syllabus, and the results look very good — on paper," said Mr Brown.

The syllabus is split into three subject topics: youth preparedness, outdoor education and low-risk adventure training.

Where it differs from the previous format is in the shift of emphasis.

Army personnel will no longer be used to lecture to the pupils, and more stress is to be placed on nature lore, geology, geography and astronomy.

The low-risk adventure training is designed to allow children to test their physical prowess without having to do forced exercise.

Previously there were numerous reports of exhaustion, minor injuries and broken limbs sustained by pupils who were forced to do strenuous obstacle courses.

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**Polar bear keeper Delecia Morrison with Dooby**

By Jean Waite

For polar bears Dooby and Zavaha iron bars a cage do make, but not for too much longer with the launch of the Johannesburg Zoo Polar Bear Trust — a fund-raising drive to build a vital new polar bear enclosure.

The trust was launched at the zoo last night by the Mayor of Johannesburg, Mr Alan Gadd MP, who opened up an exhibition of paintings, drawings and sculptures by Johannesburg artist Roy Reynolds.

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**Fund zoo F**

The artist has started an original oil panting, "launch the trust at agreed to contribute $200 of the proceeds of the sale of the balance of the collection of animal paintings, as well as total proceeds of the exhibition of prints.

Zoo curator Mr. Labuschagne estimated.

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**Poet found shot dead in Pretoria**

Poet and former journalist Mr Pieter Claassens was found shot dead through the head in Pretoria Tuesday.

His body was discovered in his Sunnyside room by a hotel employee. A firearm was found nearby.

Before becoming a writer, he had worked on the now-defunct Johannesburg paper Die Transvaler for Ogendblad in Pretoria. The first volume of his book "Verse in a Windmill", was nominated for the Louis Leut literary award two years ago. A volume is expected to be published soon.

Mr Claassens had a Potchefstroom sociology honours degree.

He leaves his mother.

Police do not suspect a crime.
'Everyone has the right to work'

EVERYONE has the right to work and a right to be a member of a labour union of his choice, says the Roman Catholic Bishop of Port Elizabeth, the Rt Rev John Murphy.

This was stated in his May Day pastoral letter read at masses throughout his diocese yesterday.

The letter which marked the feast day of St Joseph the Worker and International Labour Day said, "The worker has certain God-given rights, but he also has duties and obligations which must be observed so that justice and harmony may be experienced by employer and employee."

He warned against the danger that the individual worker may be "manipulated to promote personal gain or an ideology that is contrary to God's destiny for him".

He said, "Domestic workers are also in our mind and they too have certain rights and obligations which are to be honoured in order to establish a healthy Christian atmosphere of concern and understanding."

He said it was disappointing to find Catholics holding the view that "all this matter of social justice should not be mentioned in church, that it belongs to political platforms and that priests who proclaim it and teachers who teach it are nothing more than political agitators."

He said their attitude was contrary to the mind and practice of the Church.
May Day

Celebrating Around the World

May 1st, 1983

Workers' Day Service held by thousands at the Council Workers' Day Naborhood, where the May Day Service was held.

"May Day" by Sam Made

"May Day" is celebrated around the world as a day of international workers' solidarity. It originated from the American labor movement in the 1880s and has since been adopted by workers in various countries. The day is marked by speeches, parades, and rallies to celebrate the achievements and struggles of workers.

May Day is also known as Labor Day in the United States and Canada, and as Workers' Day in many other countries. It is a day to honor the contributions of workers to society and to advocate for workers' rights.

Workers' Day Service

The Workers' Day Service is held annually on May 1st to mark the day. The service is attended by thousands of workers, who gather to hear speeches and to participate in parades and rallies. The service is a way for workers to come together and to celebrate their achievements and to advocate for their rights.

Speeches

Speeches are a key part of the service, and they are delivered by leaders of various labor organizations. The speeches are a way for leaders to address the issues facing workers and to advocate for their rights. The speeches often include calls for workers to come together and to fight for their rights and for a better future.

Parades

Parades are also a key part of the Workers' Day Service. They are a way for workers to come together and to show their support for each other. The parades often feature floats, banners, and Mickey Mouse, who is a symbol of the workers' movement.

Rallies

Rallies are another key part of the service. They are a way for workers to come together and to show their strength. The rallies often feature speeches, music, and dance, and they are a way for workers to express their support for each other.

Breakfast

Breakfast is served at the Workers' Day Service. It is a way for workers to come together and to share a meal. The breakfast is a symbol of the workers' movement, and it is a way for workers to come together and to show their strength.

"May Day" is a day to celebrate the contributions of workers to society, and it is a day to advocate for workers' rights. The Workers' Day Service is a way for workers to come together and to show their support for each other.
SA must use its black gold — Kgosane

EAST LONDON — White South Africans had gone into the bowels of the earth for years to get yellow gold.

Now that they had seen black gold above ground they should make use of it, said Mr Henry Kgosane, an industrial relations consultant at the IPM seminar on industrial relations here.

Mr Kgosane's address was on Industrial Relations Through the Eyes of a Black Man.

He said the Industrial Council was unacceptable to blacks and was treated with suspicion.

For a better part of 60 years whites had belonged to it and blacks excluded and many blacks still wanted to know what was being done in that time.

Although strikes were part of the normal bargaining process between employers and employees all they would do was to force industries to move away from trouble areas, the managing director of Car Distributors Assembly, Mr Leo Borman said.

He said South Africa had unique problems to face as a developing industrial country with its diverse population groups.

EAST LONDON — The present recession had given South African industry time to think over things and when it was over a few things would have been learnt, the President of the Border Chamber of Industries, Mr David Saunders, said here.

Mr Saunders was opening a seminar on industrial relations organised by the local branch of the Institute of Personnel Management (IPM).

He said when the economy stabilised again, labour would be determining the most effective ways to ensure that it gained maximum rewards without confrontation.

With developments in the industrial relations field having changed over the years management was now having little excuse to speak of restricted legislation.

Resolution of conflict as it arose in the work situation was the primary objective of labour relations, the head of the Industrial Relations Unit at the University of Port Elizabeth, Prof Roux van der Merwe said.

246 die in Israeli troops
Industrial relations ‘in a state of flux’

Financial Editor

THE GOVERNMENT, trade unions and employers should be aware that the industrial relations scene in the country was ‘indeed in a state of flux,’ the Director General of Manpower Dr P J van der Merwe said yesterday.

The majority of their members.

- Whether the use of the strike or lock-out weapon, without having complied with the statutory requirements, can be justified.

Dr van der Merwe said that in foreshadowing a possible crack-down on breaches of the labour law, ‘all parties would have to shoulder their full responsibilities and that they cannot be allowed to ignore statutory requirements.’

He suggested the framework of a disputes procedure. Industrial councils had been criticised for not acting quickly enough.

If this was justified there should be a agreed timetable for action, procedures and whether voluntary mediation or arbitration would be sought.

For wage negotiations Dr van Merwe said negotiators needed to be experienced, fully briefed and able to bargain with authority and they must be properly mandated.

No rise in...
Forums on labour, poverty

EAST LONDON — A new series of monthly forums has been planned here to make businessmen and the general public more aware of labour and poverty problems in the Eastern Cape.

The series, which has been organised by the local branch of the South African Institute of Race Relations, leads off with a lecture by Professor T R Davenport, professor of history at Rhodes University.

Mrs Roselle Frasca, the regional secretary of the Institute here, said she hoped the forums would open up avenues of discussion between the business world and labour groups and would result in better communication and understanding between them.

"We want to expose definite issues clearly to make the public more aware of the difficulties people face in this area," she said.

Mrs Frasca said she had made extensive visits to businessmen in the city and had received a well-meaning and positive reaction to the forum idea.

Other people lined up to lead the forums include Mr F Ferreira, director of industrial relations at the Ford plant in Port Elizabeth, Mr C de Wet, an anthropologist at Rhodes University, who will speak on migrant labour and Mrs Trudi Thomas.

The forums will all take place in the museum hall at 7.45 pm one Wednesday every month and are open to all — DDR.
INDUSTRIAL RELATIONS

Teaching both sides

Is it possible to provide a comprehensive course in industrial relations that is relevant to both managers and trade unionists? The Wits Business School (WBS) took the brave step last year of offering such a course — the Certificate Programme in Industrial Relations — to both groups.

A little more than half the participants in the one-month part-time course were managers responsible for industrial relations — some of them tough-minded men from the mining industry. Sitting in the same lecture room with them were some equally tough-minded black union office bearers. By the end of the course in March this year, all were unanimous that the WBS should strive to encourage union and management participation in future courses.

"The need for formal education and training in industrial relations in SA is no longer in question," said Frank Horwitz, the academic co-ordinator of the programme, at a ceremony this week at which certificates were awarded.

"We believe that there are inherent conflicts of interests between management and labour. Our course, indeed, stresses this facet. However, there are also areas of common concern which need to be strengthened. Most of our first students will testify that aside from the considerable benefits gained from the content of the course, one of the most important benefits was the learning and insights gained from fellow students themselves."

Horwitz emphasised that basic to the philosophy behind the course is the view that management and unions are independent parties: "Hence the education programme is considered as complementary to the training which should be done by unions and management themselves. The concept of joint education should, therefore, in our view, reinforce the right of unions and management to offer training independently of both a university and of each other."

A significant feature of the course is the emphasis placed on helping students solve practical industrial relations problems. Serving on an advisory committee which played an active role in determining the composition of the programme were industrial relations practitioners such as Barlow Rand's Reinard Hofmeyer, Grinaker's Theo Reiffer and Anglo's Bobby Godsell, as well as unionists such as Cusa's Phiroshaw Cannay and Ike van der Watt of the SA Boilermakers' Society.

The WBS plans to offer the programme again this year.
Emerging trade unions are showing increasing interest in joining industrial councils — a trend that presents important challenges not only to employers, but to the unions themselves.

Demand is coming from unions such as the Metal and Allied Workers’ Union (Mawu), an affiliate of the Federation of SA Trade Unions (Fosatu). Many Mawu members are suspicious of the metals industries’ IC. Although they have decided to join the council, they want the option of getting out of it as soon as possible if this is felt to be in their interests.

A demand that industry-wide bargaining may supplement, though never replace, plant-level bargaining. Some employer spokesmen, such as Sam van Coller, director of the Steel and Engineering Industries Federation of SA (Selasa), maintain that formal collective bargaining cannot be sustained at two levels. Bargaining at one of the levels will ultimately become irrelevant, they say. However, unions argue that industry-level pay rates are often determined by increases that can be afforded by the least profitable companies. The ability of the profitable companies to pay more cannot be tested at IC level, they say. They contend that an acceptable formula can be devised to allow plant-level bargaining to complement industry-wide minima laid down in IC agreements.

A demand for the unions to have greater control over IC assets. Three emerging unions have, for example, argued that worker representatives should comprise more than half of the members of the board that administers the metals industries group pension fund. Employers are, naturally, opposing this.

Established unions are concerned about some emerging unions’ demand that unions’ representation at IC negotiations should be in proportion to their membership. They have good reason to be alarmed. If proportional representation is introduced, it will result in emerging unions, which represent large numbers of black workers, being allocated more seats at IC meetings than some smaller, established unions. Such a demand has been made in the knitting industry by Fosatu’s National Union of Textile Workers (NUTW).

Emerging unions have placed great emphasis on the development of their shop stewards as a crucial leadership corps. It is logical, therefore, that they should demand that shop stewards play a role in the IC system and should be involved in the negotiation and administration of agreements.

Much of the effort to make the councils more responsive to emerging unions’ needs will be focused on making the councils less slow and cumbersome in dealing with matters such as grievances and dispute resolution. Phiroshaw Camay, general secretary of the Council of Unions of SA (Cusa), says Cusa affiliates have generally had a “negative experience with ICs so far.” He describes some councils as “petty and bureaucratic”, and

In some industries it seems likely that practices such as the closed shop will become controversial. Emerging unions claim that some established unions are abusing this practice and restricting the right of workers to decide which union they should join.

A crucial problem for both employers and the emerging unions is the ability of the unions to obtain a coherent mandate from their members within the framework of the IC collective bargaining process. To understand this problem, one has to appreciate the fundamental importance that most emerging unions have attached to the democratic processes of election, representation and mandate in the running of their affairs. It would be foolish to understa-
mate this emphasis on "worker control" over union decision-making, which is not such a burning issue for many established unions.

Employers will have to appreciate this as the emerging unions move towards centralised bargaining. Frequent report-back to members by union representatives involved in plant or enterprise-level negotiations has been a relatively easy process. But it will become a more difficult problem as industry-level pay talks which involve large numbers of workers who are far removed from the negotiating forum.

Collective bargaining may, therefore, be a faster process at some ICs in future as the emerging unions insist on frequent report-backs. Mawu organizer Bernie Fanaroff warns of the high priority that emerging unions place on the question of obtaining mandates. "This is something that employers will have to learn to live with," he says.

This is not going to be easy for some. With customary wit, industrial relations consultant Andrew Levy points out "Managements are autocratic in their decision-making structures. When an autocratic body is thrust into the arms of a democratic one for the purposes of so intimate an act as negotiation, frustration is bound to result."

A complicating factor is the difficulty that unions such as Mawu face in obtaining suitable venues to hold report-back meetings. Mawu complains that police are discouraging owners of halls allowing the union to use their premises. The police deny this charge, but it seems important that employers should take a greater interest in this issue and try to ensure that union meetings can take place. It was, after all, the banning of a union report-back meeting in Uitenhage which sparked off the 1980 strike at Volkswagen - one of the worst labour disputes in SA in recent years.

The whole issue of mandates is part of a wider problem faced by emerging unions as they become involved in industry-level bargaining. Studies of the organizational development of unions in Western nations suggest that as unions head towards centralised bargaining, they tend to become bureaucratic and less responsive to the needs of members who may become either apathetic or discontented.

Emerging unions appear to be aware of this problem, although some believe it can be overcome. They know that because some IC agreements are remarkably complex, a significant amount of power can flow away from members towards union leaders who develop expertise in interpreting those agreements. General Workers' Union general secretary David Lewis summed up this problem more than a year ago when he said "The bargaining structure of the IC necessitates professionalism in negotiations and facilitates the divorce of leadership from the rank and file."

Federated Chamber of Industries president Rod Ironsides has emphasized in the past that in industrial relations it is vital for management and unions to understand each other's perceptions. The problems facing emerging unions and IC members are not insurmountable. But they will all obviously have to display this kind of understanding and empathy if they are to establish mutually acceptable collective bargaining structures in the years ahead.
Solution - Daventry
SA without a Political
No Industrial Peace in
Labour relations need improving, delegates told

Labour relations in South Africa are complicated by a lack of a meaningful framework for non-white political aspirations, the congress was told.

Mr. F.H. Ferrera, director of industrial relations of the Ford Company of SA, told the Motor Sectoral Congress of the Institute that the black worker's frustrated aspirations were ultimately expressed in the only official forum available to him — the trade unions.

"Labour relations are, therefore, hindered by socio-political factors so that what is normally regarded as labour conflict takes on racial undertones in a struggle between black and white."

He said businessmen should determine what they felt were the necessary political and social reforms which were needed for a stable society, and lobby their opinion with the government.

South Africa had to ask where labour relations were heading. In 1974 there were 101 strikes involving more than 22,000 workers which caused the loss of 67,000 man-days.

Last year 394 strikes involved 141,500 workers and the loss of 365,000 man-days. An average of 1,550 workers were on strike each working day of the year.

Mr. Ferrera said the authorities had made sweeping changes on the labour front but failed to bring parallel reform in the other areas affecting blacks. The labour reforms had not only created channels for the fulfilment of expectations. They had also fostered higher expectations.

"It is impossible to reform one segment of the social structure especially a sector which is as all-embracing as labour, without bringing reform to the other segments."

There had been a tendency among black workers to use the legal structure (on the labour front) to bring about other changes including political reform.

Mr. Ferrera said the causes of labour unrest could be placed in two categories. Those that affected the community and those which had to do with the working environment.

Community factors included poor education facilities, low quality of housing, police action and prosecutions — especially of labour leaders — and broad political issues such as exclusion from the decision-making process and the distribution of income.

Working environment factors were the level of compensation and the wage gap, the apparent slow rate of promotion of blacks, including those who were graduates.

Companies should also consider adhering to a good code of labour practices, such as the Sullivan principles. Adherence to a code would provide protection for foreign investors who were being pressured to divest from South Africa, and would lend strong support to organisations trying to prevent foreign legislation against investing in South Africa.
Labour unrest is on the increase and posed a great threat to the security of South Africa, Mr Roy MacFarlane, chairman and managing director of a security firm, said today.

"Although it would be wrong to attribute a majority of these incidents to terrorist influences, some may have been organised for more than just the apparent reason," he said at a security seminar in Johannesburg. "The ANC has helped plan strikes, as has the banned South African Communist Party and the Pan African Congress," said Mr MacFarlane.

Mr MacFarlane, who is also governor of the SA Institute of Security and chairman of the SA National Security Employers Association, warned that labour unrest could lead to the damage of company assets.

Pressure on the South African Police was increasing because of internal and external terrorism. The police had a strength of one to every 29,000 South Africans, he said.
Security man sees threat from labour

JOHANNESBURG—An increase in labour unrest poses a great threat to the security of South Africa, according to Mr Ros MacParlane, chairman and managing director of Fidelity Guards.

"Although it would be wrong to attribute a majority of these incidents to terrorist influences, some may have been organised for more than just the apparent reason," he said at a security seminar here yesterday.

The ANC had helped plan strikes, as had the banned South African Communist Party and the Pan-Africanist Congress, Mr MacParlane said.

"Although serious unrest may only erupt spontaneously, security management must be ready," he said.

Pressures on the police were increasing because of internal and external terrorism.

Commerce, industry and individuals should assess their security needs and attention should be given to the standard of 'in-house' security personnel and the training they received, Mr MacParlane said. — (Sapa)
SULLIVAN SEES BRIGHT FUTURE

By B. M. S. A.

THE growing strength of the black worker is one of the greatest hopes for peaceful change in South Africa, according to the Rev Leon Sullivan, author of the Sullivan Principles which advocate equal employment opportunities in American multi-national companies.

In an article published in one of America's leading newspapers, The Washington Post, Mr Sullivan said the recognition of the rights of association for black workers and the recognition of their representative registered and unregistered trade unions, was a necessity.

This would empower black workers to speak out for their rights on the job, "as they will one day speak out for their rights in society."

"It is clear that the main problem in South Africa is not just fair employment practices, or equal opportunity, or better schools. The main problem is freedom including the end to influx control, an end to the incredible homeland policy, and full political equality for the black population," he said.

Mr Sullivan also said that even if the principles were to be implemented to the optimum, they would not bring an end to apartheid. He said apartheid was a ruthless and inherent system.

In order to eradicate it completely, it required the combined efforts of many forces which included governments, companies, churches, unions, the United Nations, those who believed in justice within the country and world public opinion. "It should be the responsibility of these companies to help change the system. Otherwise they have no moral justification for remaining in South Africa and should be compelled to leave the country."

The principles were never intended to be a camouflage for corporations to hide behind, but were meant, along with other thrusts, to help end race discrimination and apartheid in South Africa.

"It was hoped this could be done by peaceful means, without the need for devastating war and the loss of millions of lives and the predictable involvement of the superpowers that could lead to an atomic confrontation," he said.

He added that although progress is still limited in comparison to the size of the problem, the principles were beginning to work.

He said that when the principles were introduced six years ago, blacks were not even legally considered to be employees.

But today, in spite of the country's laws, plants were being desegregated:

- blacks and other non-whites are being upgraded, for the first time, to administrative and supervisory jobs
- blacks are supervising whites, for the first time in South Africa
- blacks and non-whites are being trained for skilled jobs in ever-increasing numbers
- black representative registered and unregistered trade unions are now beginning to be recognized
- technical schools training blacks and other non-whites are being built
- equal pay for equal work is beginning to be instated
- companies are beginning to improve the quality of life for blacks outside
- the workplace in housing, health care and education
- for the first time, some company executives are beginning to lobby for an end to all racial discriminatory laws and the apartheid system

Mr Sullivan also said the compliance with the principles of all American companies operating in South Africa should be made mandatory by the United States government and should also be backed up by embargoes, tax penalties, sanctions, loss of government contracts and any other effective means.
Canteens affect staff relations

THE SURROUNDINGS and food in a company's canteen may not seem particularly important. But they should not be underrated for they can play a vital part in the firm's staff relations.

A canteen in a workplace provides employees with suitable food and drink during the recognised break periods. This does not mean that such a service is the only way of meeting these needs. Employees may bring their own food and drink, go elsewhere for meals or even have nothing.

From the employee's point of view, a canteen is a place where he can get a meal for a reasonable price at a recognised break. It is also another environment away from his work-place where he can meet and mix with other employees.

Satisfies

It satisfies his basic needs with food and the psychological needs of talk and personal communication from the employer's viewpoint, a canteen provides an opportunity for the company to sell itself to employees by providing a suitable environment and, by the quantity and quality of food and service, partly in influencing employees' minds about the quality and type of company they work for.

For a while a proportion of employees are totally immersed in social contact in a certain area which is different from their workplace. It can be better or it can be worse. During that period they may be influenced to have opinions of the company formed or raised.

Environment

The environment — surroundings and food service — therefore plays a significant psychological part in the company's relations with its employees.

If it is not accepted then a company's canteen can be seen merely as an eating place. The management of an enterprise must therefore choose which of these two main functions it wishes to employ in providing a canteen service.

Assuming that this point of view psychological effect is valid, a canteen in a workplace has these functions in the company's relations with employees:

• The provision of food to acceptable standards
• Variety of food to preclude boredom or frustration
• Service which reflects the company's aims in quality and service
• Surroundings which tend to persuade the employee of the quality and nature of the built environment
• Prices which convince the employee of the company's fairness with its employees

The menu itself, on which much of this depends, must contain:

• Quite a realistic means of food production and preparation
• Quite a realistic basis for food and drink
• Acceptable standards of quality
• A variety of food
• A variety of service
• Both of these which can be offered at suitable prices

The overall effect of the canteen should be such that it will increase the employees' interest in the company and this in turn may lead to a change in the company's image as well as to higher productivity.

Compensation

It could be reasonably contended, therefore, that the subsidy of meals in a canteen contributes to the better welfare of staff overall progression. If they do not, the subsidy has no purpose in a business.

Here are two hypothetical cases at extreme ends of the economic spectrum which might be considered:

Imagine a company engaged in making big volumes of wooden items which do not require much skill. A small item which is the main product is made by the plant's employees. This item is a real item of the company's economic life.

Another company engaged in making one small item for which there is no substitute.

The real need is to increase welfare of employees. The subsidies need to be carefully calculated and not to be underrated for they can play a vital part in the firm's staff relations.

Questions

After considering these, there are two important considerations:

• It is possible that the company requires no subsidy for its canteen.

Now consider another type of company which sells high-value items to an expanding market and which requires rapid skills to make Labour turnover is low — and it is to the company's survival that it cannot be kept low, otherwise training and development costs could be cut out. It has a higher proportion to other factors.

Obviously, in considering a canteen subsidy, this company should consider:

• Is it high enough to motivate the employees who are essential to the business?

• Is it high enough to motivate the employees who are essential to the business?

Realistic

Obviously, these are two extreme cases, and it is a question of how much and why?
Reasons for going ‘soft’ on unions

PHILIP VAN DER MERWE, Staff Reporter, records a Stellenbosch academic’s warning to Afrikaans businessmen on repression of collective bargaining processes for black workers.

PROFESSOR S M Swart of the Graduate Management School of the University of Stellenbosch has spelled out for Afrikaans businessmen why the Government has “gone soft” on labour and allowed the burgeoning black trade union movement into the market place.

The message to delegates to the annual congress of the Afrikaanse Handelsinstituut in Cape Town was blunt if free enterprise was to have a future in South Africa, businessmen would have to learn to co-operate with the workers and their fledgling organisations.

Another speaker, Mr Fred Ferreira, director of industrial relations at Ford Motor Company, had sketched a bleak background of mounting industrial unrest. In 1974 there had been 101 strikes involving 22,808 workers and a loss of 67,099 working days. Last year 141,571 workers staged 394 strikes, taking a toll of 385,337 working days.

“Bitter fruits”

And Dr Anna Scheepers, president of the “mainstream” Trade Union Council of South Africa, had warned the businessmen they would reap “bitter fruits” if they sowed further seeds of dissonance into the life-and-death struggle between the traditional multiracial unions and the new, more militant, black movement.

In a carefully reasoned address Professor Swart took delegates back to the days of the great depression and the birth of the Afrikaaner worker movement.

He reminded them of the humble beginnings of the treasury of the Spoerwegbond as a provident fund for white railway workers, mainly “poor white Afrikanders”.

He predicted that the new unions would soon also have money from subscriptions to invest, and the Spoerwegbund pattern — a classic development in labour movement history throughout the world — would be repeated.

This was to be welcomed because it would help to make the new unions and their members more aware of the realities and needs of the South African economy.

Recognition by the Government of the concepts of freedom of association, union autonomy and collective bargaining for all population groups “was and is a necessity based on the Republic’s fundamental acceptance of the free market system”.

Suggested goal

Seen in that context the Government’s attitude had been no “indulgence”.

The new labour movement could go one of three ways towards “positive socialisation” — which would contribute to the corporate health of the country — or towards destructiveness, or defensiveness — which would not.

By coming to terms with labour realities, Afrikaaner businessmen could help to influence the new movement towards “positive socialisation”, which Professor Swart defined as “the way in which undeterred and partly educated components in South Africa’s labour market can be introduced to, incorporated in and allowed to become active, productive participants in the national economy.”

That, he said, should be the Afrikaanse Handelsinstituut’s goal.

To illustrate the need for recognition of worker rights, Professor Swart alluded to the labour situation in the “classless” Soviet Union and other communist countries, where, he said, the interests of workers and management were artificially seen as being identical, and strikes therefore “impossible” because the striking workers would be theoretically striking against themselves.

Contrast

By contrast, in a free market system it was a fundamental essential to recognise the existence of different interest groups and their separate aims and needs, and to allow them to grow into attitudes of positive co-operation, as illustrated by the Spoerwegbund-Sanlam example.

Changes in South Africa’s labour laws had flowed from a positive and genuine attempt to give people a greater share in and identification with a stable South Africa by means of economic development, intensive training, enhanced work mobility and a say or vote in their own work situations.

But, he warned, the repression of the collective bargaining process would amount to a “hybridisation with communism and totalitarianism” by the authorities and “socialise the workers towards socialism”.

Professor S M Swart
At last night's annual dinner of the Footwear Manufacturers Federation of South Africa were, from the left, Mr SAM DAVIDSON, president of the federation; Mr IVAN KRIGE, Deputy Mayor of Port Elizabeth; Mr BARNIE MANCHEVSKY and Mr GUY DOWNES, past presidents of the federation; Mr STAN ANDERSON, the guest speaker; and Mr DONALD GOUGH, also a past president of the federation.

Businessmen have duty to black staff

BY LOUIS BECKERLING

PORT ELIZABETH businessmen have no alternative but to contribute to the urgent need for improved housing, education and social services for their black workers.

This was the gist of a blunt message delivered last night by Mr Stan Anderson, chief executive of Maybaker (Pty) Ltd, and former president of the Midland Chamber of Industries.

Addressing the annual dinner at St George's Club of the Footwear Manufacturers' Federation of South Africa, Mr Anderson issued an appeal to fellow Port Elizabeth industrialists and businessmen to accept that their concerns no longer ceased to function at their factory doors.

Several factors had, since the late '50s, altered this situation, said Mr Anderson.

These included:
- The disparity between the quality of life of South Africa's black and white communities.
- The heavy influence of multi-national companies in the PE area who introduced strong forces for change.
- Politically motivated economic sanctions imposed by the SA government.
- The public sector's acknowledgement that it had failed dismally in its attempt to house the people.

Elaborating on the issue of politically-motivated economic influences from the Government, Mr Anderson said hiatuses, concessions and sanctions imposed for anything other than sound economic reasons would not succeed.

Industrialists are reluctant to make heavy capital investments in premises or plants where by a stroke of a pen the advantages apparent in the location they have chosen are suddenly bettered in an attempt by the Government to create some new politically-sponsored nearby growth point.

Mr Anderson was also critical of the building society movement which, he said, had been 'notably reluctant' to accept the challenge of black housing needs.

They plead that they have not the resources either financial or infrastructural, to cope with the multitude of small loans that could result.

Unfortunately, like we industrialists, I do not believe they have an option to opt out and it is the industrialists' responsibility to make sure that by co-ordinated effort they are made to understand that we regard them as the avenue through which the financing of the private sectors' effort to house will be channelled.

Mr Anderson spoke at length on the question of education and said he was appalled by the disclosure that in 1979 no less than 80.8% of black teachers in the Eastern Cape had done only one — or perhaps two — years training after leaving school at Std 7 or 8 level.

In the technical field in 1979 only 26% of pupils were engaged in technical classes — an increase of only 1.3% over the previous year in which conventional matriculants increased by 49.3%.

Mr Anderson said that six years ago only seven remotely qualified mathematic and science teachers were available to pupils in the 51 schools operating for black in Port Elizabeth.

"Since then a large number of mathematic and science teachers have been sponsored by the Midland Chamber of Industries through an arrangement with the Urban Foundation and hopefully the standard of education will gradually improve.

Industrialists now had the opportunity of "adopting" a school and assisting in establishing such things as playing fields, said Mr Anderson.

While the businessman's job becomes more taxing I am afraid he has no alternative but to exercise his social conscience in these new areas of responsibility as well."
EMPLOYERS urged to help workers

[Address and date information]
Discrimination in labour policy 'alive and well'

By PHILIP VAN NIEKERK, Labour Reporter

RACIAL discrimination in labour policy is alive and well in the "liberal" Cape — perhaps more so than anywhere else in the country.

That much was made clear this week by Dr George Morrison, the Deputy Minister of Co-operation and Development, who again reiterated the government's stand that the Western Cape is to remain a coloured and white labour preference area.

Influx control, he said, was still being applied consistently in the area and the number of pass law prosecutions was "clear proof" of this.

Dr Morrison's statement is in fact clear proof that the government has chosen to ignore the feelings of just about every major interest group in Cape Town over the issue.

Menial jobs

The coloured labour preference policy enshrines racial job reservation by preventing employers from employing blacks unless there is no "suitable" coloured labour available. Many well-qualified black workers are forced into menial jobs because there is virtually no skilled or more attractive work open to them.

This policy goes hand in hand with the rigid enforcement of influx control in the Peninsula as evident in the pass raids, the endless and ugly squatter crises such as at KTC and the acute housing shortage for blacks.

Cape Nationalist MPs, the firmest supporters of the policy, say it is there to protect coloured workers in their "natural habitat" from the competition of cheap black labour flowing in from the homelands.

Yet this view is based on a myth and a fallacy. The myth is that black workers are "foreigners" in the Western Cape. As several researchers have pointed out, blacks have contributed their labour to the region since the arrival of slaves from Angola more than 300 years ago.

The fallacy is that coloured workers need such protection. In fact, they did not ask for it in the first place.

Writing in the Cape Times in February, Mr David Curry, national chairman of the Labour Party, said: "Do our critics think we will rubber-stamp the continuous harassment of fellow blacks in the Western Province?"

"We are against any place being declared a preference area for employment for coloureds and whites only. We strongly object that this must be done in our name."

Trade unions with large coloured worker memberships such as the Food and Canning Workers' Union and the more conservative Textile Workers' Industrial Union have rejected the policy.

The Cape Chamber of Industries and the Cape Town Chamber of Commerce have made repeated and unsuccessful appeals for the government to grant blacks with permanent residence rights in Cape Town the same status as those in other cities.

Most telling of all, the director-general of the Department of Manpower, Dr Piet van der Merwe, told the President's Council economic affairs committee last year that the policy was a "discriminatory measure" which should be scrapped.

He said it was "difficult to justify a system which allows a person to live in an area but which effectively prevents him from looking for work." Quite clearly, the Department of Manpower, which cultivates an image of reform, is embarrassed at having to apply what is in effect a racist policy.

At the root of the policy is the belief that blacks, whether "legal" or "illegal", are temporary residents of the Western Cape.

It has been asked whether the construction of the new city of Khayelitsha, which will lead to the uprooting of the entire populations of Guguletu, Nyanga, Langa and Crossroads, will mean that the black residents of the Peninsula will be afforded some form of permanence.

'Homeland'

It has also been suggested that the consolidated Khayelitsha will function as a "semi-urban homeland", which will overcome the Western Cape's "problem" that it has no nearby homeland. This will provide local employers with a nearby reservoir of cheap labour coming from a consolidated black residential area which will be far easier for the government to control.

That the coloured labour preference policy is to be retained at full strength alongside the development of Khayelitsha is not a hopeful sign.

And at least one important feature of the whole Khayelitsha saga is consistent with the labour preference policy. Apart from the Cape Town Community Council, not one representative black organization has been consulted about the move.

Like the coloured labour preference policy, it could be a case of white bureaucrats making plans and imposing policy on an unwilling and unconsulted population.
Management must face challenge of new era

By Sheryl Raine, Pretoria Bureau 25/6/85

South African employers should have no illusions about what they are up against concerning black trade unionism and the white labour force's reaction to it, say some of the country's leading labour experts.

Black trade unions, their desire for recognition and their drive to establish collective bargaining machinery countrywide had to be accepted as part of the realities of business.

Lower management which continued to attribute black trade unionism to agitators or outside agencies and believed that the problem would go away if dealt with firmly enough, was deluding itself.

The trade union movement could not be slowed down and labour reforms already introduced could not be revoked.

The experts warned that all levels of management had to be prepared to meet the challenges of a new era.

In future, they predicted, the emphasis would fall on company-level negotiations and collective bargaining instead of industry-level contact with the work force.

Conflict and confrontation were inevitable during the formative stages of new management/trade union relationships and the experts advised employers to acquire the industrial relations skills to cope with conflict.

As in other capitalist countries, South Africa's employers and supervisors needed to work through this phase of confrontation in the hope of establishing trade unions as an accepted part of the free enterprise system.

The implications of trade unionism in the absence of black political rights had been, and would continue to be, widespread, the experts believed.

In the immediate future employers would have to decide where they stood on political as well as labour issues. It was no longer possible to keep politics out of business.

Employers would increasingly be required to prove to black workers that they were not promoting racial capitalism or using the apartheid structures to exploit the workers.

Industry would have to deal with a growing black economic power base which was also becoming a political power base because of the lack of alternative means open to black workers to bring about change.

But black trade unions were not the only bodies prepared to use an economic power base to achieve socio-political ends, Prof D W F Bendix, of the Graduate School of Business at the University of Stellenbosch, pointed out.

Employers would also have to turn their attention to white workers whose attitudes, misconceptions and actions had already had significant impact on the labour-relations climate.

Businessmen and industrial relations experts attended a seminar at Unisa in Pretoria this week to discuss recent and future trends in the labour field.

He noted that there had been a resurgence of white trade unionism in reaction to the emergence of black trade unions.

Before the government introduced new labour legislation in 1979 white labour organisations such as those belonging to the SA Confederation of Labour Associations (Sacla) were satisfied with the socio-political status quo, he said.

A greatly changed industrial situation and a decline in the policy of white protectionism had now placed these organisations in a position where they may be obliged increasingly to concentrate on maintaining the socio-political rights of members.

Prof Bendix predicted that such white labour groups could reach the point where they would use their industrial power in order to gain political concessions.

Already Sacla had become a strong reactionary force which used its voting power to put the brakes on proposed labour and political reform.

One of the most important ingredients for good union-management relations, the experts believed, was management's acceptance of the necessity to negotiate.

There was still significant management resistance to negotiation, they noted. Managers who believed that they had a natural divine right to manage — an attitude not uncommon in South Africa — would fight "tooth and nail against the new order," Mr B Allen, group industrial relations manager of the Trencor Group noted.

While it had been said that collective bargaining amounted to the systematic erosion of management's rights, Mr Allen did not believe this to be necessarily so.

"I am a firm believer that the authority of management will generally be accepted as long as it is exercised in a way which is perceived to be fair and rational," he said.

There was a disturbing contradiction in the government's attitude to trade unionism and the freedom of association, one expert said.

Mr Theo Heifor, an industrial relations expert with Grinaker Holdings, voiced concern about continued Security Police harassment of trade unionists despite Department of Manpower policies which guaranteed the freedom of association.

The labour experts were unanimous in stating that it was impossible to have an industrial relations system in a so-called free enterprise system without freedom of association.
lawyers are finding it difficult to give definitive advice. The lawyer, who prefers not to be named for professional reasons, said it will take a number of years before clear guidelines emerge from decisions of the industrial court. But he provided some pointers that employers may find useful.

Wiehahn Report
He said a possible guide to the court's interpretation of the unfair labour practice definition can be found in the Wiehahn Report. Paragraphs 41 to 720 of part five outline what the commission believed are the duties of employers or employers' organisations. They include the duty to
- Appoint properly qualified or able persons to perform the work that is required, keep them in such employment for as long as it is economically possible, give employees unrestricted opportunities for advancement in their work on the basis of merit, create and preserve a work environment in which the physical, social and moral well-being, the economic security and the job satisfaction of their employees is not threatened or harmed,
- Guarantee and facilitate full freedom of association of their employees within the law of the land,
- Participate in good faith in collective bargaining process with employee representatives and to create the maximum number of avenues for consultation and negotiation with their employees, also, where possible and feasible, to involve employees as much as possible in decisions that affect them at work,
- Prevent conflicts with employees from developing into strikes or other similar action, but where such developments are inevitable, to refrain from any conduct which could infringe on the employees' right to strike, to respect at all times the right of workers to withhold their labour in cases of unavoidable industrial action, and under no circumstances to victimise employees because of such industrial action,
- Protect employees not only against the dangers and risks of their work but also against any act or omission on the part of employers themselves, and any other persons, which may harm them,
- Introduce, encourage and constantly improve training and other developmental programmes to help employees advance their careers, and
- Observe fair employment laws and conventions.

The lawyer said employers would be well advised to keep this code in front of them as a guide to the treatment of workers if they want to avoid committing unfair labour practices.

He also emphasised how imperative it is for employers to be particularly careful about dismissing employees or trying to change terms and conditions of employment lest these actions fall within the ambit of an unfair labour practice.

He said employers should ensure that
Steel bosses getting tougher

Mail Reporter

The Metal and Allied Workers' Union (Mawu) claims that Seifa, the employers body in the metal and engineering industries, has issued tough new guidelines for companies faced by industrial action.

In a statement yesterday, Mawu condemned the guidelines and said the companies were using the recession to crack down on unions.

Mawu has been informed by some employers that Seifa is circulating new guidelines in the metal industry, the statement said.

It was not clear whether these are formal or informal guidelines, but they advised employers faced by a restive workforce or by an industrial action to take a hard line, according to Mawu.

The guidelines apparently tell employers faced by industrial action to dismiss all employees, then re-employ all except those allegedly implicated in intimidation, and to reinstate long-service benefits only after the workforce has proved docile.

This hard line was consistent with the very rigid attitude taken in negotiations by companies such as Highveld Steel, Dunswart Steel and the Steel Manufacturers’ Association, the statement said.
Mawu condemns 'refusal'

THE Metal and Allied Workers' Union yesterday condemned the 'rigid refusal' of the Association of Electric Cable Manufacturers to resume wage negotiations and said it was proceeding with a dispute against two companies.

Mawu also warned it had asked for the co-operation of employees of these two companies in Sweden and Germany and had contacted the International Metalworkers Federation to co-ordinate this support.

Mawu has been in dispute with Asea Cable and Siemens Cables since the association refused to allow them to return to work and to get a mandate on wage negotiations.

The dispute centres around Mawu's claim that the negotiations were concluded prematurely and that the wage increases were too low.

In a statement yesterday, Mawu strongly condemned the rigid refusal of the association to show any movement in their dispute.

Mawu said the employers had refused to negotiate at a meeting last week and had also refused to follow the alternative steps for a dispute set out by the industrial council.

These steps were voluntary mediation or voluntary arbitration.

The refusal to take these steps made a mockery of the industrial council's procedures.

Mawu is now proceeding with disputes against Asea Cable and Siemens Cables, where it claims to have majority membership.

The union has also notified Swedish and German workers in Asea and Siemens of the disputes and has asked for their co-operation. The International Metalworkers Federation has been contacted to co-ordinate this.

"Mawu is also calling on workers in Aberdare Cables, Aycliffe Cables African Cables and ATC to join Mawu and unite with other workers," the statement said.
EAST LONDON: A meeting called by trade unionists here yesterday, and attended by officials of the local chamber of commerce, did not get off the ground because most trade union officials failed to turn up, the secretary of the East London Chamber of Commerce, Mr R Allison, said.

And one of the men who called the meeting, Mr B P Norushe, secretary of the African Food and Canning Workers' Union, confirmed that he and the general secretary of the General Workers' Union, Mr D Tandaal, were the only unionists who attended.

He did not know why the others had failed to appear.

"We will get together with the others and see if we can find another suitable time for the meeting," said Mr Norushe, who added he believed trade union leaders may have had problems with transport.

The president of the Border Chamber of Industries, Mr Dave Saunders, said the first time he had heard about the meeting was when he read about it in the Daily Dispatch yesterday.

He had not been invited and thought the unionists might have tried to contact the local director of the chamber of industries. Miss Sheila Hamilton, who was away in Johannesburg on business, confirmed there was no such invitation.

The meeting had been called to sound out employers on problems faced by workers from Mdantsane during the bus boycott and subsequent action against people walking to stations by Ciskei National Independence Party men and police. -- DDR.
Unions slammed

SOUTH AFRICAN trade union leaders could cause incalculable damage to the country's economy through irresponsible action, the former chairman of a British company once crippled by labour disputes said yesterday.

Sir Michael Edwards, the former chairman of British Leyland, said irresponsible union action could slow down and even reverse the benefits of a prospering economy by pricing union members out of jobs. Such action could also make industry less competitive and frighten authorities into taking steps to slow down "the evolutionary process."

Opening the new premises of an industrial company, Sir Michael said that bridging the wage gap by paying black workers more without a simultaneous increase in productivity was suicidal for company and worker.
Unionists dismiss study about strikes

ALTHOUGH there has been a decrease in the number of strikes during the past 12 months it was difficult to attribute this to recession and the scarcity of jobs according to leading trade unionists.

Mr David Lewis, the general secretary of the General Workers' Union, said it was just a rough impression to attribute the decline in the number of strikes to recession and a scarcity of jobs as there were many factors at play. He said there was no set pattern followed by strikes.

DECREASE

Recently the Industrial Relations Research Unit at Stellenbosch University made the claim on the decrease in the number of strikes in their monthly publication, Industrial Relations Trends. Their review was based on a sample study of strikes in the past six months. Some of their findings included:

- a noticeable decrease in the average number of workers involved per strike;
- a significant decline in the average number of man-hours lost per strike;
- no significant increase or decrease in the average duration of strikes;
- an increase in worker consciousness and militancy.

Trade unionists said in reply that recession and scarcity of jobs have never had an influence on whether workers should go on strike or not. "If workers have a legitimate grievance they will go out on strike regardless of the consequences. If workers were to think of losing their jobs then they would never have gone on strike. In any event, jobs have always been scarce for blacks at all times," said Mr Moses Mapena of the Motor Cycle and Allied Workers' Union.
Labour relations ‘bad dream’ is only just beginning

By Mike Peirson, Finance Editor

THE four stages of labour relations in the Pinetown/New Germany industrial complex were spelled out by that division’s Natal Chamber of Industries chairman Ted Maybery this week.

Speaking at the division’s annual meeting and dinner he explained: “The first phase of two or three years ago was when industry heard rumblings of trade union activities involving membership soliciting and the request for check-off facilities.

“The first was discussed as a bad dream and the second was refused for a host of reasons.

“The second phase saw majority representation being achieved in limited constituencies involving mainly unskilled labour and subsequent requests for recognition turned bad dream into a monstrous unthinkable imposition which conjured up in management’s minds illusions of communist infiltration (the loss of their dictatorial rights) — in other words heading down the trade union tubes with Britain.

“The third phase involved enrolling for every NCI seminar to find out what this wretched agreement, which was being requested by trade unions, involved.

“During this phase the personnel manager found his office carpeted, his salary doubled and he drove home in the same model car as the marketing manager.

“The fourth phase in which industry finds itself today is the post agreement phase, having reconciled the collective bargaining system is part and parcel of any enlightened industrialised economy.

“But, alas, we find the recognition of trade unions and a signed agreement is not the end of the bad dream but just the beginning of the next phase of industrial co-existence in South Africa.”

He added that what would permeate the bargaining process would be the frustrations caused by the lack of opportunity for political expression. Negotiations would contain elements of amnesty towards the total system.

“It will take an enormous amount of understanding by management to moderate and control attitudes around the negotiating table,” he said.

“This is, however, no excuse.”

On the question of decentralisation, Mr Maybery said already certain industries had chosen to expand in Pinetown, rather than remain in Pinetown.

“Their motives could not be questioned but, he asked, what would happen to the thousands of job seekers in the area?...
RECOGNISING UNIONS

Better to bargain than to brawl

Recent decisions of the Industrial Court seem likely to provoke a lively debate on the issue of union recognition. One view is that an employer should have a free right to decide whether to recognise a representative union, and should be allowed to vigorously test the union's strength — for example, in a strike. Another view, which appears to have been endorsed by the court, is that an employer has a definite obligation to recognise and negotiate with a representative union.

It is perhaps understandable that some managers — especially those fearful of the growing power of black unions — should deplore efforts to force them into a formal relationship with organised labour. Few employers relish the prospect of having to negotiate with tough-minded union leaders.

There are, however, an increasing number of employers who regard recognition as virtually a non-issue. They will recognise a union if it shows that it represents a significant number of their employees. They have good reasons.

In the first place, they know that recognition battles tend to be the most bloody of labour disputes — and are seldom won by employers. Creating a relationship of trust with employees after such battles is not easy. And trust, after all, is an essential ingredient in efforts to deal with really challenging labour issues, such as productivity, which need to be addressed urgently.

Secondly, unions tend to be breeders of democracy, and as such can play a constructive role in securing a stable and just society in SA. The lesson that a union cannot survive in the long run if it is undemocratic is being learnt in union offices throughout the country. Further, black workers long denied access to collective bargaining are learning that compromises and trade-offs are cornerstones of such a democratic system.

Thirdly, what is happening in industrial relations has an impact on efforts to promote free enterprise in this country. A refusal to recognise a representative union does not only have an influence on the company's relations with its own employees. It might also have a broader implication for society as a whole.

Creating a stable middle class by aiding black businessmen is one way of promoting free enterprise. But in any society there is a limited number of people who have the means, the ability and the initiative to become entrepreneurs.

Possibly a greater challenge lies in the ability of employers to convince the millions of black working people that they have more to gain through free enterprise than any other system. This challenge has been placed squarely at employers' doors by government labour reforms aimed at promoting collective bargaining. These new labour policies have evolved from the realisation that monetary and fiscal reforms on their own cannot be relied on to solve some of this country's most pressing problems.

