MANUFACTURING — LABOUR

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Experts debate use of pension fund surpluses

GILLIAN HAYNE

COMPANIES have a moral obligation to use pension fund surpluses to improve employee benefits, some insurance experts believe.

Other experts dispute this. The question of ownership of pension fund surpluses is the subject of debate, with companies facing the dilemma of who has the right to the overfunding.

In two recent cases, Times Media Limited (TML) used an excess of R7m to improve employees and pensioner benefits, while engineering giant Dorbyl chose to take a contribution holiday with part of its surplus.

TML group secretary Barrie Harris says companies have a moral obligation to improve the fund.

"Although I understand the view that since companies are responsible for any shortfall in the fund they have some entitlement to the surplus, I do not agree with contribution holidays."

Dorbyl financial director Tony Welton says: "It was only after we had improved pensioners' benefits beyond all expectations and found we still had a surplus that the company decided to stop contributing for a while."

Alexander Forbes senior director Peter Milburn-Pyle and Southern Life GM Roy Lennox say pension fund surpluses "belong to the fund, not to the members, the employer or any other party". The two actuaries have compiled a paper investigating the ownership of fund surpluses for Wynand Mouton, the chairman of the Mouton committee inquiring into the pension funds industry.

"Fund managers could use the surplus to improve benefits, reduce the employer's contribution, reduce the members' contributions, carry the distributable surplus forward unappropriated, or a combination of those."

Their report looks at the options open to companies with overfunded schemes, whether they are pension, provident, defined contribution or defined benefit funds.

In most, defined benefit pension funds are more susceptible to surpluses because actuarial assumptions are inclined to be conservative.

Insurance expert Richard Wharton-Hood says that in general, contribution holidays are wrong because the company withholds benefits from staff and pensioners. However, the decision depends on the size of the surplus in relation to the scheme, he says.

"The members should be the first concern, and the company the last. Companies have a moral obligation to pass pension fund surpluses on to their employees."

"However, to overcome what is always a debatable point, I believe companies should move to fixed contribution schemes, where both the company and member pay in a fixed amount, and rely on investment performance to provide the return."
Drivers' wages overtake inflation

DRIVERS last year won wage increases well above the inflation rate, but large disparities still existed between different categories, a Labour Research Service (LRS) survey released yesterday said.

Drivers of heavy articulated vehicles won a 29.8% increase, while drivers of extra-heavy vehicles were the only ones to receive a wage hike (13.8%) below the 14.5% inflation rate.

Forklift drivers fared well with increases which averaged above 20%, while drivers of light, heavy and extra-articulated vehicles won increases of between 16.7% and 19.2%.

LRS official Vivien Geard said yesterday extra-heavy vehicle drivers nevertheless remained the best paid, earning R242 a week on average. Light-vehicle drivers earned the lowest wages, R52 less at R190 a week on average.

In industrial sector-by-sector analysis, worst paid heavy-duty drivers were those in the construction industry who earned R149 a week on average, R63 below the average heavy-duty wage of R212 a week.

She said heavy-duty drivers in the paper and packaging industry were the best paid earning R271 a week.

Drivers in the food, rubber and motor, goods transport and public sectors also won above average wage packages of between R212 and R259 a week.

In general, heavy-duty drivers working for the goods transport companies earned almost R55 less than their counterparts in the paper and packaging industry.

This was 23% below the average wage set in plant-level negotiations for heavy-duty drivers and the lowest rate outside the construction industry.

Heavy-duty drivers in the mining, wholesale and retail and textile sectors enjoyed below average wage packets, ranging from R183 to R174 a week.

Geard said it was not possible to put a figure on the size of the heavy-vehicle driving labour force.

There was little monitoring of the sector and drivers were mobilised by transport unions like the Transport and General Workers Union, and by the unions operating in the sector in which they worked.

In its last wages database review, the LRS said labourers had also won wage increases well above the inflation rate for the first half of 1990.

The survey showed labourers' wages rose by 28.9% on average, down from a high of 22.9% in 1998, but still representing a 6.4% real increase.

Labourers earned a weekly average pay packet of R174 at unlicensed workplaces, the largest increases (39%) coming from the public sector.
SAB men to fight sacking

By IKE MOTSAPI

FIVE workers fired by South African Breweries have taken legal action against the company.

The five men said they were fired while facing trial after being accused of stealing cases of beers at the SAB’s Chandor branch, near Krugersdorp, last year.

They were cleared by the court and discharged.

Mr Adrian Botha, public relations manager of SAB, said management found the men guilty and dismissed them.

The men, Elijah Malau, David Lesenyego, Peter Molotsane, Jacob Komane and John Legae have engaged a firm of lawyers to help them fight their case.
Political rally hits Mercedes hard

MILLIONS of rands in production were lost this week when most of the 3 500-strong workforce at the Mercedes-Benz SA manufacturing plant in East London left work to attend an ANC rally, a company spokesman said yesterday.

Production was suspended on Tuesday afternoon for about three hours when employees unilaterally left to attend an Mdantsane rally marking the 70th anniversary of the ANC.

The Mercedes spokesman said the estimated loss for the period production was suspended was R8m.

"While recognising the importance of the occasion, Mercedes management made it clear to the shop stewards (on Monday) why the company could not grant their request for a suspension of production.

"The Mercedes management stated that while the company was committed to constructively contributing to the socio-eco-

omic development of a true democratic, non-racial SA, it was not a political organisation and cannot accommodate the wishes of one political party above the other," the spokesman said.

She added that as the suspension of production was contrary to agreed procedure, the company would adopt a no-work-no-pay policy.

National Union of Metalworkers of SA (NUMSA) general secretary Moses Mayekiso said the MBASA management should understand the obligations of their workers to their political organisations.

"Management should understand that the rally to celebrate the 70th anniversary of the ANC was a historic event. We urge the management not to adopt the no-work-no-pay policy without negotiating with the union structure at the plant."
Merc criticises ANC for rally

Production at the Mercedes Benz plant in East London returned to normal on Wednesday after workers downed tools on Tuesday to attend an African National Congress anniversary rally in the region. The company said the workers would not be paid for the time they were absent without permission and expressed its disappointment at Tuesday’s action. It said while the company recognised the right of every individual to support the political movement of his choice, it could not be expected to support any specific political movement. Mercedes Benz has reportedly also criticised the ANC for holding a rally on a working day without prior consultation on the effect it would have on business operations in the region. Reports from Weekly Mail staff, SABC.
Numsa backs men's Mercedes walkout

EAST LONDON — The National Union of Metalworkers (Numsa) leadership has backed members who walked out of the Mercedes-Benz factory in East London on Tuesday to attend an ANC rally.

Mercedes-Benz recorded its concern to Numsa officials about the walkout by union members at the plant.

At an estimated cost of R6 million, production was suspended after workers left the premises without permission to attend the ANC's 79th anniversary celebrations.

The general secretary of Numsa, Moses Mayekiso, said on Tuesday the workers' action did not go against any agreement with the manufacturer.

ANC supporters, he said, "had the right to attend the rally of the party they supported.

It was the first time in 30 years that ANC supporters could openly celebrate the founding day of their organisation and they did not choose the day to fall on a weekday.

This was the ANC's response to the walkout, he said.

The company had questioned an ANC rally on a working day.

ANC spokesperson Gill Marcus said there should have been some recognition by the company for the significance of the day for the workers.

"Generally speaking, our policy is not to be disruptive to working routines, and most rallies take place over weekends, but in the calendar of the people there are certain significant dates when rallies would be attended, like June 16 and August 9," — Sapa.
Blacks struggle as big firms cut bursaries

PATRICK BULGER and POLLY JONES

MAJOR companies have cut their bursary allocations, citing poor black matric results, the economic downturn and retrenchments that make it unnecessary to train professionals in certain fields. Black students — many of whom rely almost entirely on bursary finance — are being particularly hard hit.

"Our number of bursaries is going to be lower this year," a spokesman for Anglo American Corporation said. (18)

New bursaries offered by the corporation had dropped from 180 last year to about 150, the spokesman said, adding that the number of retrenchments made it unnecessary to train more people. (18)

Cutbacks were being introduced in the engineering fields, while an equal number of bursaries in the mining and metallurgical field were still being offered. (18)

A Gold Fields of SA spokesman said the company would be offering 30 bursaries this year, down from 50 last year.

Companies that intend retaining the same number of bursaries this year are being inundated by inquiries as university fees rise by an average of 25%.

Electronics company Altron said it was offering 35 bursaries this year as opposed to 41 last year but had cut back full bursaries to offer more students half bursaries. Altron's scheme attracted 850 applicants last year — this year there were 2,300.

The cutback was being felt particularly in technical training, said Witwatersrand Technikon rector Dirk Wild.

He said a lot more students — especially blacks — were applying for places at the technikon without having employers to pay for their education, as was usual.

"Companies just can't afford to train anymore," he said.

He cited the case of a student who obtained six distinctions in his first year. In spite of this, his bursars had suggested he find another way to pay for his studies.

While bursaries were being cut back, the number of applications was increasing.

An Eskom spokesman said the corporation intended giving the same number of bursaries as last year but said there had been a number of cancellations because of poor black matric results.
By ADRIAN HERSCH

UNEMPLOYMENT has reached critical levels — about 40% of the economically active population. But trade unions will continue to ignore pleas for wage restraint and reject productivity bargaining, say consultants. Although unemployment is increasing, union membership continues to grow.