A management rejection of collective bargaining, a process which tends to establish a sense of equity in the workplace, can have one obvious effect. It can prompt black workers to view other economic systems — socialism, for example — with greater interest.

And to make the ability to disrupt the process a criterion for recognition is to reduce industrial relations to a bar-room brawl.
Four years after the Wiehahn Commission's recommendations on labour legislation were submitted to the Government the number of recognition agreements between trade unions and companies has grown by leaps and bounds.

Within the first seven months of this year far more recognitions agreements were reached than during the same period last year, according to the Institute for Industrial Relations.

Agreements are being reached so rapidly the institute admits that it could have missed some agreements which did not appear in newspapers.

So far this year there have been 22 known agreements between unions and companies. Recognition of unions flows from the first part of the Wiehahn report. On this crucial point it reads: "Trade unions and individuals should be afforded full freedom of association, and any trade union, regardless of the composition of its membership should be eligible for registration and participation in bargaining and dispute prevention and settlement machinery."

The recognition agreement is the first and major step for a union towards full representation of its members. But in almost all the cases the unions have had to sweat for this victory. In some cases it came only after a strike and in others after the union had proved that it had a majority at the particular company.

Most unionists and union members regard the signing of a recognition agreement as a victory worth celebrating. It makes things easier for the previously harassed union organisers. It means the organiser will be able to enter the premises of the company with the full knowledge of management. However, hereafter the agreements differ. The recognition agreement paves the way for other agreements like bargaining rights on wages and working conditions, grievances, disciplinary and retrenchment procedures.

In the past when a union was not recognised, workers were reluctant to identify with it. This was because workers discovered that those working and trying to recruit for a union faced dismissal or victimisation. Recognition means that their activities will now be overt and no longer covert.

Management on the one hand could not bring themselves to sit down at a table with workers or their representatives and negotiate with them. To them the fate of the black worker was in their hands since they had done him a favour by hiring him. Managers, foremen, mdukas and bossoys had the right to decide when to give a worker an increment and the amount. And if the worker was arbitrarily dismissed that was that.

The right of a union to be granted recognition if it has a majority has been strengthened by recent decisions of the Industrial Court. One view is that an employer should have a free right to decide whether to recognise a representative union, and should be allowed to test its strength, and the other view is that an employer has a definite obligation to recognise and negotiate with a representative union.

With more and more workers perceiving the advantages of a recognition agreement there has been a rise in black membership of unions. And new unions are born almost every second day. This is because they have now been granted statutory bargaining rights.

Employers have since realised that it is better to avoid a long labour dispute which affects production by recognising a union once it shows it has a majority.
Former chairman and chief executive of British Leyland, Sir Michael Edwardes, has had considerable experience in dealing with tough-minded trade unions. The following is an extract from a speech he delivered recently.

We have seen in the UK, and in numerous other developed countries, how the trade union movement, historically the protector of the weak and the underprivileged, has become one of the most powerful institutions in the whole of society.

The best-laid plans of far-sighted entrepreneurs, the investment of huge sums in the most modern equipment, count for nothing when unions use their power irresponsibly. I refer here to their efforts to entrench over-manning and restrictive practices, and generally delay progress, even if they do not always resort to the nuclear weapon of the industrial age, the all-out strike.

Our experience at British Leyland (BL) was that the average trade unionist is an eminently sensible person, who is ready, willing and able to put in a full day's work in return for a fair wage which guarantees him a gradually increasing standard of living for his family.

(But) all too often, politically inspired militants are prepared to deliberately sacrifice the interests of their fellow trade union members in the hope of making what they think is a contribution to the re-structuring of society in their own image.

To this end, they deliberately encourage strikes -- often in defiance of the leaders of their own unions -- which cost companies huge sums in lost production and eventually lead to fewer jobs, lower income standards, and reduced expectations for the vast majority of their fellow workers.

SA is a slow starter in the trade union stakes, but at a time when union membership in countries like the UK has dropped very substantially -- partly because of disillusionment but mostly because of increasing unemployment -- trade union membership here is growing rapidly.

This is a growing power that, if used sensibly, could achieve enormous benefits for SA's millions of black workers by accelerating the pace of change without destroying the industries which generate the wealth.

But if union leaders or shopfloor stewards use their power irresponsibly, they could cause incalculable damage to our country's economy. They could slow down -- perhaps even reverse -- the benefits brought about by a prospering economy by pricing their members out of jobs, making industry less competitive and frightening people in authority into taking steps to slow the evolutionary process. I very much hope that reason will prevail.
1000 struck illegally every day last year

By Peter Sullivan, Political Correspondent

CAPE TOWN — An average of 1000 workers were on strike illegally every day last year, according to figures released by the National Manpower Commission yesterday.

There were 394 strikes and work stoppages involving 141,571 strikers. This led to a loss of 355,337 man-days in 1982.

Blacks made up 85.5 percent of the striking workers, and 43 percent of the strikes lasted one day or less.

Most strikes took place in the manufacturing sector, and most of them occurred in the PWV area, the Eastern Cape and Durban.

All the strikes were illegal in terms of the Labour Relations Act.

The commission’s report also revealed that the number of the registered trade unions decreased last year but the membership of the unions went up.

The number of unions went down from 200 to 199, but the membership rose from 1,654,405 in 1981 to 1,728,454 in 1982.

At the end of 1982 there were 71 registered trade unions with black members, while 66 made provision for black members in the scope of their registration.

The total black membership of trade unions was 394,510 — or 32 percent of the membership as against 25 percent in 1981.

Unemployment figures are also dealt with in the report. Registered unemployment among whites went up from 56,000 in December 1981 to 102,000 in November 1982.

Unemployment among blacks rose from 8 percent (460,000) in January 1982 to 9.2 percent (471,000) in November 1982, while among coloured people it rose from an official 4.8 percent (43,000) to 6.4 (62,000).

A simultaneous statement by the Minister of Manpower, Mr Fanie Botha, rejected criticisms of the unemployment figures — that two to three million people are jobless instead of the official 550,000.
Experts warn on conflict in workplace

Labour Reporter

UNLESS there is a just political system political and social conflict in South Africa will spill over into the workplace and management will have to pay the price, according to university lecturer Mr Johann Maree.

Mr Maree, a lecturer in industrial sociology at the University of Cape Town, was speaking in a panel discussion on industrial conflict and disputes yesterday at the Centre for Intergroup Studies workshop on "Conflict accommodate your".

Other members of the panel were Mr Theo Heffer, group manpower consultant of Grinaker Holdings, Mr Steve Woods, personnel executive of Consmans Engineering, and Mr Norman Daniels, general secretary of the textile-affiliated Textile Workers' Industrial Union.

LIVELY

In a lively debate Mr Heffer, one of the country's top industrial relations consultants, said that in South Africa labour was politics.

"The workplace is the only place where black South Africans have the vote. "What successes there are in the workplace will flow into society," he said.

Earlier, Mr Heffer and Mr Woods criticized some of the established unions on industrial councils as being unrepresentative.

Both have been closely involved in negotiating recognition agreements with independent unregistered unions in their factories.

* * *
No use fighting against unionisation, says prof

By Trevor Jones

The minority of employers who remain opposed to the unionisation of black employees are probably fighting a losing battle says Professor R V Sutton, of the Unisa School of Business.

At the annual conference of the Security Association of South Africa in Johannesburg yesterday, Professor Sutton said any attempts to disrupt the process of unionisation by using a security department was unlikely to succeed and could damage the credibility of the security service.

Professor Sutton added that trade unions did not necessarily take into account the damaging effects which strike action could have on the survival and welfare of organisations, communities or individuals.

"Future strikes or other forms of industrial action will always contain the potential for an outbreak of violence. This tendency, in turn, could be aggravated through the intrusion of political activism into industrial relations."

This posed a special problem for security personnel.

"While the State still takes action against trade union leaders on the grounds of national security, it is important to remember that such action is outside the scope of the legislation governing industrial relations."

"Employers will probably experience difficulties in resolving industrial disputes activated by political considerations. But in the long run it will be more satisfactory to persevere with the normal industrial relations machinery."
A Home at Last

Baku work force is still under 15 percent of what it was in the building of the house. The house, says Mr. Kennerly, was designed to give the family a seat in the beauty of a land that is truly unique. The company is now at work on the house in the Hills of the East.

When Mr. Kennerly goes home, he finds his wife with the baby. She has had to work hard, but she has found a home in the new land.

Happy Workers Keep Pace

The Star Monday September 12 1989
Better food for workers

One of South Africa's largest industrial caterers, Fedica Food Services, has launched a marketing campaign to improve service to customers at its 400 food outlets nationwide.

The divisional general manager, Mr Mike Kauflman, said the "Our customer first" campaign was intended to improve the quality of life of workers who ate at the company's mass production food outlets.

The improvement would be in food presentation, quality and variety of food, staff restaurant environment and staff friendliness and helpfulness.

The company claims it feeds about 350,000 people a day.

Managing director Mr David Wigley said food could be a highly positive employee benefit.

It could raise morale and help retain good staff.

"On the other hand, unpalatable food served in uncongenial surroundings can lead to labour unrest."
Commissions are defended

THE banned African National Congress (ANC) and the South African Congress of Trade Unions (Sactu) had labelled the Riekerk and Wiesbahn Commissions as attacks on efforts to involve South African workers in the national economy, the Institute of Personnel Management conference was told yesterday.

Professor S.M. Swart of the Graduate School of Business at the University of Stellenbosch said "They accused the government of adopting new and more subtle means of controlling the working class, having realised that the old method of control (hasson committee system) was not working any more after the Natal strikes of 1973 erupted and a hundred thousand workers went out on strike spontaneously with no trade-union involvement."

But, Prof Swart said, the accusation was not true because the rationale behind these commissions was to "give people more of a commitment to the State in a stable and prosperous South Africa via economic development, intensive training and increased occupational mobility."
Contention over workers’ safety

LISTENING to the differing views aired on the government’s new safety legislation — the Machinery and Occupational Safety Act — it is difficult to believe that people are talking about the same thing.

The National Occupational Safety Association (Nosa) believes the Act, which is to replace sections of the Factories Act, is an important breakthrough, providing for the safety protection of almost every worker in the country.

But a visiting American safety expert, Mr Barry Castleman, said several weeks ago that the Act provided little protection for workers and that local health and safety standards were not covered.

It seems likely that the new legislation will emerge as a major point of contention between employers and trade unions, which are increasingly taking up health and safety issues on the shop floor.

On strike

In August workers went on strike at an AECI plant after several colleagues had died in an explosion. A month later the National Union of Mineworkers charged management at the Hlobane mine with negligence after the death of 65 workers in a methane-gas explosion.

Thousands of workers from the Bible

“Christ’s message in all its richness must live in your hearts. Teach and instruct each other with all wisdom.”

(Colossians 3:16)

Litigation to the old union committee, which were regarded as unrepresentative bodies appointed as a substitute to genuine worker organization.

Myers and Steinhberg hold that the interests of workers in most workplaces would be better served by ensuring that safety representatives were elected democratically.

Disaffiliation

● THE departure of the 34,000-strong SAA Boilermakers’ Society from the Trade Union Council of South Africa (Tusca) last week casts further doubt on the future of the council.

The boilermakers have been one of the few affiliates of Tusca who have remained a measure of credibility with the emerging unions. Their decision to disaffiliate further confirms Tusca’s drift to the right and its distance from the main black unions.

In a letter to the council, the boilermakers said they were leaving because of two decisions at Tusca’s recent conference in Port Elizabeth: a call to the government to outlaw unregistered unions and the defeat of a resolution calling for workers to be free to belong to the union of their choice.

Taken together, the two resolutions showed that most Tusca unions were “prepared to place what they conceive as their vested interests above the interests of their members and the labour movement as a whole.” The boilermakers’ aim was to work towards trade union unity, a task which could no longer be performed while they remained within the ranks of Tusca.

While they are unlikely to be party to the unity moves among emerging unions at this stage, the boilermakers are centrally involved in the national council of the International Boilermakers’ Federation where unions from Tusca, the Federation of South African Trade Unions (Fosatu) and the Council of Unions of South Africa (Cosatu) are already working together.

Call condemned

● TUSCA’S call for a ban on unregistered unions has been predictably condemned by emerging unions, both registered and unregistered.

One of the strongest reactions has come from Mr Zwelile Sisulu, the president of the Metalworkers’ Association of South Africa (Mwaswa), who held their annual conference in Cape Town at the weekend.

Sisulu said Tusca’s call, seen together with the banning of Saawu in the Ciskei, was a “fore-runner to government action against the labour movement.” He warned against a government “pogrom” about to be unleashed against the unions.

And while Mr Arthur Grobler, the general secretary of Tusca, believed Tusca’s stand has been misunderstood, there is no doubt the resolution lays them wide open to such interpretation.
Industrial relations underlined

Trade unions and management had a joint responsibility to foster labour relations but the primary responsibility for the creation and maintenance of sound labour relations lay with management and there could be no justification whatsoever for neglecting this responsibility, said Dr PJ van der Merwe, Director General of Manpower, yesterday.

Speaking at a seminar organised by the Midland Chamber of Industries in Port Elizabeth, Dr Van der Merwe said management which did not give priority attention to industrial relations, ignored the build up of conflict situations and failed to take timely steps to avoid confrontation, could not expect legislation to do their job for them.

Such management could also not expect the law to protect them against genuine grievances.

"Conflicts of interests between workers and employers are a normal feature of a market economy and need not necessarily result in strikes or lockouts."

What was essential, however, was the elimination of unnecessary strikes which resulted from bad and outdated management practices.

Many criticisms had been levelled at management in the labour relations field and these included:

- A lack of real interest in industrial relations matters.
- Too much reliance on the department of Manpower, the police and other bodies for advice and assistance rather than initiating the necessary reforms from within.
- Poor communication from board level to first-line management and downwards.
- In many instances, management failed to communicate with workers in their own language or to use a competent interpreter.
- Lack of training of first-line management, middle management and supervisors in industrial relations.

Strike after assault claim

Pretoria Bureau

About 50 workers at the Pienaar and Grab Wood Factory, Roslyn, have gone on strike in solidarity with one of their colleagues who was allegedly assaulted by a foreman, who accused him of recruiting workers for a trade union.

Workers at the factory said the trouble started early last week when they appointed a three-member committee to negotiate with management for a 30 cents an hour increase which was turned down by management. Modified demands met with the same response.

"We reported back to the workers who continued with their work until last Thursday when I was called to the manager's office by Mr Johan Beukes, a foreman. He claimed that I was recruiting workers to join an outside union," said Mr Antipus Lees, one of the three-man negotiating committee.

"When I denied the allegations I was punched and kicked by Mr Beukes and two other men," he said.

After this, 51 of the workers downed tools, Mr Lees said.

Other workers also complimented the company and of daily assaults by Mr Beukes.

Mr J W van Schoor, the manager, confirmed the strike but declined to comment on the allegations of assaults and poor treatment.

Nurses walk for Soweto Home

A group of student nurses from Johannesburg and Baragwanath Hospitals along with members of the public are all set to take off on their long walk down Braamfontein Spruit on Saturday to raise funds for the Johannesburg Child Welfare's Soweto Home for bacterium babies and abandoned babies.

The 150 walkers will be led by fund-raising organiser Sister Carole Wild, who hopes to rake in about R500 for the Othandweni Home's fundraising requirements.

Sister Wild said she was hoping a lot of large-hearted people would come forward with donations to help swell the nurses' collection kitty.

T-shirts carrying the Othandweni symbol will be sold at the Spruit for R4 each. The entrance fee to participate in the walk is R5 per person.

"We're expecting a large turnout and lots of fun out of this walk," Sister Wild beamed.

She can be reached at the Johannesburg Hospital 645-0111 (Ward 277).
Seifsa boss calls for agreement

By JOSHUA RABOROKO

Major trade unions and employers have to agree on an approach that will recognise the multi-interest group and play a leading role in the South African workforce next year.

In his annual report, the president of the Steel Engineering Industries Federation of South Africa (Seifsa), Mr J W Nelson, said that it was his association's concern that the investigation by the National Manpower Commission into registration procedures of employers and unions be implemented.

However, he said, no change in this legislation could be anticipated before 1985.

"There is an urgent need to remove the decision-making on representatives from the authority of the State if the official industrial relations system is to succeed in South Africa," he said.

The dispute procedure as set out by Seifsa was aimed at facilitating resolution of conflicts without recourse to industrial action. It was encouraging to note that approximately half of the disputes processed by the council during the past year had been resolved within the procedure.

The association was also concerned about the issue of redundancy which had been greatly caused by recession. In order to assist its members Seifsa had issued guidelines on how to handle such situations.

Referring to the country's economy, he said, the economic downturn in the case of the metal industries had been more severe than any recession since that of the early 1930s. This had caused large scale unemployment.

"In spite of major efforts to reduce retrenchments through eliminating overtime and short time, employment in the metal industries for the period November 1981 to May 1983 declined by some 70 000 employees."
Fears of rise in political strikes ‘not supported’

By Stan Kennedy

The new labour dispensation has catapulted South Africa into First World-type industrial relations problems and made them an everyday management affair, but strikes are not expected to increase to the proportions often predicted, says Mr Eddie Nicholson.

The head of Industrial Relations Consultancy, P-E Corporate Services, told an open day for automotive manufacturers at Salcast foundry, Benoni, that rapid escalation in strikes from 1980 to 1982 had many people asking: were black unions responsible for the increase or were the strikes politically motivated?

Of the 1 000-odd strikes since 1980, only the pension strikes could be regarded as political, and even these were partially work-related. So fear of a general political strike seemed largely unsubstantiated, he said.

Strike activities up to mid-1982 were primarily of the demonstration type, which meant unions had little to do with organizing them.

During the first half of 1982 the unions were “losing so many strikes” that there was strong concern among the leaders of unions that if strikes did not become more organized and deliberate, members would become disillusioned with the strike weapon.

He said demonstration-type strikes arose mainly from workers’ spontaneous action and aimed at a show of strength.

They generally lasted one or two days and were aimed at gaining recognition for a particular union and to encourage plant-level bargaining. While they were of a strategic demonstration nature, they were not master-minded by the unions.

“The pattern changed later in the year with emergence of the enforcement type of strike, aimed at driving home the concession for a minimum wage of R2 an hour.”

These continued into 1983, together with pursuit of lawsuits as a form of action. The change meant that strikes, while still continuing in numbers, became more tacit and pragmatic.

“The whole relationship has now shifted to a more formal collective bargaining action – in contrast to the show of strength and cathartic expression of solidarity which marked earlier strikes. The whole process is far more calculated and rational than most people realize.”

Mr Nicholson said the increase in strike activity was proportional to the membership rise of black unions. While some people might be horrified at the black unions’ growth rate, they were still somewhat slow and conservative compared with countries overseas.

Membership of registered trade unions in SA was only 12 to 14 percent of the registered workforce, compared with 53 percent for Sweden, 50 for the UK, 38 for West Germany, 33 for Japan and 20 for the US.

As union membership increased among black workers, the level of industrial unrest would rise proportionally.

In sum, labour action would increase but not burgeon significantly.

Factors mitigating against a radical increase in strikes were: an improvement in the machinery for solving disputes, improved shop steward training, greater willingness of employers to talk to and deal with trade unions, greater awareness of the improvement of supervisory training and for normalising relations on the shop floor.
"Labour

Political dimension

"Manners maketh man," said William Wykeham in the Fifteenth century. The common courtesy he advocated is going to be vital in preserving industrial peace in South Africa, says Professor Johan Coetzee, manpower consultant at Potchefstroom University's Business School.

Speaking at the Computer Placement Agency's (CPL) yearly salary seminar, Coetzee said that as workers become more "emancipated," the level of labour unrest will rise. Managing it will become as important as managing labour in general, he predicted.

Quoting from a recent investigation into the cause of the Sabsal strike at Secunda, Coetzee said one of the basic reasons was that white workers had been given 45 cm colour TV sets while blacks were given 42.51 cm black-and-white sets. "This was seen as unfair and bad manners," he said.

Coetzee warned that political frustrations are likely to be brought to the bargaining table at work. "As a result of the government's acceptance of most of the Wiehan Commission's work, we are moving very fast towards a meritocracy at work. But at 5pm white workers continue to enjoy freedom when they go home but blacks again become prescribed people. This causes a paradox which is leading to anxiety and irritation and which causes labour unrest.

"Influx control, Section 10 rights, 96-year leases and the like are the things we are going to have to manage at work. But they are all political decisions with which management should not have to deal," Coetzee added.

Pointing to the education system which effectively segregates whites and blacks until they get their first jobs, Coetzee asked. "Are we not in time to be too late to get sound labour relations? It is unfair to expect industry to breed sound human relations at work when people's vital formative years have been spent in almost total isolation and prejudices have already been deeply ingrained?"

Coetzee also noted the effect of Andries Treurnicht's split from the National Party. "July 8 1982 saw the dismantlement of Afrikaner white solidarity which was conducive to industrial peace. The referendum is now causing a lot of confusion (among whites) and we have the spectre of a possible white versus white conflict in labour," he said.

Coetzee believes the time has come for management to become more involved in politics, as in common in the US. Interpreting, Anglo American chairman Gavin Reilly's recent remarks as support for the proposed constitution, Coetzee predicted that more business leaders will declare themselves, and by implication, their companies, for a "yes" vote on November 2."

"It has become critical that managers should know party politics and for them to get involved. With 55% of the population excluded from the constitutional proposals, they are going to try to act out their political rights at work. Managers will have to address these issues and meet with the political leaders to get reform. As it is, the credibility of those giving the handouts at work (in terms of the new labour dispensation) is being eroded steadily," he said.
Growing need for industrial relations

By OWEN PARKER

The building industry today faces many problems arising from the current recession, from the drought and, probably most challenging of all, from emerging pressures in the industrial relations field.

This statement was made today by Mr Jed Bramwell, chief executive of Murray and Roberts Holding Ltd at his opening address at the Blsa congress in Port Elizabeth.

"There is no doubt in my mind that the Government’s efforts to broaden the processes of negotiation with workers and to liberalise our labour legislation will lead to a more stable and productive labour force in the longer term," he said.

"The process of achieving this state of affairs, however, is certainly going to be painful and, in some cases, traumatic for employers."

"Management in the future would have to devote very much more time to the problems of industrial relations than it had done in the past."

In this regard, it had to recognise the implications of the rulings of the industrial court.

Recent court proceedings had clearly revealed that, in many instances, employer reaction under pressure from organised employees was hasty and ill-conceived.

The tendency for the means of production within our economy to be progressively absorbed into fewer and fewer major companies through the payment of large sums of money to the previous owners, entrepreneurs and shareholders had not led to any increase in the means of production, Mr Bramwell said.

"Nor had it led to the creation of a greater number of job opportunities or increased efficiency within the country’s economy as a whole."

As far as the construction industry was concerned, it had also led to the undesirable practice of in-house trading in an industry which had always prized itself on the fact that it represented the very essence of the free enterprise system.

"Today, many of the major construction companies are owned by mining and financial groups which tend to give special preferences to their own companies," he said.

As the economy expanded and as larger numbers of people became economically active, pension funds, insurance companies and other financial institutions generated money at an increasing rate and were constantly seeking new investment opportunities.

"Without opportunities for South African institutions to invest these pension funds outside of the Republic this has become a contributory factor in the tendency towards the concentration of economic power in fewer and fewer hands."

The good news was that funds were channelled into the acquisition of existing buildings and the construction of new projects, Mr Bramwell said.
Company-level pay talks 'tempt chaos' 

By LOUIS BECKERLING 
Business Editor 

LABOUR relations expert Mr David van Coler today warned of "chaos" which might follow a swing to regulating industrial affairs by way of company-based recognition agreements.

Addressing the 78th annual conference of the Building Industries Federation at the Hotel Elizabeth, Mr Van Coler added that the resultant variations in employment conditions throughout industry would be considerable.

"As would be the chances of escalating inter-group conflict."

In his address Mr Van Coler, graduate of Oxford University, director of the Institute of Industrial Relations, and personnel consultant (industrial relations) to Anglo American, evaluated the respective merits of industry-wide bargaining and company level bargaining against a South African background which "combined to create an industrial relations arena with probably the greatest potential for instability anywhere in the Western world."

Assessing the relative merits of the two, Mr Van Coler said industrial councils arose out of joint voluntary action by employers and employees "and at the outset there is an acceptance of equality and a sense of permanance in the relationship."

Recognition agreements negotiated at company level, by contrast, frequently "come into existence following major pressure and thus from the outset the question of power is a factor."

Whereas the statutory sanction granted industrial council agreements allowed for great moral pressure and ultimately criminal action in the event of a breach of agreement, in recognition agreements sanction lay directly with employees and their union "which must either use the strike weapon or take legal actions by resorting to the industrial court."

"As before, this is a direct conflict between employer and the employees in that company in which high levels of power are likely to be brought into play at an early stage."

Mr Van Coler underlined the potential for variations in working conditions by referring to the metal industry where, within the industrial council were represented:

- One union representing Asians and coloureds
- Three unions representing blacks
- Five unions representing whites
- Four unions representing Asians, blacks and coloureds

- One union representing Asians and coloureds
- A further six unions outside the council
- 3,500 companies, organised into 45 associations

"In such circumstances, the potential for chaos is considerable if the system is to function on recognition agreements," said Mr Van Coler.

Dealing with criticisms directed at the council system, Mr Van Coler conceded that it was predictable that black workers should have reservations. This problem was, however, diminishing as a result of first-hand experience.

Allegations that in some councils the parties have used the closed-shop principle and refused to grant stop-order facilities to non-party unions in order to prevent them from spreading were more serious.

"If this is, in fact the case, it would appear extremely unwise. A sound collective bargaining system can only be established on the principles of freedom of association and voluntarism in collective bargaining."

...
Concern over lack of representation on Media Council

**NCG Pleads for Restoration of Christian Ethics** in Labour

The report contains an article discussing the lack of representation on the Media Council and the need for restoration of Christian ethics in the Labour movement. The article highlights concerns about the current state of affairs and calls for a resolution to address these issues.
Making labour relations work

In a recent address to the Midland Chamber of Industries, Manpower Director General Piet van der Merwe focused attention on some important labour issues. The following is an extract from his speech.

It is important to touch on some of the popular misconceptions about SA’s industrial relations legislation.

Trade unions are not established or created by legislation, as is often popularly asserted. They result from the needs and desires of workers to voluntarily organize themselves to deal collectively with attaining the best working conditions. They thus strive to remove causes of friction and conflict and promote the largest possible output so as to provide a rising standard of living and continuously improving conditions of employment.

Labour legislation aimed at providing a statutory framework which sets the parameters for the orderly functioning of a trade union for the protection of the interests of its members as well as the public at large. It also provides for a trade union to voluntarily acquire statutory legal persons and enjoy the protection which this offers. It is therefore clear that the intention of the legislation is to place the trade union movement on a sound footing, creating certainty as to its rights and obligations.

In some quarters it is contended that labour legislation is responsible for some strikes and work stoppages. This, of course, not so in that legislation only lays down the procedures to be followed in the event of a dispute. Strikes and stoppages seldom arise from a dispute about the governing legislation.

There has also been the cry by some elements that labour legislation interferes with the freedom and rights of workers. This is not so if one considers that the collective bargaining system is a voluntary one and that the State does not prescribe the nature of the employer/employee relationship relating to the specific conditions of employment, nor the manner in which the parties should relate to one another.

Good industrial relations do not proceed from the law alone. Although both management and unions have a joint responsibility to foster good labour relations, the primary responsibility for the creation and maintenance of sound labour relations lies with management. There can be no justification whatsoever for it neglecting this responsibility.

Managements that do not give priority attention to industrial relations, who ignore the building up of conflict situations, and who fail to take timeous steps to avoid confrontation, cannot expect legislation to do their job for them or to protect them against genuine grievances of their workers.

Conflicts of interests between workers and employers are a normal feature of a market economy and need not necessarily result in strikes and lockouts. What is, however, essential is that unnecessary strikes which result from bad and outdated management practices should be eliminated.

Here are some of the criticisms which are often levelled at managements:

- A lack of real interest in industrial relations matters on the part of management, which tends to treat this as a fringe duty;
- Too much reliance on the Department of Manpower, the police, employer organizations or other outside bodies for advice and assistance rather than creating the necessary reforms from within.
- Poor communication from board level to first-line management and downwards. In many instances poor communication also results from the inability of management to communicate with workers in their own language or failure to use a competent interpreter.
- Lack of training of first-line management, middle management and supervisors in industrial relations.
- Lack of skilled negotiators. Negotiators do not only lack the necessary skills, but very often they do not have a clear mandate from management, nor do they enjoy the trust and confidence of the workers, and
- Failure to utilize the reservoir of goodwill, loyalty and responsibility present in the workforce.

We must recognize the demands that people be granted greater participation in and greater influence over the events and decisions which will affect their lives. Trade unions are a part of the means of regulating conflict in society, rather than the cause of that conflict.

It is essential that a basis of mutual trust be built up if the free market system is to function properly. To make it work the persons in it must have some commitment to it. This is where employers have an important role to play because mutual respect and trust arise from the day-to-day contacts between people in their businesses, which they are best able to promote.

Trade unions naturally also have an important responsibility for the promotion of good industrial relations and they could do so by giving attention to the following:

- Responsible behaviour on the part of members and leaders,
- Workers should involve themselves in a responsible manner in their trade union affairs. This implies that the worker exercises his freedom and uses his rights in such a way that the freedom and rights of other workers, employers and the general public are not impaired by his actions,
- An employee is entitled to full participation in the general decision-making concerning his conditions of service. It is the responsibility of the trade union to provide feedback to membership level and to ensure full membership participation in and endorsement of decisions so as to retain support and self-discipline, and
- It is essential that trade unions keep their members informed so that demands remain within the confines of what is possible.

Financial Mail November 4 1982
**Industrial unrest predicted**

By Malcolm Fothergill

South Africa can expect a period of industrial unrest as unions challenge management power, Mr Naas Steenkamp, Gencor's chief executive (manpower), told the "Investment in 1984" conference in Johannesburg yesterday.

"In this country there is not as yet by any stretch of the imagination a common perception shared by labour and management of the boundary line between management prerogative and participation."

"My guess is that in the next decade conflict over defining this boundary will disrupt labour peace far more than disputes arising from collective bargaining."

"This disruption will exceed reasonable bounds because management will not address the source of these disputes in time, but will out of long habit rather react to them as they arise."

Mr Steenkamp said that as a result of workers' perceptions of past deprivation, and also of exciting rhetoric, heavy demands were being made on union leaders to "produce the goods."

"Since there are severe constraints on producing spectacular results in the area of wages, union leadership is exploiting the area of arbitrary management decision-making."

The introduction of the Industrial Court had created a "whole new sphere of employee rights that are making inroads into management prerogatives," Mr Steenkamp said.

"Unions have also bargained for and achieved concessions which reduce management prerogatives in ways that sometimes make sense and sometimes do not."

"Thus a union has extracted from the country's largest news agency a commitment that it will negotiate all retrenchments well in advance."

Several similar deals have been struck in other industries...

"All three forces probing into the area of management prerogatives — namely legislation, court judgments and union activism — are alive and well, and if anything can be expected to impact ever more strongly on management authority."

"I think, however, that these pressures will not in the first place be articulated, but that they will be manifested in seemingly mindless industrial action."

"They will disrupt peace and cause losses in production."

"From this will result a realization that management will have to go forth and do battle in order to draw the boundary between management prerogatives and collective bargaining."

...
LABOUR RELATIONS

Drawing the line

Conflict over delineating the boundary line between management prerogative and workercclusion in decision-making may disrupt labour peace far more than disputes arising from collective bargaining in the decade ahead.

This view was expressed at the FM Investment Conference last week by Gencor manpower chief executive, Naas Steenkamp, when he provided a thought-provoking analysis of the transformation of labour-management relations in SA.

Steenkamp said that in labour-management relations, SA is in transition from an essentially paternalistic system to a participative one. He outlined two distinct phases in the evolution of these relations.

In phase one, he said, the black labour movement has become structured, legitimised and institutionalised.

Steenkamp said black reaction in 1980 to the draft pensions preservation legislation laid down the theme of phase two — the pursuit of black participation in management and government decisions affecting black interests.

"The objective will be participation not only in the conventional 'proper' area of wages and conditions of employment, but in a large area of what is currently regarded as management prerogative. Phase two will manifest itself forcefully over the next decade, or for so long as it takes to establish a new common perception of the legitimate functions of labour and management."

Steenkamp pointed out that in recent years much has been said about workers' rights — but comparatively little about management's rights. He focused attention on the pursuit of management prerogative — the "residual theory" of management rights. In essence, this is that all rights reside in management except those that are limited by a labour agreement or conditioned by past practice.

Thus, what used to be an item of unilateral management decision becomes one of worker participation in decision-making if management decides to write such a concession into the agreement. On the other hand, decision-making on any issue not specifically labelled as a "bargaining issue" remains the sole prerogative of management, open to no contention or dispute.

Steenkamp pointed out that in a number of industrialised countries there are important forces arrayed against this view.

Firstly, the "trusteeship" notion, which does not discern a clear and unchanging line separating management rights from negotiable issues.

Management is co-operative, willing to discuss and ultimately negotiate any demand that a union might raise. It earnestly tries to balance the rights of all concerned with the goal of arriving at a solution that would be mutually satisfactory.

This notion, he said, has a surprising degree of currency in several countries and has made lasting inroads into the residual philosophy.

Secondly, the legislature and the courts have eroded the residual philosophy. In the US, for example, the National Labor Relations Board and the Supreme Court have held in several cases that the right of contracting out production is an issue on which negotiations with the unions is mandatory.

Thirdly, there are sustained union and social pressures for the transfer of even more significant items of management prerogative to the arena of collective bargaining.

Steenkamp said that, until very recently, such issues applied mainly to European countries where "industrial democracy," "participation" and "co-determination" are well-established, even conventional concepts.

"But my thesis is that management prerogative in SA is now being challenged and will increasingly be challenged not only by the black labour movement, but also by the courts, the legislature and perhaps also by an emergent conventional wisdom," he said.

"In this country, there is not as yet by any stretch of imagination a common perception shared by labour and management of the boundary line between management prerogative and participation."

"My guess is that in the next decade, conflict over delineating this boundary will disrupt labour peace far more than disputes arising from collective bargaining."

This disruption will exceed reasonable bounds because management will not address the source of these disputes in time, but will, out of long habit, rather react to them as they arise.

He predicted that pressures for participation will not necessarily be clearly articulated, but will be manifested in seemingly mindless industrial action.

"They will disrupt peace and cause losses in production. From this will result a belated realisation that management will have to go forth and do battle in order to draw the boundary between management prerogatives and collective bargaining, to achieve acceptance of this distinction, to concede the degree of participation necessary to achieve such acceptance, and to live by the rules."

Steenkamp warned that management prerogatives which have been surrendered are never regained. The worst time to surrender elements of managerial prerogative is when the pressure is on. Looking at the gains unions have made in SA lately, these were achieved generally when industrial action was either being threatened or already embarked on. The concession in such a case is made in return for peace, not in return for a concession by the other party, which helps to draw the line of authority more clearly.

Steenkamp said employers have to take the initiative to help frame a common view, consistent with the principles of free enterprise, broadly subscribed to by labour, management and the State, on the legitimate scope of worker participation in decisions affecting their interests.

There is undoubtedly a need for greater worker participation, he said. But he emphasised that the overriding objective must be to safeguard the effectiveness of the business enterprise.

Steenkamp concluded with the warning that management prerogatives will in the long run be sustainable only if they are seen to be exercised justly, consistently and in keeping with management's primary responsibility to attend to the well-being of its employees.

"If management uses its managerial authority as a screen for injustice and exploitation, it will in the fullness of time, lose the right to manage."

Gencor's Steenkamp ... employers must take initiative
Labour law not a shield for lax managers

The primary responsibility for good labour relations rested with management, the Director General of Manpower, Dr P J van der Merwe, said yesterday.

He told the annual meeting of Alberton Industries' Association that managements which failed to give top priority to labour relations, ignored the build-up of conflict conditions and neglected to take steps to avoid confrontation, could not expect legislation to do the job for them nor protect them against reasonable grievances of workers.

Dr Van der Merwe said everyone, including the media, should be alert to generalisations, overreaction and ways of reporting which tended to inflame disputes.

Trade unions, workers and employers had little to fear and much to gain from the orderly industrial relations created by the Labour Relations Act.

The Act had not placed trade unions in a weaker position and had not adversely affected their freedom.

Trade unions and workers had been the main beneficiaries of amendments to the Act.

Dr Van der Merwe said total membership of trade unions increased from 727,000 in 1979 to 1,286-million in 1982.

The number of black workers who joined registered unions increased from nil to 395,000.

At the end of 1982 there were 78 registered mixed unions, with 576,000 members, compared to the 1979 membership of 203,000.

The wages of about 1,2-million workers were regulated by 84 industrial agreements at the end of 1982. No differentiation on the basis of race, colour or sex was permitted.

During 1982 60 applications for the establishment of conciliation boards were recommended. Only 14 were refused.

Industrial court matters increased from 38 in 1981 to 49 in 1982.
Industrial leaders identify labour relations problems

By Carolyn Dempster,
Labour Reporter

One of the single biggest problems facing employers and trade unions is the vague concept of what constitutes an unfair labour practice, a summit meeting of representatives from the Department of Manpower and the country's 104 industrial councils decided yesterday.

It was agreed there was an urgent need for a clear definition of an unfair labour practice. Most disputes in this connection have, until recently, been decided by the Industrial Court on the merits of each case.

At a Press conference after the meeting, Dr Piet van der Merwe, Director-General of the Department of Manpower, said amending legislation to this effect would not be introduced before 1985.

The National Manpower Commission had yet to complete a comprehensive report on the question of unfair labour practice and, once this was done, comment would be invited before any action was taken to introduce legislation.

Dr van der Merwe said it was apparent that a much greater degree of professionalism was needed in the field of labour relations.

Industrial councils could play an important role in educating and training in this regard, but employers and unions could not renge on their responsibilities, as in the arena of conflict management.

Critics of the industrial council system, whose arguments had not yet been fully heard, would also have a chance to comment on any proposed legislation before it was passed, Dr van der Merwe said.

"Before we make any major adjustments, we will consult all the unions involved," he added.

Support for the industrial council system, with all its blemishes, was virtually unanimous at the conference.

Veteran trade union leader Dr Anna Scheepers told a Press conference that unionists and employer representatives alike felt there was no better system at present for maintaining sound labour relations.
Holes in the labour net

Johan Piron

Johan Piron is a professor of industrial relations at the UNISA School of Business Leadership

A number of decisions which have emanated from the Industrial Court in recent months have given rise to a growing disquiet, especially among employers and managers. Criticism against these decisions has been sharp and varied, and its true nature is often difficult to ascertain.

If the true nature of the criticism is that the decisions given are unfavourable to employers, then such criticism cannot be taken seriously. Dissatisfaction with a particular decision or decisions of the Industrial Court should, however, not be confused with criticism of the legal provisions which govern the court, and which are the framework within which the court exercises its jurisdiction. It is suggested that these legal provisions leave a great deal to be desired. This does not mean that the individual decisions of the court should not be subjected to close scrutiny. However, the proper forums for such scrutiny are the many learned publications which serve the legal profession.

Determinations

The departure for the assessment of Industrial Court activities is section 17(11) of the Labour Relations Act, which sets out the functions of the court. The relevant sub-section lists nine Industrial Court functions, but in practice, only two of these are of major importance. Firstly, the court must consider and give decisions on any application for a status quo order, and, secondly it must make determinations concerning alleged unfair labour practices. Both these functions intimately concern the unfair labour practice. It seems that most unfair labour practice cases which have come before the court have involved either the duty to have dealings with a representative trade union, or some form of alleged unfair dismissal.

If the duty to have dealings with a representative union and alleged unfair dismissal are considered in the context of the definition of the unfair labour practice, it appears that little comfort is to be derived from the definition. The legislature has cast the net wide, so wide in fact, that even the fishermen do not seem to know the exact location of the fishing ground, or what it is that they are supposed to catch. The Court is faced with the task of determining the size of the holes in the net.

It is clear that the court is faced with an unenviable task. Furthermore, it cannot abdicate its jurisdiction. When faced with an alleged unfair labour practice, it must give an answer.

Much of the criticism which is leveled against the court, then, finds its origin in the definition of the unfair labour practice.

It is still not clear whether an unfair labour practice involves a dispute of right or dispute of interest. In other words, whether an alleged unfair labour practice involves something I claim to be entitled to and which is denied to me, or something which I would like to be entitled to but am not entitled to yet.

Since the definition of the unfair labour practice is contained in the Labour Relations Act, one could legitimately conclude that an alleged unfair labour practice concerns a dispute of right. However, if the procedures for processing the unfair labour practice dispute are considered, it is found that these procedures primarily involve negotiations which, if pursued to an unsuccessful conclusion, ultimately lead the disputing parties to the Industrial Court, where a “determination” is made. Such a procedure seems to indicate that the unfair labour practice is concerned with a dispute of interests.

The unfair labour practice should not give rise to both a dispute of right and a dispute of interest. It would appear that the chaos which is caused by the lack of clarity concerning the nature of the unfair labour practice can be remedied only by the legislature, and this should be done speedily. The definition of the unfair labour practice should be made specific, as is the case in the US.

Obligations

If this were to be done, a dispute concerning an alleged unfair labour practice would be characterized as a dispute of right, and employers would know the scope of their obligations before they embark on management decisions of dubious validity. The current chaotic conditions, as far as the unfair labour practice situation is concerned, is largely brought about by the fact that employers do not know what their obligations are, and are threatened with an alleged unfair labour practice with monotonous regularity in respect of both bona fide and malafide managerial decisions.

It has often been said that the definition of unfair labour practice was made wide deliberately, so that a body of inequitable practices could be built up by the exclusion of inequitable practices in an evolutionary way over a period of time. This argument is both naive and costly to implement. Equity is tied to time and location, and it is unreasonable to expect employers and trade unions to guess the state of labour equity in SA in 1984, when the legislature is in a position to legislate the position, and thereby to create legal certainty.

More specifically, if the legislature wishes employers to have dealings with representative trade unions, and wishes to create a law of unfair dismissal, it should legislate these matters and not pass its obligations on to a judicial, quasi-judicial, and administrative body such as the Industrial Court.

Financial Mail November 25 1983
Employers want curb on labour's use of Act

By Deon Delport

Employers and established trade unions encouraged the Government this week to curtail one of the most effective weapons emerging unions have used against employers during disputes.

The result of this week's historic meeting between the Government, employer organisations and trade unions, to look at the role of industrial councils, will probably be a curbing of the powers of the Industrial court in interpreting the concept of an "unfair labour practice."

The concept has been used, especially by the emerging unions, as a way of winning bargaining rights against employers, observers pointed out.

Dr Piet van der Merwe, Director-General of the Department of Manpower, summarising the day's meeting at a press conference, referred to the "concept of an unfair labour practice" as the most important problem area identified.

He said problems resulted from the very wide definition of an unfair labour practice in the Act.

"It created problems for Industrial Councils and there was the feeling in some quarters that it makes the whole Industrial Council responsibility in the field of mediation and settling disputes irrelevant."

He said there was also general concern that the wide definition "can lead to an abuse of that definition" All the parties would have to rethink their concept of an unfair labour practice, he said.

Trade unions have more frequently this year turned to the Industrial Court to interpret the unfair labour practice provision.

In some employer circles, fear has been expressed about the court's findings and it has been argued that the definition is too wide.

No change to the definition could be introduced before the 1983 Session of Parliament, Dr van der Merwe said.

Also at the conference, Dr Anna Scheepers, a past president of the Trade Union Council of South Africa, a federation of mainly established unions, many of whom are competing for members with the emergent unions, said trade unionists present had agreed that the concept needed revising.
Employers get tough with trade unions

Business Day

By Steven Friedman

Labour Week

EMPLOYER STUDIES TO

media campaign that was launched

wrote to the Transport and General

Workers Union demanding to be

After a long-term dispute, which had

The situation is now ripe for a

...
BLACK TAXATION

Please explain

Implications of government's plans to extend the Income Tax Act to blacks next year are being closely examined by many employers and some trade unions.

The move will result in blacks being taxed on the same basis as whites. The financial implications of this will probably not be significant for many black employees. Some black working wives may find themselves paying substantially more in PAYE - a factor which is causing concern in industries where many women are em-

ployed. But at the same time some black households may pay less income tax than they have in the past.

However, some employers fear that unless the new system is effectively explained to black employees, there could be labour unrest on a scale of the 1981-82 strikes against government plans to preserve pensions.

Indeed, the decision to create a unitary income tax system could raise a number of thorny political issues. For example, some industrial relations practitioners say it is possible that black unions and political organisations could mobilise protests around the whole question of taxation without political representation. Similarly, there could be protests against the introduction of equal taxation without equal benefits (for example education and state pensions) being provided to all population groups.

Opposition

There are also some employers who fear that the introduction of the new system will create a heightened awareness of tax matters among black workers. This, they speculate, may prompt opposition to income tax gathered from urban blacks being used to finance defence or homeland administrations.

An immediate employer concern is to ensure that the implications of the new system are effectively communicated to black employees. Ron Marston, general manager (manpower) of the Manpower and Management Foundation, says employers and government face a "massive communication job."

The Trade Union Council of SA (Tucsa) has been examining the new system and believes that government needs to do more to inform employers and unions about it. Tucsa general secretary Arthur Grobbelaar emphasises that there will be much ill-feeling "unless somebody gets through to the black taxpayer and explains what the whole system is all about."
In the short four-and-a-half years since the formal commencement of SA's black labour revolution, the industrial relations community has had to deal in short order with issues which no other countries have been privileged to evolve through over many decades.

Much as the late advent of television saw the country leap from a standing start into an age of sophisticated full-colour technology, so too has contemporary labour relations been a function of delayed impact. This initially tended to make each management-union encounter a battleground on which each felt charged with defending the last citadel of their respective philosophies.

Decades of black frustration with the system were suddenly released to clash head-on with a popular management determination not to go the way of the rest of the world when it came to unions - and especially not unions that cared little for their workers, but were part of a dark political conspiracy. There are, however, signs that the tempo at which management and labour pioneering has thus far been conducted is slowing with their unsynchronised arrival upon more permanent fields of battle.

The joining of battle on this more serious terrain carries risks and rewards for both parties more tangible than the mutinies of recognition agreements, union registration, plant vs industry bargaining and all the other more ephemeral debates hitherto occupying their attention. A certain perspective on these issues has now been reached as their importance has faded.

Most company-union contact is currently less concerned with the legitimacy of the union than with the realisation that the combatants are involved in a long-term struggle over the allocation of wealth in the workplace. Thus, the name of the game since mid-year has been wage bargaining. Those companies who signed recognition agreements in the 1980-82 period have only in the past nine to 12 months been faced with the real economic pressures which come with betrothal to a union.

Most of their previous settlements were welcome terminations of periods of crises and trauma in which it often seemed there were no rules to the game and that each confrontation was going to be the final decider. A measure of more enlightened determination now prevails strategising. Encounters this year have so far been characterised by a high degree of brinkmanship as the parties stiffen their resolve in a welter of dichotomous explanations of, and remedies for, the universal economic pain. Determined not to repeat past mistakes, they are often ignoring the new ones.