The Andrew Levy & Associates (AL&A) annual report says high unemployment is unlikely to drop, and irrationally will tend to restrict the willingness of unions to discuss productivity.

"Clearly, the interpretation of productivity bargaining is that employers are attempting to produce more profitably at the expense of jobs, and that such a move would not be to the benefit of the labour movement."

Besides rejecting productivity bargaining, the living wage campaign is expected to gain momentum. One aspect is the demand for more pay for less work — a move which can only hurt job prospects. AL&A says that in 1990 many concerns in both public and private sectors considered a shorter working week to keep jobs.

"However, this is normally accomplished with a concommitant reduction in wages as few companies can afford implementation without effecting some savings in running costs. Also, it is generally a long-term process whereby the 40-hour week is introduced over a 10-year period — a reduction of half an hour a year."

Minor

The IR Network annual report says that given SA's labour costs and low productivity, it is surprising that management demands played such a minor role in 1990 negotiations. Management demands were few. But management demands were generally not agreed to or were dropped. Last were "This trend highlights the continued tendency for SA managers to show more tenacity in holding out against union demands than in pushing for their own" says IR Network.

FSA-Contact consulting Mike Beaumont says: "Managements will obviously be concerned about their own competitive positions and this could affect job security if costs are not agreed on."

But AL&A expect unions to continue to successfully negotiate increases in line with or slightly higher than inflation. The unions continue to push strongly for more pay.

Marked

AL&A says that in 1990 settlements averaged 17.4%, and about 66% of the 4-million man-days were due to wage issues. Nearly 26% of all wage negotiations involved industrial action — a marked increase on previous years.

Negotiation time averaged more than 40 days in the past three years. This not only indicates how tough the bargaining arena remains, but also that for nearly a quarter of their trading year businesses are subjected to the uncertainty and disruption that accompany the wage bargaining process."

Most mandates last year lost in the State sector (24%), followed by retail (22%), metal and manufacturing (9%) and printing (9%).

The strike with the most mandates lost (219 000) occurred at OK Bazaars over wages.

But unions are not having things their own way.

"Employers have, notably in the case of the Nampak dispute, been able to shift the focus to one of conduct of strikers and the need for 'due process' on the part of unions. Where strikes have taken place in breach of agreements and labour law, employers have hardened their attitudes and demanded stricter compliance with agreements."

Union membership has increased each successive year from nearly a million in 1991 to a peak in the State sector.

Cosatu membership increased from 371 263 to 1 126 587 in 1990. Its largest member, the National Union of Mineworkers (NUM) lifted membership from 212 000 to 247 000.

Expelled

Nactu membership rose from 120 000 to 253 000, although its general secretary Cunningham Ngoukana says the figure does not reflect the "real" paid-up membership of about 339 000.

The federation gained five affiliates but expelled three. Mr Beaumont expects this year's refined Labour Relations Act (LRA) to reduce tension in labour practices and discipline, streamlining negotiations. But the legislation does not represent "a complete law" for strikes and lockouts.
Metal industry deal takes effect today

CAPE TOWN — The revised main agreement for the metal industry, covering 380,000 workers and guaranteeing wage increases of between 15.5 and 19 percent, takes effect today, Steel and Engineering Industries Federation of SA (Seifsa) executive director Brian Angus said last week.

Amendments to the main agreement were gazetted on January 4. They are legally binding on all employers and employees in the industry.

The September wage settlement, which followed protracted negotiations between Seifsa and representative unions, was made effective from July 1 last year.

Employers who had not awarded the agreed increases, or only a portion of them, were required to implement the full increase or balance-with effect from July 1 last year in a lump sum payment. The lump sum payment had to be made by May 6, Mr Angus said in a statement.

The reduced working week of 44 hours, and the payment of additional overtime, had been made legally binding. Employers who had failed to observe this arrangement from the first pay-week in October 1990, as negotiated, had to credit their employees with an additional 20 minutes for each 45-hour week worked.

The new agreement included a “note” from the Manpower Minister detailing the exemption application rights of non-party employers insofar as the gazetted main agreement conditions were concerned, said Mr Angus. June 16, “Soweto Day”, was gazetted as a paid holiday for party employers.

A new provision was introduced that all wage exemption applications had to be accompanied by “documentation indicating that the representative trade unions at the particular establishment were consulted prior to the application being made”.

The principle of “no work, no pay” would apply on March 21, “Sharpeville Day”.

Other amendments were made to the main agreement, including clarification of the operation of the overtime “fatigue shift”. — Sapa.
TML's wage offer rejected

JOURNALISTS employed by Times Media Limited in Johannesburg and Cape Town voted yesterday to reject the company's 12% final wage offer and to hold a formal ballot on the issue.

Members of the SA Union of Journalists (SAUJ) employed by TML in other centres and at the SA Press Association (Sapa) and Argus publications are expected to vote on the issue this week.

Argus and Sapa have offered employees a 14% increase. TML argues that other benefits make its offer equal to those of Sapa and Argus.
CWIU and PG in dispute

The national wage dispute between the Chemical Workers Industrial Union and Plate Glass Holdings - the largest glass retail operation in South Africa - involving more than 1 500 workers in 70 workplaces countrywide, remains unresolved after a 2-day mediation earlier this week.

In a statement released yesterday the CWIU stated it had applied for the establishment of a Conciliation Board, and now awaits its appointment.

Resolve dispute

"The CWIU remains sceptical as to whether the CB will resolve the dispute as the attitude remains unchanged after three months of collective bargaining," the statement said.

The Union has arranged report back meetings in all centres concerning the mediation this weekend in preparation for the CB and the strike ballots. - Sapa
Companies poised to cut back staff this year

NEARLY half the companies surveyed by Johannesburg-based human resources consultants FSA-Contact will be cutting back on staff this year as the economic downturn continues, the company said at the weekend.

A special study on salary and wage movements and labour trends showed that 45% of companies surveyed expected a decrease in their staff, compared with 21% for the same period last year.

Most companies expected that top and middle management, as well as key specialists, would remain in relatively short supply. In addition, salary increases in the first six months of 1991 were likely to be lower than for the second half of 1990 in view of reduced profitability and "increasingly depressed" company performance.

Jobs that were most frequently demanding premium payments were those of senior financial staff and computer programmers.

"In the light of continued uncertainty on the political scene, coupled with the recession, it is critical that employers reward competent, key employees to retain these staff members," FSA-Contact said.

About 28% of companies surveyed were feeling particularly vulnerable to the possible loss of top management and key specialists.

Meanwhile, GERALD REILLY reports from Pretoria that the number of unemployed is expected to increase during 1991 with, say economists, bigger demands being made on the unemployment insurance fund (UIF).

...But, says a Manpower Department spokesman, the fund is well able to meet any significant increase in demands for benefits.

Total unemployment insurance paid out in benefits in the nine months to September was a record R980m compared with just R460m in January-September 1989.
Mediation fails to end national wage dispute

VERA VON LIEREB

TWO days of mediation between the Chemical Workers Industrial Union (CWIU) and PG Glass have failed to resolve the parties' national wage dispute.

The dispute involves more than 1 500 workers at over 70 plants countrywide.

The union said last week it had applied for a conciliation board meeting.

PG Glass industrial relations director Phil Cohen confirmed the dispute would go to a conciliation board.

A dispute was declared at the end of November.

Union organiser Brian Mabola said he was doubtful whether the conciliation board would resolve the dispute.

Cohen said the company's latest offer ranged from 74c to 95c (or 14%) an hour on the highest and lowest paid minimum wages respectively. The union has demanded R1 to R1.20 (or 15%) an hour.

The company's offer would raise the daily minimum wages from R5.55 to R6.30. Current minimums range from R4.60 to R5.50.
116 workers to lose jobs

MORE than a hundred workers are expected to lose their jobs when a local electronics factory closes down on February 8. ( /81 )

Renak Alumet Limited, a subsidiary of Plessey South Africa, is set to put 116 workers out their jobs, according to Mr Ben Petersen of the Metal and Electrical Worker’s Union of South Africa (Mewusa).

According to Petersen, Plessey SA only informed workers on the last working day last year, December 21, that they would be closing down. Mewusa said the company’s offer to pay redundant workers one week’s wages for one year’s service and two weeks’ wages for those with up to five years experience was unacceptable.

Workers are demanding six months’ wages for each worker made redundant.

Mewusa claims the company has refused to:

- Obtain alternative employment for the retrenched workers;
- Grant workers an additional one month’s shift, as leave and bonus pay would be negligible; $60(24) - $30(99)
- Refused to allocate monies from the Emergency Distress Fund negotiated in 1987; and
- To extend medical aid cover.

Mewusa says the company is “totally unsympathetic to the worker’s plight” and has “refused to acknowledge that it has a social responsibility towards families of the workers and the wider community”.

At the time of going to press, Plessey SA could not be reached for comment.
Sacked Rex workers to get their jobs back

By Waged Misbach

SOUTH, Jan 24 TO 30 1991 22
Food workers’ union goes gold

MORE than 130 000 union workers nationwide are this week being called on to take part in a mass action programme with a difference.

The occasion is not a national strike but the start of the 50th anniversary celebrations of the Food and Allied Workers Union (Fawu).