For management's part, there is obviously a diversity of abilities to withstand the recession. But it is important to note that SA has yet to see a major company report to its shareholders that performance is being hurt by union wage settlements. This is a regular feature of such reporting in overseas countries and could serve as a signal to labour that it still does not have a good fix on the pain threshold of most employers. For management, it should serve as a warning of tougher times to come when the upswing occurs.

For the union's part - and here one must refer to "mainstream" black unions - their greatest handicap/misson must lie in acceptance that their membership is generally not versed in the more of SA's business administration and economics. This might suggest that slogans and pamphleteering will no longer be sufficiently sophisticated instruments to sustain control. Having awakened a thirst for economic "power sharing," they are now faced with the problem of slogging that thirst with the limited resources imposed on them by market realities.

Also, a sense of self-interest has been mobilised among the national workforce which, fuelled by regular injections of victory on the shopfloor or in the Industrial Court, has developed a heady beligerence all of its own. "Union control" is more questionable than ever. In addition, the skilled manpower shortage has no favours. It weakens a union's ability to cope with and sustain growth as much as it does management's.

This has been most evidenced by the welter of official wage disputes declared in the last few months. It seems there is often an impatience on the part of union officials when management settles down for the second round determined not to act hastily, only to be astounded as disputes are declared before it is into its new negotiating stride. After all, it is a once-a-year exercise for the slow team, while the union is privileged (or cursed) with wage negotiation as a way of life.

Despite the wider margin for error in a growth industry like black unionism, labour objectives must be ill-served by tactics which are a function of heavy workloads and impatience. Indeed, despite their inevitable justifications, unions would do well to note that idealism tempered with impatience may currently be the single greatest cause of accidental bloodletting.

Contemporary combatants in the labour relations field are therefore probably closing 1983 with a greater acceptance that their future will be more a function of reciprocal pragmatism than high-decibel posturing. The optimists might say that negotiating nirvana will be reached when both parties realise that the other is sharing that acceptance of pragmatism. The realists are sceptical, the pessimists are digging trenches.
Economy key to future of South Africa

A professor of Industrial Relations at Stellenbosch University, Professor S M Swart, spoke optimistically about future development in this country when he addressed a symposium in West Germany this week. Carolyn Dempster reports.

Far from being a seething cauldron of conflicting ideologies and racial tension, South Africa is regarded by many foreign risk analysts as having a remarkably stable economy.

In Prof Swart's view, South Africa will continue to have one of the world's healthiest economies and economic imperatives will be the main determinants of the country's political future.

He bases his prognosis on the country's vast natural mineral wealth, a sound industrial relations system and a willingness by management, state and the unions to confront problems instead of evading them.

The five years following the Wibbahn and Rueckert Commissions into labour legislation and utilisation had witnessed more progress in this arena than at any other time in the nation's economic history.

While industrial conflict might seem inevitable in the decades ahead, this could operate as a positive feature - a safety valve for the articulation of social grievances.

The professor attaches little importance to the possible development of a worker proletariat in a Marxian sense.

Indigenous political movements are so diverse and numerous, he argues, that they tend to provide counter checks and balances. The establishment of a unified trade union movement which would be able to accommodate this "Joseph's coat of political ideology" was also highly improbable at this stage.

It has also been argued that, because of the absence of political machinery for black South Africans, the trade union movement would be used as a mechanism for the achievement of broader political objectives.

However, the multiplicity of black movements vying for a political constituency, and the many political affiliations within the trade union movement mitigate against this.

"Although black political spokesmen have unequivocally articulated their rejection of the constitutional proposals, I understand that the Government has been holding discussions with numerous black political leaders on the subject of political accommodation.

"This remains a central and no doubt the ultimate question in South African politics," he said.

Education also plays a central role in Professor Swart's forecast. He points to the De Lange Commission as a sincere attempt to grapple with the crisis in formal education and the enormous problem of the shortage of skilled manpower to meet the country's needs.

As a result of the Manpower Training Act of 1981, 250 000 workers received training in 1981 as opposed to 100 000 in 1980.

However, it was necessary to remember that while on-the-job training could enhance productivity, economic development and growth, the basic level of education achieved would always set limits on the degree to which these objectives could be achieved.

In 1981 the National Manpower Commission determined that two thirds of the total labour force had no formal education and only 1,3 percent of the nearly 11 million workers were in possession of a university degree.
Industrial relations
‘played out’ in full

Own Correspondent

CAPE TOWN — Not many businessmen would pay hundreds of rand to eat samp and beans and break hotel windows. But when they are playing the part of 4,000 angry motor assembly workers fighting for higher wages, it gives them a fleeting taste of what life is like on the other side of the fence.

THE SCENE

The scene is Uitenhage, June 15 1989. Volkswagen workers have been negotiating for the past few weeks for an increase from a minimum of R1.15 an hour to R2 an hour. Workers have not yet had a chance to discuss management’s latest offer of R1.55 an hour and had planned to do so in the township yesterday. But early yesterday Security Police banned the meeting.

The workers are outraged. The scene in the sprawling township where they live is tense as calls for a June 16 stay-away intensify.

Demanding to speak directly to management, about 4,000 workers walk out of the factory and congregate on the lawn outside. At one stage windows are broken by the jostling crowd.

And it is usually at that stage of the game that people who work in the same company — people who are all businessmen and women — begin snapping at each other, banging dustbin lids and breaking windows.

The game is drawn up and researched by Mr Norman Faul of UCT’s Graduate School of Business, is based on an accurate and detailed case study of the Volkswagen strike of 1989.

GAVE INFORMATION

Both VW and the National Automobile and Allied Workers’ Union gave detailed information willingly.

It is an industrial relations training course for management with a difference.

It involves a three-day simulation exercise in which participants take the part of real characters on either the union or management side.

After a brief scene-setter by Mr Faul, participants are divided into a union and a management team and get to know each other with their new personalities.

“The dramatic events of three weeks are played out in three days. The ‘workers’ demand R2 an hour, ‘management’ shows no signs of giving in. In real life, a settlement was reached on July 8, a day after the workers had returned to work.”

In the game, as in real life, outside actors enter the picture at the start of the three-week strike. The Press telephones both sides for comment, the police want to know what is going on, the VW head office in Germany expresses concern and a top official from the International Metal Workers’ Federation flies to Port Elizabeth.

Industrial council negotiations are acrid. “It’s all right for you,” says union official “Johnny Mike” to the management team “You go back to your smart houses with tennis courts and swimming pools, you drive big cars. We have nothing to go back to.”

And the “workers” should know. They have just come from a meal of samp and beans Not too far away sat “management”, drinking good wine with their three-course meal.

Before the final round of “negotiations”, the union and management teams swap roles.

The new union is seriously divided and confused, some workers accuse the officials of “selling out”. They walk out and besiege the industrial council office with a barrage of ice-cubes.

PURPOSE OF GAME

“The purpose of the game is not to replicate reality. But people learn from, being in a particular role, and operating under extremely tense conditions,” said Mr Faul this week.

He believes “gaming” is one of the best ways to learn “One does not reach the same peak of knowledge as with conventional instruction, but the training period is much longer because of the emotional experiences.”

In April Mr Faul presented his case study, on which the game is based, to the International Management Institute in Geneva.
Worker power grew in '83
Unions break new ground

Mr Cyril Ramaphosa head of the National Union of Mineworkers mainly on wages and grievances

By Carolyn Dempster, Labour Reporter

Against a backdrop of recession and massive retrenchments, the mining industry moved to centre stage in labour relations in 1983 with the spotlight on the fast-growing black unions.

The Chamber of Mines opened the door to black unionisation and black miners were handed the key to collective bargaining.

Of the three black unions granted access to organise on the mines in 1982, the National Union of Mineworkers has emerged as the most formidable force.

NUM, recruiting members at the rate of 5,000 a month, is poised to become the largest union here with 60,000 signed-up members. It is already the biggest union in the mining industry.

The emergence of the black unions continues to pose problems for the white mining dominance, the desire for an Industrial Council in the mining industry was manifested in the formation of a Confederation of Associations and Mining Unions, but the chamber has indicated its reluctance to bargain in any forum which does not include black union representatives.

CHAGRIN

Later on in the year, Arrie Paulus' Mineworkers Union changed gear, adopted an overtly political stance and began organizing workers in other areas to consolidate its base — much to the chagrin of the Amalgamated Engineering Union which all but accused the MU of poaching.

The white Mine Surface Officials Association, which has denied black miners access to its ranks for virtually its entire existence, now looks to be thwarted by NUM's decision to establish a black mine surface officials union.

However, with a potential 380,000 miners still to be organised and with migrant workforce problems, the seeds of black unionism, now planted, have yet to take root.

The year started with the shadow of a deepening recession, and retrenchments continued apace — by September the figure had topped 15,000.

That did not seem to affect the rapid growth rate among unions and while strike activity dropped off in the first six months, workers showed they were willing to go out in strike in support of colleagues they thought were mistreated or unfairly dismissed by management. Strikes towards the latter half of the year included

first two set up several warning beacons for employers. Employers should have reasonable grounds for dismissal, must have investigated any alleged misconduct thoroughly before dismissing a worker, must have investigated any all chance to present his case, must not use words that are derogatory, must bargain in good faith with unions.

The Star/Mwasa finding, in favour of management, virtually gave the go-ahead to employers to fire striking workers on masse if all necessary procedures have been followed.

At a summit meeting of the country's 104 industrial councils, it was agreed that the widening definition of what constitutes an unfair labour practice was the biggest problem facing unions and employers, but amending legislation is not likely to be introduced before 1985, Manpower Director-General Dr Piet van der Merwe said.

The struggle for recognition and rights was not won solely by the shop floor and in the industrial court in 1983.

The historic Appeal Court judgement in June, whereby migrant worker Mr Mubalo Tiong Bikoito won the right to permanent urban residence, opened the way for permanent urban residence rights for at least a third of the country's 80,000 contract workers.

New labour legislation was scant in comparison to previous years but worth a mention is the new Machinery and Occupational Safety Act, covering all workers and due to be implemented in April/May 1984.

The Human Sciences Research report on training, and focus by the Department of Manpower on the need for skills training and greater expertise in the labour relations field also pinpointed government concern.

Politics entered the labour arena with the formation of the United Democratic Front in August and National Forum in April.

In probably the most politically significant development within the worker movement this year, while individual trade unionists and a sample of trade unions indicated their support for one or other organisation, there was no direct affiliation.

Instead, the feeling among Fosatu, and to a lesser extent the Council of Unions of South Africa (Cusa) has been that there is little motivation at present for the worker movement to bow to the lead taken by such opposition groups.

However that did not prevent the unions from giving their support to the UDF over popular and community issues, and standing with it on the same protest platforms.

The road to union unity hit more rocky ground after a steering committee was formed to discuss proposals for a new federation of independent trade unions in April. But whatever the problems encountered by the unions party to the talks, they were tackled behind closed doors and attempts to reconcile inter-union differences are continuing.

State interference in labour matters continued to follow the repression trend established in recent years, with the Ciska government emerging as the arch villain.

CONTENT

Not content with the repeated detention and harassment of South African Allied Workers' Union and General and Allied Workers Union officials at the start of the year, Ciska banned SAAUWU outright in September.

Finally, South Africa's oldest and largest union federation, the Trade Union Council of South Africa, Tusa, moved away from the centre stage during 1983 to take up a position in the wings of labour relations.

PAISIE

The council's annual conference in Port Elizabeth highlighted a reluctance by affiliate unions to re-appraise Tusa's relevance in the face of the changing labour scenario, and an unwillingness to make concessions to the emergent unions.

This was primarily the reason for the withdrawal of the largest union in the country, the SA Boilermakers Society, from Tusa in November.
LABOUR RELATIONS

A sound system

Many seasoned observers of SA tend to believe that the country will continue to have one of the world's healthier economies for the foreseeable future.

Stellenbosch University labour academic Professor Blackie Swart expressed such a wide-ranging optimistic view when he spoke recently at a forum on SA's economy and the country's relations with West Germany.

He listed the more obvious factors for such optimism: SA's huge natural wealth, government's conservative market-orientated monetary and fiscal policies, the relatively high (by African standards) per capita income of SA blacks, and the fact that indigenous political movements are so numerous and diverse that they tend to provide natural checks and balances to the development of "proletarianism" of the workforce in a Marxist sense of the word.

But Swart, who is chairman of the National Manpower Commission's industrial relations sub-committee, also focused particular attention on SA's fledgling industrial relations system as a factor likely to promote stability and growth. He said this system is basically sound in both design and function.

"It provides a meaningful forum for whites and blacks to come to a mutual compromise concerning their most fundamental aspirations. In this respect, the legislative structure is both comparable to and equal to those in Western societies, and it is additionally presided over by men of extremely high calibre."

Swart said there is also evidence of a "meaningful goal-directed adaptability on the part of management, unions and the State as far as the resolution of problems is concerned "issues are being confronted, not ignored."
SUMMARY

REVIEW

Although more strike-free than 1982, 1983 proved to be perhaps the most difficult year in labour relations so far, mainly because a more 'sophisticated' union movement and a more aware workforce used every means at their disposal to safeguard positions and to maintain presence, position and power, this despite of, or maybe owing to, their weakened bargaining base during recessionary conditions.

Recognition agreements which were more formal, comprehensive and relevant than before and many of which contained detailed dispute-settling procedures, continued to mount up. The consequent clash between the interests of the 'formal' and 'informal' systems further complicated the job of employers. Industrial Councils increasingly found their representivity and powers of extension questioned. In short, it became evident that a sincere reassessment of traditional bargaining structures and serious consideration as to future alternatives had become essential.

Many unions soon realised that a too great emphasis on the problem of wages might result in repeated defeats. Thus, even though discontent regarding wages increased after mid-year and numerous random strikes using or centring in such discontent did occur, the question of wages did move into the background during 1983 in comparison to 1982, that is, if labour action, which would include 'unfair labour practice' disputes, is seen as a whole. 1983 saw increasing attention paid to:

- retrenchments
- dismissals
- treatment of workers, particularly by supervisors and managers
- safe working conditions
- overtime
- worker control of pension funds
- maternity rights of females
- dismissal of strikers and selective re-employment.
Unions also proved to be no more 'political' than before - and this despite strong 'anti-constitution' statements and even sticker campaigns.

Developments during the year revealed the following trends in the trade union movement.

- continuing success for unions in the FOSATU grouping, with the Metal and Allied Workers Union in the lead and with smaller unions, such as the Chemical Workers Industrial Union, the Paper Wood and Allied Workers Union and the Transport and General Workers Union emerging quite strongly.

- the General Workers Union adopting a more pragmatic stand

- the Food and Canning Workers Union / African Food and Canning Workers Union making significant progress

- the most noticeable union growth occurring in the retail and mining industries, but with the Commercial Catering and Allied Workers Union and the National Union of Mineworkers perhaps growing too fast and negotiating too 'centrally'

- CUSA unions becoming more 'militant', but not achieving the same success, in terms of recognition agreements, as FOSATU unions

- a remarkable comeback by the South African Allied Workers Union

- the emergence of smaller, previously little known unions

- a sharp rise in interest in unionism in the Western Cape

- no noticeable progress towards unity among members of the 'new' trade union movement, although greater co-operation was noticed in some quarters

- growing disillusionment within TUCSA ranks.
As far as labour unrest is concerned, the strike pattern for 1983, particularly that of the first six months, should be seen in conjunction with the last half of 1982. The diminished activity during early 1983 is attributable mainly to the weak bargaining position of workers and unions, but also to the use of alternative forms of redress, these two factors being reciprocal. In certain industries, which were perhaps less affected by the recession, unions did, however, use strikes to establish presence and enforce shop-floor demands. The second half of 1983 showed growing dissatisfaction with wage levels, a cause taken up by some of the larger unions, but often exploited by more opportunistic bodies. Also, numerous spontaneous strikes to express workplace grievances occurred during the year.

The most popular alternate form of redress proved to be the declaration of an 'unfair labour practice' dispute. Unions used the deficiencies of the system, particularly the wide definition of the 'unfair labour practice' against itself to resolve both disputes of rights and interests. The Status Quo provision proved most popular. Towards the end of the year, an increasing number of unions used the official dispute-settling machinery in the 'ordinary' manner, that is, with the eventual threat of legal strike action.

The Government, although reiterating its laissez faire approach, showed increasing concern at developments in the 'informal' system. Important legislation passed during the year included the amendment allowing for access to Conciliation Boards by unregistered unions, as well as the Basic Conditions of Employment Act and the Machinery and Occupational Safety Bill (Act).

In general, the most important features of 1983 were the greater skill and maturity of participants, a greater spread of issues and, perhaps, a move away from continual confrontation policies.

PROGNOSIS

Although specific developments will depend on particular circumstances, it may be postulated that

- Industrial Councils will, all other things being equal, become increasingly irrelevant, whereas recognition agreements will gain
greater legitimacy

- alternate forms of 'joint bargaining' may arise
- wages will again become the predominant issue during 1984 and tough bargaining can be expected
- dismissals, fair treatment and worker safety will remain important issues; also, worker opposition to mechanisation can be expected to grow and black taxation may still prove a problem
- the stronger newer unions will continue to consolidate their industrial base and actions will become more disciplined and controlled
- a gradual disintegration within the 'established' movement may eventually result in new constellations
- the envisaged union unity will not come about in the very near future
- the Western Cape will be the new stamping ground for many unions
- labour action may escalate, but perhaps not significantly
- large-scale wage action is a possibility
- random spontaneous demonstration stoppages will continue
- legal strike action may become more popular
- more selective use will be made of the Industrial Court
- the Government may be inclined to greater interference in the 'unofficial' system
- all in all, labour relations will not be more difficult than in 1983.
STRIKE REPORT

An analysis of recorded strike action revealed the following:

• During 1983 there were fewer strikes involving fewer workers than in 1982

• Although low wages were most often quoted as reason for strike action, the wage issue was not as predominant as in 1982

• Dismissals and grievances, particularly against supervisors, otherwise topped the list of reasons

• CCAWUSA was the most 'active' union, with FOSATU unions less involved in strike action than previously

• More smaller, known and also unknown, unions were involved in strikes

• Numerous spontaneous strikes, with no overt union involvement occurred

• The engineering, retail and food and beverage industries were the sectors most often affected

• Action occurred over a wider spread of industries than in 1982

• In general, strike action lacked the concerted character and the regionally- or industrially - 'infectious' pattern of 1982
EXTRACTS, PREVIOUS REVIEW AND PROGNOSIS

IRT DECEMBER 1982

"Although specific developments during 1983 will depend largely on economic conditions, 1983 will see a consolidation of the trends and patterns established during 1982."

"...labour relations will, on the whole, be conducted in a more rational, disciplined and professional manner, but isolated 'upheavals' cannot be totally excluded."

"1983 will, in all probability, prove to be the watershed of the Industrial Council system."

"...some newer unions may join existent Industrial Councils or even co-operate with employers in forming new Councils..."

"...some Councils may attempt to accommodate new interests and, in doing so, will submit to a certain degree of decentralisation and may even consider supplementary bargaining procedures."

"...recognition agreements will become entrenched as the de facto means of formalising relationships between employers and trade unions."

"...the major of the newly 'emerged' unions will display increased professionalism and improved organisation in the conduct of their labour relations."

"Rationalisation will also be enhanced by a decrease in inter-union competition between the 'Independents' for membership."
"Contrary to general expectations, the major new unions will not become more, but rather, for the time being, less political."

"Other unions which will make their presence felt in the industrial sphere are the General Workers Union, the Food and Canning Workers Union, the African Food and Canning Workers Union and the Commercial Catering and Allied Workers Union."

"Within TUCSA ranks, the movement from right to left, that is, admissions from SACLA and defections to the 'left' will continue although definite re-affiliations within the near future are unlikely."

"As far as the textile industry in the Western Cape is concerned, very little guesswork is required. Unless the TUCSA-affiliated Textile Workers Industrial Union undergoes a thorough overhaul, its ground will be rapidly 'poached' by FOSATU's National Union of Textile Workers."

"...it is expected that high frequency wage action of the dimension of the metal and motor industry strikes will not recur until an economic upswing improves the worker power base."

"Certain unions may still find it necessary to strike over discovered or even fabricated grievances among workers in order to bring themselves to the attention of employers, but a greater awareness of union presence on the part of employers may greatly diminish the necessity for this type of 'recognition' strike."

"A larger number of demonstration stoppages and, perhaps, even full-scale strikes will occur over the negotiation of actual worker rights as, for example, by 'unfair dismissals' or 'unfair treatment' by supervisors."

"Issues such as Industrial Health, worker facilities, working time and benefits will also gain increased significance as points of dispute."
"If 1981 was the year in which workers made their presence felt on a large scale, then in 1983 they will increasingly insist on their rights and dignity as workers..."

"Consequently, workers will make greater use of court actions to establish a set of precedents for such rights."

"On the whole, it is doubted that 1983 will be, where labour action is concerned, any worse than 1982. If rationality prevails, it may, in fact, prove to be 'better'"."
REVIEW 1983

GENERAL

The year 1983 has proved to be the most interesting year since the inception of the 'new' labour dispensation in 1979. If 1982 was the year in which the labour movement representative of black workers finally established itself as a potent force in South African industrial relations, then 1983 may well become known as the year in which the system was tried and tested from all sides. In some respects, the system appeared to be working, but numerous loopholes and deficiencies have only now been uncovered. This may be attributed partly to the naiveté of the planners of the 'new dispensation' who were excessively optimistic that new entrants would conform to the system, and also to the dynamism inherent to a free industrial relations system. Participants on all sides, that is employers, employees and the government, seem now to have come to a crossroads. A reassessment of previously conceived notions and policies and of existing structures has become necessary and decisions as to future directions and strategies will have to be taken. In fact, despite the much publicised decline in labour unrest during 1983, our labour relations have never been as complicated as they are at the present moment in time.

Whereas, previously, employers were dealing with relatively 'unsophisticated' unions, intent mainly on establishing presence and, later, increasing wage packets, they now have to deal with much more professional, 'sophisticated' bodies (a trend already noticeable in 1982) who have, despite the economic recession, used every means at their disposal to maintain their position and have, in the process, established themselves more firmly than before. Also, the mass of black employees has become increasingly 'conscientised', if not yet better educated. This has resulted in a demand not only for substantive gains in wages but also for security of employment, the dignity of the person in the workplace and 'fair' or better treatment in general, causes readily taken up by the unions on their behalf. The mere fact that, the recession notwithstanding, trade union membership has continued to grow and that disputes
between employers and black employees continue to form the focus of attention, proves that the 'new' labour movement is and will remain the effective force in South African industrial relations. This does not preclude the relative significance of the 'established' movement, but the suspicion exists that the latter has failed to keep pace with new developments. However, rumblings within the ranks suggest that positions are being reassessed also within this movement and that some of its present (and past) members may well play a significant role in future developments.

The conduct of labour relations during 1983 stood in the light of an ever-deepening recession. In some respects the recession may have contributed to a restoration of the power balance between employers and unions, which, during the foregoing period of prosperity, and even overeagerness to make the 'new' system work, had been tilted slightly in favour of the unions. Newly emerged black workers and their unions had been all too inclined to view labour relations merely within the narrow confines of a clamour for recognition, together with sometimes unrealistic demands and immediate redress by way of illegal strike action. Since the latter half of 1982, much more has been learnt by both sides about the give and take of the bargaining relationship. As one leading trade union correctly foresaw, "...both unions and those organisations and individuals that support the trade union movement are going to have to be more sensitive in their assessment of the strength and weakness of the trade union movement. In the halcyon days of the boom, spectacular membership, constant confrontation and the winning of significant gains was an easy and often (though not always) a correct assessment of the trade union movement. In these times it is, additionally, stabilisation and maintenance of organisation that will provide a key indicator of the strength of the union movement." Perceiving this, the more perspicacious of the 'newer' unions turned their attention to consolidating already established relationships and building into agreements further safeguards for their members. This took the form of negotiated re-trenchment, grievance and disciplinary procedures and also more 'formal' dispute-settling procedures. Particularly the acceptance of dispute procedures similar to but shorter than those contained in the Labour Relations Act revealed a growing preference for negotiation rather than confrontation. Admittedly, such preference was often strategically expedient, but may also be attributed to the growing professionalism of unions and a more realistic assessment of their power-base. Where deadlock did occur, numerous unions resorted to the official machinery rather than immediate illegal strike action. Thus
an increasing number of 'unfair labour practice' disputes were declared and later brought to the Industrial Court. Lately some unions have also used the official dispute settling machinery as a vehicle towards legal strike action. However, the 'unfair labour practice' remained the preferred means of 'settlement' and the various issues raised in terms of this definition did become the focal point of labour relations during 1983. In fact, it could be said that issues other than wages and means of redress other than illegal strike actions were expertly used to keep employers on their toes and to prevent a too great self-complacency which could have occurred in the face of the weakened bargaining position of employees. Some employers, and perhaps in terms of their own reasons rightly so, did adopt a harder line, but, on the whole, the balance remained finely tilted and continual reassessment by both the 'factions' remained a necessity.

COLLECTIVE BARGAINING STRUCTURES

During 1983, the Industrial Council system was subjected to closer scrutiny than ever before. Previously, polemic concerning the system had been directed at rather superficial listings of its advantages as against those of plant-level agreements and at proving it to be better than plant-level bargaining. Over the past year it has become more widely accepted that plant-level bargaining is here to stay and will be for some time to come. Instead of 'knocking' plant-level bargaining, the parties involved were obliged rather to ensure that the interests of the two bargaining structures did not clash too greatly. As a result, numerous applications for check-off facilities on behalf of non-party unions and also requests for exemptions from closed-shop agreements were made by employers and granted by the councils, although there are still party unions which adopt a dog-in-the-manger attitude in this respect. On the other hand, there are also employers who have displayed a lack of respect for established relationships and have thereby complicated the work of Industrial Councils. On the positive side, some Industrial Councils, taking note of new developments, have streamlined their dispute-settling procedures and made it easier for plant-level disputes to be processed by the council machinery.

As far as the 'newer' unions are concerned, the most significant indications
of lessening antagonism towards the council system or a more pragmatic approach to collective bargaining structures were the decisions of the Metal and Allied Workers Union to join the Industrial Council for the Metal Industry and the South African Allied Workers Union's acceptance of observer status on the Industrial Council for the Explosives Industry, not to speak of the National Union of Textile Workers which had already displayed a willingness to join Councils. However, MAWU's entry to the Metal Industrial Council was hedged with conditions, the most important of which were that the union should be allowed sufficient time for report-back and that its Industrial Council participation should not preclude further plant-level bargaining with individual employers. Consequently to the council negotiations, MAWU expressed its dissatisfaction at the lack of opportunity to report back to its members and also declared several disputes with individual employers. Thus, although the union's presence on the Council made a significant impact on Council negotiations, it became evident that the policies and strategies of 'newer' unions are still too closely focussed on grass roots organisation and 'participatory democracy' to allow solely for highly centralised forms of bargaining. Should joint employer negotiations with these 'newer' unions be desired, the preferable option seems to be smaller, more localised units, with the evidently inevitable participation also of plant-level representatives.

The challenge presented to the Industrial Council system by new bargaining developments has led to a more forthright questioning of the relevance and role of councils within the present system. For the first time the realisation has dawned that numerous councils had assumed the role more of administrative than hard and tough negotiating bodies, that they had developed into not only employer, but also employer-protective bodies and that, above all, most councils were actually no longer representative. Particularly as regards the last two aspects, conflicts have arisen. The Department of Manpower, in its bid to promote the free market system and in support of the decentralisation initiatives, has used the lack of representivity to curtail the extension of agreements. However, it has overlooked the fact that, in removing employer protection from undercutting on the one hand, it would also remove employee protection from exploitation on the other. It may also, in the process, be gnawing at the very roots of the Industrial Council's reason for existence, which, not by its own but by circumstantial volition, has become the setting and policing of minimum wages, standards and conditions, in the absence of any effective legislative measures for this purpose. Thus, although their relevance as negotiating
bodies may be declining and although perfunctory powers, such as the setting of administrative requirements and the power to refuse check-off facilities, should be curtailed, Industrial Councils as administrative and supportive legislative bodies will have to remain, at least for the time being. Their present character has been historically induced. South African industrial relations are, at the moment, in a state of transition and, until such time as the necessary adaptation has been effected, on all sides and in all provisions and structures, a complete undermining of Industrial Councils would appear neither feasible nor fruitful.

In contrast to the problems and attacks being suffered by the Industrial Council system, the system of plant-level recognition agreements appears to be progressing. No fewer than 50 new agreements (see list elsewhere in this report.) were reported to have been concluded during 1983 and, if the estimated figure of approximately 300 agreements at the end of 1982 is accepted as correct, there are now about 350 recognition agreements in existence. By contrast, only 104 Industrial Council agreements were in existence by the end of 1983. The latter, however, cover more than a million workers, whereas concluded recognition agreements would cover perhaps a tenth of that amount. Industrial Council protagonists claim that the sheer enormity of covering the same number of workers by plant level agreements should mitigate against the latter system and, to a certain extent, it does; yet the solution may, eventually, not lie in highly centralised agreements and their extension to non-parties.

Whether desirable or not, plant-level agreements have proliferated. Furthermore, they have, by virtue of greater experience on both sides, become far more relevant as regards the important aspects of the relationship they are intended to regulate. Therefore, many now contain well-planned and 'practicable' grievance, disciplinary, and dispute-settling procedures. Provision is often made for the possibility of a strike, but, at the same time, ample opportunity is provided for negotiation and possible settlement before the event. In general, there are indications of sincere attempts on both sides to make agreements work rather than to use them merely to 'knock' the other party at every opportunity. Although numerous problems and trouble spots still exist and some unions, and also employers, remain opportunistic, the more pragmatic approach adopted by many participants may bode well for the future, even if the establishment of feasible structures remains complicated by the segmented and multi-faceted nature of the trade union movement.
INDUSTRIAL RELATIONS ISSUES

During 1983 the demand for higher wages and particularly FOSATU's demand for a 'living' wage appears, not by worker volition, but by circumstantial necessity, to have been shifted to the background. This, most obviously, does not mean that dissatisfaction with wages has been minimised. By the very nature of the capitalistic system, the question of wages always lies close to the heart of any worker and one of the predominant tasks of unions is to "get more" for its members, while the employer problem remains one of reasonably satisfying this demand without excessively affecting the profitability of the enterprise or allowing wage increases to become unproportionate to productivity improvement. Because wages remains a prominent consideration, worker dissatisfaction in other spheres will, particularly in South Africa, more often than not be accompanied by complaints regarding wages. On the other hand, the union also has a duty to keep its members in employment and the very real threat of unemployment during 1983 probably prevented many workers and their unions from making too unrealistic demands or, if they did, from pressing too actively for their enforcement. As a result, centralised wage negotiations in the major industries proved to be anti-climactical. Whenever confrontation appeared imminent, the unions eventually capitulated and, in most cases, settled for increases closer to the employer offer than the original employee demand. Also at plant-level, the concerted 'push' for higher wages, which was a feature of early 1982, was absent in 1983 although random wage unrest and disputes over wages did occur quite frequently in the second half of the year.

The hiatus in the wage push, was, however, utilised to focus attention on other prickly industrial relations issues of which South Africa, in its historically inherited situation, suffers no dearth.

One of the issues which raised its head during 1983 was the question of overtime. Some observers may find it difficult to understand why employees who have to make do with lower wage increases than usual should not be eager to earn as much as possible in overtime money. Probably, if individual workers were canvassed, many would be in favour of doing so. Essentially the stand against overtime is a collective one or an issue taken up rather by
unions than employees, as again proved recently in Britain. One facet of their argument rests on the assumption that a cut in overtime will raise employment levels. Although this completely ignores considerations as to the nature of an enterprise's operations, it did often form the basis of the stand against overtime while retrenchments in general were increasing. On the macro-level, however, overtime is often viewed as exploitative in that, it is argued, employers justify basically low wages with the promise of extra earnings through overtime. Furthermore, the worker is seen as, so to say, devoting his entire life to the company store and as being robbed, in the process, of opportunity for leisure or enjoyment of family. It would appear that this view is increasingly being adopted by South African workers.

According to the trend already established in the latter half of 1983, retrenchments became a focal point for negotiation between employers and employees and so-called unnegotiated or cursory retrenchments gave rise to a number of strikes and also 'unfair labour practice' disputes. Closely linked to the retrenchment question was the issue of individual dismissals, often viewed by workers as victimisation of certain employees or as 'unfair' owing to what were alleged to be inadequate procedures. Since the contractual right of employers to dismiss employees by merely serving the prescribed minimum notice is increasingly being challenged, it may, in future, become necessary to establish certain 'baseline' procedures and practices which are uniformly applicable. It was, indeed, inevitable that arbitrary hiring and firing practices would sooner or later come under the spotlight. However, to allow for standards to be established by varying notions of 'fairness' can only lead to confusion and reciprocal animosity. Furthermore, the danger of extremisation at the other pole, that is in a growing negation of management's right to dismiss, does exist, numerous arguments to the contrary notwithstanding.

Another issue which was raised with greater frequency during 1983 was the 'bad' treatment of workers by, particularly, supervisory management. Some employers may ascribe the increased friction between workers and managerial representatives to a certain 'cockiness' among employees and in many instances this may have been the case. On the other hand, supervisors and line managers were not always entirely blameless. Once again, the problem, in our present transitional stage, is one of ensuring 'good' or 'fair' treatment, while not encroaching too greatly on the authority of line management. While this may seem a relatively simple task under 'normal' circumstances, the situation becomes complex if seen in the context of inter-personal relationships, culturally
established behaviour patterns and still existent inter-racial tension.

Slightly further removed (for the time being) from the shop-floor inter-face, was the question of industrial health, which gained prominence not only by the passage of the Machinery and Occupational Safety Bill with its controversial provision for "designated" safety "representatives", but also because, in two instances, one in the explosives and one in the mining industry, employees refused to continue work in what they believed were unsafe conditions. The Industrial Court's granting of Status Quo Orders to the strikers dismissed in one of these cases, raised the question as to the measures required of management to "reasonably assure" workers of the safety of the workplace.

The campaign for safe working conditions was also intensified in the textile and the asbestos manufacturing industries. Particularly in the former industry, unions have instituted a well-oiled programme to establish cotton dust level in factories and to test employees for 'brown lung' disease.

Additionally motivated by the imminent advent of shop-floor safety representation, unions in general, including some from the 'established' ranks, have commenced safety education programmes for officials and shop stewards and some federations already have well-established safety committees comprised not only of union representatives, but also of medical practitioners specialising in this sphere. While education in and concentration on safety cannot be sufficiently recommended, there are those unions which may exploit the safety issue for other purposes and, as already proved in certain instances, employers may find it difficult to distinguish between genuine concern for safety and mere propaganda or recalcitrance.

The pensions problem, though sometimes in a different form to that experienced in 1981, has continued intermittently to raise its head. While random strikes to demand the repayment of pension contributions did occur, the emphasis appears to have shifted to objections against the present appropriation of funds and to demands for employee representation on pensions boards. Some unions are using the pension funds' investment in government stock as argument to dissuade workers from contributing to funds, while, in the metal industry, history was made by allowing unions for the first time to have equal representation on the board governing the industry's pension fund. The thrust is, essentially, the same, namely for worker control of funds and
for the application of such funds almost exclusively for the improvement of black living standards.

Not unexpectedly, female employees also had a finger to stir in the collective pie of labour relations issues. Female workers are becoming increasingly conscientised and may yet prove a potent force in the labour relations constellation, particularly when black married females are subjected to the same taxation inequities as their white counterparts! Initially they have, apart from the normal issues of wages and working conditions, concentrated on such matters as 'unfair' treatment or deprivation of dignity, and, of course, also the question of maternity leave and maternity benefits. The latter is a thorny issue since it could as easily harm as benefit the cause of women at work.

One issue which has remained controversial is the question of the often summary dismissal of striking workers. At plant level, various solutions to the conflict aroused by such dismissals and also by the 'selective re-employment' practices of managements have been sought by allowing, in agreements, for a 'dismissal free' period usually ranging from 12 to 36 hours, or, as in some cases, by an agreement on management's part to dismiss and rehire all or none of the strikers. While the right of management to eventually dismiss illegal strikers, provided that it has followed the agreed disputes procedures, appears difficult to challenge, growing dissatisfaction is being expressed at the fact that employers may, and some even threaten to, summarily dismiss also legal strikers. Unions justifiably argue that there is no advantage to be gained in utilising the official machinery if the repercussions are essentially the same as those which obtain in the case of an illegal strike. The argument deserves close consideration, should the ultimate purpose be to encourage use of the prescribed machinery.

Finally, the question will inevitably be raised as to whether socio-political issues have significantly affected the conduct of industrial relations. The question is becoming somewhat hackneyed and the suspicion exists that, on both sides, the drum of worker politics is being excessively thumped to divert attention from other, more immediate and practical issues. Labour, or man at work, is necessarily also socio-political. Although in South Africa, the basic conflict between 'haves' and 'have nots' is more clearly delineated and intensified by stratification in racial terms and although,
consequently, all industrial relations issues, whether centring in a demand for higher wages or the problem of union rivalry, have socio-political overtones, this does not necessarily mean that the conflicts would cease to exist given a better political climate. Therefore, employers should cease to concern themselves excessively with the political nature of trade unions and even with the fact that feelings of socio-political deprivation colour the demands and attitudes of workers. Accepting that their job may be more difficult than otherwise, they should, instead, get down to the business of accommodating the basic employer-employee conflict. So far, workers and unions have brought pure politics onto the shop-floor only on very rare occasions. One such occasion was the threat of a white mineworker strike in protest at the 'deracialisation' of the industrial relations system and another, much milder, example was to be found in FOSATU's recent sticker campaign against the referendum. Most so-called political demands have taken the form more of requests for employers to intervene on behalf of employees in order to solve socio-economic problems, such as housing, transport and influx control. In this respect, the most memorable event of 1983 was the 'Pikoto' judgment, a definite step towards the improvement, not only of race, but also of labour relations.

In general, workers and unions, although more politically aware and more vociferous in their criticism of particularly the constitutional proposals, did not, as predicted by some, become more 'political', nor was there any marked increase of 'political demands' on the shop floor.

UNION DEVELOPMENTS

Within the 'new' trade union movement, no dramatic new developments took place during 1983. Affiliations remained basically the same and the more established of the unions within this movement continued to maintain their position, although their growth may not have been as rapid as in 1982. In terms of the number of recognition agreements concluded, unions belonging to the Federation of South African Trade Unions were again the most successful with the Metal and Allied Workers Union in the lead. (See table at the end of this section.)

Also, FOSATU appears to have concentrated some of its resources on building up
its previously less successful unions, a sound strategy, since the more established unions had to concentrate on holding ground already gained, while the smaller unions could still use opportunities for new recruitment. Thus unions such as the Paper Wood and Allied Workers Unions, the Chemical Workers Industrial Union and the Transport and General Workers Union came more into their own during 1983. A few perhaps ill-conceived 'eruptions' notwithstanding, it would appear that FOSATU unions in general have established a more stable image. Their expertise has most definitely increased, and this applies not only to negotiation skills and their use of all available avenues, but also to their apparent stock of strong legal and economic advisers.

A union which seems to be moving more and more in the FOSATU direction, (although this does not imply affiliation) is the General Workers Union. This union's approach has become more pragmatic and it appears to be moving away from its previously adopted image of being merely an advisory and back-up service to workers committees recognised by management. In short, it is acting more 'as a union' and its recognition agreements with managements have changed accordingly.

Another union which should be mentioned at this stage is the Food and Canning / African Food and Canning Workers Union. This union has, without much publicity, rapidly expanded to sectors other than the canning and fish processing, its previous traditional stronghold. Particularly in the grain milling sector, it has achieved marked successes. Furthermore, its sphere of influence has extended from the Western Cape to the Transvaal and Eastern Cape, although in the latter area there appears to be strong antipathy from employers. Assumed to have more than 45 recognition agreements, it is probably the strongest of the so-called 'new' union movement (although it is not new) in the food industry at the present moment in time.

The most significant union growth during 1983 occurred in the retail and mining industries and the two unions involved, namely the Commercial Catering and Allied Workers Union of South Africa and the National Union of Mineworkers, both achieved quite phenomenal success, even if in different ways. Their success can be attributed either to the lack of effective competition or the 'ripeness' of the industries concerned, or to the particular strategies of these unions. CCAWUSA continued to 'sign up' the head offices of larger retailers, marking its progress, even if successful, by intermittent newsworthy strikes (a definite
feature of CCAWUSA strategy). The NUM's *strategy*, on the other hand, centred more in publicity gained from repeatedly threatened disputes and the obviously charismatic leadership of its general-secretary. Furthermore, the NUM's progress was naturally watched with keen interest from all sides owing to the prominent position of mining in South Africa, the novelty of black unionism on the mines, the traditional volatility of the industry's labour force, and the possibility of a white worker backlash. However, its growth and publicity notwithstanding and although its rapid conclusion of recognition agreements may be the envy of its fellows, the NUM has achieved few concrete successes in its *confrontations* with employers. It has, in other words, still to prove itself as a union. By contrast, CCAWUSA has succeeded in reaching relatively favourable agreements, often covering employees throughout the country, and has taken the lead in the battle for the *maternity rights* of married female employees. What remains disturbing about both unions is that, although they recruit at shop-floor or mine level, and CCAWUSA most certainly has the power to 'pull out' workers for action, both appear to be negotiating too centrally and to have too rapidly achieved a dominant position in very large industries. It is still not clear whether their supremacy, particularly that of the NUM, will, in the end, remain unchallenged.

The National Union of Mineworkers has, nevertheless, been a boost to the image of the Council of Unions of South Africa. Other unions in the CUSA-fold appeared also to be more active at shop-floor level than before and some CUSA unions broke their previously staid image by, for the first time, engaging in strike action at plant-level. Particularly the Building Construction and Allied Workers Union and the South African Chemical Workers Union should be mentioned in this respect, although it is suspected that, in the case of SACWU, workers often reacted spontaneously and the union merely came in to *solve the problem*. There are definite indications that CUSA strategy is changing towards greater *militance* and that, because of their emphasis on black leadership, unions affiliated to this body are gaining greater popularity. Also, CUSA unions have adopted the novel strategy of recruiting and signing up contract workers as members at the labour recruitment points in the homelands. The CUSA unions, have, however not yet overtaken FOSATU in terms of industrial successes. Few recognition agreements have been achieved by these unions and the strongest, excluding the NUM, still appear to be the Steel Engineering and Allied Workers Union and the Food and Beverage Workers Union, whose position is continually being challenged by FOSATU's Sweet
Food and Allied Workers Union.

A significant development during 1983 was the 'comeback' staged by the South African Allied Workers Union which, after initial almost phrenetic activity in the East London area in 1980 and 1981, appeared during 1982 to fade almost into oblivion, rearing its head only now and then in Natal. The union ranks high in the strike stakes for 1983 and has achieved a number of new recognition agreements, the most notable being that with the Defy Corporation. It has also intensified its recruitment drive in the Transvaal where it has approached a number of employers. However, its actions still appear to be too random and general to render it a really effective industrial force, although the possibility of this occurring in the future, under different conditions and perceptions, should not be discounted. Furthermore, SAAWU is capable of gaining widespread popular support. It is the union which has most concretely aligned itself with the United Democratic Front and there are indications that both bodies may 'benefit' from the interaction.

1983 also saw smaller, hitherto relatively unknown unions, such as the National General Workers Union, the National Federation of Workers, the African Allied Workers Union and others, appearing more frequently on the IR-scene. Whether some of these unions will eventually establish themselves or whether they are essentially 'opportunist' unions, remains to be seen. One newer union which has achieved much publicity, but little material success, is the Insurance Assurance Workers Union of South Africa. This union has strong AZAPO backing, but may have selected a difficult industry to organise.

In the Western Cape, interesting new developments have occurred, particularly in the textile and clothing industries. In the former, FOSATU's National Union of Textile Workers is gaining ground and, in the latter, the 'monopolistic' position of the Garment Workers Union is being challenged by the newly formed and unaffiliated Clothing Workers Union. Other new unions, such as the Retail and Allied Workers Union and the Plastics and Allied Workers Union, appear to be emerging on all sides. Also, unconfirmed reports would have it that the South African Allied Workers Union, whose 'detente' agreement with the General Workers Union has been broken off, has been quietly but actively organising in this area. The region appears to be entering the phase experienced in the Transvaal and Natal about two years ago and, given that the United Democratic Front has its stronghold in the area, together
with the Coloured-Black division of labour, future developments may prove even more interesting, if not taxing, for employers.

Although various 'unity' meetings were held during the year and even though a feasibility committee to examine the possibility of a new federation has been established, the newer unions have as yet taken no concrete steps towards unity. Reports of greater co-operation between various bodies have been received, but stumbling blocks on the path to unity evidently still exist. These include the problems of demarcation (inter-union rivalry), representation, access to membership figures, outside funding and general ideological as well as policy differences. Essentially, the differences between the more industrially based and pragmatic unions on the one hand and the more 'general' unions on the other, have remained. Secondly there appears to be growing antagonism on the part of some unions towards the white leadership structure of other bodies. Thirdly, unions such as those in the FOSATU fold and the Gwu have consistently refused to align themselves to any political body, whereas SAAWU and CUSA as a federation are affiliated to the United Democratic Front. CUSA also took part in the initiation of the National Front and the National Union of Mineworkers actively supports the Azanean Peoples Organisation (AZAPO). In the light of these policy differences plus practical difficulties and no noticeable decline in union rivalry, union unity may as yet be a pipe dream and affiliations may for some time remain volatile.

Also in the ranks of the 'established' Trade Union Council of South Africa the question of unity is becoming a pressing problem. The resignation of the Boilermakers Society and two other unions during the year furnished proof of the impatience of some unions with this body. TUCSA may not be facing the challenges of the present system squarely enough and unless it does, further disintegration could occur.

In general, it would appear that, although some of the 'newer' unions have found their feet, are more pragmatic in their approach, have become more controlled in their activity and are accepting the necessity of discipline, the union movement on the whole remains diversified and a certain measure of immaturity, also within the 'established' movement, still exists.
LABOUR UNREST

(The discussion of labour unrest which follows should be read in conjunction with the strike report to be found after PROGNOSIS)

To gain the proper perspective on labour action during 1983, it is necessary to take into account the following circumstances.

- the continued recession and delayed economic upswing

- consequent, often large scale retrenchments and the continued threat of unemployment

- the greater professionalism and realism of some already more established newer unions

- the desire of previously less successful unions also to have a slice of the collective pie

- a rising worker consciousness and awareness of rights

- greater acquaintance of unions with the 'official' system and, therefore, other means of settling disputes or redressing wrongs

None of the above factors can be considered in isolation or be held solely accountable for the pattern of labour action which did emerge, although it may be assumed that the economic recession did set the tone for developments in general.