The celebrations, according to Fawu media officer Mr Mansoor Jaffer, will culminate in a national rally involving thousands of workers in Transkei at the Easter weekend.

Veterans of the union, including Ms Ray Alexander and former general secretary Ms Liz “Nana” Abrahams, will be invited to the meeting.

Alexander and Abrahams were among many unionists banned in the 1960s when they were still members of the Food and Canning Workers Union (FCWU).

Alexander was one of the founding members of the FCWU which was launched on February 6 1941.

Pamphlets, posters and Fawu banners are being made and the event will be documented on video.

The anniversary will also be marked with the release of a book later this year entitled “50 Years of Organising Food Workers”.

Fawu was formed in 1986 when the Sweet, Food and Allied Workers Union, the Retail and Allied Workers Union and the FCWU merged.

The FCWU was one of the first unions to affiliate to the nonracial SA Congress of Trade Unions (Sacnu).
Collapse of industrial council complicates wage bargaining in Cape textile industry

BY DICK Usher

LAST year's collapse of the Western Cape cotton textile industrial council has severely complicated wage bargaining for Cosatu's textile union, forcing it into separate talks at 19 separate plants.

The council disbanded when the employers' association folded early last year.

To maintain unity and co-ordination during the negotiations, the SA Clothing and Textile Workers' Union (Sacwut) is staging weekly regional co-ordinating meetings, where the overall situation is reviewed and plans laid.

Sacwut also charged that although the employer association had folded, employers have been co-ordinating strategy to block worker advances.

So far settlements have been reached at eight plants, with disputes due for mediation at two others and the balance at various stages of progress.

A major Sacwut thrust has been to seek agreements that will last until mid-1992, in line with other sectors and regions where the union is organised.

The ultimate aim is for a national industrial council for clothing, textile and leather.

According to a Sacwut spokesman, settlements reached have been around 20 percent, covering about 2,000 of the 5,000 workers in the industry.

In cases where 18-month agreements have been negotiated, wage increases are around R30 per week for the first 12 months with a further R20 per week for the final six months.

Meanwhile, a strike is looming at SA Nylon Spinners in the Western Cape. A strike ballot of the union's 1,350 members at the plant started this week with results expected by the weekend.

Sacwut's initial demands were for an across-the-board increase of R300 a month with a differential for non-union employees; an annual bonus of one month's wages; a shift allowance equal to that paid to staff members; a 40-hour working week without loss of pay; 20 days' annual leave after five years' service and December 26 as an additional paid holiday.

The company's final offer, at which Sacwut declared a dispute on December 4, was for wage increases ranging from R130 at the lowest grade to R195 at the highest. A Sacwut spokesman said that at this stage the union had dropped its demand to R200 across the board.

At mediation on December 19 the company offered R172 a month with an ex gratia once-off payment, and to swap a holiday for December 26.

Following the unsuccessful mediation, the dispute went to conciliation on January 22. When this failed, Sacwut called a strike ballot.
Eastern Cape business seeks guidelines for labour dealings

By SHALEY HASS 11-2-27/2

THE Midland Chamber of Industries aims to negotiate a code of conduct with organised labour in a bid to cultivate a stable climate in Eastern Cape industry and restore investor confidence.

Chamber executive director Brian Mathews said that within the next few weeks, the Congress of SA Trade Unions would be approached to meet organised business to thrash out mutually binding guidelines.

"And the chamber's new president, Achmat Mohammad, said employers' biggest challenge this year would be to convince Cosatu of the need for a code of conduct in the Port Elizabeth area," he said.

"We are seeking rules relating to all those non-factory floor issues that continually disrupt production."

He said the code would also address the private sector's role in resolving critical community issues such as education, housing, public transport and health care.

Mohammad added that in formulating a code, the chamber would rely on suggestions made by Port Elizabeth University industrial relations unit director Mark Anstey.

In a report on the issue, Anstey said industrial action in the region had been marked by largely unprocedural strikes, which in some cases had been protracted and violent. "Parties were digging deep trenches to fight over relatively small events in the larger scheme of their long-term relations and regional and national developments."

Anstey said that despite a history of labour unrest, many employers were ill-equipped to deal with industrial relations. At the same time, workers relied heavily on their collective strength rather than third-party intervention.

He said trust could be restored at the level of organised labour and employer bodies in the region. One option was the joint development of a code of labour relations as a guide for employers and workers, which could also address the fears of smaller businesses.

Anstey said such a code would need to address matters such as recognition of unions; bargaining units and scope; shop-steward elections, rights and facilities; union access and rights; grievance, discipline and retrenchment procedures; and the right to strike.

It would also need to address conduct during industrial action and the issue of violence.

The onus would now be on unions to recognise their responsibilities in preventing violence, while employers had to recognise that union leaders were spokesmen rather than policemen.

At the time of going to press Cosatu had not reacted to the code proposal.
White General Strike

Veiled Threats at a

Can employers' words do all they promise. Workers' words do all they intend. This is the issue of the day.

By Rawl Percival

Labour
Continental China closes plant

By Roy Cokayne

Dinnerware manufacturer Continental China is to close its factory in Rosslyn with the loss of about 500 jobs.

The loss of jobs is big blow to employment in the Rosslyn area, with motor manufacturing giant Nissan announcing earlier that it was slashing its 7500 workforce by 1200 — most of them at its manufacturing plant in Rosslyn.

Continental China has been operating the factory — one of three in the country — for 25 years.

MD Bill Paverd says the date for the closure has not yet been finalised.

“We still have to check on orders and other commitments, but it will probably be within the next two months.”
NISSAN SA, third-largest player in the motor industry, is to lay off 1,200 workers across the board to cut costs.

The industry has been hard hit by the recession and vehicle sales fell to 334,777 last year from 350,376 in 1989. The retrenchments are expected to cost Nissan R1-million in payouts.

They follow similar job losses in other sectors of the motor industry.

The steel and engineering layoffs rose by 53% last year to 23,200 from 15,500 in 1989. A total of 35,000 miners and workers lost their jobs last year.

Other divisions of the motor industry are expected to suffer.

The Nissan retrenchments represent 14% of the labour force of 7,500 and include hourly and monthly paid people on the marketing and manufacturing staffs.

**Spending**

Nissan public relations chief Nico Britz says that given the changing economy and the host of opportunities which will result from a new SA, the company has decided to streamline its structures and operations.

It will capitalise on these opportunities. The layoffs are intended to ensure that the company remains successful in the medium to long term.

Nissan will concentrate on exports, an increase in local content and a model restructuring in its efforts to remain profitable.

Nissan's spending plan for the current year has been drawn up in consultation with holding company San korp and Sanlan, and its Japanese and Italian suppliers. To achieve its new strategy, it was necessary to trim expenses by cutting the wage bill.

Nissan was extremely profitable in 1989 and made a good profit last year, says Mr Britz.

The company increased its market share last year, as a result of the launch of the Fiat Uno, but there are plans to revamp the model mix this year.

There has been a buy-down in vehicle purchases in recent years from luxury European cars to the more modest Japanese models. Medium-priced family cars have given way to cheaper models.

Nissan may drop several mid-range models. It will also import the Nissan Maxima, which will initially be brought in fully built up.

The company has a large commitment to its local content programme and plans to spend about R200-million in the next two years.

Mr Britz says: "The Phase 6 local content programme is advantageous to Nissan and it is intended to further increase local content. This will cost more money for equipment."

The company also intends to enlarge its export market which will also require additional finance.

"We believe that in the next six to 12 months, our export potential will increase, particularly as sanctions are lifted."

Employees with 10 years' service or more will be paid seven months' salary, including one month's notice. Those with four to six years will receive four months' pay and those with two years two months' salary.

The retrenchments have been negotiated with the National Bargaining Forum, Numsa and the Iron and Steel Union.
ADE sidelines top brass as the payroll is slashed

By CURT VON KEYSERLINGK

SOUTH AFRICA’S giant diesel engine producer Atlantic Diesel Engines (ADE) is cutting the number of its top executives by half.

Two of its seven directors have left and 20 of its 56 managers at the next level of seniority are either to go or take up less senior posts at ADE.

This follows retrenchment of junior staff that reduced the total complement from 3,771 to 2,250 late last year.

It is part of a plan to rescue a company that has never made profit and never produced at more than half capacity since it opened in 1993.

ADE is financed by the Industrial Development Corporation and was established partly with the object of improving SA’s self-sufficiency in diesel engines which were then considered to be of strategic importance.

Designed to produce 45,000 engines annually, ADE had its best year in 1994 when it sold 22,742. Because it held huge unsold stocks, it produced fewer than 15,000 engines in 1995. The figure for this year is expected to be even lower.

Further reductions among the company’s 740 salaried staff will be announced next month after a study now being carried out, says managing director Fritz Korte.

Because so many managers have left, those that remain are handling widely diverse functions. For example, the managing director is now also responsible for marketing, the commercial director for purchasing, finance and exports; and the corporate services director for personnel, information services, public affairs and administration.

Another cost-cutting effort is the merging of ADE’s two production facilities — one produces Perkins and the other Daimler-Benz engines — under a single management structure.

Previously each was run separately by its own management team.

These and other measures are aimed at achieving a 20% reduction in real terms, of ADE prices in the next two years.