The pattern (if it can be termed as such) which did evolve, was, in the first place, one of fewer, 'smaller' strikes, involving fewer workers and, initially, initiated or supported by the less established of the unions or, very often, by no union at all. The decrease in frequency of and participation in strike action is firstly and mainly attributable to the recessionary conditions. Also, the trend was not a new one, but had started to establish itself in the latter half of 1982. In fact, August 1982 to May 1983 shows a much more consistent pattern than 1983 as a whole.
Already after mid-1982 workers and their representative unions had begun to find strike action a less feasible strategy. It became apparent that, where employers were already considering retrenchment or short-time, the threat of withholding labour was no longer as effective. Unions were obliged to concentrate on safeguarding the jobs of their members and on maintaining already established relationships. Therefore, during late 1982 and early 1983, strike action diminished significantly and where it did occur, there was little involvement by those of the newer unions which had been engaged in most of the strike action during 1982, but were, by now, better established. However, the participation of these unions in the work situation did not diminish. In some cases, relationships were already sufficiently established to allow for negotiation on points of grievance or conflict. In others, alternate strategies were sought and an effective means of redress found in the declaration of an 'unfair labour practice' dispute and eventual recourse to the Industrial Court. Thus, both by force of circumstance and owing to their particular level of development or success in establishing relationships, these unions moved on to more 'refined' methods of settling disputes.

Where strike action did occur during the first half of 1983, it was more often than not initiated or supported by small unions, such as the PWAWU, CWIU, SACWU, SAAWU and also CCAWUSA, which had not yet so fully established themselves in the industries or at the enterprises concerned. This may be explained firstly by the fact that these unions did not have a large, already established membership to safeguard and could, therefore, spend time on new recruitment. In doing so, they had to establish presence by the most visible means. Secondly, and reciprocally, hitherto unrepresented, but more generally 'conscientised' workers, finding their job security increasingly threatened, took readily to these unions. Thirdly, since no established relationships or procedures existed, trigger incidents may have been more frequent and also owing to these circumstances, the only recourse may have been strike action. Fourthly, these unions may not yet have been sufficiently advanced or may not have possessed sufficient funds to resort to alternate strategies, which are, in any event, less effective where a union is still establishing its presence. Finally, the industrial sectors concerned were possibly less severely hit by the recession than those in which the more established unions were already operating.

The previously relatively 'untargeted' state of certain industries, the opportunity for trade union development and specific economic conditions also
explain why sectors such as retail, paper and wood, food and beverage, glass, paints and chemicals, were relatively high on the strike list in 1983, as compared to 1982.

A union which was particularly active during this period and, in fact, throughout the year, was the Commercial Catering and Allied Workers Union, a pattern also already established in late 1982. CCAWUSA ascribes its actions to the militance of employees in the retail trade, but there is no doubt that the union itself was engaged in an aggressive recruitment and recognition drive and that it is a particular strategy of this union to utilise strike action based on shop-floor grievances in order to establish and maintain presence, even while negotiations are in progress. Its success in the face of otherwise uncondusive circumstances may be ascribed, general worker and union militancy and lack of competition besides, to the fact that the retail trade usually lags in suffering the effects of a recession and to the high-profile and public-linked activity of the companies concerned.

A significant escalation in Labour action occurred in June 1983, and frequency figures from then until the end of the year are consistently higher than during the first five months of 1983, although in terms of manhours the strikes were, in general, probably not much 'larger' than previously. More established unions such as MAWU, the NUTW, NAAWU and the GWU did come more frequently to the fore, but, on the other hand, a number of strikes were initiated or supported by unions even less known or established than those active in early 1983. (For example the NGWU, BHAWUSA, the AAWU, GAWUSOA and GAUW). In other actions, there were no overt signs of union involvement at all.

The increased activity on the labour front during this period points, in the main, to growing dissatisfaction among workers, perhaps in reaction to hardened managerial attitudes or increasingly straitened economic circumstances. Where workers were represented by the more established unions, the push from employees was evidently so great that the normal negotiating machinery could not resolve the conflict and some 'alternate strategies' were probably inappropriate. Also, these unions may have been losing 'status' through their lack of direct action and had again to establish presence by these means. It should, however, be noted that, at this stage, the National Union of Textile Workers initiated the first legal strike and a number of official disputes, not resorting under the 'unfair labour practice' and thus
raising the possibility of legal strike action, were declared by the Metal and Allied Workers Union. Consequently, it would appear that these unions, though obliged to initiate action, were still wary of resorting to illegal strikes and risking large-scale dismissals. Perhaps, too, the time had come to establish whether employers would risk dismissing also legal strikers and whether, if they did, this could also resort under the concept of the 'unfair labour practice'.

The actions in which no unions were evidently involved may be classified as 'spontaneous' strikes by workers who were, in general, more aware of rights and whose dissatisfaction could no longer be contained. Such spontaneous dissatisfaction and action was probably also utilised by 'smaller' unions waiting on the sidelines to gain entrance to various enterprises. From the reasons given for strike action during the second half of 1983, it becomes evident that the increasing discontent was attributable mainly to general dissatisfaction with wage levels and the dearth of substantial increases during the year. This was particularly noticeable during October and December when increases and bonuses were granted in many enterprises. However, except in the Autoplastics strike and some efforts by the Metal and Allied Workers Union, the actions remained random. The strikes could often as well have centred in other perceived grievances and, in fact, wage grievances were often accompanied by such. Furthermore, the actions were more of the 'demonstration' or 'strategia-demonstration' than the enforcement type. Thus the push for higher wages was definitely not as strong during late 1983 as it was in early 1982. It even appeared that particularly the wiser of the newer unions were well aware that, given their weakened power base and the stronger stand of management in this respect, they might lose face, should they opt for enforcement at all costs.

Figures for 1983 as a whole also show complaints regarding wages emerging as the most frequently given reason for strike action. However, as already stated previously, much of this may be discounted or not unduly stressed, although attention should be paid to the signs of rising discontent during the latter half of the year. Of significance is the fact that protests at dismissals or alleged unfair treatment, especially by supervisory management, increasingly triggered off industrial unrest, both in the forms of so-called spontaneous demonstration action by workers and that of strategic-demonstration strikes by unions. This furnishes proof of a more general, perhaps union inspired, worker awareness, reciprocally used by unions to establish or maintain
presence. Also, worker awareness and union involvement has established itself on a much wider front than previously when it was concerned mainly with sounding a voice and achieving substantive gains. Besides the right to job security and fair treatment, questions regarding matters such as safety and compatible working hours are also coming to the fore.

In general, labour action during 1983 can be divided into four streams which are necessarily interrelated:

- Firstly, strikes involving relatively well-established 'newer' unions. Here, even where relationships were not already established, the tendency of the unions appears to have been to attempt other forms of resolution and to strike or support strike action only where no other alternative presented itself, or when worker militancy demanded it or when action was necessary to maintain status and presence. (Even these unions still have to keep an ear close to the ground of worker sentiment and cannot, nor do they want to, claim total control or discipline). Strikes in which these unions are involved are usually of the enforcement or demonstration-enforcement type.

- Strikes by smaller, but known, 'newer' unions intent on establishing themselves in an industry, usually of the strategic-demonstration or strategic-enforcement type.

- Strikes by hitherto unknown unions, intent on establishing presence when and where the opportunity arises. These unions utilise both general discontent and even perhaps illogical dissatisfaction with already established unions to gain presence. Strikes occurring in this category are of the pure strategic or strategic-demonstration type.

- Spontaneous actions by workers triggered off by specific incidents at the workplace and either later supported by or involving the unions. These actions are of the demonstration or demonstration-enforcement type and are reflective both of increasing union influence and greater worker awareness, both of which are reciprocal.

The fact that South Africa suffered all four types almost in equal measure during 1983 reflects the diversified elements and the immature developmental
stage of the industrial relations system. Our system will have reached greater maturity once most strikes are of the enforcement type and arise out of the bargaining situation. Until such time, labour unrest in various forms and of varying intensity, according to the circumstances pertaining, will remain the order of the day.

DISPUTES AND COURT ACTIONS

The sharp rise in applications for conciliation boards and the increased 'popularity' of the Industrial Court have been hailed, particularly in governmental circles, as proof that the official dispute-settling machinery is becoming more attractive to members of the 'new' labour movement. During 1983, 170 cases were referred to the Industrial Court as compared to 41 in 1982, while 119 conciliation boards were appointed, in comparison to 60 in 1982. It should, however, be noted that all Industrial Court actions involving allegations of an 'unfair labour practice' had, if no Industrial Council existed, first to be processed by the Conciliation Board machinery. A large proportion of the cases quoted in the statistics are, therefore, overlapping.

The initial impetus for the switch from illegal strike action to Industrial Court actions or the declaration of official disputes was to be found in the decreasing feasibility of strike action as far as unions and workers were concerned, rather than in a sudden attraction for the legal and official machinery, as some would have us believe. Neither are there any concrete grounds for presuming that strike action during 1983 would have been significantly higher had unions been unable to resort to the official machinery. Although frustration levels may then have been much higher, illegal strike action with its threat of dismissal, would have remained an unattractive alternative. What, therefore, happened was that unions, caught in this dilemma and groping for a means of continuing the battle, discovered the system, grasped the opportunity to try it out and, eventually, even used the system's own weaknesses against itself. However, the very fact that previous suspicion of and ideological opposition to the structures of the "system" were set aside, furnishes proof of a greater pragmatism on the part of the 'newer' unions.
Also, the expedient nature of their choice does not obviate the fact that some unions have advanced beyond the confrontation stage and are also attempting to establish "rights" on a wider front than merely by plant-level action.

Particularly among employers, the use of the Industrial Court by workers and unions and the consequent judgments of the Court have aroused much controversy. It often appeared that unions had merely transferred plant level disputes of all kinds, whether these were disputes of rights or disputes of interest, to the Court and were, thereby, gaining the upper hand in what would otherwise have been an employer-tilted power position. Arguments as to the prejudice of power-positions in South Africa aside, employers were partially correct in their assumption in that disputes, the resolution of which should essentially have depended on the respective bargaining positions of the parties, were being brought as 'actions' against employers. However, the blame for this rests not with the unions who were merely using the system, nor with the Court which had every means to fulfill a difficult function but rather with the lack of differentiation between disputes of rights and disputes of interest, the confusion of the legal with the conciliatory and bargaining machinery and, in particular, with the 'non-definitive' definition of the 'unfair labour practice'. According to the latter definition, it would appear that almost everything and anything could, according to the circumstances, be interpreted to be an 'unfair labour practice'. Consequently, Industrial Court actions during the year concerned such varying issues as retrenchments, individual dismissals, restoration of bargaining structures, dismissal of individual workers, recognition of representative unions, retrenchments of migrants, defamatory remarks and even unemployment fund deductions (See table of Court Actions elsewhere in this report). Employers were especially perturbed by attempts to prove that failure to recognise a representative union or to bargain 'in good faith' constituted an 'unfair labour practice'. The call has now gone out for greater clarity as to the types of issues that should exist under the definition and for clearer guidelines as to the procedures which employers are expected to follow. A complete rethink on the concept of the 'unfair Labour practice' and on the various structures for settlement of disputes and enforcement of rights does, indeed, seem necessary.

During 1983 the full effect of the power to grant Status Quo Orders, which was transferred to the Court in December 1982, was perceived in labour relations circles. Unions used the provision to its fullest extent and,
in fact, the most publicised court actions merely concerned the granting of such orders. Their punitive effect on employers and their interpretation as pre-judgments usually encouraged settlement of the underlying dispute, so that few actual judgments had to be made. By way of example, they also persuaded some parties to settle before the event. As a result, and particularly since Status Quo Orders are granted on the "balance of convenience" principle, very few actual precedents have been set. This merely added to the overall confusion.

During the latter half of 1983 some unions did use the official dispute-settling machinery not as a means of access to the Industrial Court, but as an avenue towards legal strike action. There are indications that they will increasingly test this machinery and particularly the question of dismissals in the case of such action.

The numerous problems and pitfalls notwithstanding, the noticeably increased use of official avenues may eventually have a stabilising effect on labour relations, especially if rights and interests are eventually clearly delineated. At the very least, avenues of dispute other than illegal strike action have been tested and this may reduce the emphasis on the latter type of action. This does not necessarily imply that workers and unions will not resort to more frequent plant-level action once their power base improves, particularly since workers may then become, or feel that they can afford to become, impatient with the delays in settling disputes at other levels. However, the horizons have become wider and the alternatives more varied, so that every and any issue may not in future give rise to immediate plant-level action.

THE GOVERNMENT

The Department of Manpower generally adhered to its policy of non-interference in 'individual' labour relations although stricter application of the provisions for the submission of information and records by unregistered unions might, unless motivated solely by the desire to be in the know, point to an increasing tendency to have a finger also in the pie of the 'informal' system.
As far as the 'formal' system is concerned, here greater concern was displayed at the relative relevance and effectiveness of the system, as proved by the Industrial Council 'Indaba' organised by the Department towards the end of last year. On the other hand, but evidently more from economic than labour relations considerations, the Department increasingly attempted to 'veto' the extension of agreements where either the party trade unions or the employers organisations were not sufficiently representative. In general, it would appear that the Department and, for that matter, also the Manpower Commission are having to heed an ever greater clamour by lobbyists with conflicting interests and that this, together with divisions of opinion in these bodies, might be giving rise to a certain measure of confusion.

Of the amendments to the Labour Relations Act promulgated in the Labour Relations Amendment Act of 1 May 1983, the most significant were the provisions allowing for access to Conciliation Boards by unregistered unions and for the 'unilateral' appointment of Conciliation Boards by the Minister, should he deem this advisable. A few unregistered unions, notably the General Workers Union, have so far utilised the Conciliation Board machinery, but mainly for the purpose of declaring 'unfair labour practice' disputes.

In the Labour Relations Amendment Bill of August 1983 it was proposed that the power to grant exemptions from Industrial Council decisions should again revert to the Minister and also that, for the first time, parties to Industrial Council agreements should be allowed to seek exemption from such agreements. It would appear that the legislators are at present greatly concerned about the workings of I.C. agreements.

Two other important pieces of legislation presented during the year were the Basic Conditions of Employment Act and the Machinery and Occupational Bill. Particularly the latter, with its emphasis on worker policing of safety, remains controversial.

The changing constellations of our industrial relations continue to reveal inadequacies in the present legislative framework and continuing amendment is, therefore, necessary.

However, very often it appears that the legislators are starting at the wrong end of the stick. Furthermore, the patchwork process which commenced in
1979 is becoming so complicated that it might be more feasible to revise and restructure the entire Labour Relations Act with a view not to past, but to present and possible future perceptions and structures.

CONCLUSION

1983 marked yet another stage in the evolution of the 'new' labour relations system. Its most significant features were the greater maturity and skill of certain participants on both sides, the range and depth of issues raised and the still prevalent diversification of elements and procedures within the system. On the positive side, numerous participants on both sides have moved away from the outright rejection or 'do it my way' tactic. Instead, although this does not signify a 'co-operative' approach, attempts are being made at accommodation and at reaching the best possible solution in the circumstances.
PROGNOSIS 1984

GENERAL

Specific developments in industrial relations during 1984 will depend on economic conditions, trade union development, legislative measures and changing employer attitudes. Since all these are virtually unforecastable, any prognosis is, at best, a risky venture. However, certain trends do appear to have established themselves and on the basis of these some deductions as to future developments can be ventured.

COLLECTIVE BARGAINING STRUCTURES

Although National Industrial Councils will continue, but possibly in a more limited way, to set minimum standards for wages and working conditions and even though more of the 'newer' unions may join these councils, Industrial Councils may, if their positions and policies remain the same, become increasingly irrelevant as actual bargaining structures, particularly where the majority black, unskilled workforce is concerned. Since the purpose of the unions representing these workers is not merely to establish protection by a minimum wage, usually determined by the lowest common denominator, but to get the highest wage possible from the employers or group of employers against whom they can wield some power, they will continue to prefer either individual negotiations or negotiations with smaller groups of employers. Such smaller groups may take the form of decentralised Industrial Councils or may even be bodies established outside these councils, perhaps at the instigation of employers themselves, or, as a third option, be comprised of representatives of different companies belonging to the same group. Whatever the form 'alternative bargaining' takes (and the options are numerous), it is doubtful that 'newer' unions will be satisfied merely with highly centralised representation before they have established a strong, national, industrial base or before a strong national federation of industrial unions emerges,
both remote possibilities at present. As for the 'established' unions, they will either remain satisfied with Council negotiations where their main task will be the protection of skilled workers who, because of the manpower shortage, do not need the concerted push for improved wages and working conditions, or they will, as already indicated by some of these unions, go out and join the others in 'alternate' bargaining forums.

Recognition agreements will remain the preferred form of regulating relationships between employers and 'newer' unions. The thrust towards more formal procedures, especially as regards disputes, in such agreements will continue, so that they will eventually gain their own 'legitimacy' as constituting a parallel system, in compensation for the deficiencies of the present 'official' system, and as conflict-containing institutions in their own right.

In all, the process of gradual readjustment may eventually result in a 'parallel' more effective even centralised system into which present Industrial Councils may either be absorbed or in which they will play the role merely of administrative or policing bodies. This, however, may be viewed as a longer term prognosis.

INDUSTRIAL RELATIONS ISSUES

It is expected that, as in early 1982, the question of wages will become one of the predominant issues of 1984. A recent survey proved that Blacks on the whole are now more optimistic as to future economic conditions. This optimism will probably transfer itself to the work situation where, according to the perception of employees, they have been patient for a sufficiently long time. Inevitably, their expectations will raise some conflict with employers, many of whom are still caught in or suffering the effects of the recession and who, moreover, still perceive themselves as in the stronger position bargaining-wise. Consequently, wage negotiations are expected to be extremely tough.

Besides wage grievances, the question of dismissals, whether on a large scale or individually, will still provide the basis for many disputes, but, owing to greater employer wariness and 'correctness' in this respect and also
because an economic upswing will reduce the emphasis on job security, this issue is expected gradually to diminish in importance or frequency of occurrence, although, with increasing worker awareness, it will never again be completely absent from the labour relations scene. Furthermore, the question of mechanisation is bound to become a point of dispute in the future.

The heightened 'conscientisation' and, later, higher educational levels of workers will also ensure that 'fair' treatment and respect for the dignity of the person remain important issues, but here, too, greater management awareness and more established procedures may eventually minimise confrontation.

It is obvious from trends already established in 1982 and 1983 that the question of industrial health or safe working conditions will continue to increase in importance and that managements may often find themselves in unenviable positions or 'Catch 22' situations in this respect. The proposed Occupational Health and Hygiene legislation will only further complicate an already complicated issue.

Apart from the dismissal of legal strikers, which is bound to be tested during 1984, other issues such as pension participation and overtime will continue to raise their heads, although, perhaps, not overwhelmingly so. Finally, a question mark still hangs over the black taxation issue. It would appear that, unless the issue is 'politically' used, there are no real grounds for widespread unrest. However, majority female workforces may think differently. Also, great dissatisfaction may be aroused if personal income tax is increased soon after the introduction of the new taxation system.

UNION DEVELOPMENTS

It would seem that the larger and more established of the newer unions will continue to consolidate their industrial base and will increase in professionalism as time progresses. The pragmatic use of all available machinery to the best advantage of workers (the principle of dealing with the devil himself if it pays) is already a noticeable trend. Although these unions will continue to display power on the shop floor and action at plant level will occur, there will be a greater tendency to 'work within the system', both in terms of formal adherence to agreed procedures and by the declaration of
official disputes. In the process, the unions concerned will of necessity cease to seek refuge from employer demands for discipline and adherence to agreements in the ambiguous excuse that "the union is the worker and the worker is the union". This does not signify that they will become less democratic, but that greater control and discipline may be exercised and that there may be less emphasis on the principle of 'participatory' democracy.

By and large, the smaller industrially based unions will follow the example of their more established counterparts, although the former may, initially, have to institute more plant-level action in order to gain the desired powerbase. The same may apply to some of the more recently emergent general and community-based unions, but it is suspected that many of these will remain fly-by-night bodies of no real significance on the industrial scene.

Three unions, namely SAAWU, CCAWUSA and the National Union of Mineworkers, have to be singled out for particular attention. SAAWU has proved that it has great attraction for certain workers and can mobilise industrial action. However, it is often still too opportunistic and, unless its organisation improves and consolidation occurs, it may again lose industrial ground although it will remain a strong force in the black community and may, in a different constellation, also wield effective power in the industrial sphere. CCAWUSA, on the other hand, risks the danger of outrunning itself, while the NUM still has much to learn and may, eventually, find its 'phenomenal' progress more of a burden than a boon.

Within the ranks of the 'established' movement, some measure of disintegration will occur. Particularly unions wishing also to represent Coloured and black workers will, whether for ideological or pragmatic reasons, find it increasingly necessary to shed the 'established' tag. As they move out of the ranks, they will concern themselves more greatly with grassroots recruitment and issues and may even co-operate with 'newer' unions. Although no immediate realignments are foreseen, these unions may later, with some of the more established 'newer' unions, constitute a new constellation within the trade union movement.

At the risk of perhaps ending up with the proverbial egg on the chin, it is postulated that, all other things being equal and unless political considerations become predominant, the proposed union unity will not come about, at
least not in its presently envisaged form of a tight federation and definitely
not one embracing all present participants in the unity initiative. In fact,
the streams within the union movement and even within certain unions and
federations appear to be becoming more divergent. Not only is there a
noticeable difference and also conflict between industrially based and the
more general, community orientated unions, but a widening gap is also
apparent between protagonists of black consciousness and supporters of the
non-racial principle. To further complicate the picture the streams are
interactive, that is there are industrially-based black-consciousness unions,
general black-consciousness unions, industrially-based non-racial unions and
non-racial general unions. Also, the question of affiliation to political
bodies is problematic. The majority of industrially based non-racial
unions have rejected affiliation while the essentially black consciousness
or black leadership orientated CUSA, whose unions are also industrially based,
is (or at least was) a strong supporter of the non-racial United Democratic
Front. The question also has to be raised whether black means 'African'
or non-white. As it is, the most likely possible federation would be one
embracing the non-racial, industrially based unions who refuse to align
themselves with factional political bodies. However, although they
obviously stand together industrially, their influence and popularity among
workers may be undermined by both black consciousness bodies and politically
aligned non-racial unions.

Developments in the Western Cape need to be watched closely. Whereas
previously the only signs of 'new' unionism were to be found in the
activities of the two Food and Canning Workers unions and the General Workers
Union, the area will be increasingly infiltrated by bodies of other
nominations. These will include the FOSATU unions, already active and
apparently co-operating with the GWU, certain CUSA unions, the Commercial
Catering and Allied Workers Union, yet other unions formed as sidekick to
political organisations (some backed by or even subordinate to SAAWU) and,
lastly, perhaps also completely new 'independent' unions, established by
Coloured workers from various skill categories who have become disillu-
sioned with their present representatives. The Cape with its Coloured,
permanent black and migratory black workforce, as well as its strong con-
tingent of skilled non-white workers and the UDF's growing influence, may
eventually prove the testing ground for the non-racial, affiliation-wise
non-political concept of unionism and will also show whether strong industrial
unions, across skill barriers, are possible.

Finally, mention has to be made of the prospects for 'white' unionism, at least that of the type envisaged by Mr. Arrie Paulus of the now extended Mineworkers Union. A union to protect the interests of white workers will certainly gain some followers, particularly as non-Whites move up the skill ladder and also as white employees see themselves becoming less important in terms of employer-employee relations. However, although such a union may wield some power in the withholding of skills and although it might act as a brake on reform also by employers, it will, all in all, have more nuisance value than actual industrial significance.

LABOUR UNREST

From all indications, it would appear that labour unrest will increase, but perhaps not significantly so, during 1984. This assumption of greater unrest is based on the following factors and trends:

- the simmering dissatisfaction with wages, which, because of the delayed upswing, cannot be immediately ameliorated
- naturally increasing worker consciousness
- more extensive unionisation
- the need for newer, smaller unions to establish themselves and also, at times, the need for already established unions to show presence, particularly where other unions are attempting to usurp their position
- towards mid-1984, a stronger worker power-base if the expected economic upswing commences.

However, illegal strike action may not be initiated as frequently as, under similar circumstances, would have been the case about two or three years ago.
The fact that employers are now more willing to accept union presence and negotiate, that supervisory management is becoming more 'acclimatised', that in many enterprises elaborate and effective procedures have been established and that some unions are both prepared to adhere to such procedures and to urge their members to do so, should reduce what might perhaps otherwise have been an escalating number of direct confrontations. Furthermore, unions will, all other things being equal, continue to use the Industrial Court to achieve redress on specific issues which would previously have resorted under plant-level disputes, although, with an improved power-base, they may again resort to strike action where disputes of interest are concerned. Also, some unions may, while labour is still more dispensable and even, as a matter of policy, thereafter, prefer to institute steps towards legal strike action, thereby extending the time for negotiation and reducing, though not eliminating, the risk of dismissal.

It is expected that, as the year progresses towards the mid-term, a growing number of actions actually centring in wages will occur. Even unions which proved themselves to be more careful last year will be obliged by worker pressure and the threat that other unions will take up the cudgels on their behalf, to engage in action of some kind. However, they may, unless they are sure of their power vis-à-vis the employer concerned, still prefer to use the avenue of officially declared disputes. Such disputes are, therefore, expected to increase in number. At the same time the possibility of large-scale, concerted action of a demonstrative nature, before and during wage negotiations, cannot be ruled out, particularly if economic prospects have, by that time, become more encouraging. Furthermore, even if employers grant reasonable increases during national negotiations, the battle for higher wages may continue, should forecasts of a mid-term economic upswing prove correct. The call for a 'living wage has not been forgotten, but merely 'stored' for the time being.

Besides true wage actions, dissatisfaction with wages will continue to be used by non-established never unions for strategic-demonstration purposes, as will dismissals, general grievances and objections to supervisory actions. However, numerous spontaneous worker protests, in which unions may only later become involved, will also arise out of the last three issues, although, where established relationships and procedures exist, the likelihood of such spontaneous action will diminish.

In general, it seems that over-optimism as regards labour action would be
unrealistic. Procedures, structures and systems are still developing and conflicts and problems of varying nature are inevitable. Thus, whereas there may be greater 'rationality', in that more predictable enforcement type strikes and even legal strike action may increase and spontaneous stoppages may become fewer in number, the necessity for demonstration or demonstration/enforcement stoppages, to establish or maintain presence, will remain. Finally, given the possible increased power-base of workers and unions, strike action may in 1984 again take on the concerted industry and region-related character of early 1982.

DISPUTES AND COURT ACTIONS

As already stated, officially declared disputes leading to legal strikes may well increase although workers may gradually become more impatient of these procedures. On the other hand, it is to be doubted that unions will increasingly institute costly court actions once it is no longer necessary to maintain presence by this means and when strike action again becomes more feasible. This does not mean that there will be a sudden move away from the Industrial Court as a means of seeking redress, nor that applications for Status Quo Orders will not remain popular, but merely that there may eventually be greater selectivity in the type of action brought to the Court. This would most definitely be the case if and when the 'unfair labour practice' is more clearly defined.

THE GOVERNMENT

It would appear, from various statements made during the course of 1983, that the Government may in 1984 no longer be satisfied to sit on the sidelines and watch the system develop on its own. Should it decide to interfere, it would be necessary to ensure that such interference is supportive of and conducive to evolutionary development, and not merely an attempt to force the system into a preconceived shape or to satisfy certain
lobbyists, since this would inevitably be rejected and may only result in greater complexity and confusion.

CONCLUSION

Although 1984 may, in some respects be more harrowing than 1983, labour relations, which have now spread to their height, width and depth, will be no more complex or difficult than in aforesaid years. (Unless, of course, the political element gains dimension, but this is not expected). Patterns and trends have now established themselves and the future will be devoted more to consolidation and the finding of possible solutions, with the consolation that on both sides participants are becoming more experienced and, perhaps, more realistic.
STRIKE REPORT

BACKGROUND

The material and figures provided in this analysis are based on data collected by I.R.T. during the year. It is necessary at the outset to warn, as we have done in previous reports, that no claim is laid to absolute comprehensiveness nor to absolute accuracy, impossible under the best of circumstances. (Evidently, even governmental departments, with their authoritative command on information, do not operate in such ideal conditions). Had the achievement of absolute figures been the criterion, then this report would have seen the light of day only in 1985 and would, thereby, have missed its purpose, which is, in essence, not to bombard the reader with a mass of technically accurate, yet perhaps misleading, statistics, but rather to establish general trends and to use these in the assessment of past and possible future developments. In a highly complex field such as industrial relations and particularly so in the sphere of labour action, statistics are, in any event, useless, unless intelligently interpreted with a view to the multitude of inter-related factors contributing to the total situation.

In order to gain some measure of clarity and a more uniform interpretation, it is also essential to mention certain criteria on the basis of which these figures have been established. It has been stated in the past that labour 'action' involving fewer than 20 workers or lasting less than half a shift is not regarded as resorting under strikes. Furthermore, action initiated at the same time against one employer or group of employers for the same reason and which is settled by negotiation between the same parties, such as, for example, certain 'retail' strikes and the three Autoplastics strikes, has been regarded as one strike, even if the action is spread over various branches or occurs in different centres. Also, strikes are regarded as lasting until workers are dismissed or go back of their own volition.

Varying perspectives as regards these criteria may give rise to disparate figures from other sources, but, since the overall and more important trends established will probably be the same, it appears futile and irrelevant to
quibble over such differences.

With a view to the above, this analysis of strike action is presented, not as basis for figures to be quoted, but rather in the hope that it will assist industrial relations participants in assessing the general mood on the labour front and planning for the future on this basis.

FREQUENCY, DURATION AND MANPOWER INVOLVED

IRT recorded altogether 190 strikes during 1983, which, although the eventual 'official' figure may be somewhat higher, is significantly below the figure of 394 finally arrived at by the Department of Manpower for 1982. The much lower total in comparison to 1982 is partly or mainly accounted for by the marked decline in labour action during the first 5 months of 1983 (incidentally, the busiest time during 1982) In June 1983, labour action escalated significantly and since then has been steadily, if irregularly, higher, as illustrated by the monthly totals and representative graph below:

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</tbody>
</table>
According to the data recorded by IRT, altogether 43,421 workers took part in strikes during 1983 (an average of 229 workers per strike), resulting in loss of 1,012,381 manhours or 126,548 mandays. (It should however be noted, that, particularly in respect of worker involvement, duration and consequent manhours lost, figures are, at the best, estimates, since accurate information is difficult to come by and criteria differ greatly). "Official" figures for 1982 put worker involvement at 141,571 (an average of 359 workers per strike) and manhour loss at 2,922,696 or 365,337 mandays. Thus the number of workers involved in strikes and the total manhours lost during 1983 was, in both cases, approximately one-third of that for 1982.

Also, the average number of workers per strike was significantly lower. On the other hand, the average duration of strikes of approximately 2.4 days was not markedly lower than that for 1982 when strikes lasted 2.5 days on average.

The total picture emerging is, therefore, as follows:

- fewer strikes in general, particularly during the first half of 1983.
• lower worker involvement in strikes (the above together account for the lower total manhour loss)

• no significant decrease in the average duration of strikes, although some longer strikes may have loaded this average.

REASONS FOR STRIKE ACTION

The table below lists the reasons given for strike actions in order of their frequency of occurrence:

<table>
<thead>
<tr>
<th>REASON</th>
<th>NO. OF STRIKES</th>
<th>PERC. OF TOTAL IN 1983</th>
<th>1982 PERCENTAGE: (IRT's OWN FIGURES)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Wages/remuneration</td>
<td>61</td>
<td>32,1</td>
<td>48,0</td>
</tr>
<tr>
<td>Dismissal</td>
<td>47</td>
<td>24,8</td>
<td>20,0</td>
</tr>
<tr>
<td>Diverse, general Grievances</td>
<td>21</td>
<td>11,1</td>
<td>16,0</td>
</tr>
<tr>
<td>Specific grievance regarding supervisor or manager</td>
<td>20</td>
<td>10,5</td>
<td>16,0</td>
</tr>
<tr>
<td>Retrenchment</td>
<td>13</td>
<td>6,8</td>
<td>7,8</td>
</tr>
<tr>
<td>Recognition</td>
<td>11</td>
<td>5,8</td>
<td>3,1</td>
</tr>
<tr>
<td>Pensions</td>
<td>5</td>
<td>2,6</td>
<td></td>
</tr>
<tr>
<td>Overtime</td>
<td>4</td>
<td>2,1</td>
<td></td>
</tr>
<tr>
<td>Referendum (direct and indirect)</td>
<td>4</td>
<td>2,1</td>
<td></td>
</tr>
<tr>
<td>Safety</td>
<td>3</td>
<td>1,6</td>
<td></td>
</tr>
<tr>
<td>Sympathy with strikers at another company</td>
<td>1</td>
<td>0,5</td>
<td></td>
</tr>
<tr>
<td></td>
<td>190</td>
<td>100,0</td>
<td></td>
</tr>
</tbody>
</table>

As in previous years, dissatisfaction with wages again tops the scale. However, it has already been mentioned that discontent with wages is always underlying in the work situation and is readily furnished as the 'simplest' reason for action, although it may not necessarily have been the actual cause of the strike concerned. Therefore, it will be noted from the strike tables that dissatisfaction with wages was often accompanied by other grievances or the demand for recognition, particularly where less established unions were involved. Furthermore, it should be noted that 50 of the 61 wage-related
strikes, or 81.9 per cent, occurred after June of 1983. This proves either a growing discontent or a greater utilisation of this discontent by sometimes "opportunist" unions.

Dismissals as a reason for strike action increased in importance during the year and, according to the information given, sparked off 24.8 of the reported strikes as against 20 per cent in 1982. Particularly significant is the increase in strikes sparked off by grievances in general (20.6 per cent in 1983 as against 16 per cent in 1982) and the fact that complaints regarding managers and supervisors came concretely to the fore. Other noteworthy points are the emergence of 'safety' strikes and the furnishing of overtime complaints as reasons for action. It should also be remembered that, although clear-cut recognition strikes were comparatively few, numerous strikes where wages or general discontent were given as main reasons were also accompanied by demands for recognition.

In general it can be concluded that:

- dissatisfaction with wage levels, although perhaps more subdued, continues to contribute to worker action and to general discontent among employees.

- dismissals and general bad treatment, and particularly the actions of line management are increasingly either giving rise to 'spontaneous' action by workers or being used by unions who wish to gain presence.

- awareness of other spheres of worker interest is becoming more widespread.

To accurately analyse the root causes and patterns of strike action, a much more detailed study, beyond the scope of this report, would have to be conducted. It would have to be ascertained, in the case of each strike, whether the action arose out of dealings or negotiations between a union or workers and management, whether it was sparked off 'spontaneously' by a specific incident, or whether particular unions looked for trouble spots to stir workers to action. On a superficial analysis, there appears to be a fairly even division among the three, with, perhaps, and particularly during the first half of the year, the balance slightly in favour of the last two types of action.
UNION INVOLVEMENT

The 'activity levels' of the various unions as regards strike action is represented in the table below:

<table>
<thead>
<tr>
<th>UNION</th>
<th>NO. OF STRIKES</th>
<th>PERC. OF TOTAL</th>
</tr>
</thead>
<tbody>
<tr>
<td>Commercial Catering and Allied Workers Union (unaffiliated)</td>
<td>33</td>
<td>17,4</td>
</tr>
<tr>
<td>Metal and Allied Workers Union (FOSATU)</td>
<td>24</td>
<td>12,6</td>
</tr>
<tr>
<td>South African Allied Workers Union (unaffiliated)</td>
<td>24</td>
<td>12,6</td>
</tr>
<tr>
<td>Paper, Wood and Allied Workers Union (FOSATU)</td>
<td>9</td>
<td>4,8</td>
</tr>
<tr>
<td>Chemical Workers Industrial Union (FOSATU)</td>
<td>8</td>
<td>4,2</td>
</tr>
<tr>
<td>National Union of Textile Workers (FOSATU)</td>
<td>7</td>
<td>3,7</td>
</tr>
<tr>
<td>Sweet Food and Allied Workers Union (FOSATU)</td>
<td>7</td>
<td>3,7</td>
</tr>
<tr>
<td>Building Construction and Allied Workers Union (CUSA)</td>
<td>4</td>
<td>2,1</td>
</tr>
<tr>
<td>South African Chemical Workers Union (CUSA)</td>
<td>4</td>
<td>2,1</td>
</tr>
<tr>
<td>General Workers Union (unaffiliated)</td>
<td>3</td>
<td>1,6</td>
</tr>
<tr>
<td>National Automobile and Allied Workers Union (FOSATU)</td>
<td>3</td>
<td>1,6</td>
</tr>
<tr>
<td>Food and Beverage Workers Union (CUSA)</td>
<td>3</td>
<td>1,6</td>
</tr>
<tr>
<td>Union</td>
<td>Branches</td>
<td></td>
</tr>
<tr>
<td>-------------------------------------------</td>
<td>----------</td>
<td></td>
</tr>
<tr>
<td>African Food and Canning Workers Union</td>
<td>2</td>
<td></td>
</tr>
<tr>
<td>(Unaffiliated)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Transport and General Workers Union</td>
<td>2</td>
<td></td>
</tr>
<tr>
<td>(FOSATU)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Insurance and Assurance Workers Union</td>
<td>2</td>
<td></td>
</tr>
<tr>
<td>(unaffiliated)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>National General Workers Union</td>
<td>2</td>
<td></td>
</tr>
<tr>
<td>(unaffiliated)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Black Health and Allied Workers Union</td>
<td>2</td>
<td></td>
</tr>
<tr>
<td>of South Africa (unaffiliated)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>African Allied Workers Union</td>
<td>2</td>
<td></td>
</tr>
<tr>
<td>(unaffiliated)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>National Sugar and Refining and Allied</td>
<td>2</td>
<td></td>
</tr>
<tr>
<td>Industries Employees Union</td>
<td></td>
<td></td>
</tr>
<tr>
<td>(unaffiliated)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Media Workers Association of South</td>
<td>1</td>
<td></td>
</tr>
<tr>
<td>Africa (unaffiliated)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>National Union of Mineworkers (CUSA)</td>
<td>1</td>
<td></td>
</tr>
<tr>
<td>Textile Workers Union (CUSA)</td>
<td>1</td>
<td></td>
</tr>
<tr>
<td>Black Allied Workers Union</td>
<td>1</td>
<td></td>
</tr>
<tr>
<td>(unaffiliated)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>General Workers Union of South Africa</td>
<td>1</td>
<td></td>
</tr>
<tr>
<td>(unaffiliated)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>General and Allied Workers Union</td>
<td>1</td>
<td></td>
</tr>
<tr>
<td>(unaffiliated)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>National Federation of Workers (unaffiliated)</td>
<td>1</td>
<td>5</td>
</tr>
<tr>
<td>Hotel Liquor and Catering Workers Union</td>
<td>1</td>
<td>5</td>
</tr>
<tr>
<td>Rail Air and Sea Transport Workers Union</td>
<td>1</td>
<td>5</td>
</tr>
<tr>
<td>No overt or known union involvement</td>
<td>38</td>
<td>20.0</td>
</tr>
<tr>
<td>TOTAL</td>
<td>190</td>
<td>100.0</td>
</tr>
</tbody>
</table>

Probably the most noteworthy fact emerging from the above table is that in 20 per cent of the strikes recorded during 1983 there was no overt or reported union involvement. This would point to spontaneous worker unrest, or to a hesitance on the part of unions with established relationships to become involved, or to certain unions working in the background and waiting for the right opportunity to emerge. The first two possibilities, however, appear the most likely. Furthermore, 23, or 12.1 per cent, of the 190 recorded actions showed involvement by unions who, in total, did not 'participate' in more than two strikes. Many of these were smaller unaffiliated or newly emerging bodies. Again, this confirms the suggestion that almost one-third of the strikes which occurred during 1983 were random uprisings, either spontaneous in nature or instigated by unions utilising discontent to establish presence. This stands in contrast to 1982 when the more established of the 'newer' unions were either responsible for or involved in the majority of strike actions.

One union which accounted for a large proportion of the 1983 strike action was the Commercial Catering and Allied Workers Union which surpassed even the Metal and Allied Workers Union, the most 'active' union during 1982. Also significant is SAANU's heightened activity during the year, but again, to establish the relative strength of the actions by various unions, comparisons as to the number of strikers, the manhours involved and the success achieved or failure suffered would have to be made.
Whereas FOSATU unions were involved in approximately 60 per cent of the strikes which occurred during 1982, their participation during 1983 was relatively lower. The following table reflects the position in this respect. It should, however, be noted that, according to FOSATU's own reports, its unions were involved in many more strikes than recorded here, but the FOSATU figures may be somewhat exaggerated.

<table>
<thead>
<tr>
<th>AFFILIATION</th>
<th>NO. OF STRIKES</th>
<th>PERC. OF TOTAL</th>
</tr>
</thead>
<tbody>
<tr>
<td>Unaffiliated unions</td>
<td>80</td>
<td>42.1</td>
</tr>
<tr>
<td>FOSATU unions</td>
<td>58</td>
<td>30.5</td>
</tr>
<tr>
<td>CUSA unions</td>
<td>14</td>
<td>7.4</td>
</tr>
<tr>
<td>No overt union involvement</td>
<td>38</td>
<td>20.0</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td><strong>190</strong></td>
<td><strong>100.0</strong></td>
</tr>
</tbody>
</table>

The strike record of the unaffiliated unions is swelled by CCAWUSA and SAAWU, as well as by the comparatively large number of unaffiliated unions engaged in isolated actions. Within FOSATU ranks, the relatively smaller unions, with the exception of MAWU, accounted for most of the action. The National Union of Textile Worker's actions were less frequent than in 1982 and the National Automobile and Allied Workers Union appears to have remained in the background last year, although it was responsible for the first 'nationwide' strike (that at Autoplastics).

The general pattern emerging is as follows:

- one highly 'militant' union or section of the workforce (CCAWUSA - retail workers)
- greater activity by smaller unions within the ranks of the more established federations
- much random activity by hitherto relatively unknown unions
- much apparently spontaneous action by workers
SECTORS AFFECTED

A sectional analysis of strike action in the various industrial, commercial and manufacturing sectors is presented in descending order of frequency in the table below:

<table>
<thead>
<tr>
<th>SECTOR</th>
<th>NO. OF STRIKES</th>
<th>PERC. OF TOTAL</th>
</tr>
</thead>
<tbody>
<tr>
<td>Engineering</td>
<td>40</td>
<td>21,0</td>
</tr>
<tr>
<td>Retail</td>
<td>30</td>
<td>15,8</td>
</tr>
<tr>
<td>Food and Beverage</td>
<td>25</td>
<td>13,2</td>
</tr>
<tr>
<td>Glass, Paint and Chemical</td>
<td>15</td>
<td>7,9</td>
</tr>
<tr>
<td>Wood and Paper</td>
<td>14</td>
<td>7,3</td>
</tr>
<tr>
<td>Manufacture of Building Materials</td>
<td>14</td>
<td>7,3</td>
</tr>
<tr>
<td>Textiles</td>
<td>9</td>
<td>4,7</td>
</tr>
<tr>
<td>Storage and Transport</td>
<td>8</td>
<td>4,2</td>
</tr>
<tr>
<td>Hotel and Catering</td>
<td>7</td>
<td>3,7</td>
</tr>
<tr>
<td>General Manufacturing</td>
<td>6</td>
<td>3,2</td>
</tr>
<tr>
<td>Mining</td>
<td>6</td>
<td>3,2</td>
</tr>
<tr>
<td>Motor</td>
<td>5</td>
<td>2,6</td>
</tr>
<tr>
<td>Municipality &amp; Services</td>
<td>3</td>
<td>1,6</td>
</tr>
<tr>
<td>Insurance</td>
<td>2</td>
<td>1,1</td>
</tr>
<tr>
<td>Building</td>
<td>2</td>
<td>1,1</td>
</tr>
<tr>
<td>Laboratories</td>
<td>2</td>
<td>1,1</td>
</tr>
<tr>
<td>Newspaper and Printing</td>
<td>1</td>
<td>0,5</td>
</tr>
<tr>
<td>Security</td>
<td>1</td>
<td>0,5</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>190</strong></td>
<td><strong>100</strong></td>
</tr>
</tbody>
</table>

Although the engineering industry again, as in 1982, topped the list for strike action (partly attributable to the fact that it is the largest sector outside the mining industry), the picture is, in general, different from 1982. During that year more than 50 per cent of all strikes occurred in the metal, motor and textile industries, whereas in 1983 the retail and food and beverage industries replaced the motor and textile. This refutes notions of exceptional strike-proness in certain industries to the exclusion of other circumstances such as trade union organisation and strategy and particular
industrial relations practices.

The table furthermore reveals a wider spread of industries than during 1982, and also a shift of emphasis to relatively smaller sectors such as paper and wood, hotel and catering and even chemical laboratories.

GENERAL

As in 1982 and as can be expected unless there is a sudden surge in union activity or worker action in other areas, by far the majority of strikes occurred in the Transvaal. No signs of significantly increased activity were recorded for any of the other geographical areas. Also, and in contrast to 1982 (see IRT December 1982) there were no sudden regional or local surges of activity which would speak of a general 'infectiousness' or concerted union activity, although sectionally this was noticeable in the retail industry. On the whole, labour action during 1983 lacked the direction, drive and concentration which was a marked feature of the strike action in, particularly, early 1982.
STRIKES - JANUARY TO MARCH 1983

**E. CAPE**

<table>
<thead>
<tr>
<th>Date</th>
<th>Description</th>
<th>Details</th>
</tr>
</thead>
<tbody>
<tr>
<td>14.1.83</td>
<td>Gallo Africa (Bedfordview)</td>
<td>Recognition CCAMUSA +/- 30 Workers</td>
</tr>
<tr>
<td>14.1.83</td>
<td>Associated Diesel (JHB.)</td>
<td>Dismissal 20 Workers 1 shift</td>
</tr>
<tr>
<td>16.1.83</td>
<td>Puto (Vosloorus)</td>
<td>Grievance re Supervisor 175 Workers 5 hour go-slow</td>
</tr>
<tr>
<td>17.1.83</td>
<td>AEGI (Garsfontein)</td>
<td>Grievance re Supervisor SACMU 300 Workers 2 shifts</td>
</tr>
<tr>
<td>12.2.83</td>
<td>Gallo Africa (Bedfordview)</td>
<td>Retrenchments CCAMUSA 100 Workers 2 shifts</td>
</tr>
<tr>
<td>15.2.83</td>
<td>AEGI (Bedfordview)</td>
<td>Diverse Grievances SACMU 4 shifts</td>
</tr>
<tr>
<td>19.2.83</td>
<td>O.K. Sazans (Port Elizabeth)</td>
<td>Dismissal CCAMUSA 100 Workers 18 Days</td>
</tr>
<tr>
<td>24.2.83</td>
<td>Fry's Smelter Plant (Berlin)</td>
<td>Retrenchments SACMU 173 Workers Fired</td>
</tr>
<tr>
<td>26.2.83</td>
<td>Britco's Bakery (Port Elizabeth)</td>
<td>Overtime 200 Workers 1 shift</td>
</tr>
<tr>
<td>9.3.83</td>
<td>Co-Operative Creamery (Queenstown)</td>
<td>Recognition APODA 70 Workers 2 Shifts (Fired)</td>
</tr>
<tr>
<td>16.3.83</td>
<td>Makro (Bedfordview)</td>
<td>Dismissal CCAMUSA 70 Workers 1 shift</td>
</tr>
<tr>
<td>17.3.83</td>
<td>The Star (Johannesburg)</td>
<td>Dismissal WUSA 209 Workers 3 shifts</td>
</tr>
<tr>
<td>23.3.83</td>
<td>Landdrosst Sunnyside &amp; Tower Hotels</td>
<td>Promotions CCAMUSA 180 Workers 4 hours</td>
</tr>
<tr>
<td>4.2.83</td>
<td>Carletonville Concrete (Estcourt)</td>
<td>Wage Negotiations SAAMU</td>
</tr>
</tbody>
</table>

**NATAL**

<table>
<thead>
<tr>
<th>Date</th>
<th>Description</th>
<th>Details</th>
</tr>
</thead>
<tbody>
<tr>
<td>9.3.83</td>
<td>Safeguard (Durban)</td>
<td>Wages CCAMUSA 350 Workers 5 shifts</td>
</tr>
<tr>
<td>9.3.83</td>
<td>Ninian &amp; Lester (Pine- town)</td>
<td>Dismissal MUTU 300 Workers 5 shifts</td>
</tr>
<tr>
<td>25.3.83</td>
<td>Union Flour Mills (Durban)</td>
<td>Grievance re Personnel Officer SAAR 400 Workers 1 Shift</td>
</tr>
</tbody>
</table>
E. CAPE

**TRANSMAL**

- 11.4.83
  - Baca Fireman (Welkom)
  - Accident
  - 700 Workers
  - 1 shift

- 13.4.83
  - Carlton Paper (Nadeville)
  - Dr. Greig
  - PWVU
  - 400 Workers
  - 6 hours

- 23.4.83
  - Garmkus Bakery
  - Arrest of Colleagues
  - 6 shifts

- 24.4.83
  - Cremergold Jewellery (JHB)
  - Dav Greiv
  - 120 Workers
  - 1 shift

- 30.4.83
  - Sunblust Bakery (P.E.)
  - Allowances
  - 53 Workers
  - 1 Shift (fired)

- 12.5.83
  - Kentucky Fried (Queenstown)
  - Dismissal
  - 15 Workers
  - 1 shift

**NATAL**

- 14.4.83
  - DRC Sacks (Nobeni)
  - Pensions
  - 100 Workers
  - 1 shift

- 15.4.83
  - Navoum Wharf Cold Storage
  - Dismissal
  - SAAMU
  - 410 Workers
  - Rep. Step (fired)

- 25.4.85
  - Premier Paper (Kliprivier)
  - Wages & Grievances
  - PWVU
  - 300 Workers
  - 15 shifts

- 2.5.83
  - Durapenta (Germiston)
  - Griev re. Super
  - CACUSA
  - 120 Workers
  - 1 shift (fired)

- 5.5.83
  - Sami Food (Sandton)
  - Wages & Griev.
  - CACUSA
  - 9 Workers
  - 1 shift

- 17.5.83
  - Manzecor (Waltloo)
  - Dismissals
  - FBUM
  - 400 Workers
  - 1 shift (fired)

- 19.5.83
  - O.K. Bazaar (Randburg)
  - Griev re. Super
  - CACUSA
  - 80 Workers
  - 1 shift

- 25.5.83
  - Future (Springview)
  - Dem & Griev re Super
  - TCCU
  - 150 Workers
  - 2 shifts
### STRIKES - JUNE 1982

#### TRANSVAAL

**E. CAPE**

<table>
<thead>
<tr>
<th>Date</th>
<th>Company</th>
<th>Description</th>
<th>Union</th>
<th>Workers</th>
<th>Shifts</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.6.83</td>
<td>Kroes Brothers (Hersdorff)</td>
<td>Retrenchments</td>
<td>MANU</td>
<td>1,300</td>
<td>6</td>
</tr>
<tr>
<td>3.6.83</td>
<td>Checkers (East Rand)</td>
<td>1 shift</td>
<td>CCAMUSA</td>
<td>400</td>
<td>4</td>
</tr>
<tr>
<td>6.6.83</td>
<td>ASEA Electric ( Pretoria)</td>
<td>Pens. &amp; Recog</td>
<td>MANU</td>
<td>300</td>
<td>2</td>
</tr>
<tr>
<td>7.6.83</td>
<td>Salsate Chemicals (Boksburg)</td>
<td>Grev. re Supv.</td>
<td>CWU</td>
<td>90</td>
<td>3</td>
</tr>
<tr>
<td>9.6.83</td>
<td>Litenaster (Germiston)</td>
<td>Retrenchments</td>
<td>MANU</td>
<td>120</td>
<td>1 (fired)</td>
</tr>
<tr>
<td>13.6.83</td>
<td>Dunlop Industrial (Benoni)</td>
<td>Short-time</td>
<td>CWU</td>
<td>400</td>
<td>4</td>
</tr>
<tr>
<td>22.6.83</td>
<td>Coca Cola Bottling (Vereeniging)</td>
<td>Wages</td>
<td>SPAMU</td>
<td>300</td>
<td>2</td>
</tr>
<tr>
<td>23.6.83</td>
<td>Potons &amp; Baldwins (Randfontein)</td>
<td>Wages</td>
<td>CWU</td>
<td>400</td>
<td>6</td>
</tr>
<tr>
<td>24.6.83</td>
<td>ASEA Electric (Rosslyn)</td>
<td>Dissmissal</td>
<td>MANU</td>
<td>300</td>
<td></td>
</tr>
<tr>
<td>27.6.83</td>
<td>T.W. Beckett (Isando)</td>
<td>Dissmissal</td>
<td>SPAMU</td>
<td>300</td>
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<tr>
<td>28.6.83</td>
<td>Lebowa Transport</td>
<td>Dissmissal</td>
<td>300</td>
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#### NATAL

<table>
<thead>
<tr>
<th>Date</th>
<th>Company</th>
<th>Description</th>
<th>Union</th>
<th>Workers</th>
<th>Shifts</th>
</tr>
</thead>
<tbody>
<tr>
<td>6.6.83</td>
<td>Wampeak (Hobeni)</td>
<td>Pens. &amp; Recog</td>
<td>SAAWU</td>
<td>400</td>
<td>6 (fired)</td>
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<tr>
<td>20.6.83</td>
<td>Corobrik (Durban)</td>
<td>Grev. re Treatment</td>
<td>300</td>
<td>1</td>
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<tr>
<td>27.6.83</td>
<td>Natal Thread (Hamarsdale)</td>
<td>Wages</td>
<td>NUTW</td>
<td>315</td>
<td>0/T ban 27.5 hrs</td>
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<tr>
<td>29.6.83</td>
<td>W-B Cameron (Jacobs)</td>
<td>Wages/Recognition</td>
<td>MANU</td>
<td>430</td>
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**Other**

<table>
<thead>
<tr>
<th>Date</th>
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<th>Shifts</th>
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<tbody>
<tr>
<td>29.6.83</td>
<td>Prima Fine</td>
<td>8 shifts</td>
<td>250</td>
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<tr>
<td>29.6.83</td>
<td>D &amp; D Fraser (HDRA)</td>
<td>Wages</td>
<td>CCAMUSA</td>
<td>196</td>
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<tr>
<td>29.6.83</td>
<td>Barlow - Manu (Kev)</td>
<td>Wages/Recog</td>
<td>MANU</td>
<td>450</td>
<td>11</td>
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<td>30.6.83</td>
<td>AECl (Sasolburg)</td>
<td>Accident</td>
<td>SAAWU</td>
<td>350</td>
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<td>30.6.83</td>
<td>Kohler Corrugated</td>
<td>Recog/Closed Shop</td>
<td>MANU</td>
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<td>STRIKES - SEPTEMBER 1983</td>
<td></td>
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<td>--------------------------</td>
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</tr>
<tr>
<td><strong>W. CAPE</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>19.9.83</td>
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<tr>
<td>Int Metal &amp; Mech. (JHB)</td>
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<tr>
<td>Wages</td>
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<td></td>
</tr>
<tr>
<td>14 Workers</td>
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<tr>
<td>1 shift</td>
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</tr>
</tbody>
</table>

| **E. CAPE**              |
| 4.9.83                   |
| Umslopotters (Vanderbijl)|
| Wages                    |
| BCAWU                    |
| 20 Workers               |
| 1 shift (fired)          |

| **TRANSVAAL**            |
| 6.9.83                   |
| United Breweries (Gariepus)|
| Wages                    |
| 13 Workers               |
| 2 shifts (fired)         |

| **NATAL**                |
| 8.9.83                   |
| Checkers (Franrose)      |
| Overtime                 |
| CCAWUSA                  |
| 45 Workers               |
| 2 shifts (fired)         |

| **9.9.83**               |
| K Nazzar's (Sandburg)   |
| Griev re guard CCAWUSA  |
| 100 Workers             |
| 1 hour                  |

| **12.9.83**              |
| Steaplastics (PE)        |
| Wages                    |
| NAAWU                    |
| 150 Workers              |
| 3 shifts                 |

| **12.9.83**              |
| Autoplastics (CT)        |
| Wages                    |
| NAAWU                    |
| 600 Workers              |
| 4 shifts                 |

| **22.9.83**              |
| West Briepeon Mine       |
| Safety                   |
| 17 Workers               |
| 4 shifts (fired)         |

| **22.9.83**              |
| Fructpak (Industrial)    |
| Dismiss/Recog            |
| 250 Workers              |
| 3 shifts                 |

| **27.9.83**              |
| Barlow Manu. (JHB)       |
| Wages                    |
| NAAWU                    |
| 300 Workers              |
| 2 shifts                 |

| **27.9.83**              |
| Van Drimelens Lab (JHB)  |
| Dis./Griev.              |
| BMAWUSA                  |
| 80 workers               |
| 3 shifts                 |

| **29.9.83**              |
| Cullinan Refractories    |
| Wages                    |

| **29.9.83**              |
| Liberty Life (JHB)       |
| Recog.                   |
| 90 Workers               |
| 1 shift (fired)          |

| **29.9.83**              |
| Game Discount (Eastgate) |
| Wages                    |
| CCAWUSA                  |
| 40 Workers               |
| 2 shifts (fired)         |

| **30.9.83**              |
| Checks (PTA)             |
| Griev re Van CCAWUSA     |
| 60 Workers               |
| 1 shift                  |

| **30.9.83**              |
| African Sales (JHB)      |
| Retrenchment             |
| CCAWUSA                  |
| 50 Workers               |
| 1 shift                  |
STRIKES - OCTOBER 1983

E. CAPE

O.S.

30.10.83
Checkers (Queenstown)
Wages/Griev CCAMUSA
16 workers 1 shift

30.10.83
Checkers (Primrose)
Dismissal CCAMUSA
30 Workers 2 shifts

12.10.83
Feltex Foam (PTA)
Dismissal
300 Workers 6 shifts

12.10.83
Piemar & Grabe (Rosslyn)
Dis/Assault SAAWU
31 workers 1 shift (fired)

16.10.83
Farm Fare (Bastgate)
Canteen Prices
100 Workers

16.10.83
Kleenex Board
Wages/Recog
310 Workers

15.10.83
Caltex Oil (Rencom)
Dismissal
12 workers 1 shift

25.10.83
Exco Cables (Rosslyn)
Dismissal
327 Workers 4 shifts (fired)

27.10.83
Crown Beef Restaurants
Wages, Hotels
35 workers (fired)
1 shift

28.10.83
Kent Motors (JHB)
Stickers/dismissal SAAWU
1 shift

5.10.83
Colgate Palmolive (Boks) Grieven Re Hang
76 workers 1 shift (fired)

5.10.83
Grand Bazaar (Roossetten) CCAMUSA
300 Workers 1 shift 24 workers

7.10.83
York Timbers (PTA) Wages
182 workers 2 shifts (fired)

11.10.83
Checkers (Primrose)
Dismissal CCAMUSA
30 workers 2 shifts

11.10.83
Poole Industries (PTA)
Wages/pens NGWU
300 Workers 6 shifts (fired)

11.10.83
Union Carriage (Napel)
Retrenchment SAAWU
900 Workers 2 shifts

18.10.83
Griesen re Hang, CCCAMUSA
300 Workers 3 shifts

3.10.83
Smith & Nephew (Pinetown)
Grieven re Hang
175 workers 6 shifts

26.10.83
Sampak Tissue (PTA)
Wages
250 Workers 4 shifts

27.10.83
Goldsmith Co (JHB)
Dismissal SAAWU
20 workers (fired) 1 shift

26.10.83
Cullinan Ind. Porcelain
Wages SCAWU
340 Workers 1 shift

27.10.83
Crown Beef Restaurants
Wages, Hotels
35 workers (fired)
1 shift

26.10.83
B.J. Souchy (Durban)
Dis/Recog SAAWU
1000 Workers

28.10.83
Rovos 5A (Durban)
Dis RASTW

28.10.83
Epilo Pretoriarits
Ref Stickers SAAWU
100 Workers 6 hours

31.10.83
Pressure Die (Walton)
Dismissals
80 Workers 8 shifts

31.10.83
Fed Timbers (Women)
Wages
100 Workers 8 shifts

31.10.83
Fed Timbers (Women)
Wages
300 Workers 8 shifts
STRIKES - NOVEMBER 1983

**W. CAPE**

1.11.83
Winterveld Chrome Mine
Wages
850 Workers
9 shifts

5 11 83
Checkers (Eastgate)
Grievance re Management
CCAWSA
30 Workers
1 shift

7 11 83
St. John's Knitwear (Hammarsdale)
Inverse Grievances
SAAWU
80 Workers
4 shifts (fired)

9 11 83
Jatax (Roslyn)
Dismissal
NUTW
150 Workers
6 shifts

11 11 83
Golden Era Stationers (JHB)
Dismissals/Recon
FWMU
100 Workers
3 shifts

17 11 83
Shatterprufe (P.E.)
Wages
CWIU
400 Workers
1 shift

18 11 83
Masterbuilt (Olivantsfontein)
Dismissal/Wages
200 Workers
1 shift

21 11 83
African Atlas (JHB)
Bonus
29 Workers
1 shift

22 11 83
Samba Quiz (Isando)
Griev. re Xam SPAMU
700 Workers
1 shift

28 11 83
Kentucky Chicken (Reef)
Wages and Grievances
CCAWSA
120 Workers
1 shift

29 11 83
Hyperama (JHB)
Dismissal
CCAWSA
1 shift

**E. CAPE**

29 11 83
Fresh Meat Supply (JHB)
Overtime
100 Workers
1 shift (fired)

30 11 83
Standard Brass (Benoni)
Wages
100 Workers
1 shift

**TRANSAWAL**

**NATAL**

1.11.83
Unfolozi Sugar Co-op
Referendum
VASRAEU
300 Workers
3 shifts

2 11.83
Amatikulu & Felixton Mills
Referendum
VASRAEU
1,400 Workers
2 shifts

14 11 83
Bestconstructs (Phoenix)
Wages
500 Workers
1 shift

15 11 83
Defy (Newcastle)
Retrenchments
SAAWU
500 Workers
4 shifts

21 11 83
Sango Quarries
Repatriation
SAAWU
1 shift

24 11 83
DGN Bus Serv. (Stanger)
Recognition
SAAWU
200 Workers
1 shift

30 11 83
Bakers Ltd (Durban)
Wages
1 shift
STRIKES - DECEMBER 1983

**TRANSVAAL**

- 6.12.83
  - Carlton Paper (Wadeville)
  - Dismissal
  - 250 Workers
  - 4 shifts

- 7.12.83
  - Union Liquid Air (Germiston)
  - Recognition
  - CWU
  - 120 Workers
  - 1 shift

- 8.12.83
  - Caramel Sweezeakers
  - Union Membership
  - SFAWU
  - 120 Workers
  - 1 shift (fired)

- 9.12.83
  - General Tyre (Booyens)
  - Dismissals
  - GAWU
  - 70 Workers
  - 7 shifts

- 10.12.83
  - OK Bazaars (Vereeniging)
  - Worker Friction
  - CCWUSA
  - 120 Workers
  - 1 shift

- 13.12.83
  - Ford-Straudale (P E)
  - Dismissal
  - 700 Workers
  - 4 shifts

- 12.12.83
  - Pick 'n Pay (Vereeniging)
  - Wages
  - 200 Workers
  - 3 shifts

- 14.12.83
  - Pick 'n Pay (Roodstad)
  - Wages
  - 150 Workers
  - 1 shift

- 15.12.83
  - Putco (Wembley)
  - Dismissals
  - 150 Workers
  - 3 shifts

**NATAL**

- 7.12.83
  - Bestform (Newcastle)
  - Diverse Grievances
  - 80 Workers
  - 1 shift

- 14.12.83
  - Wortill Engineering (Moodens)
  - Bonus
  - 150 Workers
  - 1 shift

- 17.12.83
  - Teales Farm Prod. (Esteourt)
  - Wages/Bonus
  - 20 Workers
  - 3 shifts

- 21.12.83
  - Bakers (Durban)
  - Grievances
  - 200 Workers
  - 1½ hours
<table>
<thead>
<tr>
<th>UNION</th>
<th>COMPANY</th>
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</thead>
<tbody>
<tr>
<td>Metal and Allied Workers Union - MAWU (FOSATU)</td>
<td>Bay Store Minerals</td>
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<tr>
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<td>Reliable Products</td>
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<td>C.I. Industries</td>
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<td>Mather and Platt (Elandsfontein)</td>
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<td>Scottish Cables</td>
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<td>C.Y.C. Steel</td>
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<td>B.M.R.</td>
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<td>Dunlop (Durban)</td>
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<td>Thos Barlow</td>
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<td>Paper Wood and Allied Workers Union - PWAWU (FOSATU)</td>
<td>Nampak Conical, Nampak Sacks,</td>
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<td>Nampak Cores and Tubes</td>
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<td></td>
<td>Carlton Paper (Wadeville)</td>
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<td>Uniply</td>
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<td>Mondi Paper Mill</td>
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<td>Sweet Food and Allied Workers Union - SFAWU (FOSATU)</td>
<td>C.G. Smith Sugar</td>
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<td>Imbali Beer Brewery</td>
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<td>Congella Brewery</td>
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<td>Cato Ridge Abattoir</td>
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<tr>
<td>Commercial Catering and Allied Workers Union of South Africa - CCAWUSA</td>
<td>Woolworths</td>
</tr>
<tr>
<td>(Unaffiliated)</td>
<td>O.K. Bazaars</td>
</tr>
<tr>
<td></td>
<td>C.N.A.</td>
</tr>
<tr>
<td></td>
<td>Foschini</td>
</tr>
</tbody>
</table>
| South African Allied Workers Union - SAAWU (Unaffiliated) | Defy Corporation  
| Food and Beverage Workers Union - FBWU (CUASA) | Park Bakery (Fedbake)  
| Transport and General Workers Union - TGWU (FOSA) | Wireohm  
| National Union of Textile Workers - NUTW (FOSA) | Union Flour Milling  
| Chemical Workers Industrial Union - CWIU (FOSA) | Simba Quix  
| National Union of Mineworkers - NUM (CUASA) | Premier Milling (Newton)  
| Federated Mining Union - FMU (associated with Boilermakers) | Maizecor Industries  
| | Putco  
| | Anglo American Property Services  
| | Freight Forwarding  
| | Tongaat Textiles  
| | Bratlax  
| | Duropenta  
| | Plate Glass and Shatterprufe (Germiston, Pretoria and Port Elizabeth)  
| | Chamber of Mines  
| | (agreement covering several mines)  
| | Chamber of Mines (Rand Refineries and TEBA)  
| | Douglas Colliery (Van Dyk's Drift Section)  
<p>| | Mathey Rustenburg Refineries |</p>
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<thead>
<tr>
<th>National Automobile and Allied Workers Union - NAAWU (FOSATU)</th>
<th>BMW (S.A.)</th>
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<tbody>
<tr>
<td>Transport and Allied Workers Union - TAWU (CUSA)</td>
<td>Vaal Transport</td>
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<tr>
<td>General Workers Union - GWU (Unaffiliated)</td>
<td>Industrial Sands</td>
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<tr>
<td>African Food and Canning Workers Union - AFCWU (Unaffiliated)</td>
<td>Attwells Bakery</td>
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<tr>
<td>National Iron Steel Metal and Allied Workers Union - NISMAWU (associated with National Federation of Workers)</td>
<td>Bay Stone Minerals</td>
</tr>
<tr>
<td>National Sugar and Refining and Allied Industries Employees Union - NASRAIEU (Formerly NUSMRE - unaffiliated)</td>
<td>Federation of Civil Engineering Contractors?</td>
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<tr>
<td>RESPONDENT</td>
<td>APPLICANT</td>
</tr>
<tr>
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<td>-----------</td>
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<tr>
<td>Vleissentral</td>
<td>SFWU</td>
</tr>
<tr>
<td>Triomf Fertilizer</td>
<td>SACMU</td>
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<tr>
<td>Turnall S.A.</td>
<td>SAAMU</td>
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<tr>
<td>Master Diamond Cutter Association</td>
<td>SADMU</td>
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<td>ISCOR</td>
<td>BAFU</td>
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<td>STOBAR</td>
<td>NAMU</td>
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<tr>
<td>Industrial Council for the Furniture Industry and NUFAL</td>
<td>Grafton Everest</td>
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<tr>
<td>Argus</td>
<td>SASJ</td>
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<td>Dunsvarnt Iron and Steel</td>
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<td>S.A. Fabrics</td>
<td>YUTN</td>
</tr>
<tr>
<td>Brittex</td>
<td>YUTN</td>
</tr>
<tr>
<td>Company/Trade Union</td>
<td>Summary</td>
</tr>
<tr>
<td>---------------------</td>
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</tr>
<tr>
<td>Alfa Romeo</td>
<td>Company’s evident reluctance to recognize union. Retrenchment of workers, including union officials.</td>
</tr>
<tr>
<td>Frametex</td>
<td>Rivalry between NUTW and TWIU. Frame’s granting of stop-order facilities to TWIU.</td>
</tr>
<tr>
<td>Try’s Metals</td>
<td>Workers belonging to SAAWU. Failure to follow agreed disciplinary procedure - unfair dismissal.</td>
</tr>
<tr>
<td>Fodens</td>
<td>Retrenchment of 3 workers. Union’s unsuccessful attempts to negotiate. Friction between supervisors and workers.</td>
</tr>
<tr>
<td>Servix</td>
<td>Dismissal of two employees who had complained to the Industrial Council about deductions for lost tools.</td>
</tr>
<tr>
<td>B &amp; S Engineering</td>
<td>Dismissal and ‘selective’ re-employment of workers after a 'strike' the previous year.</td>
</tr>
<tr>
<td>Barlows Manufacturing (Kew)</td>
<td>Dismissal of 12 workers after a strike.</td>
</tr>
</tbody>
</table>

Settled in Italy before court action. NAAU to be granted recognition. One union official reinstated.

Status Quo Order restoring Frame from recognizing TWIU or granting it facilities not available to NUTW. Order later lapsing. Industrial Court refused to extend it. NUTW appealed to Supreme Court, but matter settled before Supreme Court action. Conciliation Board later appointed.

Status Quo Order granted.

Company agreed before court. Company to continue practices, to commence negotiations and to repay all UIF moneys. Court ruled in the 'abstract' that in Foden’s 'most unfair' circumstances, most of the practices were unfair.

Pre-settlement made an order-of-the-court. Company to show 'reemployment' as cause of dismissal and to pay R5,000.

Out-of-Court settlement. Company agreed to pay substantial sum to 249 workers not re-employed.

Barlows requested right to appeal to the Supreme Court against the Industrial Court’s right to grant Status Quo orders where normal notice had been given. Appeal refused. Case pending.
<table>
<thead>
<tr>
<th>Company</th>
<th>Union</th>
<th>Event Description</th>
<th>Result/Comment</th>
</tr>
</thead>
<tbody>
<tr>
<td>Plaza Engineering</td>
<td>COU</td>
<td>Retrenchment of 16 workers</td>
<td>Failure to negotiate on retrenchments and to follow procedures</td>
</tr>
<tr>
<td></td>
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<td>Court indicated that it would refuse to grant a Status Quo Order since no agreed procedures existed. Company, however, offered to make ex gratia re-payment</td>
</tr>
<tr>
<td>Bonus Fertilizer</td>
<td>CMIU</td>
<td>Dismissal of workers after supposed strike</td>
<td>Lock-out by employer</td>
</tr>
<tr>
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<td></td>
<td>Disguised retrenchment</td>
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<tr>
<td></td>
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<td></td>
<td>Out-of-Court Settlement Company agreed to pay 825,000 and re-employ 30 of the workers</td>
</tr>
<tr>
<td>West Driefontein</td>
<td>NUM</td>
<td>Dismissal of workers who had refused to go underground until assured that mine was safe</td>
<td>Unfair to dismiss workers if no &quot;automous&quot; assurance has been given</td>
</tr>
<tr>
<td></td>
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<td>Court ordered re-instatement of the 17 workers</td>
</tr>
<tr>
<td>Frametex</td>
<td>NUTW</td>
<td>Retrenchment of 10 workers</td>
<td>Retrenchments not negotiated. LIFO principle not applied. Hugramis retrenched before expiry of their contract</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Status Quo Order granted.</td>
</tr>
<tr>
<td></td>
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<td></td>
<td>Seen as indication that the Court regards negotiation and the LIFO principle as important</td>
</tr>
<tr>
<td>The Star</td>
<td>WIASA</td>
<td>Dismissal of workers two days after a strike about an individual dismissal</td>
<td>Dismissed workers not given individual hearings. Reason for dismissal not supplied. Company had no right to dismiss since strike was &quot;justifiable&quot;</td>
</tr>
<tr>
<td></td>
<td></td>
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<td>Application dismissed.</td>
</tr>
</tbody>
</table>
African Allied Workers Union
African Food and Canning Workers Union
Black Allied Workers Union
Building Construction and Allied Workers Union
Black Health and Allied Workers Union of South Africa
Commercial Catering and Allied Workers Union of South Africa
Council of Unions of South Africa
Chemical Workers Industrial Union
Food and Beverage Workers Union
Food and Canning Workers Union
Federation of South African Trade Unions
General and Allied Workers Union
General Workers Union
General Workers Union of South Africa
Hotel Liquor and Catering Workers Unions
Insurance and Assurance Workers Union of South Africa
Metal and Allied Workers Union
National Automobile and Allied Workers Union
<table>
<thead>
<tr>
<th>Abbreviation</th>
<th>Description</th>
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<tbody>
<tr>
<td>NGWU</td>
<td>National General Workers Union</td>
</tr>
<tr>
<td>NFW</td>
<td>National Federation of Workers</td>
</tr>
<tr>
<td>NUM</td>
<td>National Union of Mineworkers</td>
</tr>
<tr>
<td>NASRAIEU</td>
<td>National Sugar, Refining and Allied Industries Employees Union</td>
</tr>
<tr>
<td>NUTW</td>
<td>National Union of Textile Workers</td>
</tr>
<tr>
<td>OVGWU</td>
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I R ISSUES

CONTROVERSIAL AMENDMENT

Most industrial relations observers have been dumbstruck, if not totally confused, by certain new provisions in the Labour Relations Amendment Bill 1984. Besides other minor amendments and the proposal that the power to grant exemption from Industrial Council agreements should once again revert to the Minister, which was contained in the last draft bill and discussed in IRT August 1983, the Bill now also concerns itself with the enforceability of agreements concluded at plant level and their compulsory submission to the Department of Manpower.

The Bill, in short, provides that no agreement "...whereby any matter of mutual interest to, or regarding the relationship between, employers and employees is regulated..." will be enforceable in the Industrial Court "...or in any other court" if such an agreement has been concluded between parties one or both of which have not complied with certain provisions of the Labour Relations Act. These make it compulsory for registered and unregistered unions and employers organisations to furnish the Registrar with a copy of their constitution, to keep a register of members and proper books of account and to submit these to the Registrar once a year and, finally, to have their Head Office in the Republic and to inform the Registrar of any change of office bearers or changes in their constitution. The Bill also stipulates that any party who has entered into an agreement, even if the agreement is a verbal one, must within 30 days furnish an inspector with a copy of the written agreement or with particulars of the verbal agreement. Any "person" (party?) who fails to do so, will be guilty of an offence. Furthermore, the provision will apply in retrospect, that is, also to all agreements entered into before the promulgation of the proposed amendment. Finally, Industrial Council agreements, Conciliation Board agreements and contracts of employment are excluded from the relevant provisions.

Several possible motivations, mostly interactive, for these extraordinary provisions present themselves -
Firstly, it would appear that there is a growing feeling of resentment, particularly among 'established' unions, and also among some employers, at the fact that unions who thumb their noses at the system should "have it all their own way" and should not only be making such effective progress outside the system, but even be challenging or usurping the role and function of Industrial Councils. This supposition, namely that the motivation for the Bill rests partly in a concern for the preservation of the Industrial Council and party trade unions is corroborated by the suggestion made at the Industrial Council summit last year that "strong action" should be taken to "curb" the development of a dualistic system as well as by reports of a stronger 'established' trade union voice in the Departmental ear since that time. It appears that, by some convoluted process of reasoning, the conclusion was reached that enforcement of administrative requirements will somehow bring the 'newer' unions into the system and that established bargaining forms and the process of registration will become more attractive or more effective. The argument seems to have been that, if plant-level parties are subjected to the same checks and controls as established bargaining bodies, the former will sooner or later decide that they may as well negotiate on Industrial Councils. This shows a complete lack of insight into the reason for plant-level negotiations which rests not so much in the avoidance of control, but in the assessment that greater power can be exercised at that level and more specifically suitable agreements reached. What makes the whole idea even more ridiculous is that the unions, both the majority registered and the minority unregistered, with whom plant-level agreements are concluded, are already subject to the controls stipulated in the Bill. Particularly the registered unions are already system-conformist in this respect, yet they still reject the established bargaining structures. The further stipulation that they should now submit agreements to the Department will probably not discourage them from plant-level negotiations either. Therefore, at best the provision, if based on the motivation as supposed, is futile. At the worst it can lead to resentment at the undue interference with voluntary agreements and to the justifiable suspicion that this is merely a first step towards increased control by the Department.

The second possibility, and one most definitely intertwined with the first, is that certain parties may have reached the conclusion that it is 'unfair' that some unions, particularly the unregistered ones, should,
while acting completely *independently*, still enjoy protection of their agreements in the form of their enforceability as contracts in the ordinary courts. To add insult to injury, these unions have had the "impudence" to use those same 'renegade' agreements as basis for action in the Industrial Court, by alleging that employers have not followed established or agreed procedures. This is evidently what is meant by the reference to the enforceability of agreements in the Industrial Court which is, after all, a creature of the system. If this was the motivation for the amendment, then the fact has been ignored that unions have other means of enforcing agreements or demands or rights, that is by strike action, whether legal, illegal or *semi-legal* (according to agreed, plant-level procedures). The proposed amendments may not encourage unions to conform, but merely discourage use of the Industrial Court. If this is the case, then they will most definitely be counter-active to one of the proposed purposes of the Court, namely "the promotion of labour peace". Not that it is agreed that all disputes should be processed by the Industrial Court, but there are some which are better settled there than by the power relationship. Another anomaly which presents itself is that unregistered unions were as recently as May last year granted access to the official conciliation machinery and, thereby, to the Industrial Court. A very quick change of mind appears, therefore, to have occurred.

Even more anomalous is the fact that unions, even if they do not comply to all the stipulations of the Bill, may still achieve legally enforceable agreements merely by applying for a Conciliation Board and requesting that the agreement be gazetted. (As has been stated, Conciliation Board agreements are exempted from the provisions of the Bill and unions applying for Conciliation Boards, although they must have submitted copies of their constitutions to the Registrar, have kept proper registers and books of account and have their Head Office in the Republic, do not have to prove that they have submitted their registers and audited accounts to the Registrar). Furthermore, unions do not institute action in the Industrial Court merely on the grounds that agreements have not been adhered to. More often than not their action is based solely on the very wide definition of the 'unfair labour practices' and it is this which should have received attention from the legislators. Finally, it does seem somewhat presumptuous of the Department to attempt to eliminate the enforceability of agreements as legal contracts. Usually statutes limit, but do not completely negate
the contractual rights of various parties.

A third, rather twisted motivation may have been the supposedly clever trick of getting unions to adhere to the already existent controls by using the enforceability of their recognition agreements as a threat against them. It is well known that the Department has been tightening up on its enforcement of the provisions which subject unregistered unions to the same controls as registered unions. The Department was perhaps not very successful and may have now decided to resort to these somewhat devious methods. (There are, in any case, some logical inconsistencies in the very concept of getting unregistered unions to 'register'.) Also, the Department previously justified its extension of controls by arguing that it would make registration less "unattractive". This ploy has not succeeded and it may, consequently, have been decided to now hold out the stick of the limitation on legal enforceability of agreements to encourage registration and conformity. Again it has not been understood that non-registration is, in the case of some unions which may operate perfectly 'legally' otherwise, merely a matter of principle.

Lastly, the Director of Manpower has himself provided the simplest, but least acceptable motivation for the Bill and particularly for the stipulation that agreements have to be lodged with the Department. According to him, the Department merely wishes to be completely in the know. Three questions have to be asked: whether it is necessary for the Department to know the exact detail of all individual, even verbal, agreements; whether the knowledge is required merely for statistical purposes or to achieve greater insight and understanding or for other less obvious motives, such as the extension of control; and whether, if mere acquisition of information was the purpose, this could not have been achieved by another, less controversial and, labour relations-wise, less dangerous means. Furthermore, the reason given does not justify the prohibition on legal enforceability, should stipulations regarding controls not be adhered to. In the light of this, the suspicion may easily be aroused that the Department is not seeking information in its purest sense.

Some employers may even support the proposed Bill in the hope that it
will give them yet another stick to wield over the trade unions concerned, by, for example 'catching them out' if they have not adhered in detail to the necessary requirements. This would, however, be a somewhat short-sighted attitude, since a demand on strict conformity may do nothing but increase conflict. It should be remembered that plant-level agreements were entered into not as a legal necessity, but to regulate an otherwise unstructured relationship and thereby to contain conflict. The gradual insistence on the legal enforceability of the agreements, whether in the ordinary or the Industrial Courts, was a further step away from confrontation or reversion to a completely unstructured relationship. Of course, the readiest argument may be that unions will now no longer be able to use the Industrial Court also for disputes which should have been settled by the bargaining situation. However, it has been pointed out that the attack should have been on the 'unfair labour practice' concept and not on the unions and that, moreover, the unions can still use the 'unfair labour practice' to their advantage.

In general, care should be exercised that support is not given to provisions which are, seen in their most favourable light, useless and, at their worst, can sour rather than improve labour relations. The Bill as it stands is entirely unclear as to motivation and purpose. Had it been conceived in the sincere desire to promote more structured labour relations, the carrot of further enforceability by, for example, the granting of additional status to 'approved' plant-level agreements, would have been dangled and not the stick of removing already existent legal enforceability. As it is, the Bill, like the now extinct provisional registration system, offers unions all the disadvantages of the 'system', without any of its benefits and, moreover, further questions the sincerity of the government in its continual propounding of the so-called voluntaristic principle. The Department will have to realize that in such a system its role, though not completely laissez faire, should be supportiverather than controlling.
MORE OCCUPATIONAL SAFETY LEGISLATION

Following a long-standing in-fight between the Department of Manpower and the Department of Health and Welfare as to who should be responsible for ensuring safety at the workplace, the latter Department has now published its own Occupational Medicine Bill. There would be no quibble between the two departments if the bill did what its title suggests, that is confined itself merely to medical assessment of occupational hazards, the preventative measures which should be taken and the treatment which should be received by workers suffering the effects of unsafe working conditions. However, the Bill goes further by concerning itself with the employment relationship and imposing duties on the employer and employee. For example, it even contains a victimisation clause which, besides the usual victimisation provision that no employee shall be dismissed for supplying information in terms of the Act, also prohibits an employer from discharging "...any employee directly or indirectly on account of a medical condition which that employee contracted during his service with that employer or any previous employer " before he has taken the "...necessary steps to ensure that the employee receives the medical treatment and rehabilitation for the said medical condition after his discharge." Provision is also made for inspectors who may enter premises without previous notice, question any person, require documentation and "...prohibit or restrict the employee or group of employees concerned from continuing with the use of the agent mentioned in the direction". Even if such inspector is later proved to be wrong, he is protected by the provision that no legal proceeding "...shall lie against the State, the Minister...or any person generally or specifically authorised by the Minister...for anything done in good faith under this Act." Employers, on the other hand, whether they acted "in good faith" or not, are liable to a fine of R2,000 or 12 months imprisonment. Furthermore, the Bill empowers the Minister (of Health) to make regulations relating, among others, to:

- "...the measures to be taken by an employer to adapt his employees to the work environment"

- "...the designation or appointment of personnel to identify and to
bring such medical conditions or potential medical conditions to the attention of the employer...

"...the education and training to be provided to employees regarding the dangers of medical conditions to which they are exposed at the workplace."

All the above provisions duplicate the functions of the Department of Manpower and may lead not only to confusion in that there will be different sets of regulations and different inspectors enforcing them, but also to a waste of time and manpower. Moreover, some of the provisions are so vague as to be suspect. What, for example, does 'adaptation' to the work environment entail and does the provision for the appointment of personnel not mean that we will now have 'designated' 'medical' representatives from the ranks of employees? As it is, even the Department of Manpower, which should possess the greater experience, sometimes commits mistakes in its provisions to regulate the employment relationship. To have another department interfering can only make matters worse.

In the meantime, the Department of Manpower has published another set of draft regulations under the Machinery and Occupational Act. These concern "...the designation of employees for delegated duties under the Act; general duties of employers, employees and users of machinery; the registration of factories; and...other administrative matters incidental thereto," and should not be confused with the draft factory safety regulations, published in June last year and still subject to review. (See IRT - July 1983). The new regulations provide, firstly, that an employer / corporate body who is "...not personally involved in the day to day running of the workplace" must designate an employee or a number of employees, in descending order, of authority, and charge him / them "...with the duty to ensure that the employer complies with the requirements of the Act". At a first glance, this provision appears ludicrous, since it would appear that an employer has to appoint someone to see that he does his duty. However, the intention is evidently merely that someone on the spot should also be responsible, although this could have been stated in simpler, clearer terms. What is also not clear is whether the employer or the first designated employee is ultimately responsible or culpable.
Employees subordinate to the first designee are definitely indemnified, since their appointment ",...shall not relieve his employer or any other employee...of responsibility or culpability under this Act." Does this mean that culpability will be established in ascending order? The clause is indeed most confusing.

The regulations further oblige an employer to have a copy of the Act available for "...perusal by persons in his employ", to take reasonable measures to ensure compliance by all in his employ, to establish possible dangers and to take precautionary measures and to take the necessary steps to remove the danger.

Of particular interest are the employer's duties as regards inspection by safety representatives. According to the regulations, it is the duty of the employer to determine the time, during normal working hours, when a safety representative will make his inspection, to release the representative so that he may also inspect workplaces where outwork is being done, to ensure that the safety representative reports to him and that the necessary records are kept. The same regulations, but in a wider sense, apply in the case of safety committees,

Besides the fact that unions may not accept that all this is the sole responsibility of the employer, it still seems anomalous that the employer should have the duty to ensure that he is being well-policied. Moreover, the employer evidently has not only to designate safety representatives to police the workplace, but also to appoint employees in descending order who will ensure that he is doing his duty in all respects, also in designating safety representatives. Indeed, the case does get curiоuser and curiоuser or, at the least, increasingly obtuse.
SOLE BARGAINING RIGHTS

The question of sole bargaining rights has once again reared its head, with the Metal and Allied Workers Union complaining that some Transvaal employers are attempting to force the union to bargain at plant level in the same forum as so-called "minority" unions, mostly representative of skilled workers, but also, in some cases, of unskilled workers. It appears that MAWU is as loathe to accept the principle of multi-unionism as some employers. The union's claim to sole rights rests in the fact that, as the representative of the unskilled employees, who normally form the largest proportion of most workforces, it has 'majority' representation. One wonders, however, if the union's argument and stand would be the same at an enterprise where skilled workers are in the majority. Would it not then lay claim to representing the "special interests" of its members? In fact, there are enterprises where 'newer' unions are representative of the minority of the workforce in total and where they have nevertheless been recognised by the employer as representative of certain classes or categories of workers. Most unions appear satisfied with this arrangement, yet MAWU apparently would not be. The 'newer' unions will have to learn that they cannot have their cake and eat it and that workers in other interest or skill groups may be as 'valuable' to the employer as workers represented by unions such as MAWU. The former may also wish to negotiate at plant-level and the employer may find it more feasible to negotiate once with all interest groups rather than to engage in numerous separate negotiations. This does not mean that where two unions compete for the same membership, both should be represented at negotiations. Here the majority principle applies. However, the existence of different interests and particularly different skill groups has to be accepted and catered for.
THE WAGE PUSH

With forecasts as to an economic upturn still varied and mostly pessimistic and employers digging in their heels in response to worker demands for wage increases, 1984 promises, particularly during the first half of the year, to be marked by continual pressure from workers and continued resistance on the part of employers.

Towards the end of last year, workers began to feel the pinch of the foregoing two years more acutely. According to the statistics, real disposable income dropped by 2,3 per cent during 1983, compared to a drop of 0,4 per cent in 1982. For the first time since 1979 black workers received wage increases below the rise in the Consumer Price Index. To add to these ills, the inflation rate started to rise again in November. Given these circumstances and the previous optimism that by the end of 1983 the economy would be showing positive signs of a recovery, and it becomes understandable that workers have become somewhat impatient.

On the other hand, between 1973 and 1981 average real wages of black workers had increased by 54 per cent. In 1981 wages rose by 25 per cent and in 1983 by 33 percent. Although, admittedly, black wages had started from a very low base, employers and economists have gradually become concerned at the lack of proportion between wage increases and productivity improvement. The Rand Afrikaans University has, for example, estimated that, if increases of 10 per cent in 1984, 21 per cent in 1985 and 26 per cent in 1986 are granted, the rate of inflation could again rise to 14 per cent in a matter of three years.

All this is, however, difficult to explain to the average worker who, regarding himself as hard done by in the first place, has become accustomed to a steady improvement and who regarded the lower increases in 1982 and 1983 merely as a break in the general push towards a decent living wage. Neither can the unions be too greatly blamed. Many union leaders now realize that a too concerted push for higher wages at the expense of fuller employment and at the risk of mechanisation by employers may not be too wise a policy. On the other hand, they have come to be regarded by their members as the only agencies by which to achieve a fairer share of the cake. Should they thus at a time like this attempt to be more reasonable, they might find their credibility diminishing or
their positions usurped by opportunistic bodies waiting on the side-lines for that very chance.

Opposed to the worker push is the increased 'militancy' of employers. This arises not only from the fact that many are sincerely of the opinion that they cannot afford significant increases, but also from an increasing realisation that unions are not "all-powerful", together with rising indignation at evident attempts to usurp traditional employer-prerogatives. On the whole, employers are taking a harder line and discarding the moral guilt for previous inequities, by which much of our labour relations has been coloured during the past four years. In short, labour relations are being pushed into the more realistic sphere of a power-struggle between equals and unions are being obliged to judge their power bases not so much by notions of fairness, but by a realistic assessment of the expendability of the labour which they represent, no matter how harsh this may sometimes appear.

However, the question does remain as to whether in South African circumstances labour relations can ever be quite 'normal'. The difference between the haves and have-nots remains so great and so obvious that workers and their unions, even the more 'responsible' ones, may, in their desire to close the gap, choose valour above discretion. Furthermore, growing frustration could be abused by bodies with, perhaps, a lesser sense of responsibility. Employers would, therefore, do well not to bask too smugly in their new-found 'status'. While the more realistic perspective is welcomed and tough bargaining can do no harm, an uncontrolled bashing of the unions may only leave managements with a devil they do not know at all.

THE TAXATION ISSUE

Employers appear to be becoming increasingly nervous as March the first and the introduction of the new tax system draws nearer. These fears have not been allayed by FOSATU's appeal to the government to delay the introduction of the system and the news that one union, SAAWU, has already raised the issue in connection with a plant-level dispute. However, it may be that the rising apprehension is mainly unjustified. Since IRT was among the first to warn of the need for information, this assumption might appear unusual, but our warning
was aimed merely at encouraging employers to give the necessary information so that suspicion could not be aroused by uncertainty and so that such uncertainty could not be abused by opportunists. Where workers have been properly informed, they should eventually realize that most of them will stand only to gain. The only 'danger' area appears to be the case of the married female, but even here the number of children will offset the payment of tax. For example, a married couple with one child must earn R6.817 a year before paying tax, with two R7.651 and with three R8.484. Nevertheless, rebates have to be applied for and females who find themselves paying substantially higher monthly taxes while husbands pay nothing may become disgruntled. Furthermore, there is, of course, always the possibility that some unions will focus on taxes merely to concretise general discontentment, although the present worker position may not allow for very concrete expression. Finally, the ultimate danger lies in an increase in personal income tax with the new budget at the end of March. This will almost certainly set the cat among the pigeons. It is to be hoped that cognisance has been taken of this fact. The government, which has already burdened employers with an enormous administrative load by the introduction of the new system, should be extremely wary of endangering labour peace by unconsidered increases at the present moment in time.
STRIKE ACTIVITY

Much attention has been focussed on the increased strike action during January, a month when workers and employers are usually still somewhat lethargic following the Christmas break. However, as pointed out under LABOUR UNREST, the action during January should not be seen in isolation, but in the framework of mounting discontent towards the end of last year. 1983 was a tough, hard year and for many the Christmas season did not hold much joy. Reaction and perhaps even overreaction when employees returned to work, is not inexplicable. Yet the rest of 1984 may well follow the pattern of the first month, although it is expected that the overwhelming defeats already suffered by some unions in strike action will make others more wary of acting overstably.

Particular attention was drawn to the AECI strike, described as the first legal, national strike by a trade union representing black workers. It should be pointed out that the South African Chemical Workers Union, which was involved in the AECI strike, is not the first 'new' union to organise action on a 'national' or almost 'national' company basis. In September last year, the National Automobile and Allied Workers Union initiated strike action, also over wages, at Autoplastics plants in Rosslyn, Cape Town and Port Elizabeth. Only the Natal employees of the company did not join the strike. The fact that unions are able to muster and orchestrate support in different centres reflects a new and not unexpected phase in their development, greater organisational powers and resources and, also, greater discipline. It can, therefore, be expected that larger-scale enforcement strikes like this will be initiated more frequently in future. In a way, and although they may give unions a stronger hand, they should be welcomed by those who prefer to deal with the rational and predictable, as a sign of greater professionalism and centralisation in the union movement.