Mr Korte says the retrenchments will achieve at least a 20% saving in personnel costs. But savings in other areas will be necessary to achieve a total of 20%.

Although licence restrictions make it difficult to export complete engines, progress is being made in sales of components — about R10-million last year.

This will help to recover overheads by increasing plant use.

But ADE’s exports are proving to be a two-edged sword. In terms of the Phase 6 local content programme for the motor industry, ADE’s export sales have to be made through a motor vehicle assembler.

The vehicle assembler receives duty rebates on these exports, which allow him to increase the value of imported goods in his vehicle.

This is making it more easy for vehicle assemblers to import diesel engines, and they do not need to buy them from ADE.

“I increasing our exports is like sawing off the branch we sit on,” says M. Korte.

There are signs that certain vehicle assemblers will use imported engines in certain models, a situation that was virtually impossible under the old local content programme when ADE held more than 90% of the diesel engine market.

The company is budgeting for a drop in its market share in the next few years and is asking the Government for a 20% increase in duties on vehicle with imported engines.

“We know this is not popular, but it’s the Government’s way of protecting us. But we get the carpet from under our feet at the same time. We will not be able to compete,” says Mr Korte.
Creches oil business wheels

Now the high-flying business-minded mother can breastfeed her baby in between making boardroom decisions, thanks to the latest move—more in-house creches.

A small number of forward-thinking companies in South Africa is providing creches to alleviate the skills crisis by drawing skilled women back to the workplace.

Rivonia child care consultant and creche manager Dillys de Leiburne says the child-care facility is an important perk for a working mother, who can still be actively involved in her child’s rearing.

“Breastfeeding in between working schedules keeps the bond between mother and child intact.”

There is a chronic shortage of quality creches and the Government has largely left child-care in the hands of individuals who find it increasingly hard to fund adequate care, she says.

“The move to company creches is partly fuelled by hard facts of life. About 40 percent of the total labour force in South Africa is female and an increasing proportion of them are single mothers.”

According to 1995 national census figures, 55 percent of all women between 15 and 64 were economically inactive, a large proportion with skills and academic qualifications.

Against this scenario are predictions that by the end of the century there will be a shortfall of more than 100,000 managers and 440,000 highly skilled employees.

Commerce and industry desperately needs the working mother, and companies are finally waking up to this, says Mrs de Leiburne.

“However, to get mothers back to work by providing a creche requires considerable planning and superior facilities. Companies also need to provide quality care which needs a high child/staff ratio.”

“Many mothers feel guilty at having to work and leave their children in a creche. Our aim is to allay that guilt by giving them the very best quality care. The mother must have confidence in the fact that her child is in the right hands.”

“The quality of the child-care is very important. I look for the mother figure, someone with humour, warmth and patience in dealing with small children and someone who is capable of moulding their future,” she says.

The legal requirements for running a creche are a ratio of one staff member for every eight children for under-twos and one in 15 for the over-twins.

However, for the best care in the younger category Mrs de Leiburne suggests the company creche provide one qualified member of staff who is either a nursing sister or a teacher for every eight children, assisted by one nanny for every five children.

“It is particularly important to have a qualified nurse who is trained to look for symptoms of illness and to provide medical care. In all cases, a medical practitioner should be available on call,” she says.

Detailed reporting procedures are also important in charting the health, development and general well-being of the child and in providing the mother with the feedback she needs.

ZINGISA MKHUMA
9000 jobs lost in textile industry

DURBAN — Fabric manufacturers are facing a crisis as a result of depressed demand caused by the recession and exacerbated by the rising volume of imports entering the country because of reduced tariff restrictions.

A war of words between the National Clothing Federation (NCF) and the Textile Federation (Textex) continues in the wake of recent criticism by Frame Group executive chairman Mervyn King of aspects of the rag trade.

Textex executive director Brian Brink said this week his industry faced a "disproportionate loss of demand" of close to 30 percent of normal levels.

Reacting to strongly-worded criticism by NCF chief Henkie van Zyl last weekend of Mr King and the management of Frame, Mr Brink said the problems facing textile manufacturers did not involve any one company or group of companies.

Sales volumes of fabric companies last year were down between 18 and 30 percent, with forward order books as much as 50 percent emptier than at the same time 12 months earlier.

About 9 000 jobs had been lost in the industry.

He listed the following contributory causes:

- The erosion of the effective-
Numsa formulates demands

THE 220 000-strong National Union of Metalworkers of SA (Numsa) met at the weekend to formulate demands for this year's metal, vehicle assembly, motor and tyre and rubber sector wage negotiations.

The most important of these, the engineering industrial council negotiations, are scheduled to begin in mid-March and the parties are hoping they will be concluded earlier than normal — by the end of May.

The 350 delegates at the annual bargaining conference in Johannesburg, which was still in session at the time of going to press, heard regional and sector reports on wages and conditions.

Besides wages, issues on the conference agenda include the renegotiation of grading systems; the right to training of all workers and the setting up of modular training systems accessible to all workers; the setting up of training funds for retrenched workers; improvements to job security; job creation schemes; and parental rights.

In a statement last week Numsa said it planned to discuss worker rights and trade union rights in a new SA, and economic and socio-political issues which affected the bargaining environment.

The union said business had "conclusively demonstrated" it was not competent to run the economy and labour had a major role to play in its reconstruction.

Numsa said it would try to avoid a repeat of last year's drawn-out and frustrating negotiations by designing demands in such a way as to shorten the bargaining period needed to reach settlement or deadlock.

Last year Numsa initially demanded a R2-an-hour minimum increase in all sectors. The final settlement at the engineering industrial council was 6% for labourers and R1,29 for artisans.
Stayaway cost workers R7m in wages

EMPLOYERS in the steel and engineering sector lost about R7m in wages as a result of Friday's work stayaway, Seifsa spokesman Hendrik van den Heever said yesterday.

He said there was an average 41% absenteeism rate in the industry.

The stayaway was best supported in the eastern Cape and the Border region where between 90% and 100% of workers did not report to work, employer organisations said.

In Port Elizabeth, all Seifsa-affiliated companies shut down, while East London companies reported absenteeism of more than 90%, Van den Heever said.

In the Transvaal, Wadeville was hardest hit by the stayaway.

Van den Heever said most employers intended to apply a no-work, no-pay policy. It seemed unlikely that employers would employ further disciplinary measures.

Sacob spokesman Gerrie Bezuidenhout said the stayaway had received a mixed measure of support in the PWV area, with Pretoria being the most affected.

He said there was total attendance in some regions of the Reef, while in other areas no workers at all had clocked in.

This was largely because only certain trade unions had supported the stayaway, Bezuidenhout said.

In Durban and Cape Town the stayaway received only minimal support, he said.

The ANC did not call for a stayaway in these areas. Formal stayaway calls were made only in the PWV, Border and eastern Cape and in certain western Transvaal towns.

Bezuidenhout said that although most Sacob affiliated employers had indicated they would apply a strict no-work no-pay policy, it seemed that some employers were planning stricter measures.

Effective

Cosatu information officer Neil Coleman said yesterday the stayaway response had been extensive.

Absenteeism had varied between 70% and 80% in the whole of the PWV area and had been higher on the East Rand than on the West Rand. The stayaway had also been effective in Klerksdorp and Stilfontein, except on local mines, he said.

Although Cosatu was waiting for further information, it appeared that employers were taking a no-work no-pay response.
Clampdown on leave claims

INLAND Revenue is clamping down on companies claiming deductions on employees' unused leave, and tax experts say employers, already strained by the current economic climate, could flounder under the added tax burden.

KPMG Aiken & Peat tax partner Hennie Coetzee said assuming that each wage earner got two weeks' paid leave a year, Revenue could have lost billions of rands in incorrectly permitted tax deductions.

Companies are allowed to claim a tax deduction on their employees' unused leave - either taken as days or cash - on the grounds that they have a legal obligation to grant the leave at some future date.

Under those circumstances, the leave pay can be interpreted as an unconditional liability for the employer and can be claimed as a tax deduction.

Inland Revenue chief director Hennie Smit said yesterday in many cases the employers did not have an unconditional liability to pay their employees for leave not taken.

"The rules have not changed, but in the past many employers did not disclose all the information, and were incorrectly allowed the deductions," he said.

In the 1998/99 tax forms, however, more stringent questions have been included to ensure full disclosure. If the employee stands to forfeit leave not taken or can take the leave in a future year, the leave pay is not unconditional.

Smit said companies should examine their employees' employment contracts to determine the extent of their liability.

Coetzee said: "Up to now almost all employers have successfully claimed provisions for leave pay as deductions in the determination of their taxable income. The Special Income Tax Court case (which was held last year and disallowed the deductions) may have major implications for some employers."

"We have approached the Commissioner with a request to grant employers relief which would allow the add-back to be spread over a number of tax years."
Seifsa sets up supervisor training programme

EMPLOYER body Seifsa yesterday announced the launch of a new supervisors training programme, endorsed by itself and major trade unions, which aims to improve productivity and quality control in the metal and engineering industry.

Seifsa executive director Brian Angus told a presentation in Johannesburg yesterday that the Spanish government had contributed R90 000 towards the development of the programme which would be managed by management training consultants Clive Acton Associates.

He said although the National Union of Metalworkers (Numsa) had in principle agreed to the programme, it still had to give its full endorsement to the venture.