What differentiated the AECI from the Autoplastics strike was the fact that the former was a legal strike. Much controversy has arisen over the subsequent dismissal of the AECI strikers and the question as to whether employers should be allowed to dismiss workers engaged in a legal strike, is becoming most topical.
The issue has already been taken up by the all-white Mineworkers Union and court actions, should employers dismiss legal strikers, have been threatened by a number of the 'newer' unions. IRT fully discussed the problem in October and November last year. Essentially, it would appear that there is no advantage to be gained from using the 'official' machinery if possible repercussions remain the same as in the case of an illegal strike. A solution will have to be found and this seems to lie in the suspension and not the termination of contracts of employment, even though the question of housing and accommodation, particularly of black contract workers, will then become problematic.

RETRENCHMENTS

The year commenced not only with growing labour unrest, but also with news of large-scale retrenchments, particularly in the motor industry. On 19 January Sigma announced that, owing to a need to reduce fixed and variable costs, it regrettably had to retrench 120 salaried staff and 725 hourly paid staff.

On 20 January Ford Motor Company retrenched 490 workers at its Ford Sierra plant in Port Elizabeth. The retrenchments aroused an outcry from workers who downed tools in protest, after which the company closed the plant and paid the entire workforce of 1,500 early. Both the National Automobile and Allied Workers Union and the Motor and Component Workers Union of South Africa later accused Ford of using the retrenchments to weaken the unions. Although Ford explained that unions had been notified in advance of the pending retrenchments, NAAWU maintained that the notice had been given at the last moment and that the union had not been able to report back to its members. Just a few days after the Ford retrenchments, Datsun Nissan announced that 700 workers at its Rosslyn factory had been retrenched. Like NAAWU and MACWUSA, the United African Motor and Allied Workers Union declared itself dissatisfied with the retrenchments.

From Port Elizabeth it was later reported that Ford had held meetings with officials of both NAAWU and MACWUSA in order to discuss worker feelings about the retrenchments.

In the meantime, it had been announced that National Bolts in Boksburg had retrenched 200 workers, mostly members of the Metal and Allied Workers Union. In a statement made afterwards, MAWU rejected the company's explanation that it had
been obliged to retrench for economic reasons. According to the union, the workers could have been transferred to another plant. Retrenchments were, furthermore, also announced by Allied Publishing and the Lion Match Company in Cape Town.

The very incongruity of retrenchment announcements going hand in hand with growing labour unrest reflects the problematic situation in South Africa at present and the invidious position of both employers and unions.

INDUSTRIAL HEALTH

Occupational safety, particularly on the mines, is daily becoming a more important issue. At its annual congress in December, the National Union of Mineworkers once again focussed attention on safety. The union declared its intention of appointing safety shaft stewards and advised its members to refuse to work in areas which they considered to be unsafe. It demanded of employers and the Government that union or worker representatives should be appointed to all committees and boards dealing with safety. At the same time the union suggested that employers should conclude 'safety agreements' with worker representatives. It also called on the government to appoint a commission to enquire into safety on the mines. According to the NUM, the death rate on South African coal mines is six times higher than in Britain and 50 per cent higher than in the United States. This allegation has been vehemently refuted by employers.

Other unions, too, are paying greater attention to safety. FOSATU reports that the NUTW campaign against 'brown lung' is intensifying and that the Metal and Allied Workers Union is holding seminars on worker safety. The federation has also warned that it will oppose any moves by employers to nominate their own safety representatives and to bypass negotiations with union shop stewards.

Other important developments relating to the safety issue are summarised below.

- A demonstration stoppage by workers at Rietvlei Collieries, to mourn the death of two fellows, was followed by a strike when a worker was dismissed after an argument with the production manager about the stoppage.
In mid-January three men were killed at the East Rand Proprietary Mine. The cause of the accident is not yet known.

During the enquiry into the Hlobane Coal Mine disaster, which commenced at the end of January and in which the NUM also participated, it was suggested that a faulty scoop which had not been flame-proofed and the safety switch of which was out of order might have been responsible for the accident. The scoop had been taken to the surface for welding by an underground electrician the previous day. It was also claimed that 14 pieces of machinery found underground had not been flame-proofed.

Everite announced that 23 of its workers had contracted asbestosis and would be put on early retirement. The average age of the workers is 52 and average length of service if 23 years. The degree of disability has been assessed at 35 per cent.

Attention has so far been drawn only to the most obvious occupational hazards. There is no doubt that other problems will increasingly surface.

NUTW VETOED

The Garment Workers Union, which has repeatedly urged that employers should encourage 'neuen' unions to join Industrial Councils, has again vetoed the National Union of Textile Worker's entry to a Council. According to the NUTW, its application to join the Industrial Council for the Clothing Industry (Natal) has been blocked by the Garment Workers Industrial Union (Natal). The NUTW has now threatened a court action on the issue. Last year the Garment Workers Union also attempted to block the entry of the NUTW to the Industrial Council for the Knitting Industry (Transvaal). A dispute was declared and court action threatened. In that instance, the dispute was eventually settled and the NUTW granted two seats on the Council.

The power of veto granted to Industrial Council parties on the question of new entry was originally provided from the misconceived notion that existing parties needed some measure of protection within the 'new' dispensation. It is high time that the misconceptions and consequent mistaken and bigoted legislation be eliminated.
JOINT COMPANY NEGOTIATIONS

The Paper Wood and Allied Workers Union has formed a council of shop stewards from five of Mondi's six Paper Mills and appears intent on demanding that the company conduct 'central' negotiations with this council. A demand for a minimum wage of R3 per hour, in contrast to the Industrial Council minimum of R1,50 per hour, has already been mentioned by PAWU officials. The union claims to represent 66 per cent of Mondi's workers although it has developed 'formal relations' at only two mills.

The move is bound to bring the PWAWU into conflict with Mondi which, in its single recognition agreement with the union, has refused to negotiate on wages and working conditions outside the Industrial Council. According to a management spokesman, the company disapproves of "fragmentary bargaining" and will negotiate on issues "common to all workers" only "with all unions present".

The PWAWU is not the first union to demand joint company negotiations. Last year the Metal and Allied Workers Union established a committee of Barlow's shop stewards and demanded that Barlows should negotiate centrally with this committee. Barlow's refused, on the grounds that the companies in the group were diversified and operated absolutely independently. In Mondi's case, the circumstances may be slightly different.

MAWU MATERNITY DEAL

The Metal and Allied Workers Union has signed its first 'maternity agreement', to cover mostly Asian female employees at Smiths Industries in Natal. According to the agreement, female workers who leave to have children will be guaranteed an equal or similar job at the same rate of pay if they return within a period of six months. Medical aid and pension fund contributions for the workers will continue while they are away, but they will not receive any paid maternity leave.
NUTW VICTORY

The National Union of Textile Workers has won a ballot to determine majority support at James North (Africa) Ltd. in Pinetown. A total of 219 workers voted in favour of the NUTW, while 43 voted for the Garment Workers Industrial Union. In a statement made shortly afterwards, the GWIU general-secretary expressed his objection to the ballot, on the grounds that his union had a closed shop agreement with the factory and had represented the workers for years without any complaints being received.

THE LIBERTY BOYCOTT

The boycott of Liberty Life by the Insurance Assurance Workers Union appears to have petered out soon after it went "national" in November last year. In the meantime, Liberty Life has reiterated its policy that it will accept only a multi-racial union in which Whites will of necessity be in the majority since the company has a majority white workforce. A spot-check conducted by the Sowetan shortly thereafter showed that, even if IAWUSA were to apply for multi-racial status, it would probably not gain the support of workers of other race groups. The company, therefore, appears to have gained the upper hand, but it is suspected that the long-term effects of the dispute may still be felt in unexpected ways.

NEW 'NEW' UNIONISM IN THE WESTERN CAPE

The Western Cape appears at present to be fertile ground for the emergence of hitherto completely unknown unions. These unions seem almost to spring out of the ground and to surprise employers not only with their presence, but also with their claims to representivity and, consequently, recognition. So, for example, the past few months has seen the emergence of the Clothing and Allied Workers Union, claiming to represent mostly Coloured, female workers in the garment industry, the Plastic and Allied Workers Union, representative of mostly
Coloured workers, the Retail and Allied Workers Union which has claimed representivity at a company employing mainly black migrant workers and, most recently, the National Union of Public and Allied Workers. It is still not quite clear whether the latter union represents workers who work in public or workers engaged in public works. What is clear, however, is that the emergence of these unions, whatever their origins and 'affiliations', may be indicative of entirely new developments in unionism in this previously 'unharrassed' geographical area.

HOMELAND UNIONS

The question of homeland unionism jumped to the foreground during January when members of the National Union of Mineworkers staged a strike at Union Carbide in Bophuthatswana. (See LABOUR UNREST) The company had evidently broken off negotiations with the NUM after the Bophuthatswana government had informed UCAR that the NUM was operating illegally in the area. The union had already the previous week also received a notice from Bophuthatswana officials to that effect, as had the Commercial Catering and Allied Workers Union and the South African Allied Workers Union.

Bophuthatswana is expected to promulgate its own Industrial Conciliation Act early this year. In March last year, IRT, reporting on the proposed legislation, warned that Bophuthatswana might find labour relations developing in a different manner to that envisaged in the legislation concerned. This appears to be happening.

Evidently taking its example from the rationale of the South African system prior to 1979, the proposed Act provides for a highly centralised bargaining structure by way of Industrial Councils. It, moreover, stipulates that no South African unions may operate in Bophuthatswana and that union leaders have to reside in the territory. While independent states may feel that they cannot afford unionism and may justifiably fear that South African bred unions may abuse their vulnerable condition, the problem cannot be legislated away. The links are so close that insistence on technical demarcation is merely an abstract exercise. South African unions, if they are clever, will still operate in the
homelands merely by establishing independent off-shoots under the leadership of 'home-bred' officials. Therefore, ordered compromise may be preferable to outright rejection, particularly in a case where the company is apparently not averse to dealing with the union concerned.

Kwazulu too, appears to be having teething problems in labour relations. The validity of this territory's Industrial Conciliation Amendment Act, passed soon after Kwazulu was excluded from the jurisdiction of the Labour Relations Act, is being questioned by legal experts. Nevertheless Kwazulu has announced that it will henceforth administer the Act, a task previously entrusted to the South African Department of Manpower. The Kwazulu government has now opened an office for industrial relations and has expressed its total support for the formation of trade unions within the region. According to a spokesman, "Employers, employees and trade unionists should not find industrial relations a problem any more". This optimism is, however, met with cynism on the part of some South African trade unions. The general-secretary of the South African Allied Workers Union questioned whether "progressive and independent trade unions would be accepted." Another union which has reason for doubt is the National Union of Textile Workers. This union has finally had to admit defeat in its long-standing battle with the Bata-owned Kwazulu Shoe Company. According to the NUTW, this may be attributed partly to "the unhelpful intervention of the Kwazulu government."

Another interesting development is the case of a worker who attempted to bring an Industrial Court action for unfair dismissal against Richards Bay Minerals. The case was later withdrawn following counsel for the employer's contention that the Labour Relations Act did not apply, since the company, Tisond (Pty) Ltd, was actually situated in Zululand. Because the validity of the Kwazulu Industrial Conciliation Amendment Act has not been established, the worker concerned will have no alternative but to appeal to the civil courts for reinstatement.

It becomes increasingly difficult to see how separation can be maintained where companies and workers operate and move so freely across borders.
UNIONS

MVASA SPLIT

The split in the ranks of the Media Workers Association, over the questions of non-racialism and affiliation to political bodies, most adequately reflects not only the broad differences between the black consciousness and non-racial labour movements, but also the differing streams within each of these movements. Essentially, the division arose when the Border and Western Cape regions suggested that the union should apply for non-racial status and should seek affiliation with the United Democratic Front. The Northern and Southern Transvaal and Natal regions opposed the move, arguing the MVASA's black consciousness stand is "non-negotiable" and that unions should confine themselves to shop-floor issues, and not seek any positive political affiliations. MVASA will, therefore, split into a non-racial, politically-affiliated union and a black consciousness industrially orientated union. If this is compared to the non-racial, industrially-orientated FOSATU unions and the black-consciousness, Inkatha affiliated, Black Allied Workers Union, for example, then the complexity of the streaming becomes evident, particularly if it is considered that the classifications made are somewhat simplistic and that there is often much overlapping.

TUCSA RESIGNATIONS

Another three unions have resigned from the Trade Union Council of South Africa. The resignations include the South African Footplate Staff Association, which has 9,600 members, the Woodworkers Association with 6,000 members and the Concession Stores and Allied Trades Assistants Union which has a membership of a mere 600. All the unions, however, insist that their disaffiliation arises not from ideological and policy considerations, but rather from the increase in membership fees and the feeling that they have not really benefited from belonging to TUCSA.
MWU EXTENSION

The Mineworkers Union, whose extension of scope of registration was recently gazetted, has been angering other white and multi-racial unions by encroaching on their 'territory'. According to the Labour Mirror, the MWU reports that it is gaining "hundreds of disenchanted members" from the Boilermakers Society and that defections have also occurred from the Amalgamated Engineering Union, the South African Iron and Steel and Allied Workers Union, the Electrical and Allied Workers Union and the S.A. Engine Drivers, Firemen's and Operators Union. The claims may, however, be somewhat exaggerated. The MWU is, most obviously, thumping the drum of white worker protection and accusing other unions of not showing sufficient concern for the future of their white members.
DISPUTES

O.K. BAZAARS

The officially declared wage dispute between O.K. Bazaars and the Commercial Catering and Allied Workers Union and the National Union of Distributive and Allied Workers resolved at a third Conciliation Board meeting, held just before Christmas. CCWUSA had initially demanded an immediate increase of R50 per month. The company had, in return, offered an increase of R20 per month in December and R15 in February, with the proviso that such increases would apply only to employees who earned less than R350 per month. During Conciliation Board meetings, the company proposed new increases ranging over an 18 month period. This the unions refused, insisting that the offer should cover a period of 6 months only. In the final settlement it was agreed that the company would grant an increase of R35 backdated to December 1, and another R10 increase on the first of April. The offer will apply only to workers "in respect of whom the dispute was declared", that is to union members and those in the same job grades. However, it will be equally applicable in country areas, which hitherto has not been the case. It was, furthermore, agreed that the parties would meet not later than July 1984 to negotiate wages for the period October 1984 to October 1985.

DUNLOP

The Metal and Allied Workers has once again threatened legal strike action against Dunlop's Durban plant. (See IRT November 1983) By mid-December when it became evident that the Conciliation Board, appointed to resolve the dispute, was heading for deadlock, MAWU again called a strike ballot. According to the union, workers voted unanimously in favour of a strike. However, it was eventually decided to postpone any 'action' until the new year.
AFRICAN SPUN CONCRETE

Deadlock has again been reached in the almost year long dispute between African Spun Concrete and the General Workers Union. The company has consistently refused to recognise the union, arguing that, in terms of the union constitution, employers are expected to deal with the workers committee and, while African Spun is prepared to do just that, it is not prepared to allow union officials at negotiations. Following a strike at the plant in July 1983, the GWU declared an 'unfair labour practice' dispute and applied for a Conciliation Board. Repeated meetings of the Board have failed to resolve the dispute and it will now be referred to the Industrial Court. This will be the first time that the General Workers Union is involved in Industrial Court action.

The dispute is also an interesting one, since management has presented a logical challenge to the union's insistence that "the workers are the union" and "the union is the worker". It is also suspected that this argument had no small role to play in inducing the GWU to adopt an entirely new mode of recognition agreement.
COURT ACTIONS

FRAME VS THE NUTW

The marathon battle between the Frame group and the National Union of Textile Workers (See IRT September and November 1983) continues and, in fact, is becoming increasingly complex. In December alone, several actions, initiated either by the company or the union, were heard in the Supreme, Lower and Industrial courts. For the sake of clarity, the various issues are summarised below.

- The question of recognition at the Frametex Mill - This constitutes the basic issue and Frame's alleged favouritism towards the Textile Workers Industrial Union forms the major bone of contention between the company and the union. Earlier last year the Industrial Court granted the NUTW a Status Quo Order prohibiting Frame from granting stop-order facilities to the rival Textile Workers Industrial Union and from affording the latter union any facilities not granted to the NUTW until such time as a Conciliation Board had settled the dispute or the matter had again been brought to the Industrial Court for arbitration. However, as it happened, the Status Quo Order lapsed before a Conciliation Board was appointed. The NUTW, belatedly realising this, made a vain bid to have the order extended by the Industrial Court. When this failed, the union brought the matter to the Supreme Court. In this instance an out-of-court settlement was reached. According to the settlement, the NUTW agreed not to regard Frame's alleged verbal promise concerning recognition as a binding contract. Frame, in return, agreed not to recognise the TWIU for the time being. In the meantime, a Conciliation Board had been established, although Frame had attempted to prevent its appointment by, apparently, arguing that the issue in dispute could not resort under the concept of an 'unfair labour practice'. As was to be expected, attempts at conciliation ended in deadlock. This made it necessary for the dispute to be referred to the Industrial Court once more.
Frame's next move was to appeal to the Supreme Court against the decision to refer the dispute to the Industrial Court. The company argued that, since an out-of-court settlement had already been reached, the dispute no longer existed. During the hearing in early December, the judge presiding decided that the matter was not urgent and deferred the case until the end of January. The outcome is, therefore, still pending.

Reinstatement of retrenched workers - This dispute arose towards the end of last year when Frame retrenched 10 workers, some with lengthy periods of service. The union applied to the Industrial Court for a Status Quo Order, basing its case mainly on the fact that the LIFO principle had not been implemented. Frame, on the other hand, argued that selection of retrenchees on the basis of efficiency was a fair practice in a capitalistic system. In mid-December the Industrial Court granted a Status Quo Order in favour of the applicants. The company immediately announced that it would apply for a "stay of execution" as it intended to "take the judgments of the Industrial Court to the Supreme Court." However, Frame has now paid out an amount of R9,500 in back pay to the 10 workers concerned, although it has been stressed that the payment has been made under protest and with the provision that the money will be "refunded" once the Supreme Court "sets aside the ruling of the Industrial Court."

Deduction of trade union subscriptions - In this case 19 Frame employees brought a civil action against Frame Cotton Corporation for, allegedly, continuing to deduct TWIU subscription from their wages after they had withdrawn their stop-order authorisations. The company contended that it was unaware of the workers' resignation from the TWIU and that, in any case, members had to give one month's written notice and to pay all moneys owed to the union when they decided to resign. According to the company, it could also not cancel stop-orders before being instructed to do so by the TWIU. At the end of January, the civil court ruled that Frame should stop deducting trade union subscriptions from the wages of workers who had resigned from the TWIU. The ruling was hailed by the NUTW as another victory over the company.

In general, it would appear that both sides are now so intent on winning battles that they may eventually forget about the war.
BARLOW MANUFACTURING

The 13 workers who were dismissed by Barlow Manufacturing in Kew last year and on behalf of whom the Metal and Allied Workers Union applied for a Status Quo Order, have been acquitted on a charge of intimidation and violence. MAWU is now demanding that, the workers' 'innocence' having been proved, they should be reinstated by the company. However, the Industrial Court has still to hear the Status Quo application, which was delayed when Barlow's requested leave to appeal against the Industrial Court's right to grant Status Quo Orders in the case of workers who have been dismissed according to the correct procedures and been given the required notice. Leave to appeal was refused by the Industrial Court and the case will now proceed. In the meantime, Barlow's, not wishing to prejudice the workers by its appeal, had signed an undertaking that it would pay the dismissed employees until January, with the possibility of extension until the Status Quo application is heard.

SCREENEX

The Industrial Court has held repeated sittings on the case brought by the Metal and Allied Workers Union against Screenex. The union is alleging that the company 'unfairly' dismissed the entire workforce after the employees had engaged in a stoppage to protest the retrenchment of a number of contract workers. The case is unusual in that it is the first in which oral evidence is being presented and also because Screenex originally refused to have anything to do with the dispute at Industrial Council level.

As in the Star case, the applicants appear to be arguing that the strike was justifiable and that, therefore, the dismissal of strikers was unfair. Although in the Star judgment the right of employers to dismiss workers who do not fulfil their contracts of employment, was reaffirmed, closer scrutiny of that judgment proves that it was influenced by the fact that the worker whose dismissal sparked off the strike had a long list of written and oral warnings against him. Furthermore, the Star followed meticulously correct procedures
in dismissing the strikers and gave them more than sufficient warning. The Screenex case may prove different. Workers went on strike just before the Christmas break in 1982 and, when they returned in January, found their jobs taken by migrant recruits. A MAWU organiser has also testified that he repeatedly attempted to discuss the problem with management during the Christmas holiday. Furthermore, workers are alleging that management had broken its previous promise not to retrench any contract workers. The fact that the Court has gone to the trouble to hear detailed oral evidence on the circumstances preceding and surrounding the strike action, seems to indicate that it regards such circumstances as relevant to the case. It will be interesting to see whether the Court will find that, in some circumstances, strikes or stoppages are indeed 'justifiable'.

SARMCOL

The case brought by BTS Sarmcol against the Metal and Allied Workers Union for, allegedly, failing to 'bargain in good faith' (See IRT November 1983), has been settled-out-of-court. Sarmcol's action had arisen from MAWU's insistence that retrenchment pay be negotiated at the same time as the recognition agreement. When deadlock was reached on the issue, the union instituted legal action and the company retaliated by bringing its own 'unfair labour practice' allegations. The two have now agreed to continue negotiations towards recognition, to outline a mutually acceptable severance pay policy and to commence wage negotiations in April of this year.

WEST DRIEFONTEIN

The case of the 17 West Driefontein miners who were dismissed for refusing to go underground in what they maintained were unsafe conditions, has once again
been referred to the Industrial Court. Towards the end of last year the Court issued Status Quo Orders obliging the company to reinstate or compensate the dismissed workers. Goldfields honoured the Orders but was evidently not satisfied that the case should rest there. Repeated Conciliation Board meetings ended in deadlock and the dispute has now, by law, to revert to the Court for a final and, it is hoped, precedent-setting judgment which, unlike the Status Quo Order, cannot rely on the 'balance of convenience' principle.
LABOUR UNREST - DECEMBER 1983

OVERVIEW

Although, because it was a short month, there was a decrease in strike action during December compared to October and November, the last month of the year was busier labour-wise than expected. It appears that the increasingly expressed dissatisfaction with wages and bonuses, which had been evident in October and also at the end of November, had its spill-over into December as well. Workers went home for the Christmas break generally disgruntled and the sudden rise in action in January could not have been unexpected.

STRIKES AND WORKSTOPPAGES - DECEMBER 1983

FRESH MEAT SUPPLY (JOHANNESBURG) 29.11.83

160 Workers were dismissed after what was alleged by the Sweet Food and Allied Workers to be a lock-out by the employers. According to the union story, workers at one branch who had left work after refusing to work until 6:30 instead of 3:30, had come back the next morning to find that they were locked out. The workers in question were told to collect their pay at 11 a.m. the same morning. Other employees from the company's head office in Jeppestown thereafter went out in sympathy with the dismissed workers and were consequently dismissed. All 160 workers were reinstated about a week later after it had been agreed that a decision as to the 80 new workers who had been employed in the meantime would be made after Christmas.

BAKERS LTD. (DURBAN) 30.11.83

Bread deliveries to some Durban areas were delayed when the entire staff at
Bakers Ltd. went out on strike in a demand for higher wages. The strikers returned later the same day after management had agreed to hold a meeting with worker representatives in order to discuss their grievances.

CARLTON PAPER (WADEVILLE)

A strike by 250 workers at Carlton Paper's Wadeville Mill aroused great interest, since this company has recently signed an agreement with the Paper Wood-and Allied Workers Union whereby it will dismiss all or none of its workers who go on strike and will not "selectively re-employ" dismissed strikers. In this case the company, however, pointed out that the workers had not followed the agreed grievance and disputes procedure and the agreement would, therefore, not apply. The strike had been sparked off by the recommendation of a supervisor that a worker be dismissed and the company later called on the workers to return to work so that an enquiry, according to agreed procedures, could take place. The strikers finally returned to work two days later and it was decided that "...on the basis of an error committed by both sides" the dispute would be brought to mediation.

UNION LIQUID AIR (GERMISTON) 7.12.83

About 120 workers went out on strike in protest at an alleged delay in negotiating an agreement. The union involved was the FOSATU-affiliated Chemical Workers Industrial Union.

BESTFORM (NEWCASTLE) 7.12.83

Approximately 80 workers were reported to have gone out on strike to express general grievances. According to the South African Allied Workers Union, the strike was of short duration and all the workers were later "reinstated".
CARAMEL SWEETMAKERS (GERMISTON) 8.12.83

A strange type of strike occurred at this plant when workers already on notice stopped work a few days before the end of the year shut-down. According to the company, the dissatisfaction had been mutual, since workers had been dissatisfied with their conditions of employment while the company had not been happy with the way they were working. Following a short work stoppage, they had been given a week's notice. However, the following week the entire workforce downed tools and management "politely asked them to leave". The Sweet Food and Allied Workers Union, which alleges that the workers were dismissed for refusing to resign from the union, has threatened legal action against the company.

GENERAL TYRE (BOOYSSENS) 9.12.83

70 Workers went out on strike in protest at the dismissal of a colleague. No report of the resolution of the strike has been received.

O.K. BAZAARS (VEREENIGING) 10.12.83

Approximately 120 workers at this O.K. Bazaar branch engaged in a brief stoppage in protest at the behaviour of a white worker who allegedly used racially insulting language towards a black employee. The workers, who were represented by CCAWUSA, demanded the dismissal of the white worker, but management evidently also insisted that the black worker, who had sworn at his white colleague, should be given a warning.

PICK AND PAY (VEREENIGING) 12.12.83

CCAWUSA appears to have been particularly active in Vereeniging in December.
The Monday following the O.K. Bazaars strike, 200 workers at Pick 'n Pay's Bedworth Park Store stopped work. It appears that at first no demands or grievances were uttered, but that later the strikers, or their representatives, articulated a demand for an increase to R80 per week. The company's high public profile and that of its chairman was used to attract attention to the strike. Workers referred to the annual turnover of "R4 million" and demanded that the chairman personally attend a meeting between their representatives and management. After a personal visit from the chairman, workers were offered an increase of 10 per cent, effective as from January 1. The company also offered, as a gesture, to pay the workers for the 3 days they had been on strike. In the meantime, another 150 workers at Pick 'n Pay's Kroonstad store had also gone out on strike in support of the pay demands. All the strikers returned to work on Thursday 15 December. From the statements made during the strike, it emerged that CCAWUSA officials were perturbed by Pick 'n Pay's announcement that wages could not be increased until a mandate had been obtained from head office. Evidently CCAWUSA felt that this was hampering negotiations, but the complaint seems strange for a union which usually negotiates only with head office and wants its agreement to apply to all stores, whether it is representative at all or not.

FORD (STRUANDALE) 13.12.83

Approximately 100 workers staged a walk-out at this plant two days before the end-of-year shut-down. The strike had apparently been sparked off by the dismissal of a fellow-employee for being behind his scheduled amount of work (drifting). The decision to dismiss him was later reversed. When he was told to collect his cheque on Thursday, 15 December, his striking fellows announced that they intended to do exactly the same. Surprisingly the Motor and Component Workers Union of South Africa has denied any involvement with the strike. (It is wondered whether workers were merely "drifting" into the end of year break).

NORTILL ENGINEERING (MKONDENI) 14.12.83

In another pre-shut down strike, 150 workers at Nortill Engineering in
Mkondeni downed tools in protest at the announcement that they would not receive their full holiday bonus and that they would be paid only on 22 December instead of at the time of shut-down. The strikers, who stopped work on the second-last day, are reported to have "merely stood around waiting for their pay". The Metal and Allied Workers Union claims majority representation at the plant, but says that the company has so far refused to recognise the union.

PUTCO (WEMBLEY) 15.12.83

170 Putco drivers and conductors chose peak hour on Thursday, 15 December, to go out on strike in protest at the dismissal of seven fellow-employees. However, they had not reckoned with the fact that the following day was a public holiday, that far fewer buses would be needed and that management would thus not be overly perturbed. The strikers returned to work at noon on the 15th after management had agreed to look into their grievances and to review 3 of the 7 dismissals.

TEALE's FARM PRODUCE (ESTCOURT) 17.12.83

26 Workers were dismissed by this Estcourt business after they had struck for three days in a demand for bonuses and higher wages. The manager, who said that he was prepared to negotiate with his employees but not with SAAWU officials since they were not his workers, later announced that all but four or five "union agitators" had been reinstated. The others had evidently been willing to forfeit their claims to a bonus and to work for the same wages.

BAKERS LTD. (DURBAN) 21.12.83

In true Christmas spirit, 200 employees at Bakers engaged in a brief strike
after they had been given fruit cake instead of the usual box of biscuits for Christmas. The strikers returned to work after talks with management. In the meantime, supervisory staff had taken over their tasks to ensure continuity of production.
### Transvaal

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OVERVIEW

The strike 'wave' which seemed to 'erupt' during January could not have been entirely unexpected if developments in October-November and even December last year are considered. It was evident at the time that worker dissatisfaction at wages and bonuses was simmering and might sooner or later erupt with greater frequency. However, what marked the labour action in January was the fact that there were more large-scale strikes than previously, even to the extent of the first 'national' or 'company-wide' legal strike by black workers, namely that at AECI. This shows not only a greater general worker awareness, but also that unions have been using their time well and are organising on a much wider front than before. On the other hand, a closer analysis of the strike action shows that, on the whole, the unions and workers did not come off very well. At AECI, Impala Platinum and O.K. Hyperama they were eventually dismissed. In most other actions they achieved no significant gains. Employers are evidently still holding the balance of power and are, moreover, prepared to use this power. In fact they seem more inclined to do so than before. Some hard clashes can therefore be expected, although the setbacks suffered by their fellows may make some unions a bit warier of head-on collisions.
STRIKES - JANUARY 1984

PICK 'N PAY (REEF) 4.1.84

The Pick 'n Pay strike at Bedworth Park during December appears to have been an indicator of things to come. The first week of the new year saw approximately 50 workers, mostly shelf-packers, at Pick 'n Pay's Bedfordview store and between 40 and 50 at the company's Ormonde store down tools to demonstrate dissatisfaction with the January increase of 10 per cent. Workers at the Florida Store were also reported to have rejected the increases, although they had not stopped work, and to be demanding a R25 across-the-board increase. Representing the strikers was obviously CCAWUSA, which, however, was told that no negotiations on wages could take place until the union was recognised. (Talks towards recognition of CCAWUSA had already begun). It was later alleged that, following a video announcement by the chairman of Pick 'n Pay, workers had expected a 20 per cent increase in January, instead of a 10 per cent in July, as intended by the company. They were now demanding that their misconception be accepted by the company as reality.

The Bedfordview and Ormonde strikers were later given the ultimatum to return to work by Friday, 6 January, or face dismissal. They decided to return, but the strike was by no means over, since approximately 350 workers at the Steeledale Hyperama and Florida store had, in the meantime, also decided to stop work. Management was reported still to be locked in talks with union officials. As if the company's troubles were not enough, the secretary of the National General Workers Union cleverly used the opportunity to announce that his union also had a finger in the Pick 'n Pay pie and that he would seek a meeting to discuss dissatisfaction among workers at several Northern Transvaal stores.

On Monday, 9 January, workers at the Norwood Hyperama and about seven other stores also downed tools, bringing the total number of strikers to 1,600. At a meeting between management and union officials, the company offered to bring the July increase forward to April. Union officials left the meeting to report the offer to employees, but announced soon afterwards that it had been rejected by the workers. The following day the union announced that
workers at Klerksdorp store had joined the strike, bringing the total number of strikers to close to 2,000.

On Wednesday, 11 January, the company which had hitherto, according to its own pronouncements, adopted a "flexible" attitude towards the strike and which had not wished to dismiss the workers, announced that the strikers had "dismissed themselves", but that present staff would be guaranteed re-employment until the following day at 5 p.m., whereafter workers would be employed on a "free selection process". A certified letter explaining the terms of dismissal and informing workers where and when to collect their pay packets had, in the meantime, been sent to each employee on strike. The following day a meeting was held at CCAWUSA's head office, but workers refused to allow managerial representatives to address them, stating that the company chairman, reported to be overseas at the time, should explain why they could not be given a 20 per cent increase.

Most of the strikers did not heed the return-to-work deadline, although some did start "trickling" back. However, after what was reported to be a "stormy" meeting which ended half-an-hour after the expiry of the deadline, it was eventually decided that the workers would return the following morning. According to CCAWUSA, which was confident that the company would still employ the strikers, the decision had been made after two conditions, obviously 'face-savers', had been accepted by management. These were that no workers would be victimised for having gone on strike and that a request to consider improving the 10 per cent April increase would be conveyed to the company's board of directors. Workers would not, however, be paid for the time they were out on strike, as they were in the December strike.

There is no doubt that Pick 'n Pay has for a long time been 'first prize' for the Commercial Catering and Allied Workers Union of South Africa and that the misconception about wage increases was played out to its fullest advantage, perhaps for lack of any other concrete grievances to show worker solidarity. This CCAWUSA appears to regard as a necessity to strengthen its hand in negotiations towards a recognition agreement. (Only at one company has this union not gone on strike before or during negotiations towards an agreement). Also, Pick 'n Pay's image as a progressive, even if, according to the union, paternalistic company, presented a further opportunity to prove how strong the workers' desire for representation was. If the union desired publicity, there was no 'better' way to start the year. However, the union should take care that it does not arouse too much resentment and that its bargaining base, or
that of its members is not tested.

AFRICAN CABLE (VEREENIGING) 9.1.84

Approximately 400 day-shift and 500 night-shift workers, mostly members of the Engineering and Allied Workers Union, refused to start work on Monday, 9 January, demanding that management meet them about their grievances. The workers refused to elect a spokesman, insisting instead on seeing the managing director en masse. After they had refused to disperse, the M.D. addressed them, in the presence of police. The strikers were told to return to work by the following day or face dismissal. They were, furthermore, asked to sign an agreement that they would not partake in illegal strike action. A mere 20 per cent of the day shift arrived for work and signed the agreement the following day.

CENTRAL POST OFFICE (DURBAN) 10.1.84

Approximately 100 workers who went out on strike in general protest at working conditions, returned to work late the same afternoon after a meeting had been held with management to discuss their grievances. According to the National Post Office and Allied Workers Union (thought to be a pocket union of the NFW) the workers' grievances centred in objection to a 6 day week. They wanted a 5 day, 40 hour week, with Saturday work being done on an optional, overtime basis.

IMPALA PLATINUM REFINERY (SPRINGS) 12.1.84

Friction between workers and a white supervisor led to a strike by 1,400 workers at this refinery. The strike was sparked off by the dismissal of 7 fellow-employees who had, according to the workers, been involved in a "fight"
with a white supervisor over the use of racially derogatory terms. The strikers, demanding that their white supervisors be replaced and their fellow-employees be reinstated, complained of generally poor treatment by supervisors and unsatisfactory working conditions. Emotions ran high as workers chanted freedom songs and gave black power salutes. According to reports, a White warden was obliged to leave the premises when accosted by workers shouting "Amandla" and "United we stand".

Management later announced that an enquiry had supplied inconclusive proof of the workers' allegations, although one supervisor had been "severely reprimanded". The company, which was in the process of negotiating a recognition agreement with the National Union of Mineworkers, insisted that the strikers return to work before consideration was given to reinstatement of the 7 dismissed workers. The workers, on the other hand, insisted that their fellows be reinstated before they returned to work.

On Friday, 13 January, a warning was issued, informing the strikers that if they had not returned to work by their next shift, they would be dismissed. At the beginning of the following week Gencor announced that all the strikers, comprising almost the entire workforce at the refinery, had been dismissed. Since most of the employees involved were contract workers, they would be obliged to return to the homelands.

The National Union of Mineworkers afterwards made a belated attempt at reconciliation, by agreeing that the workers would return before the seven were reinstated. The offer was, however, rejected by management.

Gencor's action may seem hard in the circumstances, but the dismissal of the workers and their return to the homelands may be put as much at the door of the union. Admittedly, employers of contract workers may be perceived, within the moral framework of South African circumstances, to have an unfair advantage over their employees in a power contest. However, it is difficult to ascertain where justifiable moral indignance ends an 'blackmail' begins. At the other extreme, employers heeding solely to moral pressure, may find the power balance tilted completely against them. Some unions will evidently have to learn that employers are becoming increasingly indignant at actions which display basic lack of faith while negotiations are actually in progress.
RIETSPRUIT COLLIERIES (WITBANK) 13.1.84

The death of two workers and serious injury to another, all of whom had been engaged in repairing a pylon at the Rietspruit Colliery, resulted in a two-hour demonstration stoppage by 300 fellow-workers, during which the workers visited the homes of the deceased and held prayer services to pay tribute to them. The stoppages had a sequel the following Monday when workers again downed tools after disciplinary action had been taken against a fellow-employee who had evidently been involved in an altercation with the production manager about the stoppage. The strikers returned after the case was reconsidered and the suspended worker reinstated.

WAYNE RUBBER (DURBAN) 16.1.84

Dissatisfaction with a 6 per cent increase in wages led to a strike by 300 workers at this plant. The strikers demanded a 12 per cent increase, which management said it could not afford during the recession. Workers were sent home the same day with the warning that they should return by the following morning or face dismissal. However, the company later relented and gave the strikers another day to "think over their action". By Wednesday, 18 January all 300 had returned. Reports by the South African Allied Workers Union that the taxation issue was involved and that workers had warned management not to make any tax deductions from their pay slips when the new law came into effect, were denied by management. (It could virtually have been predicted that SAAWU would be the first union to try to raise the taxation changes as an issue)

COCA COLA (BEDFORDVIEW) 16.1.84

A wage dispute resulted in workers at this plant going out on strike. According to a company spokesman, the strike was settled and work resumed within a few
hours.

O.K. HYPERAMA (SANDTON) 16.1.84

Approximately 180 workers downed tools in protest at the alleged unfair dismissal of a CCAWUSA shop steward. The strikers warned that they would not return unless the worker was reinstated, even though management had already announced that an appeal had been lodged in terms of the recognition agreement with the union. On the second day of the strike, the company informed that the appeal had been rejected, but that the worker could still appeal to higher authority. Workers were warned that, if they did not return to work by noon on Wednesday, 19 January, they would face possible dismissal and that no dismissed worker would be re-employed. The deadline was not heeded and strict security was imposed as the dismissed workers, giving black power salutes, left the premises. In a sequel to the strike, workers at other O.K. stores downed tools the following week, demanding the reinstatement of their dismissed colleagues. (See Report).

NOTE: It is often wondered why managements allow for appeal only after dismissal. Is it not preferable to make provision for all possible appeals before the final dismissal occurs?

AECI (Modderfontein, Sasolburg, Umbogwintwini, Somerset-West) 16.1.84 & 17.1.84

Deadlock in negotiations following two officially declared disputes led to the first 'nationwide' legal strike by black workers in mid-January this year. The strikes arose out of an ongoing dispute over wages, leave and allowances between AECI and the CUSA-affiliated South African Chemical Workers Union. Towards the end of last year wage talks between the company and the union had already broken down. SACWU decided to declare a dispute with the Industrial Council in respect of the Modderfontein, Umbogwintwini and Somerset-West plants and to apply for a Conciliation Board to settle the dispute with the Sasolburg plant. By the second week of January agreement
had been reached on leave and allowances, but the union refused to accept the company offer of a R370 minimum wage, insisting instead on its demand for R400 per month. A strike ballot was held at the various centres during the same week and on Monday, 16 January, 5,000 workers at the Modderfontein plant downed tools to support the union's wage demand. They were joined on 17 January by 1,800 workers from the Sasolburg plant and 755 workers from Somerset-West and on 18 January by another 1,000 from the Umbogintwini plant, bringing the total number of strikers to approximately 8,500.

Management, had in the meantime warned that its offer of R7 on the initial offer of R363 would be effective only until Wednesday, 18 January. It was also reported that workers in key areas were turning up for work and that outside labour and apprentices were being used as far as possible. At Modderfontein, a meeting between management and shop stewards proved ineffective in bringing the dispute nearer to resolution. At this stage, the United Democratic Front, evidently eager to become involved, announced that SACWU had its full support and that it was seeking direct ways of supporting the workers.

On Thursday, 19 January, AECI officials and SACWU representatives held their first 'general' meeting in Johannesburg, at the request of the union. Soon afterwards management issued pamphlets to workers warning that, if they did not return, they would be dismissed. The pamphlet also advised that there would be no advance on the final offer of R363,47 minimum wage per month. Workers at Umbogintwini, Somerset West and Midlands started returning to work the following day while the Modderfontein strikers had all returned by the following Monday.

Although SACWU gained widespread publicity from the strike, there is no doubt that it ended in an outright defeat for the union. Many observers were, in fact, surprised that this union, which has suffered internal dissenion and member rebellions, could muster the organisation to persuade workers to engage in a nationwide strike. It would appear that SACWU, aware of the growing discontent over wages, saw the opportunity to make an impact by utilising worker frustration. However, it should have been more realistic in its assessment of management's power-base. A strike of this kind, if it is to be successful, must also rely on the prevention of scabbing or the use of alternate labour. For this SACWU had evidently not prepared
sufficiently. The union has now caught on to the straw of protest at the dismissal of legal strikers. This certainly is an issue. Nevertheless the question has to be asked whether SACWU would have won even if the employer had not been allowed to dismiss, but had still decided to hold out on the union by using alternate resources. On the whole, it would appear that the union was overhasty and that, in the belief that it could 'get' the employer with a legal strike, failed to give the circumstances full, professional consideration.

THREE SPEARS (WETTON) 17.1.84

According to workers at this factory, about 30 employees downed tools for two hours, in protest at the dismissal of eight colleagues, including a supervisor, and to complain about "generally poor" working conditions. The 8 dismissed workers had previously stated that they had been doubling up as cleaners and garment inspectors. They claimed that their dismissal had resulted from complaints lodged with management.

The employees who stopped work claimed that they too had been threatened with dismissal when they attempted to speak to the owner. They later went back to work while the owner conferred with the Canvass and Clothing Industrial Councils. Underlying the workers' dissatisfaction, is the fact that the employer recently applied for membership of the Clothing Industrial Council and has, it seems, attempted to pay most workers according to the latter Councils rates, which are lower than those of the Canvass Industrial Council.

The Clothing Workers Union; which claims to represent the workers who engaged in the stoppage, later alleged that management had refused to negotiate with this union regarding worker problems and had threatened employees with dismissal if they did not join the Garment Workers Union.
B.M.W. (ROSSLYN) 17.1.84 and 24.1.84

In yet another dispute over wages, workers at BMW's Rosslyn plant engaged in two strike actions within a matter of a week. On 17 January approximately 1,500 workers gathered in the service road between the factory buildings and refused to start work. Management closed down the plant and announced that it would discontinue production until the workers decided to resume work. About 500 workers then left the premises while 1,000 remained. By the same evening it had been agreed that the strikers would return provided that wage negotiations continued.

Less than a week later, wage talks again reached deadlock with BMW refusing the demand for a minimum of R3.50 per hour and the National Automobile and Allied Workers Union rejecting management's 6 cents across-the-board offer. On Tuesday, 24 February, workers again went out on strike and management closed down the plant, announcing that it would not reopen "...until we are satisfied our people will be safe when they report for work."

The strike made headline news, with BMW declaring that the union had no control over its members and that the company would deal with the workers themselves. It was also reported that some workers, dissatisfied with NAAWU's handling of the strike, had resigned from the union. Both sides threatened legal action, the union on account of the company's alleged defamatory remarks and BMW for the damages suffered as a result of the strike. The company further announced that it might cancel its recognition agreement with the union. In a novel strategy, BMW used helicopters to drop pamphlets, criticising the union, over three black townships. However, both sides eventually decided that it was preferable to talk and the dispute ended on 7 February when an agreement was signed between NAAWU and BMW, in which it was confirmed that the present wage structure will not be altered until 1 July. NAAWU furthermore declared that it accepted the right of BMW management to take disciplinary action against workers who participated in illegal strikes. Shop stewards also agreed to partake in disciplinary hearings.

Yet again the action resulted in an unmitigated defeat for the union concerned, and it is surprising that NAAWU, which has shown remarkable restraint over the
past year, should have engaged in such unconsidered action, in the face of rising unemployment in the motor industry and against a company which is among the highest payers, if not the highest, in the entire industry. Perhaps the union wrongly perceived that it was time to re-establish its presence in the area or perhaps it was coerced into action for fear that other, more opportunistic, unions would utilise general worker frustration and usurp its position.

FREIGHT SERVICES (DURBAN) 18.1.84

Dissatisfaction with wages led to a strike by 122 workers at the forwarding warehouses of Freight Services in Durban. On the second day of the strike it was announced that negotiations were continuing, but that the dispute had not been resolved. By the third day, all the strikers had returned. However, the outcome of the dispute was not made public.

O.K. BAZAARS (RANDBURG, BLAIRGOWIE AND BRIXTON) 23.1.84
(YEOVILLE AND LINDEN) 24.1.84

In a sequel to the strike at O.K. Hyperama in Sandton earlier during the month, a large number of workers at OK's Randburg, Blairgowie and Brixton stores went out on strike in protest at the dismissal of their colleagues at Hyperama, claiming that the workers concerned had been "victimised". The strike lasted for one day, but was followed the next day by a similar one-day strike at the Yeoville and Linden stores. Workers were not given a return-to-work ultimatum since, according to its agreement with management, CCWUSA has a 24 hour period of grace to resolve industrial action before management initiates disciplinary procedures against strikers. However, in a circular issued at the end of January, management warned that, in some cases, particularly where workers struck 'in sympathy', disciplinary action might be initiated sooner.
Coca Cola (4 Depots - JHB.) 23.1.84

Approximately 2,000 workers at 4 Coca Cola depots went out on strike towards the end of January to support a demand for a wage increase of 25 per cent for weekly-paid workers and 20 per cent for monthly-paid staff. The company had offered 17½ per cent and 15 per cent respectively, which, with the increase of 10 per cent last April, brought minimum wages to R433 per month.

The Food and Beverage Workers Union, which claims to represent most of the strikers, has accused the company of delaying tactics to avoid recognising the union. (Perhaps the reason for the strike).

Union Carbide (Bophutatswana) 23.1.84

Management at the UCAR mine in Bophuthatswana has found itself caught in a tussle between the National Union of Mineworkers and the Bophuthatswana government, which is to table legislation next month allowing for only home-bred unions to operate in the territory. (See IRT March 1983). Workers at the mine originally downed tools on Monday, 23 January, demanding recognition of the NUM and of union shop stewards. The strike lasted until 11.30 when it was agreed that workers would elect 16 representatives to talk to management. According to the National Union of Mineworkers, management had also offered workers an increase. However, when representatives returned to discuss their demands with management the following day, they were informed that the company could not recognise the union. Evidently UCAR had received a telephone call from government agencies pointing out that, as a South African union, the NUM could not operate legally in Bophuthatswana. The country's Minister of Manpower later denied vehemently that the issue of recognition had been at stake or that the government had exerted any pressure. By Wednesday, 25 January, the workers were still out on strike. According to UCAR, the company, which is not averse to dealings with the NUM, has for some time been attempting to "reach a compromise" between the Bophuthatswana government and the National Union of Mineworkers, but has "made no progress in that direction."
CARLTON HOTEL (JOHANNESBURG) 24.1.84

A claimed "misunderstanding" about the dismissal of a fellow-employee resulted in a stoppage by the entire cleaning staff at the Johannesburg Carlton. According to management, the worker concerned had, in fact, resigned. The Commercial Catering and Allied Workers Union claimed, however, that the strikers had returned to work only after the reinstatement of their colleague.