Nactu and the Confederation of Metal and Building Unions (CMBU) were among the unions that had fully endorsed the programme.

Seifsa said in a statement yesterday the role of the supervisor was vitally important if the metal industry and country as a whole were to demonstrate improved productivity and meaningful economic progress.

Clive Acton Associates MD Clive Acton said the programme's structure would include a steering committee and an education and training advisory committee.

The programme will cost employers R6 000 per supervisor.

Numsa and the CMBU were unavailable for comment yesterday.
The SA Confederation of Labour (Sacol) has threatened mass action unless the Government reconsidered its financial assistance to homelands and neighbouring states.

Sacol secretary Nic Celliers yesterday said white workers paid "the highest income tax in the world" and had an interest in how that money was spent.

White workers feared that homeland governments would give SA Government money to the ANC.

Particularly disturbing was the R1 million given to the ANC by Namibia, in the light of SA's donation of R5 million to Namibia last year.

If the Government continued "giving away large sums of money", Sacol would be forced to protest strongly.
More strikes are predicted in 1991

By JOSHUA RABOROKO

TWO-THIRDS of the top 100 companies listed on the Johannesburg Stock Exchange have predicted that labour unrest and strikes would intensify this year.

Only nine percent foresee less labour unrest and fewer strikes, according to a report just released by the Bureau of Market Research of the University of South Africa.

In view of this, an overwhelming 84 percent of the executives understandably disagree with the perception that unions will play a smaller role in South Africa this year.

**Politics**

With regard to the view that the overall political situation will worsen in 1991, the top executives neither agree nor disagree.

About 37 percent of the executives agree while 35 percent disagree with this pessimistic scenario.

**Forecast**

Their viewpoint reflects the uncertainty about the political situation in South Africa.

The executives neither agree nor disagree that overall there will be greater business confidence in South Africa in 1991, with 36 percent agreeing and 34 disagreeing.

A close correlation between politics and economics is clear. A lack of political confidence in South Africa diminishes business confidence in the country.

These predictions by the corporate executives of the 100 industrial companies clearly point to an economically, socially and politically turbulent business environment in 1991.

They forecast an average inflation rate of 13.5 percent, varying between 12.8 percent and 14.8 percent, for 1991.

The inflation rate for 1990 was about 14.3 percent.
Costly shutdown

MORE than 900 textile workers at South African Nylon Spinners (SANS) have vowed to continue their strike until the management accedes to their demand for a monthly wage increase of R200.

The company has offered a R172 across-the-board increase.

SANS workers in Bellville South are planning a march in the centre of Cape Town on Friday to highlight their grievances.

The South African Clothing and Textile Workers Union (Sactw) confirmed that an application was made for permission to march.

This week, the workers staged demonstrations outside their factory.

The strike began last month when wage talks collapsed at Conciliation Board level.

A subsequent strike ballot resulted in a majority vote in favour of the strike, with more than 80 percent in favour of the action.

The company’s public relations officer, Ms Tessa Cerqueiro, confirmed that the dispute was still deadlocked after the two parties met on Wednesday.

Cerqueiro said the strike was “economically damaging” to the plant.

A statement released by SANS confirmed that workers in other shifts had joined the strike, resulting in a costly partial shutdown at the plant.

Only 35 percent of the workforce had reported for duty, SANS said.
Numsa involved in training scheme

The National Union of Metalworkers (Numsa) is one of several unions overseeing an innovative training programme for supervisors, foremen and chargehands in the giant metal industries. It follows a Seifsa survey in 1987 which found that half the responding metal firms had trained less than half their supervisors.

Announced this week, the programme is to be managed by management training consultants Clive Acton Associates and has been endorsed by the Steel and Engineering Industries Federation (Seifsa) and metal unions.

Although Numsa has not formally endorsed it, it will sit with employers on the steering committee which will take strategic and financial decisions. Of all Cosatu's affiliates, it takes the keenest interest in training.

The programme, comprising six week-long workshops spread over a year, aims to improve productivity and quality and includes an industrial rela-
Job losses rise as recession, pay increases take their toll

By Drew Forrest 24/2/91

Massive job cuts facing workers as the recession deepens have been harshly highlighted in surveys by two industrial relations consultants.

One of the surveys, by Gavin Brown Industrial Relations, also implies that the rising cost of unionised labour is a factor. In a survey of 34 major unionised businesses employing 200,000 workers, it finds that a falling "headcount" is coupled with above-inflation wage increases.

"Many large employers are expecting to negotiate wage increases several points ahead of the inflation rate... a very small number expect to contain wage increases to the rate of inflation."

Many firms gave improved productivity as a reason for demanning, suggesting, it adds, that rising union wages are forcing greater capital intensity and improved production methods.

Job security will feature high on bargaining agendas this year, it predicts.

Estimating that about 70,000 workers were retrenched last year — 30,000 in mining, 7,000 in clothing and 10,800 in the metal industries between July and October — Andrew Levy and Associates predicts a higher rate of redundancy outside agriculture in 1991 if the current economic climate persists.

The Steel and Engineering Industries Federation says metal industry job losses are currently running at 2,100 a month and that it expects no improvement in conditions this year.

Andrew Levy's survey of 200 firms employing 693,000 workers shows that construction was hardest hit in 1989/90, with over 30 percent of the workforce retrenched. The economic downturn was cited as a reason in 52 percent of all cases.

There was a 17.8 percent incidence of industrial action and unions succeeded in wringing concessions from employers — including relocation, longer notice periods, revised retrenchment packages and enhanced pension payouts — in many cases.

In the firms polled by Gavin Brown, up to 17,000 workers may lose their jobs this year. The survey suggests that construction, hit by high interest rates and a downsizing of both private and public sector projects, will shed a further 10 to 25 percent of its employees.

Average union wage rises are forecast as the lowest of any industry.

Also under siege are timber, wood and paper, hit by falling offset from mining and construction and diminished export volumes, and non-metal manufacturing. In both industries, employment is forecast as falling between five and 15 percent. In chemicals, affected by drought and falling demand, job losses could range between five and ten percent of the workforce.
Outlook bleak for engineering jobs

DIFFICULT conditions in the mining industry—especially the gold mines—are now rapidly percolating through to other industries and indications are that thousands of workers in engineering firms and in the metals industry could lose their jobs this year.

According to the Steel and Engineering Industries Federation (Sefisa), industrial council figures show that about 25,000 workers lost their jobs last year compared to 16,600 the previous year.

The trend is expected to continue this year as steel and engineering firms suffer from declining demand and increased competition in their industries.

One of the most important reasons is declining orders from the mines. In the gold mining industry alone, some 35,000 mineworkers were laid off last year when mines or shafts were closed to try to keep low-grade mines afloat.

A weak gold price, combined with rapidly rising costs as a result of South Africa’s high inflation rate, are expected to cause the trend to continue this year.

It is worrying that mining companies are now reviewing new projects already approved with a view to cutbacks as the international economic situation deteriorates.

Policy analysis director of the Development Bank of Southern Africa (DBSA), Stef Coetzee, estimates that almost 42 percent of South Africa’s potential workforce is unemployed. These are dangerous levels, and there is little hope of an improvement as so few new jobs are being created.

He says the economy’s labour absorption capacity has sunk to an all-time low of 12.5 percent between 1985 and 1990.

The magnitude of this slump becomes clear when one compares this figure to a capacity of almost 74 percent between 1965 and 1970.

Prospects seem bleak. Businessmen have become negative, with many of them more interested in trying to get money out of the country than in investing capital in new business undertakings.

We have a country with great resources, a massive labour surplus and sufficient capital but, because of mistrust and fear, we are going backwards economically. This attitude is influencing foreign investors, who regard South Africa as a high risk area.
Power to the people, cry unions
Job creation in manufacturing slides

EMPLOYMENT creation in the manufacturing sector increased by an average of only 0.3% a year between 1980 and 1989, a report by the Industrial Development Corporation (IDC) said.

The report found that during the 1980s employment in manufacturing increased by an average 8.4% a year and by 3.0% during the 1970s.

The sector currently employs about 15.8% of all SA workers.

The marked drop in fixed investment in the manufacturing sector since 1980 posed a threat to the prospects for increasing employment creation in manufacturing.

The report said the manufacturing sector’s output in 1988 was worth R133 300m.

The report noted a major influence on the manufacturing sector in the 1980s was the decline in the foreign value of the rand.

In 1980 the rand peaked at $1.35 and in early 1984 the rand was about $0.80. Since the beginning of 1989 the rand dropped to between $0.42 and $0.35.

Although this decline had had an adverse effect on the cost of imported plant and machinery, it had also provided a significant export stimulus for locally manufactured products.

However, SA’s export potential was inhibited by an adverse international environment manifested in boycotts and sanctions.

Financial boycotts and government’s commitment to reduce foreign debt had placed severe pressure on the balance of payments (BoP), which had a negative influence on SA’s growth potential in the 1980s.

Double digit inflation during the 1980s had ‘erased the competitive’ advantage gained by the depreciation of the rand.

Expansion of production capacity in manufacturing and, as a consequence, employment creation in manufacturing would be depressed by current economic policy, the report said.
Workers protest lay-offs at firm

MEMBERS of the South African Chemical Workers Union picketed the offices of Twins Pharmaceutical at Isando yesterday to protest the retrenchment of 174 workers.