S.A. FABRICS (ROSSBURGH) 26.1.84

The strike by approximately 400 workers at this textile plant had still not been resolved by the end of January. According to the National Union of Textile Workers, wage talks had deadlocked when management refused the employee demand for a 10 per cent increase and offered 4 per cent instead. The union declared a dispute and applied for a Conciliation Board in December last year. However, workers evidently became angry when management at S.A. Fabrics announced that it would retrench in January. This the workers saw as a "counter-attack" by the company. A strike ballot over the wage issue was then called. If union claims are correct, 91 per cent of the workers voted in favour of strike action. The union maintains that the strike is a legal one, although it is not clear whether the periods prerequisite to a legal strike have expired.
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<td>350 - 2 shifts</td>
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<td>CCAMUSA</td>
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<td>Wages</td>
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<td>180 Workers</td>
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<td>Western Greyhound</td>
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<td>E.M.H. (Roselina)</td>
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<td>NAAMU</td>
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<td>23.1.84</td>
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<td>O.K. (3 stores)</td>
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<td>Wages</td>
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<td>Coca Cola (6 Depots JHB)</td>
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<td>Wages/Recog.</td>
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<td>2000 Workers</td>
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<td>UGAR Mine</td>
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<td>O.K. Bazaars (3 stores)</td>
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<td>RW (Roselina)</td>
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IR ISSUES

COMPULSORY BARGAINING

In order to gain some clarity on the present controversial conflict between the supposed 'voluntary' nature of our bargaining system and the opinion expressed in some quarters that recognition or bargaining can be 'enforced', IRT went back to the relevant recommendations in Part V of the Report of the Commission of Inquiry into Labour Legislation and the reply to these, as contained in the Government's White Paper. Incidentally, both were published only at the end of 1981! For the purpose of very interesting elucidation, the recommendations and Governmental replies are briefly set out below.

The Commission maintained, at the commencement of the Section dealing with recognition, that

* "Essentially the question of recognition by the employer is not a question for regulation by the State"

and that

* even if a union is "most representative", it "...cannot yet necessarily lay claim to recognition by the employer".

However, the Commission went on to point out that

"...voluntarism is not always quite adequate in ensuring that essential relationships be established".

Consequently, it expressed the belief that

"issues of this nature should be actionable before the Industrial Court within the context of an unfair labour practice".

and that

* "...only after judgment by the Court should a strike over an issue
of recognition be permissible." (!!!)

The Commission further foresaw that

"...a situation could arise in which an employer who had been found to have committed an unfair labour practice by refusing to recognise a workers' organisation might succumb to the moral pressure of such a finding and agree to recognise the union, but then fail to 'bargain in good faith'"

Its solution to this 'predicament' was that

"Such failure should in itself constitute an unfair labour practice"

This, the Commission thought, would place the employer under increased "moral pressure" to "...establish a constructive relationship"

However, the Commission did express the realisation that

"...that is the furthest extent to which extraneous 'compulsion' could be taken".

Therefore, that

* "Should these measures all fail, the answer, in the ultimate analysis, would have to emerge from the power balance between the parties and the process of action, counteraction and interaction which lies at the heart of the employer-employee relationship".

The findings of the Commission, on the basis of these considerations, were as follows:

* that "...provision should be made for the conduct of secret and officially supervised ballots to determine the degree of representativeness of an organisation..."

* that "...recognition by an employer party of a workers' organisation should continue to be voluntary, provided that refusal to recognise a union which has been registered and which has been proved in a secret ballot to be adequately representative should constitute grounds for
the submission of a complaint of an unfair labour practice to the Industrial Court, and a strike over an issue of recognition should be permissible only when and if positive finding by the Industrial Court is ignored by the employer party."

The Government, in its White Paper on Part V of the Commission's report, refused to accept any of the recommendations. As regards the recognition of workers organisations by employers, the White Paper stated that

* "The Government has always held the view that recognition of any worker organisation by individual employers or groups of employers or registered employer organisations should be completely voluntary."

In answer to the recommendation that failure to recognise should constitute an 'unfair labour practice', it stated that

"In the instances where employers or employer organisations are not prepared to recognise or to enter into negotiations with worker organisations, the latter can have recourse to the provisions of the Act in order to bring about such negotiation, for example, through a system of conciliation boards, provided they are sufficiently representative."

The suggestion that secret ballots be held was "sympathetically" received, but rejected for practical reasons.

Finally, the Government reiterated that it was "...committed to a policy of non-intervention in the regulation of labour relations, including reciprocal recognition agreements between employers and employees. Any element of compulsion which may be introduced into this voluntary relationship may constitute undesirable state intervention."

Thus, the recommendations of the Commission, the most important of which was that failure to recognise a representative union and failure to bargain in good faith should constitute 'unfair labour practices', 'was not entrenched in law. Yet, even if by indirect means, unions are alleging 'unfair labour practices' on these grounds and, if the 'abstract' judgment in the Fodens case (See IRT - July 1983) is anything to go by, the Industrial Court might be inclined to regard as 'unfair' the failure to recognise or bargain 'in good faith' with a representative union.
Again, it should be remembered that the only precedent set in the Foden's case, was that there was no precedent and that the judgment applied only in Foden's "particular circumstances". Be this as it may, it appears that the Court is, essentially, following the line adopted by the Commission.

The purpose in reviewing the recommendations of the Commission was not, however, to indulge in academic argumentation as to what should and should not be. Rather, IRT feels that, by looking at what some have described as the somewhat "hazy" and "convoluted" reasoning of the Commission, observers may gain a better perception of, if not understanding for, the present 'predica-ment' of the Court and the entire dilemma of the 'unfair labour practice'. After all, it was this Commission which was responsible for the present concept of an 'unfair labour practice' and that of an industrial court.

The conclusions to be drawn from the Commission's argumentation are

* that it was in favour of a 'voluntary' system, but, at the same time, wished to "ensure" that "essential relationships" were established

* that it envisaged that this would be effected by a system of 'non-compulsory compulsion' (IRT's terminology)

* that the vehicle towards achieving these somewhat anomalous ends would be the Industrial Court, which would exert 'moral pressure' on the employer. (We can, therefore, assume that even now, and particularly in the case of recognition disputes, this is the Court's main purpose).

* that the Commission realized that, in the end effect, "moral pressure" had its limits and that the Court's powers in this respect would, therefore, be restricted.

* that it envisaged that, should the Court's efforts at 'urging reason' fail, the dispute would again revert to the collective bargaining machinery and be dependent on the respective power positions of the parties concerned. It therefore saw, in the case of 'recognition' disputes, the Court not as a legal body which could enforce its judgments, but rather as a 'good wale' or 'mediator' who would 'urge' employers in the right direction. The ultimate irony lies in the suggestion that the Court's 'judgment' be enforced by strike action.
Although subsequent developments have brought slightly changed circumstances and even though the Industrial Court maintains that it does not rely on the Commission's opinions to formulate policy, IRT is of the opinion that the above best illustrates the framework within which the Industrial Court still operates and within which the concept of an 'unfair labour practice' in general is interpreted. The recommendations reveal not only an awareness as to the limitations of the Court's powers, but also a remarkable confusion between value judgments and logical principals and between judgment on rights and negotiation of interests. (c.f. the suggestion that the Court be used as 'intermediary' before a legal strike is called.) In essence, this confusion still exists and, while it does, the concept of an 'unfair labour practice', as well as Industrial Court actions and judgments in this respect, will remain controversial issues.

NOTE: Ad nauseum, IRT has to repeat that, according to our own 'value judgment', the Court might, in some instances, be doing a good job, particularly in that it has obliged employers to carefully consider their actions. There is a need for a labour relations watchdog. However, the question is whether such watchdog can then be couched in the garb of a court or act as one. If it is to be a court, we have to insist on the removal of the present confusion. The law and a court have, to some extent, to be logically predictable.

UNION GROWTH

While Britain and the United States report a slump in union membership, unionism in South Africa is a growing enterprise. According to official figures, black union membership increased by 52 per cent during 1982 (See IRT June 1983) and, from all reports, the trend is continuing.

In Britain, the decline in union membership is attributed mainly to the scarcity of jobs, but also to the fact that workers are 'moving up the ladder'. The working class, as a whole, is becoming more affluent, and, therefore, has less to gain and more to lose by militant unionism. In South Africa, there is, certainly, a scarcity of jobs, but the majority of workers still have more to gain and less to lose from unionism. Also, there are social and political circumstances which make unionism attractive and, moreover, unionism in South Africa is, in contrast to that in Britain, only in its infancy. All these conditions speak against South Africa following
the 'normal' trend.

From the United States it is reported that organised labour, hard hit by the recession, is gearing up for a comeback. It is expected that unionism will increase and union action will escalate as the economy improves. The same will probably be true, or even more so, in South Africa where workers are only now becoming truly aware of the power which can be exercised by their collective labour muscle.

WAGES VERSUS EMPLOYMENT

Besides 'workplace' issues, such as wage levels, dismissals, retrenchments, 'unfair practices' and pension pay-outs, bargaining issues, such as the level of bargaining and the report-back machinery, and community-linked issues, such as influx control and housing, all of which are already entrenched or becoming entrenched on the South African IR Scene, IRT would like to pinpoint a few other issues which, on a macro-level, are increasingly rearing their heads and being discussed by participants on both sides. These issues all hinge around the basic conflict between the demand for higher wages and growing unemployment. There are, as could be expected, various perceptions as to how this conflict is most adequately resolved. Although the issues involved are so complex as to each warrant a thesis in its own right, an attempt has been made to outline them briefly below:

* Wages versus ATTEMPTS TO PROMOTE ECONOMIC GROWTH AND CREATE EMPLOYMENT

This issue was already partly discussed in IRT August 1983 when we remarked on the new trend towards curtailing Industrial Council power in order to promote competitive labour market forces. The purpose is, evidently, to protect the interests of small business and decentralised enterprises, with a view not only to promoting economic growth, but also to creating more employment opportunities - the old argument that it is better to earn a low wage than no wage at all. However, besides the problems inherent in wage fragmentation and undercutting, there is the point raised by unions that "...wage protection for the infant industrialists is tantamount to subsidizing development of the small business sector through low wages." There is also the moral question as to the stage at which wages are not merely low because of competitive labour market forces, but, in fact, exploitative.
Also interesting to note in respect of small business development, is the outcome of an Australian survey which attempted to establish why small businesses go under. Failure was attributed to an extent of 25.3 per cent to lack of business ability, acumen, training and experience, 21.3 per cent of the responsibility lay with a lack of initial capital and 19.7 per cent with economic conditions affecting the industry. Other causes, none of which was more than 6.3 per cent responsible individually made up the remaining 33.7 per cent. Wages, evidently, played no, or a very insignificant, role.

A final aspect of this issue is the obvious desire to curb the sphere of influence of unions. It, however, remains to be seen whether, in the long run, this is possible and whether the present policy will not merely promote unionism but on a more 'fragmented' basis.

* UNION DEMANDS VERSUS UNEMPLOYMENT
A very obvious issue and one closely related to that discussed above, is the argument that, as the demands of workers increase, so employers will be obliged to rationalise their workforces by cutting total employment. Besides the fact that this is not always so, since productivity improvement and extension of operations are also considerations, there is the question as to whether unions, particularly the 'newer' ones, see their demands in this light. The view is, generally, that workers are now getting their due and until such time as they do, the pressure for wage increases has to continue. Furthermore, many unions believe that the employer, particularly in South Africa, is morally and socially obliged not only to maintain employment levels, but also to alleviate present unemployment.

* AUTOMATION
In keeping with the last-mentioned worker perception, unions are watching attempts at automation more closely. Most recently, workers at one company went out on strike over retrenchments although they had been timeously warned that new machinery had been installed and that a number of employees would become redundant. The union's argument was that they should have been consulted before the machinery was installed. In a recent statement, the Council of Unions of South Africa spoke of "...terrorism by employers against workers through the increasing..."
introduction of first world technology". According to CUSA, "This tactic of keeping fewer people on the wage roll, is limiting wages and is a clever move to try and restrict the growth of unionism in industry." The opinion was expressed that "...there must be social control and responsibility on the issue of introducing new technology". Three questions were asked, namely

"Why do we need machines? What do we need, and If we need, how will we implement the control by workers."

This, in a nutshell, is the general worker and union point of view.

* PRODUCTIVITY

Many general statements have been made on the need to improve productivity. Employers rightly believe that, if wages are to increase, so should worker productivity. Workers, on the other hand, believe that they are only now being compensated for underpayment in the past. In some employer circles, there is a tendency to look at productivity improvement as a co-operative exercise. In fact, although South African circumstances are very different to those in Japan, 'quality circles' are being promoted by some advisers as the answer to the 'productivity problem'. These methods may 'work' with one type of South African employee, but not with many others. A vast number of unions argue that productivity improvement is not the concern of the worker. They are also not prepared to bargain on a 'productivity basis' unless basic wages are, in their perception, sufficient. Even unions which accept that workers can gain by improved productivity point out that they cannot be expected to share responsibility only in this respect and that, therefore, workers participation in its fullest sense should first become a reality before it can be expected of employees to fully play their part in productivity improvement. It is doubted that South Africa is, at this stage, ready for workers participation in the more general sense.

The issues outlined above, although essentially macro-problems, are being considered by workers and, therefore, need to be looked at also by other participants in the labour relations area. Other, non-wage-related issues likely to become more pressing are union objectives to pensions investment in government stock and the yet untouched issue of 'black' taxation.
SCENE

SA CONGRESS - MAKE OR BREAK

A time when employers are being bombarded with approaches for all forms of gaining from all sorts of unions and accepted bargaining structures are increasingly challenged, the insular attitude adopted by the majority TUCSA unions at this body's recent annual congress is, to say the least,appointing, if not outright frustrating. The Trade Union Council's lack resolve in facing up to the challenges of contemporary labour relations, in fact, once again diminished the hope that TUCSA will become more actively engaged in 'basta' labour relations and that unions representing different sectors of the workforce will gradually co-operate more effectively in the eventual aim of establishing a more 'unified' and more 'ordered' gaining system. For employers, struggling desperately to muddle their way through the maze of conflicting interests, policies and structures, the 'in the manner' attitude of most TUCSA unions hardly bodes well for the future, unless, of course, these employers eventually decide, as a few have already done, that TUCSA is 'irrelevant' and that they should instead concentrate on strengthening their relationship with the so-called 'emergent' unions. This one-sidedness is, however, hardly desirable.

I have, in the past, spoken for TUCSA. We have praised this body for its laudable struggle for worker rights and its stand on issues such as unemployment benefits and urban rights, but we have, at the same time, warned that TUCSA should critically assess its position and attempt to establish the reasons for its lack of punch within the 'new' labour dispensation. The rejection of the very desperate plea from the Boilermaker's general secretary, Mr. Ike van der Watt, that TUCSA hold a workshop 'to sort itself out', now proves that most unions within this body are not prepared to face the realities of their 'failure'. Instead they prefer to defend themselves by attacking other unions, particularly the 'unregistered' ones. Also, they find their solace in memories of past achievements, their still entrenched position on established bargaining bodies and their powerful lobbying voice in governmental circles. Instead of aging in active recruitment and reassessing their policies and strategies, they talk about what was and what should be. Rather than 'going down to the atom' and finding out what workers want, they plan to increase their fees...
in order to provide improved economic and legal argument. The position was
best summed up by Mr. Freddie Swartz, who 'defected' from his own Leather
Workers Union to speak with the 'mavericks' on the Council. Mr. Swartz
claimed that TUCSA had lost direction and that leaders had no "grassroots
support or involvement". He further urged that: "We should get involved
in the day to day problems of our workers. We can't just stand here and
deliver smart speeches." Most leaders apparently did not agree with him.
The speeches were many, but ideas and plans were sadly lacking.

TUCSA's future is said to be in the balance. In our opinion, this is an
exaggerated view. TUCSA will remain, but will most definitely shrink in
size. With the 'right-wing' leadership of the South African Typographical
Union (the oldest union in South Africa) and the Mine Surface Officials
Association now firmly entrenched, more progressive elements will increasingly
go their own way, some for pragmatic reasons, others by ideological conviction.
Among the ranks of the 'defectors' will probably be unions such as the
Boilermakers Society, the Engineering Industrial Workers Union and the National
Union of Clothing Workers. These unions will either establish themselves as
independent bodies or seek affiliation elsewhere. Particularly the Boiler-
makers need have no fear of its continued existence and, by its pragmatic
approach, may set the tone for future unionism.

Interesting to note about TUCSA is that only 26 per cent of its members are
White. The other 74 per cent is made up of a 45 per cent Coloured membership
and 29 per cent Blacks. The TUCSA stand cannot, therefore, be described as
protective of 'White interest'. Since a large number of the black members
have been drawn in by 'closed shops', TUCSA may be described as a predominantly
Coloured body. This perhaps explains the dog in the manger stand, since
Coloured unions are most threatened by the recruitment drives of the 'newer'
unions. The latter initially concentrated on organising unorganised black
workers, but have lately proved themselves increasingly successful in attracting
Coloured workers, both organised and unorganised. The TUCSA unions, on the
other hand, have not met with the same success in organising Blacks. This may
be attributable to the fact that the Coloured leadership in TUCSA is comprised
of the established 'old guard'. Not only the more politically conscious
Blacks, but also the new breed of Coloured worker are increasingly rejecting
the establishment and its values. It has been argued that Coloured attitudes
to the establishment may change, once the so-called Coloured participates in
government. This will depend on the degree of acceptance of the Constitutional
proposals. However, the likelihood also exists that participation of their
representatives in Government may make Coloured workers more aware of their
rights and lead to a call for more active democratic participation at the workplace. Should this be so, the present TUCSA leadership will not prove satisfactory. It would seem that, in the long run, the Coloured membership of TUCSA will either be drained away by 'newer' unions or the leadership character in TUCSA affiliates will change to such an extent that they will no longer be TUCSA unions. This may lead to the eventual demise of TUCSA as we know it and also to a complete change in the general trade union constellation. The attitude and affiliation of the Coloured worker is, therefore, crucial to future developments.

The rumblings within TUCSA have received much publicity, but few observers have studied their implications on the day-to-day conduct of labour relations. The fact that the majority of unions within TUCSA refuse to reassess their position means that employers are still burdened with an essentially dualistic system and that the possibility of compromise remains remote. IRT has repeatedly urged the acceptance of a segmented union movement and has stressed that various and even minority interests have to be represented. However, it was hoped that these conflicting factions could co-operate towards establishing a more meaningful bargaining structure and that, eventually, national industrial unions, representative of all interest groups, would emerge. As it is, it appears that employers will still for some time be faced by unions resentful of any participation by other bodies in already established relationships. They, the employers, will thus be obliged to make alternate arrangements with these other bodies, leading to the complicated relations and the bargaining 'system'. Ironically the TUCSA unions, by favouring attack above assimilation and co-operation, may be sounding their own death-knell and also that of the Industrial Council system. The 'new' union movement is too strong to be dismissed, calls for the banning of unregistered unions notwithstanding. (There are, in any case, only 4 unregistered unions of note, namely the General Workers Union, the National Union of Mineworkers, the African Food and Canning Workers Union and the South African Allied Workers Union. Most FOSATU and CUSA unions are already registered.) Among the 'established' unions, the more pragmatic TUCSA 'dissidents' will probably prove the best survivors.
THE NUM - TO BARGAIN OR BLUFF?

Since being recognized by the Chamber of Mines, the National Union of Mine-workers has managed, by a series of disputes, to be consistently and noticeably in the news. It was to be expected that the union would seek and use opportunities for publicity and that representatives of newly unionised black mineworkers would increasingly air grievances and demands which had remained hitherto unchannelled. However, the NUM's repeated outbursts have evoked the suspicion that the union and its leaders are flamboyantly exploiting circumstantial issues in order to extend their credibility and influence and perhaps to compensate for a lack of thorough grassroots organisation. Ironically, the very ease with which the NUM 'got into' the mines as well as the industry's centralised labour relations structure, may have necessitated this approach. Although only 'partially' recognized for particular workers on particular mines, the NUM received its recognition from and bargains with the central negotiating body. It, therefore, regards itself as spokesman for all black miners and evidently feels obliged to tackle the complete gambit of issues arising in this gigantic industry. Furthermore, having not come up through the ranks and not being assured of a solidified power-base, the union's voice has necessarily to be louder and more insistent than under 'normal' circumstances. In this respect, it definitely has talent.

Hardly had the dust settled over the 'a posteriori' threatened wage dispute, than the union threatened yet another dispute, this time because the Chamber wished to 'clarify' a commitment to remove discriminatory practices. This issue had scarcely been settled before the union applied for a Conciliation Board to break the deadlock over wages which had arisen at Rand Refinery. (The NUM had demanded 40 per cent as against the Chamber's offer of an 8 per cent increase) By mid-September, the NUM general-secretary, Mr. Rhamaphosa, was threatening to call a strike ballot if the Minister failed to appoint a Board and to institute Industrial Court Action should employers dismiss strikers in terms of their contract of employment. However, a few days before the 'deadline' set for the ballot, a very tragic and actual disaster occurred. 63 Miners were killed in a gas explosion at Hlobane Coal Mine. The following day workers at the colliery naturally and predictably refused to go underground until they had been assured that the conditions were safe. An investigation into the cause of the disaster was immediately launched by ISCOR, which owns the
mine, but the day thereafter the NUM made a public statement, alleging that there was "a known weakness" in the mine's ventilation system over the weekends and that equipment used underground had "helped to ignite" the explosion. The union called on the Government Mining Engineer to institute an enquiry "with worker participation" into the accident. At the same time, it was announced that the NUM might take legal action over the Government Mining Engineer's previous refusal to allow the union a seat on the official Mine Safety Committee. The NUM later clarified its allegations of negligence by claiming that methane gas had not been tested for on the morning of the accident, that the safety lamps used were 'outdated' and that, in general, safety conditions on South African mines were "appalling". The Union demanded the passage of a miner's Bill of Rights which would include -

* the right to their own safety representatives

* the right to refuse to work under presumed unsafe, unhealthy or illegal conditions

* the right to demand special inspections of suspected safety violations

* the right to accompany inspectors

* the right to participate in the development of mining procedure plans

* the right to additional health and safety training

A commission of inquiry into safety on the mines was also requested and the union warned of continued industrial unrest until such time as safety standards were improved.

Mr. Rhamaphosa has since been invited to take part in the inquiry and has been informed that the Minister is considering his appointment to the Mine Safety Committee. However, employers have been predictably angered by what was termed Mr. Rhamaphosa's "scurrilous misrepresentation of the truth". A Chamber of Mines spokesman later branded it as "...a disservice to the mining industry in which the new union is trying to recruit members."

A few days after the disaster the NUM announced that it was to call for a half-hour work stoppage the following Monday in order to mourn the miners who had died in the accident. Employers responded by stating that the industry had already publicly expressed its grief and that they were not
averse to employees' observing "a private moment of silence" between 9 and 9.30am. However, the NUM was adamant that a half-hour stoppage should take place. The union later claimed that over 30,000 workers had participated in such a stoppage. Industry sources, on the other hand, maintained that, although many had observed the agreed moment of silence, no actual stoppages had occurred.

To comment on the NUM's stand following the Hlobane disaster is difficult, since any criticism of the union might be interpreted as callousness towards those killed or as antipathetic to improved safety legislation. As IRT has so often stated, improved safety measures in all spheres, including the mining industry, are only to be recommended. Also, the NUM cannot be blamed for using the opportunity to draw attention to the need for safety awareness at all times. However, the nagging suspicion remains that the disaster was 'exploited', perhaps to the future detriment of Mr. Rhamaphosa's personal reputation. Particularly disturbing are dramatic reports of Mr. Rhamaphosa's having to be led out of the hospital for fear of collapsing at the sight of the victims. It is argued that Mr. Rhamaphosa might have done himself, his members and the cause of safety in general a greater service by approaching the issue in a lower-key, more systematic manner. In fact, this may be true of all the NUM's dealings so far. Although publicity and definitive stands on certain issues are necessary to a union, the battle is not won by big words, but rather by backslaming and systematic labouring and the gaining of one, sometimes small, victory after another. The NUM has established a name, but it has not yet achieved one significant concrete victory for its members, who, like all of us, understand actions better than words. Furthermore, the union should take care that its sometimes exaggerated claims and allegations do not prematurely sour its relations with employers, who may, in time, lose their patience.

MINE SAFETY STRIKE

In the meantime, a very real and difficult situation has arisen over the dismissal of 17 West Driefontein miners who refused to work in an area which, they claimed, was unsafe. The men were dismissed when they continued in their refusal, even after the Inspector of Mines had visited the area and declared it safe. The NUM, which is not recognized at the mine, has now threatened an Industrial Court action.
The question as to whether any worker can be forced to work in an unsafe area is easily answered in the negative. The problem arises in establishing the criteria for safety, which is, in any event, never absolute, and in the credibility of those who assure the workers of such safety. Furthermore, it is difficult to pinpoint the stage at which refusal to work becomes not merely extreme cautiousness, but outright recalcitrance. In this case, management was evidently of the opinion that the workers were being stubborn, but such opinion will be difficult to prove. It is hoped that employers can, at least, furnish concrete proof of the steps taken to inspect the workplace and to ensure its safety, as well as of the procedures followed in first reassuring the workers and, thereafter, dismissing them. This is essential if allegations of an 'unfair labour practice' in this extremely sensitive sphere are to be refuted. Furthermore, it is obvious that the Inspector of Mines lacked credibility with the workers. The presence of an 'independent' acceptable witness, trained in safety standards, therefore deserves future consideration.

LABOUR AND POLITICS

The Ciskeian government's banning of SAWU and reports of alleged harrassment of trade union members has succeeded in doing what the Constitutional proposals and 'Koornhoff Bills' could not do, that is, in eliciting concrete co-operation between the United Democratic Front and trade unions who had previously chosen 'not to play an active part' in the UDF. Shortly after the banning of SAWU, the UDF's Transvaal branch announced that it was to join forces with "key worker organisations" in protesting and actively campaigning against the Ciskeian government's actions. According to the UDF, these organisations included not only the already affiliated Council of Unions of South Africa (CUSA); but also the Federation of South African Trade Unions, the Commercial Catering and Allied Workers Union, the African Food and Canning Workers Union, the Orange Vaal General Workers Union and the Municipal and General Workers Union. In Cape Town too it was announced that a protest against the Ciskeian action had been planned by the UDF, together with the General Workers Union, the Media Workers Association and other community bodies. The Food and Canning Workers Union and the Cape Town Municipal Workers Union had sent their apologies.
The joint action committee which had been established in the Transvaal later issued a statement detailing its plans for action. These included a proposed attempt to bring international pressure to bear on South Africa and the Ciskei, a plan for direct material aid to detainees and their families, an exposition of the 'atrocities' through the media and public meetings, and, finally, consultation with individual unions to discuss the possibility of 'intervention through companies established in the Ciskei.' At the meeting, held in Khotso House (CCANUSA's headquarters), it was predicted that other unions involved in community issues might also be banned in the near future. It was decided that 'There can be no compromise on the right of unions to take up issues beyond the shop floor.' and that, 'To permit the Ciskei government to suppress union involvement in community struggles is tantamount to giving away a fundamental element of unionism'.

In the meantime, the Western Cape branch of the UDF had decided to call a boycott of Ciskeian Government bus companies operating from Cape Town and to call for a ban on money from the Western Cape to the Ciskei Government. After a placard demonstration at Hanover Park City Hall, six members of the UDF were arrested and held by police for four hours.

FOSATU, the GWU, and the FCWU have not joined the UDF, but the new developments could lead to closer co-operation. Indeed, the banning may have played into the hands of the UDF which has been consistently wooing these bodies and has not lost the opportunity of publicising the co-operation received. As IRT has observed in the past, most of the 'stabler' 'never' unions prefer to concentrate on work-related issues or, at the most, community issues directly affecting their members. Although they do operate within a wider political framework and tacitly support political bodies, they will become 'politically involved' or co-operate actively with political bodies only in direct reaction to governmental actions, particularly those threatening the trade union movement. The banning of SAAWU was, evidently, one such action.

On the other side of the spectrum, Mr. Arrie Paulus's Mineworkers Union, has become, as IRT predicted, the first 'established' union to involve itself directly and concretely in politics. At a press conference in Johannesburg recently, Mr. Paulus called on the approximately 18,000 MWU members to vote against the new constitutional proposals since the union believed that "the Whites will be the only ones to suffer" within the proposed 'new' political dispensation. Shortly afterwards Mr. Paulus announced that he would campaign against the constitution in his personal capacity. He proposes
to speak at 11 Hersigte and Conservative Party meetings in areas where the union has a substantial membership.

URBAN RIGHTS

MTHIYA APPEAL

The Western Cape Administration Board has been refused leave to appeal against the 'Mthiya judgment' in which a contract worker was granted Section 10 (i) (b) rights despite three lengthy periods away from his employment during the 10 year qualifying period. In the original judgment, Justice Tebbutt ruled that Mr. Mthiya was entitled to Section 10 rights, since he had "worked continuously" for Chicks Scrap Metals for 10 years and had lived in the city for more than 15 years. It was held that the interpretation and proof of 'continuous employment' rested with the employer and, in the Mthiya case, Chicks had argued that, despite his leaves of absence, Mr. Mthiya had been 'on their books' as an employee for ten consecutive years.

In refusing leave to appeal, Mr. Justice Tebbutt concluded that another Court would not come to a decision different to that originally reached by him. Shortly afterwards counsel for the WCAB announced that the Board would now petition the Appeal Court in Bloemfontein for leave to appeal. It is reported that, while 1,210 workers in the Western Cape have already been granted Section 10 rights in the wake of the Rikhotso judgment, another 1,418 have been turned down, many of them because their circumstances were similar to those of Mr. Mthiya.

In the meantime, the Black Sash continues to report 'obstructionism' by Administration Boards in the granting of Section 10 rights. According to this organisation, the West Rand Administration Board is still not granting urban rights to "homelands citizens", while other Boards are using periods of absence as a reason for the refusal to grant workers urban rights. In a booklet entitled "You and the Rikhotso Case" the Sash suggests that workers should "...inform employers and employer organisations of the situation" and that they should take "...independent worker action" to gain implementation of the Rikhotso judgment.
The Black Sash has also slated the passage of The Laws on Co-operation and Development Act, Section 4 of which forbids a worker from bringing his family to the city unless he is a legal tenant, the owner of a housing unit or resides in company housing supplied for that purpose. It is pointed out that families cannot be placed on the waiting list for township houses unless they are already legal families in legal lodgings. This, according to the Black Sash, has resulted in a "Catch-22" situation and proves the "cynism" of the government in "implementing" the Rikhoto judgment.

DEVELOPMENT OF BLACK MANAGERIAL POWER

In a thesis, the main purpose of which is to establish a model for the development of black management, Mr. Carl Hofmeyr comes to the conclusion that "accountability" is essential for the promotion of black managerial skills. According to black managers surveyed in the study, competency will be achieved only if people are told exactly what is expected of them and given the experience to achieve this. Mr. Hofmeyr has isolated five top training needs, as identified by black managers themselves. These include:

* decision-making skills
* planning skills
* organising skills
* problem solving skills
* control skills

He further warns against generalising about Blacks and thereby evolving stereotypes.

As Mr. Hofmeyr states, companies are not yet in the position where they have to use blacks in managerial jobs, although the shortage of skills has led to Blacks being 'moved up the ladder'. It follows that the need to further promote these employees as well as a growing shortage in managerial manpower, will lead to an increased emphasis on the training of black managers. Those responsible would, therefore, be well advised to focus attention in this direction. Also, South Africa needs, for industrial relations purposes and otherwise, real black managers and not, as Mr. Ben Mokoatle so succinctly put it, managers who are given "king-size titles and Mickey Mouse jobs".

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SOUTH AFRICA AND THE I.L.O.

According to the most recent I.L.O. bulletin, the director-general of the International Labour Organisation has drawn some hope from the "...emergence of a genuine trade union movement in South Africa". He believes that, with it, "...a trend has been set in motion which could doom the policies of apartheid". It was, however, pointed out that the most difficult task facing the I.L.O. was to help people in South Africa in their "...struggle against oppression, especially the victims of the apartheid regime in South Africa which continues to violate workers' rights to freedom of association and collective bargaining."

In the meantime, Mr. Arthur Grobbelaar, who attended the 18th I.L.O. conference, reports that enthusiasm for the Apartheid Committee's stand against South Africa is waning. Mr. Grobbelaar draws this inference from the fact that members were criticised for not implementing previous I.L.O. resolutions and even African trade unions were, according to Mr. Grobbelaar, "brought under fire" for not responding to questionnaires regarding action taken against apartheid. He concludes that a situation will arise "...where those involved with the I.L.O. will continue playing the appropriate propaganda melodies while avoiding actions that could harm their own interests."

WAGES

* According to the National Manpower Commission the real earnings of South Africans increased by approximately 7 per cent between March and December 1982. Average earnings for Whites were 22,5 per cent higher than during the same period the previous year, those of Coloureds 21,1 per cent higher, Indians earned 27,8 per cent more and the average earnings of Blacks rose by 22,4 per cent. However, the consumer price index rose by 14,9 per cent, bringing the total average in real earnings to 7 per cent. We would suggest that even this figure be treated with caution, since averages on such a vast scale do not tell the full story.

* In the meantime, the National Automobile and Allied Workers Union has announced that, although it has accepted the offer of employers in the
Eastern Cape, its demand for R3,50 per hour is "...still on the table."

According to FOSATU, a message from NAAWU's motor workers reads: "We may have agreed to accept an increase to cover the cost of living this year, but we have not given up our fight for a living wage."

* From Natal, the Metal and Allied Workers Union reports that it has won a minimum wage of R90 a week from Prestige and from Barlow Rand subsidiary, W.B. Cameron. The settlement at W.B. Cameron follows the threat of Industrial Court action by the union, on the grounds that the company had refused to disclose "key financial information" to union negotiators (See - DISPUTES - IRT JULY 1983). According to MAWU, the company has now agreed to supply certain information during future negotiations.

RETRENCHMENTS CHECKLIST

Even with an economic upswing in the offing, retrenchment is still one of the most pressing labour relations issues. A record number of retrenchments occurred between July 1982 and June 1983 and employers, who had not during previous recessions faced a strong union movement representative of black workers, often found themselves in a difficult position. In the course of the year much has been done to improve retrenchment procedures and provide for negotiation on the issue. Also, seminars on retrenchments have been almost too numerous. IRT, which prides itself on having been the first to focus attention on the problem, does not feel that there is much more to add. Yet, although the 'heat is off', there are numerous companies who will still be retrenching or considering retrenchments during the next nine months or so. Furthermore, unions now insist that retrenchment procedures be negotiated when recognition is granted. It is for this reason that we have reproduced below the CUSA checklist on retrenchments. As a succinct representation of the union approach, it should assist management in preparing its own contingency plans and bargaining strategy.

IRT would merely like to add a note by pointing out that many unions no longer favour the 'last-in-first-cut' (LIFO) principle as a criterion for selection. The reason for this lies in the fact that younger workers often constitute the majority of union members. Unions are, therefore, attempting to establish other 'equitable' criteria. However, the worker's record, particularly disciplinary wise, is definitely not a criterion they are prepared to accept.
On the other hand, there is now room for management to argue that if the LIFO principle does not apply, a trade-off should take place between the union's wish to retain membership and management's wish to retrench those with the worst track record.

CUSDA'S CHECKLIST FOR SACKED WORKERS

MEASURES TO AVOID REDUNDANCY (PHASE ONE)

Has the company cut back on the number of temporary or casual workers?
Has the company stopped overtime?
Has the company stopped recruitment?
Has the company reduced its advertising budget?
Has the company redeployed workers?
Has the company planned early retirement of pensionable personnel with full benefits?
Has the company introduced short-term work-sharing schemes?
Has the company introduced short-time?

REDUNDANCY NEGOTIATION (PHASE TWO)

Has the union been allowed to examine the circumstances leading to possible retrenchment?
Has the union been allowed to examine possible methods of reducing the number of workers affected?
Has the union been allowed to negotiate redeployment and retraining of workers?

SELECTION OF REDUNDANCY (PHASE THREE)

Has a joint worker-management committee been elected to select the individuals who are to be retrenched?
Has special attention been given to early retirement?
Has special attention been given to voluntary retrenchment?
Has special attention been given to workers who are over the normal retirement age?
Has special attention been given to part-time workers?
Has special attention been given to short service rather than long service workers?
Has special attention been given to the protection of contract workers?

REDUNDANCY NOTICE (PHASE FOUR)

Has maximum periods of redundancy notice been given?
Have minimum statutory periods been taken into account by the company?

ALTERNATIVE WORK, TRAINING AND TIME OFF (PHASE FIVE)

Have possible alternative strategies for redeployment, transfer and retraining been considered and payments made to cover travel costs?
And new job opportunities?
And entitlement to be considered first for re-employment?
And appropriate realistic time off to find other job opportunities?

REDUNDANCY PAY (PHASE SIX)

Have the workers negotiated for payments above the statutory minimum?
Have workers made sure that payment is made on an agreed formula of age, number of years of service, and present wage?
UNIONS

MAWU AGM

At its recent annual general meeting, held in Wadeville, the Metal and Allied Workers Union pledged to "...fight for the rights and freedom of all workers in South Africa". A resolution was also passed to join with other union groupings "...in their fight against influx control and pass laws and the demolition of shacks in black residential areas." The union further expressed its solidarity with the United Democratic Front. A union spokesman later stated that: "we believe that we should also support all progressive parties that are fighting for the liberation of workers in South Africa".

General meetings are for ideological statements and should not be taken as reflective of 'active' MAWU policy, although the Metal and Allied Workers Union is one of the more 'community-orientated' in the FOSATU-fold and has taken up community issues with greater vigour than most other FOSATU unions. Of greater importance is MAWU's condemnation of SEIFSA for discouraging plant-level negotiations and also of "sell out" unions who agreed to the SEIFSA offer and who, according to MAWU, did not consult their general membership. MAWU again insisted that negotiators should be given sufficient time to obtain mandates from the workers.

According to its own report, the union is still growing. 'S-op-order' membership now stands at 20,000 and total membership is "conservatively estimated" at 40,000. In Natal where, by MAWU's report, "...more and more workers are turning to unions for help because of the worsening drought", there are now 5,470 organised MAWU members in 38 factories. The union also reports greater success in organising Indian workers. That negotiators have been kept busy is proved by the fact that MAWU has signed 11 recognition agreements in nine months and is, at present, involved in 13 disputes. The union's most recent victory is a substantial settlement for 249 B & S workers dismissed last year. (See COURT ACTIONS)
SAAWU ANNUAL CONGRESS

The annual congress of the South African Allied Workers Union, held in Durban on 17 and 18 September, received amazingly little press coverage, particularly in view of the prior announcement that a representative from the International Labour Organisation, as well as a delegate from the Zimbabwe Congress of Trade Unions, would attend. Furthermore, the congress was held shortly after the banning of SAAWU by the Ciskei government. This alone made it newsworthy.

Speakers at the congress included trade unionists, churchmen, politicians and community leaders, among them the president of the United Democratic Front, Mr. Archie Gumede, and a representative of the Namibian Workers Union. Mr. Paddy Kearney, director of Diakonia, in spelling out a 'charter' of workers rights, said that all workers should be entitled to a family life, adequate housing, freedom of association and collective bargaining, the right to form free trade unions and the right to withhold labour through strike action. A call was made for a moratorium on squatter removals, as well as for the abolishment of the pass laws and the workseeker's permit.

It was, furthermore, suggested that the government be urged not to use pension contributions for the partial financing of the defence budget. In a remarkably down-to-earth statement, SAAWU general-secretary, Mr. Sam Kikine, appealed to employers to exercise greater restraint on job-cutbacks. The congress was concluded with a resolution that the I.L.O. and the United Nations be called upon to investigate the disaster at the Hlobane colliery, which had occurred the previous week.

In a sequel to the congress, freelance cameramen returning to Johannesburg after covering the first day of the conference, had their cars and bags searched by police and a film with 45 minutes of footage confiscated. Also, national organiser, Mr. Herbert Barnabas, afterwards denied that a resolution supporting the exiled South African Council of Trade Unions had been passed at the congress. Mr. Barnabas said that, owing to time pressures, the only resolution discussed was the union's banning by the Ciskei.
NUCW AGM

At the annual general meeting of the TUCSA-affiliated National Union of Clothing Workers, one of the main concerns of delegates was the protection of workers against retrenchments. Mr. Sipho Nene, NUCW president, stated that: "I myself have seen at Industrial Council meetings how sensitive the employers are about retrenchments. I believe it is vital that workers leave at least with a week's notice pay after serving an employer for many years." (Mr. Nene probably meant a week's notice pay for every year of service, since this is closer to the common demand of 'newer' unions).

Mr. Athol Margolis, the union's new administrative officer, who was warmly welcomed, reported that the union "...had tried to protect workers against retrenchment, appealing to employers to rather work short time in the hope of an improvement of the situation in the firm concerned." Furthermore that, "Where retrenchment is inevitable, we have tried to get firms to give more than a week's notice and to agree that compensation for service should be given". Mr. Margolis also reported that the union had taken several cases involving "...alleged racial insults, assaults, unfair dismissals and other unfair treatment" to court.

Dr. Lucy Mvubelo commented on events in the Ciskei. According to Dr. Mvubelo, NUCW members "...have suffered badly at the hands of the Ciskeian authorities". The Ciskeian government’s "harassment" and detention of trade unions was described as "most disgusting". As regards the banning of SAAMU, Dr. Mvubelo made the following statement: "To add salt to the wounds was the banishment of the South African Allied Worker Union. We strongly condemn the Ciskeian government for these actions. The new labour dispensation gives the right of freedom of association for workers to join a union of their choice. Let us hope that authorities in these 'national states' will soon see the light and act responsibly."

Question: Is there any significant difference between the basic concerns of this union or, at least, some of its officials and the concerns of the 'unestablished' unions?
NEW CCAWUSA ISSUE

Besides its stand on maternity and 'maternal' rights, CCAWUSA is now strongly opposing ill-treatment of workers by security staff. The union reports that it "reacted very strongly" to an incident at a Krugersdorp store where a cashier, suspected of helping a customer steal a paintbrush, was allegedly assaulted and abused with "racist and very insulting language". R1,000 in damages has been claimed for the employee concerned. According to CCAWUSA, it should be made clear to security staff, whether from security companies or employed by the retailers themselves, that no "inhumane treatment" of workers will be tolerated. Security officers should be told "...to avoid abuse, insults and assaults" and not to question a worker "...unless he or she is accompanied by a shop steward or someone else of his or her choice". The union has warned that it will "...hold companies responsible for any abuse of or assaults on workers and will claim damages when we feel this is due to members." It would appear that security companies will have to pay attention to training in basic labour or 'human' relations.

PWAU VERSUS NASARIEU

The Paper Wood and Allied Workers Union has accused the National Sugar and Refining and Allied Industries Employees Union (formerly NUSMRE) of tricking workers at Sappi's Stanger Paper Mill into joining the 'wrong' union. PWAU states that it was surprised to find that Indian workers, whom the union had started organising, but from whom it had not yet collected 'joining forms', had already "joined the union". According to workers, they had been called in to the personnel department and had signed membership forms in the presence of personnel officers and 'union officials'. PWAU claims that workers were later "horrified" to learn that the "green card union" they had joined was NASARIEU and not the Paper Wood and Allied Workers Union. Evidently, NASARIEU had previously canvassed among African workers at Sappi and was now trying to woo also the Indian workers. In recruiting among the Blacks, NASARIEU had used as platform the promise that it would "...get pensions money back for them". Since many black workers would like to have pension money repaid, this had been a useful drawing card. The PWAU has, in general, displayed greater responsibility regarding the pensions issue and was one of the first unions to negotiate worker participation on the
board of a pension fund.

THE GARMENT WORKERS AND THE CONSTITUTION

Noting that, "While it is against the law for trade unions to give financial support to party politics, it is not illegal for them to express views on political issues", the Garment Worker, mouthpiece of the Garment Workers Union, in September, devoted one of its editorials to the Constitution debate. However, the conclusion was reached that, owing to the diversity of views among union members, the union should "...join others in abstaining from comment on the constitution."

NEWSPAPER UNIONS

The South African Society of Journalists has criticised newspapers which have supported a 'yes' vote in the coming referendum. In a statement issued by the Society, the SASJ declared itself surprised that "...any editor can encourage support of a constitution from which guarantees of press freedom have deliberately been excluded." The National Council of the SASJ believes that editors should consult journalists as to the editorial policy on issues where press freedom may be at stake.

In the meantime, 21 members of the SASJ and two members of the Media Workers Association of South Africa (MWASA) have been arrested after a placard demonstration at the Carlton Centre to protest an alleged attack by East Rand Administration Board officials on squatters and journalists earlier during the same week. Those arrested were due to appear in the Johannesburg magistrates court on October 7.

UNITY TALKS

The second unity 'talk-session' between delegates from various 'never'
unions and federations is to be held in Johannesburg during the weekend of October 8. It would appear that the 11 unions involved, representing approximately 300,000 workers, have reached the stage where they are discussing the funding of the proposed federation and the question of demarcation. Both may prove contentious issues.
RECOGNITION

FBWU AND MAIZECOR

The CUSA-affiliated Food and Beverage Workers Union has signed a recognition agreement with Maizecor Industries in Silverton. The agreement comes in the wake of a number of work stoppages at the company. Interesting to note is the fact that the union now intends to negotiate also a "substantive health and safety agreement" and a "maternity agreement" with the company. The interest scope of unions is definitely widening.

POOLE INDUSTRIES

The National General Workers Union reports that it has submitted a recognition agreement for consideration by management at Poole Industries. IRT - August 1983 reported that tension between the union and management had been mounting over management's alleged refusal to "talk to" the union. According to the NGWU, a meeting has been held and shop stewards have been assigned to follow up grievances.

MEGAPLASTICS

The managing-director of Sentrachem has announced that, if the South African Allied Workers Union, whose 'members' went out on strike early in August, can demonstrate majority support at Megaplastics in Olifantsfontein, management will be "only too happy" to talk to the union. According to Sentrachem, management had not heard from SAAWU since last year when they had asked the union to prove majority support. However, the national organiser of SAAWU claims that management had asked for the union's "receipt book", which could not be supplied, since records were kept in a ledger. The request had been referred to the workers who had instructed the union not to comply and had instead demanded that management meet with
employees so that representivity could be proved. On 14 September last year Megaplastics had written back to say that they saw no reason for complying with the request.