Sacwu spokesman Mr Humphrey Ndaba said Twins Pharmaceutical had unilaterally retrenched workers without consulting the union despite an agreement reached with them on November 22 last year.

Ndaba said it was agreed that 20 percent of the staff would work short time - that is not work one day in a week rather than retrench any workers.

He said it was surprising that Twins employed 150 temporary workers in December without informing the union and yet they had said economic considerations was the reason for the retrenchments.

Twins allegedly retrenched the 174 workers on January 18 and the remaining workers embarked on a work stoppage to demand their re-instatement.

Company spokesmen were not available for comment.

Source: 

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Source: 

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Cosatu takes on IDC over multi-shift plan

By DREW FORREST

THE Congress of SA Trade Unions is to meet the Industrial Development Corporation (IDC) to complain about "the use of taxpayers' money to subsidise employer moves to a continuous shift system". 

The IDC's "finance scheme for multi-shift production", introduced in May last year, was attacked at Cosatu's central executive committee (CEC) meeting at the weekend.

In its 1990 annual report, the IDC said research had shown that other than in process industries, very few local firms operated more than one shift. The finance scheme aimed to spur the optimal use of existing equipment to save foreign exchange and increase jobs with minimal new investment, it said.

The unions have long objected to continuous shifts as disrupting workers' social lives and posing a potential health and safety risk. Alleged lack of consultation on multi-shift systems has also been a flashpoint.

At the CEC, Cosatu also agreed that its constitutional campaign, as well as focusing on demands for a constituent assembly and interim government, should push for the inclusion of worker rights, such as the right to strike, in the constitution. A campaigns conference next month would decide on forms of action.

Rising job cuts were also raised in the CEC. Stressing that Cosatu needed a "retrenchment strategy", it decided to make retrenchments a focus of this year's living wage campaign, in addition to low pay, central bargaining and race and sexual discrimination.
Seventy workers are to be axed at two plants of SA Philips in what unionists say is part of a global rationalisation exercise by the Dutch-based firm.

National Union of Metalworkers shop steward Omar Parker says Philips plans to cut 45,000 jobs worldwide. He said 56 jobs would go at SA Philips' Waverley plant and 14 at Martinvale, where the canteen operation may be farmed out to a contractor.

Although the Dutch labour movement was split on "Operation Centurion," Parker said shop stewards hoped to establish contact with it. They were also seeking Numsa head office support for a national campaign, which they hoped would go international.
Retrenchments at Philips

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Although the Dutch labour movement was split on "Operation Centurion," Parker said shop stewards hoped to establish contact with it. They were also seeking NUMSA head office support for a national campaign, which they hoped would go international.
Blanket of hope as workers dream of re-opening mill

DESPERATE workers in Harrismith have a dream—to re-open the Free State town's 60-year-old blanket factory and start producing blankets again, says South African Clothing and Textile Workers Union regional secretary, Mr Jabu Gwala.

About 1,100 workers who were retrenched on November 30 are looking at options to re-start the Frame Group-owned blanket mill which is standing empty.

Leading community members believe this would be a solution to the rising unemployment in the area, which is being exacerbated by refugees from the Natal violence.

Chairman of the 42 Hill township's chamber of commerce, Samuel Motlaung, believes it would be possible to re-open the blanket factory with the help of big business.

**Research**

"Once big business had helped initially the workers could establish the running of the factory," Mr Motlaung said.

Democratic Party leader in the town, Mr Cas Human, echoed the workers hopes when he said the answer would be to re-open the mill under joint worker management control, coupled with careful market research and a "buy South African" campaign.

The factory closure meant almost 20 percent of the 42 Hill township's breadwinners lost their jobs. This was just one of the Frame company's recent casualties caused by the textile industry slump.

Sacru and Frame managed to negotiate reasonable retrenchment packages for most of the workers, but many have been working on factory

PAT DEVEREÄUX

loom for years and few have other skills.

"The factory workers are hoping ideally to buy back the factory and start producing blankets again. In two weeks shop stewards from each region will meet in Durban to discuss this issue," said Mr Gwala.

A similar project was set up with the co-operation of the Frame Group, according to manager of the Durban based Zaneleli co-operative, Mr Glen Cormack. The co-operative, funded by Frame as part of a retrenchment deal, started in 1989 and it now employs more than 270 workers and produces boiler suits, dust coats and T-shirts.

Harrismith mayor, Dr Mike van Niekerk, admitted that the factory closure had left a huge gap in the town.

"At this stage all I can say is that the chamber of commerce and our National Party MP, Mr Paul Farrell, are looking into the unemployment situation in our town."

Chairman of Harrismith's chamber of commerce, Mrs Pannie Human, said after the factory closed down "most white employees had been accommodated". But she could not give figures for how many blacks had been re-employed or re-trained.

She said that Harrismith's chamber of commerce had investigated running a few re-training projects in conjunction with the 42 Hill township's chamber of commerce last year "but these had fizzled out".

Mrs Human denied rumours that Harrismith could become a ghost town as a result of the factory closure.
Toyota to buck job losses

WHILE several motor manufacturers are laying off staff, Toyota’s R7-million investment to raise production of Corollas from 175 a day to 220 will create 1 200 jobs this year, says chief executive Bert Wessels.

About 500 jobs will be at Toyota and the rest at component suppliers.

Mr Wessels says “With the market still dropping there will be tremendous pressure on some manufacturers to cut overheads by reducing staff.

“In the medium to long term this could spell disaster for the industry because it will lose trained people. Other negative aspects of mass layoffs are diminished worker morale and a drop in quality.”

Toyota is investing another R335-million in projects to increase local content and R700-million in tooling to produce new models in the next five years.

The first major project will be for SA manufacture of cylinder heads, camshafts, connecting rods and machined crankshafts for Toyota’s Y series four-cylinder engines. It is expected to save about R60-million a year in foreign currency.”
Jubilation as deadline moved

By Waghied Misbach

STRIKING workers at a major textile company in Cape Town were in a jubilant mood this week when their company withdrew their deadline for workers to return to work or face dismissal.

More than 800 striking South African Nylon Spinners (Sans) workers had been given until this Thursday to return to work.

But on Wednesday afternoon, as Sans workers were preparing to apply to the Supreme Court to have the dismissals overturned, the company's management withdrew the ultimatum, it was announced in a lawyer's letter to the workers and the South African Clothing and Textile Worker's Union. The company has instead extended the deadline to February 28.

The letter, read out to more than 50 workers at the Sactwu offices in Cape Town, also stated that workers who missed the new deadline would be allowed to reapply as new employees only.

Face saving

Union organiser Mr Andre Kriel dismissed the Sans letter as "face saving". He said the company had no right to dismiss workers and was merely trying to divide them.

The company this week maintained that 50 percent of the workforce had returned to work. The union disputed this figure.

The Sans workers' key demand is for a monthly increase of R200. The company has offered R172 across the board, a 14.5 percent increase on 1990 salaries.

The strike began on February 1 when pay talks collapsed at conciliation board level. A strike ballot resulted in a majority vote in favour of the strike. Demonstrations at the plant in Bellville continued this week.

Sans have maintained throughout the strike that the action would have "long-term repercussions" on the export trade and was "economically damaging" to those textile companies almost entirely dependent on Sans products.
Withholding tax plan abandoned

CAPE TOWN — Government had for the time being abandoned plans to impose withholding tax on interest and there was no question of such a tax on dividends, Finance Minister Barend du Plessis said during the mini-Budget yesterday.

He also said measures to level the playing field between banks and building societies and life offices could not be ready in time for the 1991/92 Budget.

However, the search to change the savings pattern would continue.

Because government was not imposing the withholding tax (10%) on interest, individuals would continue paying the marginal tax rate of 44%.

Du Plessis said the Jacobs Committee on the Promotion of Equal Competition for Funds in Financial Markets had given serious attention to a uniform low withholding tax on individuals' interest income with a view to boosting savings of this kind.

"Two potential gaps have emerged, however, with adverse implications for the personal tax base: the recategorisation as interest income of other income (such as rent), and so-called arbitrage practices," he said.

To counter this would mean serious intervention in existing financial practices — for instance, if interest expenditure by companies were no longer to be tax-deductible as an operating cost.

Another means of countering arbitrage as a consequence of different tax rates on normal income interest and dividends for individuals in the wake of a low-rate tax on interest, would be to introduce a withholding tax on individuals' dividend income too, he said.

But this would be jettisoning a tax principle — to eliminate double taxation — adopted in the last Budget, Du Plessis said.

Du Plessis said it was imperative positive real rates of interest and tax dispensations for the several returns on individual investments be maintained, while the framework of financial requirements in which different financial intermediaries competed for savings should not distort the flow and application of savings among those institutions.

Introducing the Part Appropriation Bill providing for interim expenditure for the period April 1 to July, Du Plessis said it was estimated that R24.7bn was needed.

Central government and the Administrations for Own Affairs required R20.8bn and the provinces R4.8bn.

‘Top 100 increased staff by just 0.1%’

CAPE TOWN — The Top 100 Johannesburg Stock Exchange-listed companies increased dividends last year by 21.3% but only increased employment by 0.1% during 1990, the Labour Research Service (LRS) has found.

Some of the largest Top 100 not only chose to grant shareholders significantly larger dividend payments but also cut employment during 1990.

"Employment creation should be a major concern for South African companies," the Cape-based LRS said.

"Instead of expanding employment opportunities and making economic growth a priority, these companies and directors preferred to keep shareholders happy with large dividend payments."

Profits of the Top 100 companies increased by 15.8%, just above the average 1990 inflation rate of 14.3%.

Despite the recession, the Top 100 companies managed to increase sales by 13.3% during 1990.

"Sales per worker rose by 17.3%. This suggests that workers' productivity has improved at the Top 100 companies."

LRS said the average increase in profits of the 245 companies surveyed in the 16 industrial sectors on the JSE was 23% and those listed in the engineering sector recorded, on average, a 45% increase in profits, the largest in the 16 sectors, during 1990.

"Profits increases for some of the big five conglomerates might have been poor in 1990, but they still earned large returns on their shareholders' investments."

"Anglo American earned the largest return in 1990 of 24%."

"Barlow Rand's profit attributable to shareholders fell in 1990 by 14.2%, but it still managed to earn a very respectable return on shareholders' investment of 22.4%."

"Outbacks, retrenchments and rationalisation helped manufacturing firms to make their large profit increase," LRS said.
Strikes at mills halt maize meal deliveries

By Willie Mastad

THOHOYANDOU. — Strikes by workers at three milling companies have brought deliveries of maize meal in the Zoutpansberg district and parts of Venda to a halt.

The strike started on Monday when workers at two Zoutpansberg milling companies and Louis Trichardt roller mills gathered at one of the mills to demand the recognition of a workers' union. Police arrived and teargassed them, according to the Louis Trichardt chairman of the Food and Allied Workers Union (Fawu), Wilson Ramusagell.

Louis Trichardt police confirmed the incident.

In a letter handed to the Brenner families, who own the mills, workers demanded:

- Reinstatement of dismissed workers who had joined Fawu.
- A pension fund.
- Better working conditions and the implementation of workers' compensation funds.
- Overtime allowances and an end to forcing drivers with code 8 licences to drive extra-heavy-duty trucks.
- An increase in the present minimum of R55 a month.

The manager of the mills, W F Ludick, yesterday refused to talk to The Star.
JSE firms 'place profit above jobs'

By Shareen Singh

The top 100 JSE-listed industrial companies produced a 21.3 percent increase in dividends last year, but only increased employment by 0.1 percent, according to Labour Research Services.

Some of the biggest companies chose to grant shareholders significantly larger dividend payments and cut employment during 1990, LRS said.

Employment creation should be a major concern for South African companies, it added.

But instead of expanding employment opportunities and making economic growth a priority, "these companies and their directors preferred to keep shareholders happy with large dividend payments", the research body said.

Profits of the top 100 companies increased by 15.8 percent, just above the average 1990 inflation rate of 14.3 percent. Despite the recession, these companies managed to increase sales by 18.3 percent.

Sales per worker rose by 17.8 percent, suggesting improved worker productivity.

Listed companies in the engineering sector recorded, on average, a 45 percent increase in profits last year — the largest increase in profits of the JSE sectors surveyed.

Profit increases for some of the big five conglomerates might have been poor in 1990, the LRS said, but they still earned large returns on their shareholders' investment. Anglo American earned the largest return of 24 percent.

Barlow Rand's profit attributable to shareholders fell by 14.2 percent in 1990, but the company still earned "a very respectable" 22.4 percent return on shareholders' investment.

Barlow Rand group public relations manager John Cammell said the company had not increased its dividend payout.

Despite a 14.2 percent decline in attributable profit for 1990, the total wealth created by the group increased by 6.3 percent to R6.5 billion. Of this, 54 percent was distributed to employees compared with 49 percent of R8 billion in 1989. The proportion distributed to shareholders remained unchanged at 4 percent, he said.

A spokesman for the South African Chamber of Business, of which most of the top 100 companies are members, said the organisation was studying the report and may respond later.
Unions, Seifsa gear up for crucial wage talks

With retrenchments running at a high level and the economy in recession, employers and unions are preparing to do battle in this year's crucial metal and engineering sector pay talks, reports DREW FORREST.

UNIONS and employers are gearing up for the country's most important industrial council pay talks — in the giant metal and engineering industries — amid employer fears that they may prove even tougher than last year.

The talks, covering 380,000 workers and involving 14 unions and the Steel and Engineering Industries Federation, dragged on for five months last year and industry-wide strike action was narrowly averted.

This weekend, the largest union party, the National Union of Metalworkers, is to hold its annual bargaining conference. Some 350 delegates will finalise demands for industrial council talks not only for the metal, but also for the auto assembly, motor and tyre and rubber sectors.

Besides wages, Numsa said in a statement, issues covered would include the renegotiation of grading systems, the right to training for all workers and the creation of modular training systems accessible to all, compensation for the acquisition of skills, job security, job creation schemes and parental rights.

Union sources say, while wages are still a central issue, Numsa will be shifting its focus towards job creation and the restructuring of the metal industry. "It is Numsa's view that business has conclusively demonstrated it is not competent to run the economy and that labour has a major role to play in the reconstruction of the South African economy," the statement said.

To avoid a repeat of what Numsa describes as last year's "drawn-out and frustrating negotiations", employers and unions agreed on a number of measures at a pre-negotiation conference last month.

All union demands are to be in by March 4, while the unions are to distinguish between "core demands", on which settlement must be reached to reach an agreement, and "other demands", which may be dealt with outside the main forum. Each union will submit a maximum of six "core demands".

It seems likely Numsa will change its position from last year, when it was saddled with the R2-an-hour demand of its bargaining conference throughout the talks. Employers gave between 67c and R1.29.

The union said it was giving serious consideration to the fullest involvement of its membership in the bargaining process.

The state of the metal industries augurs ill for the talks. Seifsa News comments that many employers expect an even bumpier ride last year than last year.

Industrial council figures show that reported retrenchments are running at 2,100 a month, as against 1,300 in 1989.

"Employment levels are expected to decrease in the year ahead," Seifsa has said. "Factors such as the Gulf war, low gold price, political uncertainty in South Africa, lack of foreign investment and high labour costs will almost certainly exacerbate the poor business conditions in our industry."
Saturday ban protest

FIRMS that fit exhaust systems and tyres to cars met this week to plan a campaign against restrictions on Saturday work.

The meeting follows a Business Times report last week about a summons served on Safe-T-Tyres for aligning wheels to which it fitted tyres on a Saturday.

Marketing director Hylen Epstein said: "After the report we received scores of phone calls of support from the public and the trade. We have met competitors and decided to launch petitions to be signed by the public and our staff members to have the law scrapped.

"The public wants the service and many of our employees welcome the chance to earn more by working on Saturdays."

Under an agreement between the trade and the National Industrial Council for the Motor Industry firms may sell and fit tyres on a Saturday and balance the wheels — but they may not align them.

The agreement, which has the force of law, also bans the fitting of exhaust systems on Saturdays.

Many exhaust and tyre fitment centres, including the biggest, have been breaking the law for years and several have been prosecuted. They appear to regard the fine — usually a few hundred rands — as an unavoidable business cost, says an industrial council spokesman.

The council has 24 inspectors in the Southern Transvaal to monitor motor firms and prepare charges against offenders.

The spokesman says about 15 firms are prosecuted each month for working on Saturdays and there are enough contraventions to keep double the number of inspectors occupied.

- To change the law the firms must come to a new agreement with trade unions that work under the auspices of the council. But the difficulty is that after years of campaigning, the unions won a five-day week.

Although many of their members would now like to work legally on Saturdays the unions are not likely to agree unless certain conditions, considered unacceptable to employers, are met.

One union will not agree to the change unless its members receive triple pay for Saturday work.

Motor Industries Federation executive director Vic Fourie says the law should be such that each employer can decide, in consultation with his staff, the hours he remains open, that a fair rate of overtime be paid and that staff who do not wish to work overtime not be penalized.
By Dirk Tiemann

Anglo still cutting HQ staff numbers

BLOOD LETTING at Anglo American's head office is not over.

Anglo says fewer than 150 staff members will be retrenched, but some head-office sources say the number may be nearly 200.

A briefing given to one employee was that 200 would be laid off, but she believes management is not giving the true numbers.

Anglo says that its annual budget review "has reflected the overall state of the economic climate and in particular the very difficult conditions of the gold mines, to which Anglo's head office provides services".

Resort

If the gold price continues to fall and Middle East peace prospects improve, more retrenchments at Anglo and other mining houses could follow.

Anglo has taken several steps to cut costs, including a zero minimal increase in the budget, after provision for salary and wage rises. Retrenching is the last resort, says Anglo.

It has also taken employees seconded to subsidiaries outside Johannesburg off its books. Their pay has been deducted to the subsidiaries.

An Anglo spokesman says cost containment is a continuous exercise. "The reduction in staff numbers - whether through attrition, early retirement or, most regrettably, retrenchment - at Anglo's head office is not yet complete. Exercises are still in progress in a number of departments."

One is the architectural division, which was slimmed down last October. Four architects were put on early retirement, as were many administrative staff.

A 56-year-old architect says the package he received was good. He now repairs and cleans swimming pools.

"The minors were going to do more township development, but this did not materialise. We had just completed Western Deep. The architectural department which numbered about 110 in October 1989 now employs about 90."