It would appear that SAAWU was, in this instance, not very well organised nor was the union insistent in its demand.
FRAMETEX

The battle between Frame and the National Union of Textile Workers continues (See IRT - April, May and August 1983). In May this year, the Industrial Court granted the NUTW a Status Quo Order preventing Frame from recognizing the Textile Workers Industrial Union at its Frametex Mill and also from granting the TWIU any facilities not afforded to the NUTW. The order was granted mainly as a result of the NUTW's argument that a senior member of management had previously promised the union that it would be afforded sole bargaining rights, should it prove representivity of the weekly paid employees at the mill. According to the NUTW, representivity had subsequently been proved by way of signed stop-order forms, but this had not been accepted by management, who maintained that errors had been committed that some stop-order forms had been duplicated and that some of the signatories had since joined the TWIU. At the time, management was, or so the NUTW claims, allowing stop-order facilities to the TWIU. It had also been indicated that the TWIU would be recognised at Frametex because it had majority support. It was in these alleged circumstances that the NUTW, claiming an 'unfair labour practice', applied for a Conciliation Board and also for a Status Quo Order to prevent the recognition of the TWIU before the dispute had been settled. The Status Quo Order was, as we mentioned, granted, but the Minister stalled somewhat in appointing a Conciliation Board. Frame had opposed the application on the grounds that failure to recognise a union or afford it facilities was not an 'unfair labour practice', thus highlighting the polemic as to whether recognition is a voluntary process or not and as to whether the Court has jurisdiction in this respect - (See IRT, August 1983). Also, Frame argued that it should only recognise a union representative of all the workers at all the mills. In the meantime, the Status Quo Order had lapsed and, the NUTW alleges, Frame again commenced granting facilities to the TWIU. Having become belatedly aware of the expiry of the Order, the NUTW applied to the Industrial Court for an extension. This was refused, but, nothing daunted, the NUTW brought an urgent application before the Natal Supreme Court, requesting that the Court review the Industrial Court's refusal of an extension. Before the Court could judge on the application, an out-of-court settlement was reached in terms of which:

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 Frame agreed not to recognise the TWIU, or to grant it facilities at the Frametex Mill before the dispute had been settled by a Conciliation Board or otherwise.

the NUTW promised not to contend in any proceedings that, on 1 October 1982, or at any time, a contractually binding agreement to recognize the union had been concluded between it and the Frame group.

the NUTW would not further contend the fact that the group's New Germany complex, though containing different operations owned by different companies, could constitute "an appropriate collective bargaining unit".

the union also agreed that, if called upon by Frame, it would join in reporting to the Minister of Manpower, in terms of Section 46 (9) (d) of the Labour Relations Act, that they were satisfied that they would not be able to settle the dispute. In terms of this section, a dispute arising from an alleged 'unfair labour practice' will, if not settled, have to be referred for compulsory arbitration to the Industrial Court.

Ten days after the agreement had been reached, the Minister appointed a Conciliation Board. Since the Board was evidently granted on the NUTW's original application, alleging an 'unfair labour practice', it would appear that the Minister might be of the opinion that failure to recognize a representative union or treating it 'differently' to another union might be construed as an 'unfair labour practice.' On the other hand, his decision may have been based on the NUTW's previous argument that there had been a verbal contractual agreement to recognize the union.

As it is, Frame has evidently decided to drop its opposition to the dispute's eventually reaching the Industrial Court. Instead, the Court, should the dispute not be settled, will be obliged to show its hand in respect of one of the most controversial issues in contemporary labour relations, that is the question as to whether an employer can be forced to recognise or grant facilities to a union. Whatever the opinion of the media and various unions, the Industrial Court has not yet set a precedent in this respect. In the 'Poden's case', the employer party had already agreed to recognition and the Court pronounced only on the abstract principle. Also in granting its previous Status Quo Order against Frametex to the NUTW, the Court went mainly by the fact that Frametex had, according to the NUTW, verbally agreed to recognise the union. It will be interesting to see what the Court does now.
that the NUTW has agreed not to allege a previous verbal contractual agreement.

Furthermore, it remains to be seen whether the Court can without the agreement of Frametex, order a secret ballot to determine representivity. Frame has in the past opposed a ballot supervised by the Department of Manpower and also a suggestion that Departmental officials interview employees whose stop-orders were disputed.

Another interesting facet of the case is the concession from the NUTW that the group's operations may be regarded as one collective bargaining unit. Frame is evidently set on recognizing only the union representative of the majority of workers at all mills. This Frame believes to be the TWIU. On the other hand, the NUTW claims that it also has overall majority. Perhaps for this reason it agreed not to dispute the issue.

All in all, the case, should it be brought before the Industrial Court, will prove immensely interesting. Several important issues are at stake, not the least being the Industrial Court's power and jurisdictional scope.

BARLOW MANUFACTURING

Counsel for management at Barlow Manufacturing's Kew plant has requested the Industrial Court to refer to the Appellate Division the entire question as to whether the Court can rule on the 'unfairness' of a dismissal when the required notice period has been given and the notice wages paid. Counsel for Barlow's also argues that the Court has no right to reinstate workers under these circumstances. The argument arises from a court action brought by the Metal and Allied Workers Union on behalf of 12 Barlow's Manufacturing (Kew) employees, who were dismissed earlier this year. Judgment on the argument has been reserved.

Again, counsel for the employer's argument strikes at the very heart of the polemic regarding the 'unfair labour practice'. It also highlights the still existent conflict between contractual law principles and perceptions of 'fairness'. In other words, can a dismissal which was executed strictly in terms of the contract of employment and which does not contravene the Basic Conditions of Employment Act still be regarded as unfair? The Industrial
claimed R850,000 compensation, but, before the court action, it was rumoured that they would probably settle for an amount in the region of R180,000. However, the exact amount of the settlement is not generally known, since the union and management have agreed not to disclose the final figure. The action arose out of the dismissal, on 7 September last year, of approximately 900 workers at two B & S plants in Brits. Management claimed that the workers had gone on a go-slow strike, whereas the union alleged a lock-out. 600 workers subsequently re-applied for employment. 400 of these were re-engaged. The 249 workers on behalf of whom the action was brought, consistently refused to apply for employment and have met every day for the past year. These workers will now receive compensation and are to be re-employed. A joint statement issued by the union and the company reads as follows: "Both parties expressed satisfaction with the settlement and believe a satisfactory relationship will now be established between management and the union".

BONUS FERTILIZERS

The dispute between Bonus Fertilizers and the Chemical Workers Union (See IRT - March 1983) has been 'settled' out of court. The CWIU had alleged that the company, which had previously attempted to retrench 40 employees, had "locked its gates" against the workers. Bonus Fertilizers, on the other hand, maintained that the 60 workers had been dismissed for engaging in a go-slow strike.

According to the settlement, Bonus agreed to pay the dismissed workers a lump sum of R25,000 and to re-employ 30 of those dismissed. However, the CWIU now claims that the company has reneged on the deal, since it has re-employed only 25 workers. Five other workers, whom the company wished to re-employ, had preferred to go elsewhere. The union argues that Bonus should now employ another 5 workers. The company maintains that it agreed to re-employ only the 30 workers which management wanted. According to a company spokesman, they would never have agreed to take back "just any workers".
THE STAR

The 209 workers who were dismissed by the Star after going on strike earlier this year, are still awaiting an Industrial Court decision on their application for reinstatement. In the meantime, the Media Workers Association of South Africa (MWASA) has set aside R15,000 to assist the unemployed workers.

SARMCOl

Sarmcol has paid out R300 each to 13 workers retrenched last year. The payout was made before an allegation of 'unfair labour practice', brought by the Metal and Allied Workers Union, could be heard by the Industrial Court. MAWU, which claims that it has been: "...struggling for 10 years against tremendous odds to win recognition at Sarmcol", regards the settlement as the first step "...on the road to victory". According to the union, the company has now agreed to negotiate a "full recognition agreement" with MAWU.

GEO STOTT

An out-of-court settlement has been reached between Geo Stott and the Metal and Allied Workers Union. According to the settlement, the company will pay out R10,000 to 15 workers retrenched in December last year. Stott has also agreed to re-employ the retrenched workers and, according to the union, to recognise MAWU, should it prove majority membership in a secret ballot. The union now claims majority membership at Geo Stott, Scaw Metals and Dunswart Iron and Steel.
DISPUTES

GREATER USE OF OFFICIAL MACHINERY

Whether for pragmatic reasons relating to their diminished power-base or from a new insight into the 'systems' advantages, the fact remains that 'newer' unions are increasingly using official channels for the settlement of disputes. Initially these unions used the official machinery only in so far as they alleged an 'unfair labour practice'. Their main purpose was, evidently, to obtain Status Quo Orders and, eventually, to elicit compulsory arbitration by the Court. However, most recently, a number of unions have chosen to declare a 'normal' dispute after reaching deadlock in negotiations. Such disputes are not subject to compulsory arbitration. Should they not be settled by an Industrial Court or a Conciliation Board, they can lead to mediation, arbitration or a legal strike, depending on the agreement between the parties or in the Industrial Council.

In June this year, the National Union of Textile Workers set the precedent by staging a legal strike at Natal Thread after the 'official' conciliation machinery had been exhausted. Shortly afterwards, the Metal and Allied Workers Union declared wage and other disputes with no less than 10 different companies. One such dispute, that with Highveld Steel over its refusal to meet the union's wage demand, has now been referred to the Minister.

In the mining industry, the National Union of Mineworkers declared a dispute with the Chamber of Mines after wage negotiations at Rand Refinery ended in deadlock. In late September, it was announced that a Conciliation Board had been granted. Should the Board fail to reach resolution, the NUM will be entitled to call a legal strike. It should, however, be noted that even workers engaged in a legal strike may still be dismissed for breaking their contract of employment. In fact, according to the NUM, mining employers have threatened to do this. The union, on the other hand, has warned that it will then allege an 'unfair labour practice'.

RETRENCHMENTS

Acrimonious accusations against Anglo American and Barlow Rand have been
made by the Paper Wood and Allied Workers Union which alleged that Mondi
Paper Waste and Nampak Conical Containers had retrenched workers without
due consideration or regard. According to the union, 22 of the 50 employees
at Mondi Paper Waste were retrenched without warning. PWAWU alleges that
workers were "simply informed" to collect their pay packets and, further,
that, in selecting workers to be retrenched, the company had chosen all
the workers of 50 years and older, removed a third of these from the list
and replaced them with younger workers. It was also alleged that pension
contributions were being withheld and that retrenched employees would receive
"only 13 weeks' severance pay".

At Nampak Conical Containers, workers claimed that they had not been placed
in other NAMPAK companies because of their membership of the PWAWU and that
at one company incumbents had been told that they would have to join the
South African Typographical Union. They also alleged that PWAWU members
had to "bear the brunt" of the retrenchments at Nampak. A spokesman for
the company later explained that Printpak, to which some of the workers had
been sent, was bound by a 'closed shop' agreement with SATU, also that re-
trenchments at Nampak Polyfoil and Nampak Conical Containers had arisen from
"rationalisation" at these plants. He maintains that employees at Nampak
Polyfoil were informed a month in advance of the closure of the plant and that
at Conical they were also not "kept in the dark" regarding retrenchments.

Meanwhile, at Sigma Motor Corporation, the number of workers to be retrenched
has been cut from 341 to 237, following negotiations with the National Auto-
mobile and Allied Workers Union. However, the union still declares itself
principally against retrenchments and wants to persuade the company to work
short-time instead.
LABOUR UNREST

OVERVIEW

Although, since June 1983, labour action has been comparatively more frequent than during the first five months of the year, there are not as yet any signs of a significant escalation in strikes. Most significant about the actions of the past month, is the simultaneous strike over wages at three geographically dispersed Autoplastics plants. As seen in MAWU's dealings with Henred Fruehauf and the union's efforts to get Barlows to negotiate with a 'joint' shop steward committee, 'never' unions are increasingly favouring more 'centralised' negotiations with a particular company or group. The Autoplastics strike is the first joint action to support 'national' wage demands and might signify a new era in labour relations. Unions such as NAAMU, who have not organised 'from the top down' but have gradually built up overall support, are in a much better position, if they are well organised, to call national 'company'-wide strikes. Other significant aspects of the strike action which occurred during the past month are

* the reversion to 'wages' as one of the major issues
* the increasing involvement of municipal workers in labour action
* the 'emergence' of the CUSA-affiliated Building and Construction Workers Union

STRIKES - END AUGUST 1983 TO END SEPTEMBER 1983

AFTERMATH TO PREVIOUS STRIKES

* Subsequent to the Firestone (Brits) wage strike (see IRT August 1983), an agreement has been reached whereby workers will receive a productivity-linked increase ranging from 3 cents to 10 cents per hour. However, the company has agreed to a joint management-union investigation into the present incentive-based wage system. The intention is
to eventually change it to a 'measured day' system. Furthermore, the company has committed itself to future wage negotiations with the National Automobile and Allied Workers Union.

Strikers at Delmas Milling went back to work following talks between management and the Food and Beverage Workers Union. The company, however, refuted the accusation of victimisation (workers had gone on strike after the retrenchment of 5 fellow-employees, two of whom were union officials). Delmas management also denied that it had been unaware of union activities at the plant. In fact, according to a company spokesman, they had been in the process of recognising the FBWU at the time the strike occurred.

Kilbarchan Coal Mine (Newcastle) 19.8.83

At Kilbarchan coal mine, 230 mineworkers were, according to management, dismissed for going out on strike over wage structures. However, the South African Allied Workers Union, whose 'subsidiary', the Mine and General Workers Union, claimed to represent strikers, later alleged a "protection racket" at the mine by a white mine official. Workers also claimed that since the official had taken over, their increments had not followed a regular pattern and were discriminatory. According to SAAWU, the strikers were 'locked out' when they reported for work. The union later said that it had given the company a 'reinstatement deadline', but company sources reported that workers were being rehired after talks between them and management.

Queensburgh Municipality 23.8.83

Approximately 200 black and Indian municipal workers staged a sit-down in front of the Queensburgh civic centre in protest at the fact that they had received no wage increases. The strike followed a decision by the Queensburgh City Council to grant no increases to any workers whatsoever. The strikers, who were demanding a 15 per cent increase, were initially given one hour to return to work or face dismissal. Most of the workers recommenced work the same afternoon, after being told that they would not lose their jobs. Negotiations between the Council and the Transport and General Workers Union were said to be continuing.
offered to negotiate on behalf of the workers, had, in the meantime, reached deadlock. On Friday, September 2, the strikers were dismissed, but many have since been re-employed.

* Hammarsdale Clothing 31.8.83

Negotiations between management and the National Union of Textile Workers brought an end to the strike by more than 800 workers at this textile factory. The strike was said to have been caused by a "misunderstanding". According to a union spokesman, the action had been sparked off by the discovery that 'outsiders' had been employed instead of fellow-workers who had been retrenched in April last year.

* Unipark Potteries (Vanderbijlpark) 4.9.83

Approximately 20 workers at Unipark potteries claim to have been dismissed after going on strike in support of wage demands. The strikers also "requested membership" of the Building, Construction and Allied Workers Union.

* United Breweries (Ga-Rankuwa) 6.9.83

13 quality controllers at this brewery were dismissed after downing tools to support a demand for a 15 per cent increase in wages. According to a management statement, the employees concerned had not heeded repeated calls to return to work and continue negotiations and had, therefore, "dismissed themselves".

* Checkers Primrose (Germiston) 8.9.83

45 workers at this Checkers branch staged a half-day stoppage in protest at the fact that a new manager was obliging employees to stay overtime. The strikers, members of the Commercial Catering and Allied Workers Union, agreed to return to work after management had promised to "rectify" worker grievances before the end of the day.
O.K. Bazaars (Randburg) 8.9.83

The cause and details of the second "retail" strike, at OK Bazaars, Randburg, is not generally known.

Standard Brass (Benoni) 9.9.83

The alleged refusal of management to recognise the Metal and Allied Workers Union led to a strike by 400 workers at Standard Brass Iron and Steel Foundries. According to these workers, management had refused to meet representatives of the union, which claims to have 325 members at Standard Brass. On the same day of the strike, it was, however, agreed that talks on the recognition of the union would continue. On this provisio, the strikers returned to work.

Autoplastics (Rosslyn, Port Elizabeth and Cape Town) 12.9.83

Deadlock in 'national' wage negotiations for Autoplastics workers led to a strike by 1,000 workers at three Autoplastics plants. According to the National Automobile and Allied Workers Union, the company had originally offered an increase of 5 cents per hour as opposed to the union demand for a 15 cents per hour increase. On Monday, 12 September, 600 workers at Autoplastics in Rosslyn went out on strike in support of the wage demand. They were followed, the next day, by Autoplastics employees in Port Elizabeth and Cape Town. Only in Durban, where NAAWU does not have majority membership, did workers not go out on strike. The action ended on the second day when the union decided to accept management's offer of an immediate 8 cents per hour increase, which will raise the minimum wage from R1.23 per hour to R1.31 per hour. According to NAAWU, workers have accepted the offer as an 'interim measure' and will "continue the fight for a living wage". This is pegged by NAAWU at R3.50 per hour. In a sequel to the strike, NAAWU has announced its intention of looking into the legality of Sigma's refusal to pay 2,000 workers laid off for one day because the Autoplastics strike had brought production at Sigma to a halt.

Note: IRT regards the Autoplastics action as one strike, since it was instigated at the same company by members of the same union for the same
reason and was settled by a 'general' negotiation on behalf of all 1,000 strikers. All too often, simultaneous strikes at various plants or branches of the same company are regarded as individual actions - thus the confusion in statistics. IRT's purpose is to analyse trends, not to deal in absolute and often meaningless figures.

* Umhlanga Town Council 15.9.83

The long-standing tension between workers and management at Umhlanga Town Council erupted in a strike in mid September. Earlier in the year, IRT reported that tensions were mounting over the Council's refusal to recognise the Municipal Workers Union, a 'subsidiary' of the National Federation of Workers. On 15 September, 100 workers went out on strike in protest at the Council's refusal to grant a wage increase of 15 per cent. Workers, who, after an increase in July, are at present earning between R38 and R45 per week, were asking for a minimum wage of R55 per week. Also at issue was the question of union recognition.

The strikers were given an hour to return to work or face dismissal. 92 were subsequently arrested for refusing to leave the premises. The employees concerned were later ordered to pay a R20 admission-of-guilt fine and also to collect their pay from the Chief Commissioner at Verulam.

In the meantime, the Town Council reported that it was managing on a 'skeleton staff' and was busy "...reassessing labour requirements." According to a Council spokesman, it was regrettable "...that this unfortunate incident took place," but it was felt that the Council "...had to act firmly because of the illegality of the situation." The spokesman further stated that "...in line with Government policy to combat inflation" the Council had to "...increase productivity rather than increase wages."

* Printpak (Industria) 22.9.83

More than 250 workers at this Nampak subsidiary downed tools in protest at the alleged 'unfair' dismissal of 7 colleagues and also to protest a 'closed shop' agreement with the South African Typographical Union.
The strike was settled the following day after management had agreed to "open recognition talks" with the Paper Wood and Allied Workers Union, which claims majority membership at the plant. Should the PWAWU prove its representivity, SATU's 'closed shop' agreement will once again be endangered. (See IRT August 1983)

* West Driefontein Mine 22.9.83

17 Workers who, shortly after the Hlobane Colliery disaster, refused to go underground at Goldfields' West Driefontein mine, were later dismissed by the management at the mine. According to a spokesman for Goldfields, the mine had been visited and found safe by the Inspector of Mines. Following the dismissal of the 17 men, the company met with Mr. Rhamaphosa, general-secretary of the Mineworkers Union. However, it was stated that negotiations were "out of the question", since the NUM has "no legal standing" at the mine.

Mr. Rhamaphosa has now threatened to allege an 'unfair labour practice' in the Industrial Court (See IR SCENE)
# Strikes End August to End September 1983

## Transvaal

<table>
<thead>
<tr>
<th>Date</th>
<th>Company/Details</th>
<th>Union/Confederation</th>
<th>Workers</th>
<th>Shifts</th>
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<td></td>
<td></td>
</tr>
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<td>NAMU</td>
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<tr>
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<td>Printpak (Industria)</td>
<td>PWAMU</td>
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## Natal

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<th>Date</th>
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<tr>
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<td>(Umh'</td>
<td>400</td>
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<td>Re-employment</td>
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<td>Umhlanga Town Council</td>
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</tbody>
</table>

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- BCAMU: Bantu Congress of South Africa, Metal Union
- SAAWU: South African Amalgamated Workers' Union
- CCAMUSA: Congress of South African Trade Unions, Metal Workers' Section
- NAMU: National Amalgamated Union
- NUM: National Union of Mineworkers
- PWAMU: Pan African Workers' Union
SPOTLIGHT ON SAAWU

THE SAAWU CONTROVERSY

The South African Allied Workers Union, probably one of the most controversial of the 'newer' unions, has recently gained renewed 'prominence' as a result of its banning by the Ciskeian government and the detention of all its East London officials except president Thozamile Gqwetha who has since gone into hiding. Numerous labour relations participants who have not yet had contact with this union are wondering exactly who and what SAAWU is. It is for this reason and also because a number of employers in the Transvaal have recently been approached by this, to them, unknown union, that IRT has decided to focus the spotlight on SAAWU and to attempt, in the limited space available, to provide some background and insight into SAAWU's organisation and policy.

SAAWU or, at least, SAAWU in the Eastern Cape, has since its inception had a 'political' tag. The reasons for this are numerous and interactive, not the least being SAAWU's strong community involvement and its consistent opposition to the 'homelands' government. Furthermore, the union has been accused of being opportunistic and also of lacking organisational and negotiation skills. Yet there are employers who have had a long-standing relationship with SAAWU and who regard the union as a reliable negotiating partner. These employers refute the allegation that SAAWU officials are unskilled in trade unionism and collective bargaining per se. In fact, they maintain that, despite the repeated detention of leaders, there are always new and equally skilled negotiators available to continue the work of the union. Whether this be true or not, the fact remains that 'pro'-SAAWU employers are few and far between and that the union's record in the industrial sphere is, in comparison to other 'newer' and even younger unions, not by any means remarkable. This lack of success may be interactively ascribable to a number of factors, such as

* SAAWU's 'general' organisational base - the union organises workers in all spheres and has even been known to enlist unemployed workers

* its concentration on community rather than industrial issues

* the lack of any consistent strategy
* a lack of organisation and a weak infra-structure
* its reputation as a 'political', 'militant' union - this has, in turn, aroused the antagonism of employers
* a lack of 'follow-up' in already organised enterprises
* high unemployment in its original stronghold, the Eastern Cape
* 'outside' attempts to undermine the union

Shortly after it had 'settled in', in 1980, SAAWU engaged in rush of actions in the East London area. In fact, mid-1980 to mid-1981 was by far the most active year for this union. The Eastern Cape actions culminated in the well-publicised Wilson Rowntree strike and consequent boycott. Yet, ironically, with this the union's star seems to have waned. During 1982 it remained in the background and it appeared that officials were reassessing their position and strategy. It was only at the beginning of 1983 that SAAWU again became noticeably 'active' in the industrial sphere and this time in Natal rather than the East London area. Where little industrial action has so far occurred. In fact, the union's success in Natal has been proportionately and 'industrially' greater than on its original 'home-ground'. This may be due to better organisation in this region and to what appeared a narrowing down of interests to the employer-employee relationship, leading some observers to the conclusion that SAAWU in Natal was a bird of a different colour to SAAWU in East London or that SAAWU as a whole was attempting to 'purify' its image as a trade union 'per se' and a competent negotiating partner. It is, obviously, experiencing difficulty in this respect and the question as to whether SAAWU is, in its essence, a trade union or a populist movement remains, at the present moment in time, still unanswered.

ORIGIN

The South African Allied Workers Union has its origin in the Black Allied Workers' Union which, at the time of its formation in 1972, had strong ideological ties both with the Black People's Convention and the South African Council of Trade Unions. In 1978, divisions arose in BAWU, mainly as a
result of the union's representation by the exiled Drake Koka. The two factions arising from the division, namely the Johannesburg-Newcastle faction, supportive of Koka's Black Consciousness pronouncements, on the one hand, and the Durban-East London faction, in favour of non-racialism, on the other, came into open conflict at BAWU's National Conference in March 1979. The conference eventually voted to expel the Koka-supporters and to change its name to the South African Allied Workers' Union. The expelled group retained the union's original name and, since then, the Black Allied Workers' Union has increasingly expounded the Black Consciousness philosophy, true to the Black People's Convention, while SAAWU, on the other hand, has based its association on the principle of non-racialism and has become, in this respect, the inheritor of the SACTU tradition. SAAWU thereafter found its stronghold in the East London area. According to one observer, this region, being "...the traditional stamping ground of the African National Congress and the birthplace of highly politicised black leadership, proved to be 'fertile soil'." Initially, SAAWU kept a low profile, concentrating its efforts on finding offices and starting its organisation. In March 1980, the necessary premises were found with the Council of Churches in East London. At the same time, SAAWU officials were receiving valuable advice and assistance from Oscar Mphetha, who had come to East London to establish a branch for the African Food and Canning Workers' Union. In April 1980, SAAWU began its recruitment drive in earnest and by July it was able to instigate a wave of labour unrest at various plants, which would abate only towards midyear of 1981. That the union was having some impact, is proved by the fact that, in October 1980, the Minister of Labour paid a flying visit to East London, in order to urge employers to "...hold out against the union until such time as legislation could be passed to 'curb it'."

IDEOLOGY

A well-known UCT labour academic has described SAAWU in the following way: "SAAWU, the South African Allied Workers' Union, is, at present, a highly significant workers' organisation as a non-racial independent trade union, led entirely by Africans and overtly political in its pronouncements." Major-General Charles Sebe, on the other hand, has described SAAWU as "...a front organisation of the South African Communist Party." Although this may be an extreme and biased statement, SAAWU spokesman have admitted that, in the long term, the union intends to move beyond the factory floor. This does not reflect a move towards centralised bargaining, but rather to participation in
the drive for political reform. SAAWU, has, further, declared that "...a trade union serves more than just the shop-floor interests of workers". The Union's Declaration of Principles, states that "Only the working class, in alliance with other sections of the community, can build a happy life for all South Africans, a life free from unemployment, insecurity and free from racial hatred and oppression, a life of vast opportunity for all people." Most recently, SAAWU has played an active part in the formation of the U.D.F., which has, in turn, been most vociferous in condemning the banning of the union. However, SAAWU president, Mr. Gqwetha, has repeatedly denied that the union's drive for reform extends to engagement in 'ANC activities'. In April, Mr. Gqwetha stated that members who engaged in such activities acted "...outside the scope of unionism," and had "no sanction from the union". It should also be noted that most unions' interests extend beyond the factory floor.

Although it emphasises the principle of non-racialism, SAAWU is led mainly by Blacks. Moreover, despite its expressed adherence to universalistic worker principles, it could also be described as a nationalistic movement. In fact, it appears to vacillate between acceptance of universal socialism and a natural predilection for black national socialism. Proof of this assumption may be found in the fact that, at the Third Union Unity Congress, certain elements in SAAWU sided with black consciousness orientated MACWUSA against non-racial bodies, such as FOSATU and the General Workers' Union. Most recently, SAAWU has again moved closer to FOSATU and has denied "walking out of" the Third Unity Congress. This may indicate a reassessment of its position. Also, SAAWU's previous partiality with MACWUSA may be attributable to MACWUSA's decisive stand against registration and the official system. SAAWU too, has consistently refused registration on the grounds that "...registration would mean swearing an oath of allegiance to racially discriminating laws with which workers do not agree." But again, also in this respect, there have recently been signs of change in SAAWU's policy. At the beginning of the year SAAWU participated 'informally' in Industrial Council negotiations in the chemical/explosives industry. At the time, one SAAWU official observed: "...We are not the hardliners some people say. We are prepared to compromise." Furthermore, SAAWU has twice used the 'official' machinery by alleging an 'unfair labour practice' in the Industrial Court.

As is to be expected, SAAWU involves itself strongly in community issues. Union officials frequently appear on platforms with community leaders. The black community around East London expects SAAWU to take an active role in its demands. The intention has already been expressed of forming a civic organisation to co-operate with SAAWU and SAAWU itself has formed a youth league to train youngsters for the 'work situation'. Frequently SAAWU officials board buses and drum up community feeling though sing-songs. As one observer has summed it up,
"SAAWU's strength does not lie exclusively in shop-floor organisation. It also lies in the popular support it receives from East London's Afr. can workers."

ORGANISATIONAL STRUCTURE, POLICY AND RECRUITMENT STRATEGY

SAAWU describes itself as a federation and claims to have 26 affiliates. Its structure in this respect is unclear, since it usually operates as a union, providing backing and 'speaking for' the SAWU committees at various plants. The claim to federation status can be explained only in SAWU's original intention of becoming an umbrella body for the various unions which were expected to evolve from plant level committees. Initially, these committees required assistance - "Because of the ignorance of the workers, the union (SAAWU) had to organise workers before they were able to run their own lives." - SAWU proposed that, once these committees were strong enough, they would form their own independent unions, with SAWU acting as the 'National Union'. To date, this objective has not been achieved and the various divisions, such as for example, building and construction, which SAWU often claims in negotiations, do not exist, although SAWU does, in negotiations, refer to bodies such as the South African Chemical and Allied Workers Union and the South African Baking and Allied Workers Union.

SAAWU recruits members through its mass, general meetings. Certain workers at a particular plant are approached and invited to the meetings. Once a number of employees at a specific enterprise have been unionised, the task of recruiting the rest of the workforce is left to this core group, who are issued with blank membership forms. On the whole, the union does not have a formalised recruitment and organising policy. In fact, Durban official, Mr. Sam Kikine, recently stated that "...SAAWU does not actively organise", but "acts as a magnet for workers." The union makes contact with workers in a particular factory and then "...waits for them to be drawn to the magnet which is SAWU". After 60 percent of the workforce, according to SAWU, (less according to other observers), have been recruited, a Workers' Committee, to act and push for recognition under the auspices of the union, is elected.

The Workers' Committee consists of a Central Executive Committee and shop stewards from each department. Only the Central Committee has the power to 'negotiate' with management, while shop stewards act merely as communication channels between workers and the Central Committee. SAWU has also established
Branch Committees, consisting of the Chairman and Secretary of each Workers Committee in the area and, then, a National Executive Committee which comprises the real policy makers and decision-takers of the Union. At present these include:

Mr. Thozamile Gqwetha - President
Mr. Sisa Njikelana - Vice-President
Mr. Sam Kikine - General-Secretary
Mr. Herbert Barnabas - National Organiser

The union's head office is, unexpectedly, in Durban.

The Committee System, adopted by SAAWU, resembles, on the surface, that of the General Workers' Union. However, while the General Workers' Union forces its committees to negotiate, with the union acting merely as advisor and backer, SAAWU officials refer only workplace issues to the Committee. The union usually conducts the actual negotiations and draws up agreements with management. In the past, this practice has caused a number of problems, as in the strike at Johnson and Johnson, where workers and their committee were unaware of the 'return to work' clause agreed upon by the union. Severe doubt has, consequently, been cast on SAAWU's expressed policy of 'mass participatory democracy'. According to SAAWU policy, decisions taken by the union, as well as proposed agreements, have to be ratified by workers at mass meetings, but, as one observer has pointed out, "...There are limits to mass participation, especially when officials use meetings to deliver inarticulate speeches." As a result, "...it is not clear that mass participation and the will of the workers is sustained in the movement when it comes to negotiation and the signing of an agreement." While SAAWU claims to be led by its members, there is strong evidence of too great a reliance on charismatic leadership. Furthermore, as previously indicated, it has often been alleged that the union also suffers from a marked lack of organisational and administrative skills and a concomitant dearth of the necessary expertise in handling the negotiation of agreements.

MEMBERSHIP

SAAWU's aim is to unionise all workers, including domestic and agricultural employees. It is also the only union in South Africa to have attempted the organisation of unemployed workers. This was done partly to keep dismissed workers within the trade union movement and partly because the vast mass of
unemployed labour in the Eastern Cape constitutes the greatest single threat to the union's power base in confrontations with management. Employers have been advised to keep lists of unemployeds at hand and the Ciskei-based Vulkani Council regularly offers 'scab' labour to strike-hit managements.

The union's claimed membership of over 100,000 is regarded as being a gross overestimation. - "It would be unwise to take SAAWU's claimed membership as an indication of its strength." - Various management's have discovered that membership figures given are, at the best, 'uncertain' and that the union's book-keeping in this respect is somewhat erratic. In July 1981, for example, SAAWU claimed a membership of 20,000, while actual paid-up members totalled only 5,000. At the three East London companies where it has the strongest footing, membership totals only 2,500. So far, SAAWU has organised mainly among the 30,000 manufacturing workers in East London. Little recruitment has been initiated amongst the approximately 25,500 food workers, since these fall within the ambit of the African Food and Canning Workers' Union, which is also active in the area. There are, besides the workers mentioned, about 11,000 textile workers whom SAAWU could gain as members, but according to reports, the union has had minimal success in this section. Also, despite its non-racial policy, SAAWU has experienced difficulty in organising Coloured workers, even those who are not already members of established TUSCA unions. Its deficiency in this respect has dented the union's image and placed it in a disadvantageous position when requesting recognition on a multi-racial basis. At present, SAAWU's 'general' membership in the Mdantsane area is estimated at approximately 17,000. SAAWU's second largest membership is in Natal, where it claims a membership of 10,000 and, in the Transvaal, membership now stands at a claimed 5,000. However, it should be noted that there might be a significant discrepancy between claimed and actual, paid-up or even signed-up members.

AFFILIATION

SAAWU is an independent union ('federation'), which has, in the past, received valuable assistance and co-operation from the African Food and Canning Workers' Union and the General Workers' Union, with whom it shared an office building in East London. Whether this close co-operation and support will, in the light of present streams within the 'new' trade union movement, continue in the future, is not yet clear. The union has actively participated in unity talks, but may be loathe to establish a 'tight' federation with other unions.
It may also occur that certain factions in SAAWU will 'go the FOSATU way', while others will remain independent. As for the 'established' unions, here SAAWU remains adamant. Because employers in the East London area have been advised to encourage the growth of TUCSA unions in preference to accepting SAAWU, this union has declared 'open war' on TUCSA and its affiliates and has proved itself more antagonistic to the 'established' unions than most of the 'newer' trade union bodies.

INDUSTRIAL ACTION

The table below attempts a rough representation of the strike action in which SAAWU has been involved over the past four years.

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<th>COMPANY</th>
<th>CAUSE</th>
<th>DEMAND</th>
<th>OUTCOME</th>
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<td>Special Organisation (Mdantsane)</td>
<td>Bad Treatment from Management</td>
<td>Recognition of SAAWU</td>
<td>Gqwetha and 3 other officials arrested</td>
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<td>SATV</td>
<td>Dismissal of 2 SAAWU officials</td>
<td>Recognition and reinstatement</td>
<td>Workers shown a list of 800 unemployed. Strikers later fired</td>
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<td>Raylite Batteries</td>
<td>Wage increase too low</td>
<td>R2.00 per hour and recognition</td>
<td>Workers shown a list of 200 'applicants'. Strikers later fired</td>
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<td>8.7.80</td>
<td>National Converter Industries</td>
<td>Dismissal of members of workers' committee</td>
<td>Reinstatement and recognition</td>
<td>Dismissed. 128 strikers later arrested and charged</td>
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<td>11.9.80</td>
<td>Border Boxes</td>
<td>Dismissal of workers committee chairman</td>
<td>Reinstatement</td>
<td>Half the strikers returned to work - half dismissed</td>
</tr>
<tr>
<td>27.9.80</td>
<td>Turner Bros.</td>
<td></td>
<td>Recognition</td>
<td>Strikers dispersed by police</td>
</tr>
<tr>
<td>Beg. Oct.'80</td>
<td>Wilson Rowntree (Toffee Dept.)</td>
<td>Victimization (One shift strike)</td>
<td></td>
<td>Management capitulated</td>
</tr>
<tr>
<td>24.10.80</td>
<td>Wilson Rowntree</td>
<td>Foreman's behaviour</td>
<td></td>
<td>1,100 dismissed but later reinstated</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Work Study operations</td>
<td></td>
<td></td>
</tr>
<tr>
<td>DATE</td>
<td>COMPANY</td>
<td>CAUSE</td>
<td>DEMAND</td>
<td>OUTCOME</td>
</tr>
<tr>
<td>---------</td>
<td>----------------------------------------------</td>
<td>-------------------------------------</td>
<td>---------</td>
<td>------------------------------------------------------------------------</td>
</tr>
<tr>
<td>Nov.'80</td>
<td>E.L. Furniture Industries</td>
<td>Threat to victimise SAAWU members</td>
<td>Recognition</td>
<td>National Union of Furniture and Allied Workers intervened - closed shop agreement</td>
</tr>
<tr>
<td>2.12.80</td>
<td>Wilson Rowntree</td>
<td>Pensions</td>
<td>Pay-out</td>
<td>Management agreed to pay out pension contributions</td>
</tr>
<tr>
<td>8.12.80</td>
<td>Wilson Rowntree</td>
<td>Ciskeian arrests (U.W.C. members)</td>
<td>Release of colleagues</td>
<td>Release negotiated with Ciskeian authorities</td>
</tr>
<tr>
<td>23.1.81</td>
<td>Huletts Warehousing and Supply Service (Durban)</td>
<td>Dismissal of SAAWU members. Retrenchments</td>
<td></td>
<td>Dismissed - consumer boycott considered</td>
</tr>
<tr>
<td>Feb. '81</td>
<td>C.D.A. East London</td>
<td>Dismissal &amp; wages</td>
<td>Increase to R1.60</td>
<td>Dismissed and re-employed</td>
</tr>
<tr>
<td>9.2.81</td>
<td>Wilson Rowntree (Toffee Dept.)</td>
<td>Order to repair machine</td>
<td></td>
<td>Fired</td>
</tr>
<tr>
<td>19.2.81</td>
<td>Wilson Rowntree</td>
<td>Sympathy with first strikers</td>
<td>Reinstatement</td>
<td>Dismissed</td>
</tr>
<tr>
<td>23.2.81</td>
<td>Wilson Rowntree</td>
<td>Sympathy</td>
<td>Reinstatement</td>
<td>Dismissed - boycott called</td>
</tr>
<tr>
<td>March '81</td>
<td>Berkshire Clothing</td>
<td>Wages and Bonus</td>
<td></td>
<td>Police called in Strikers dismissed and selectively re-employed</td>
</tr>
<tr>
<td>March '81</td>
<td>Everite</td>
<td>Dismissals</td>
<td>Reinstatement &amp; recognition</td>
<td>Fired</td>
</tr>
<tr>
<td>30.3.81</td>
<td>Ilco Homes (Durban)</td>
<td>Pay System</td>
<td>Fortnightly payment</td>
<td>Issue put to vote</td>
</tr>
<tr>
<td>21.5.81</td>
<td>Isipingo Textile Company</td>
<td>Wages</td>
<td>R2.50 per hr.</td>
<td>Dismissed</td>
</tr>
<tr>
<td>19.6.81</td>
<td>Huletts Sugar Mill</td>
<td>Allowances</td>
<td></td>
<td>Boycott considered After 5 days, workers returned</td>
</tr>
<tr>
<td>9.7.81</td>
<td>Ilco Homes</td>
<td>Retrenchments</td>
<td>Reinstatement</td>
<td>2000 dismissed 1200 rehired</td>
</tr>
<tr>
<td>Oct. '81</td>
<td>Johnson &amp; Johnson</td>
<td>Dismissal</td>
<td>Reinstatement</td>
<td>After one week, strikers backed down</td>
</tr>
<tr>
<td>Oct. '81</td>
<td>Ridgeview Quarries (Pinetown)</td>
<td>Wages</td>
<td>Recognition</td>
<td>Dismissed</td>
</tr>
<tr>
<td>DATE</td>
<td>COMPANY</td>
<td>CAUSE</td>
<td>DEMAND</td>
<td>OUTCOME</td>
</tr>
<tr>
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</tr>
<tr>
<td>11.11.81</td>
<td>Ilco Homes</td>
<td>Pensions</td>
<td>Pay-out of contributions</td>
<td>Strikers given 30 minutes to return to work, then dismissed</td>
</tr>
<tr>
<td>10.3.82</td>
<td>Turnall Ltd. (Jacobs-Natal)</td>
<td>Misunderstanding</td>
<td>Recognition</td>
<td>Workers accepted offer to return</td>
</tr>
<tr>
<td>21.6.82</td>
<td>Non-Ferrous Metals (Isipingo)</td>
<td>Pensions</td>
<td>Pay-out of contributions</td>
<td>All 200 strikers fired</td>
</tr>
<tr>
<td>16.7.82</td>
<td>Chemco Laboratories (Rossburgh-Natal)</td>
<td>Wages</td>
<td>Better increase</td>
<td>Fired. Some later arrested for trespassing</td>
</tr>
<tr>
<td>14.2.83</td>
<td>Carletonville Concrete</td>
<td>Wages</td>
<td>Information regarding increase</td>
<td>Dismissed. Status Quo order granted for 4 workers. Case re strike dissmissals pending</td>
</tr>
<tr>
<td>24.2.83</td>
<td>Fry's Smelter Plant Berlin (previously Chloride)</td>
<td>Retrenchments</td>
<td>Reinstatement</td>
<td>Dismissed after repeated 'sit-in' stoppages</td>
</tr>
<tr>
<td>25.3.83</td>
<td>Union Flour Mills (Durban)</td>
<td>Grievance re Personnel officers</td>
<td>Dismissal of Officers</td>
<td>Workers 'sent home' but returned after negotiations</td>
</tr>
<tr>
<td>15.4.83</td>
<td>Maydon Wharf Cold Storage</td>
<td>Dismissal</td>
<td>Reinstatement</td>
<td>Dismissed after repeated 'sit-in' stoppages</td>
</tr>
<tr>
<td>18.4.83</td>
<td>D.R.G. Sacks (Mobeni)</td>
<td>Pensions</td>
<td>Immediate repayment of contributions</td>
<td>Dismissed. Court action threatened</td>
</tr>
<tr>
<td>6.6.83</td>
<td>Nampak (Mobeni)</td>
<td>Pensions</td>
<td>Pay-out and recognition</td>
<td>Dismissed</td>
</tr>
<tr>
<td>8.8.83</td>
<td>Megaplastics (Olifantsfontein)</td>
<td>Dismissals</td>
<td>Reinstatement</td>
<td>Dismissed</td>
</tr>
</tbody>
</table>

From the above, it has become evident that most of the strikes and work stoppages, although sometimes ostensibly over other issues, were undertaken in pursuance of a drive for recognition by SAAWU or SAAWU-backed Workers' Committees. Except in the initial unrest at Wilson Rowntree, striking workers either capitulated or were fired by management. In East London, the fact that companies are able so easily to draw on a vast pool of labour appears to constitute management's greatest power base against the union. Division between the Ciskeian faction and other black workers, as well as the dire need of workers in the area, made the prevention of 'scabbing' extremely difficult for SAAWU, and this despite SAAWU's strong community involvement. Also, it may be concluded that SAAWU's
organisation was not as strong or tight as required for the initial concerted industrial action and that, to a measure, the union and its workers' committees had 'jumped the gun'. Its reputation still suffers from these setbacks.

SAAWU'S TRACK RECORD

As seen in the previous section, SAAWU's activities at various enterprises have resulted in few material victories. Following the 1980-1981 unrest in East London, the union was, in fact, faced by increasing employer resistance and attempts to promote TUCSA unions, rather than recognize SAAWU. Employer unity was, however, not absolute. In November 1980, SAAWU made its first major breakthrough when Chloride (S.A.) agreed to recognize the SAAWU-backed Workers' Committee, after holding a ballot at the plant which proved that 95 per cent of the workers supported the union. This was followed in March 1981 by recognition agreements with Kaffrarian Steam Milling and Johnson and Johnson. At present SAAWU's position is strongest at Chloride and KSM. Informal or de facto recognition is also claimed at Hoover, Buffalo Timber, Ark Garments, Parker Pen and Nairn Industries.

Besides East London, SAAWU has branches on the Reef and in Natal. Previously its action had been concentrated mainly in the East London area, but since the beginning of 1981, SAAWU has become increasingly involved in issues in Natal and the signing of a recognition agreement at the Isipingo plant of Coates Brothers, in August 1982, was hailed by the union as another major breakthrough. This was followed by an agreement with Resinkem in Umbogintwini. However, SAAWU's greatest Natal 'victory' to date is probably the signing of a procedural agreement with Defy in March of this year. (The union also claims to have signed an agreement with Wireohm at the same time, but this has not been confirmed.) It would appear that the union is 'safer' and enjoys more credibility in Natal than in the Eastern Cape. Also, organisation seems to be more industry than community-based, although SAAWU may be accused of over-using the 'pensions issue' in a still highly 'pensions conscious' area.

In the Transvaal, the union has approached employers in a variety of industries. Recognition has been granted at Oerlikan Electrodes and Forte Lubricants, as well as at Park Bakery, a Fedbake subsidiary. True to its community-orientated tradition, the union is also organising 'township committees' in areas such as
Tembisa, but it is doubted that SAAWU will be able to exercise, in the highly industrialised and diversified reef area, the same community appeal that it enjoys in East London.

EVALUATION

In April, Mr. Thozambe Gqwetha while predicting increased 'harassment' of SAAWU by the Ciskeian police, explained that "...The motive is to publicly discredit SAAWU by giving it the tag of a political organisation so people don't join us." In banning the union, the Ciskeian Commander-General of State Security did, indeed, declare himself "...satisfied that the organisation known as South African Allied Workers Union engages in activities in the Republic of Ciskei which endanger or are calculated to endanger national security or public safety." Yet, shortly before the banning, Mr. Gqwetha, denying that SAAWU had instigated the bus boycott, but offering to negotiate a 'settlement', stated: "We still say our pens are ready for negotiations and machine guns and detentions are not a solution to the bus boycott." He further explained SAAWU's involvement by stating that: "When capitalist exploitation of workers reached its highest level, trade unions - apart from political organisations - were bound to emerge at a rapid rate to strive for the economic interests of workers".

Some emphasis has been placed on SAAWU's 'political tag', merely to clarify and deepen the perspective on the union within the particular South African context and against its essential Eastern Cape background. IRT is of the opinion that the political orientation of a union is immaterial in the industrial context, as long as the union does not use its industrial relationship for political activism and is not proved to be actively revolutionary. What should be of greater importance to employers, is the union's competence and reliability as a negotiating partner and it is in this respect that a question-mark might exist. While there are indications that attempts have been made, even if only by certain factions in SAAWU, to establish a firmer industrial base and to concentrate on grassroots organisation and a sound employer-employee relationship, the union still appears to place exaggerated emphasis on community issues (See UNIONS) and to opportunistically use grievances in order to create presence instead of following a consequent recruitment and organisation strategy. Its claims to representivity and success are, therefore, often exaggerated. Perhaps the best solution would be to regard SAAWU, particularly as regards its activities
in Natal and the Transvaal, as a very new union, which is still finding its feet and direction and which still has a very long way to go before it can lay claim to any significant industrial power-base.