Disaffected employees say the lay-offs come at a time when construction of a head-office building at 55 Marshall Street is going ahead.

Anglo says greater managerial efficiency, productivity and cost reduction are the reasons for going ahead with construction.

"The building will accommodate the major operating divisions under one roof. At present they are in different buildings."

Apparently, two head-office buildings will become vacant as soon as the new one is completed.

Anglo says they will be sold or let "depending on the most sensible business judgment at the time."

Pressure for cost reduction, and enhanced efficiency is greater now than in 1989.

"The project is on schedule and within budget."

The cost of the building in 1989 prices was R180-million. It has risen to R220-million. Talk is that 900 people were to be housed in the building, but only 700 will move in.

An Anglo spokesman says the plan is to accommodate 900, but the project has a three-year lead time and projections are difficult.

Cars

Cost-cutting measures already announced by Anglo include the change of its company car scheme to an allowance, which means employees must buy their own vehicles. The idea is to achieve a cash-based remuneration package. This will be implemented on March 1.

Flagship cars are being downgraded and only top executives will drive a Mercedes-Benz.

Anglo says the advantages of car allowances are that individuals will be given greater flexibility and responsibility for organising their own affairs.

An attractive part of the Anglo employment package is a 7% housing bond. Retrenched staff are given six months to transfer their bond, during which Anglo's 7% is charged.
Metalworkers union to limit wage demands

By Shareen Singh

The National Union of Metalworkers decided at a weekend meeting to limit demands for annual wage negotiations to core issues, reflecting a shift in the union's collective bargaining approach.

It was decided at the three-day meeting attended by 350 delegates from the union's 10 regions to limit demands to wages, job security and job creation, training, job grading and child care leave.

The decision to limit demands to core issues was aimed to ensure that wage negotiations can be finalised well before the expiry dates of the current agreements.

The delegates agreed to refer certain other demands to Cosatu, to be raised at negotiations with national employer groups and the State.

These demands included public holidays, job creation projects, trade union rights and hours of work.

Delegates pointed out that business in South Africa had not been competent in directing and building the economy. Investment had been dropping for several years and economic growth was negative, resulting in massive job losses.
Metal union lays down its demands

WITH annual negotiations in the metal industry looming, the National Union of Metalworkers of South Africa has decided on six core demands for national collective bargaining.

These will be limited to wages, job security, job creation, training, job grading and parental leave, the union said in a statement.

About 350 delegates from the union’s 10 regions - representing workers in the engineering, iron, steel, metallurgical, auto assembly, motor, tyre and rubber industries - met over the weekend to discuss the demands.

The industry decided to make an early start with preparations for negotiations in an attempt to conclude the process by May 31.

"This might lead to an earlier settlement than last year, but many employers predict an even bumpier ride," Steel and Engineering Industries' Federation of South Africa said in an editorial in *Sefisa News*.

Trade union and employer demands are to be submitted to the National Industrial Council by March 4.

The unions were asked to distinguish between "core" and "other" demands.

Union delegates agreed to refer other demands to Cosatu, who will raise them for negotiation with national employer groups and the Government.

These demands concerned public holidays, job creation projects, trade union rights and working hours.

Delegates agreed to demand urgent and "very large investment and job creation projects and measures against job loss".

This will be pursued through campaigns by Numsa and Cosatu. - *Sowetan Correspondent*
It is that time of year again when workers' strike action costs employers millions of rands in revenue and the talk in the boardroom shifts to mechanisation. But are people really being replaced by high-tech machinery or are employers just blowing off 'steam'? Wagner Misbach investigates:

MACHINES do not go on strike, take time off or need good working conditions to keep them working happily.

It is the ideal situation to increase productivity while keeping staff wage costs at a minimum, employers maintain.

But the above scenario is an employer's utopia. The reality is that South Africa has an extremely fragile economy which discounts the possibility of widespread mechanisation, experts argue.

Modest improvements, a natural consequence of mechanisation, would mean workers would have no income and would thus have to buy the products made by the machines that replaced them - a vicious cycle, experts say.

Employers reply that situation can be solved by increasing training. But the sad state of black education and the low wages of parents will ensure their children remain unskilled.

Recession

Figures from the Manpower Minister Mr Piet de Klerk in 1989 indicate that by the year 2000, there would be a shortage of 200 000 skilled workers if the two percent annual growth rate continues.

But the current recession in the economy has meant industry as a whole has cut spending on training.

On top of all that, skills training is not training in the essential technical fields. Reports indicate that 10 percent of South Africa's man-power is being trained in a technical field, while 70 percent would be required to meet future manpower requirements.

The manufacturing sector, which experts consider will take over from the Mine and producing 'industrial', has shown little growth in productivity or provided the expected jobs. This is despite capital intensive production now growing steadily for more than three decades.

Experts maintain that the government has been encouraging capital-intensive, rather than labour-intensive growth.

Capital-intensive investments like iron (iron and steel), Sasol (cynthetic fuels) and Armco (armaments) were established by the government from 1924 onwards. Foreign investors also played their part. By 1975 there were 75 subsidiaries of American and European companies.

The bottom line is that manufacturing has not generated growth in output or productivity, despite the increase in capital intensity, and has not created new jobs, says a report from Interfund, an influential London-based fundraising organisation.

At Iscor, 1 800 jobs will be lost at the steel giant's Pretoria works due to its rationalisation and modernisation programme, according to reports. The modernisation programme aims to change "technologically-obsolete processes".

According to the Steel and Engineering Industries Federation (Segif), the metal industry is expected to cut 37 000 jobs from a total of 387 000.

 Strikes over wages have exacerbated the situation. In the first half of 1990, strike actions resulted in the loss of almost 1.2m workdays.

But while strike action is usually the spark, it is not the sole reason for the increasing boardroom talk of mechanisation.

Mr Colin McCarthy, executive director of the Chamber of Commerce, says strikes are not the reason for employers' increasing talk of capital-intensive production.

He argues there is a myriad of factors involved, competition with cheaper overseas markets being one of the major reasons.

McCarthy says labour unrest merely accelerates unproductivity.

Inflation results because people are asking too much in wages for the same level of production. That is why South Africa's inflation rate is 14 percent compared to that of Europe's average of three percent, McCarthy maintains.

To counter businesses closing down, McCarthy believes trade unions and employers have to work together to increase production and thus workers' wages.

"It does not mean working harder, but working smarter," says a researcher for the South African Labour Development Research Unit (Saldru) at UCT disputes McCarthy's assumptions.

"All this is being blamed on the poor worker again. Studies have been undertaken in the informal sector of the clothing industry in parts of Cape Town. In this area the women we have shown workers get much higher wages because the management layer of the equation has been cut out."

He argues, however, that mechanisation is part of the broader problem of unemployment in the country, where the total level of employment has risen by only six percent in the period 1970-1985.

"The growth in overall employment can be contrasted with the expected annual increase in the number of jobseekers of over three percent."

"That means it makes it extra difficult for new job seekers to get jobs. The political implications of the problem is enormous," he said.

In industries where mechanisation seems most likely to happen, it is not financially viable.

In the motor industry, for example, mechanisation will be possible only if at least 2 000 cars are produced daily. The entire motor manufacturing industry, which consists of seven major companies, produce between 1 300 and 1 500 cars daily, according to 1988 figures.

Viable

The clothing industry is in a similar position. McCarthy says the clothing industry is still very labour intensive; mechanisation would not be viable.

The agricultural sector seems to be the most hard hit of all industries in terms of loss of jobs, according to Interfund. It reports that the Central Statistical Services (CSD) estimates that employment fell by 9.5 percent in 1988.

This sector employs the most people - 600 000 on 65 000 farms with another 600 000 employed as casual labour.

The unemployment implications of the shift to mechanised, large-scale agricultural production have been drastic, reports Interfund.

"On highly mechanised farms, wage increased 250 percent, but the number of workers permanently employed fell."

On the Anglo American Corporation (Sudell) farms, for example, laborers' wage fell from $1.00 to $0.60 for each 100 hectares.

Everyone seems to agree that mechanisation is important for the development of the South African economy, but the government's resources are scarce.

The backing in investments and technology will require billions for a competitive economy.

Already, social spending is copping the brunt of apartheid and amounts to about R5bn.

UNWANTED? Farmworkers such as these must fear for their jobs with the increasing mechanisation of their industry.

(Original Caption)
R5000 for PAC man

A WORKER dismissed recently for wearing a Pan Africanist Congress T-shirt has been awarded R5 000 in an out-of-court settlement.

Christopher Lewis, an employee at Peninsula Packaging in Cape Town, was awarded the amount after his union, the South African Chemical Workers Union (Sacwa) threatened to take the company to the Industrial Court, said Sacwa's spokesperson, Mr Peter Roman, on Wednesday.

Roman described the settlement as a victory for Sacwa. 

The company was not available for comment.
Strikes cost Frame Group R30m

THE Frame Group has reported a R25m loss of profit due to strikes. Write-offs and difficult trading conditions contributed to an interim loss of 237.5c a share compared with earnings of 6c at the 1989 interim stage.

The six months to end-December were described as the most difficult trading period in its 56-year history.

Retrenchments and the write down of stocks and assets cost R19.5m.

Frame Group

Turnover of R371.8m (R457.8m) was converted into an operating loss of R38.5m compared with a profit of R34.8m in the same period in 1989.

Attributable earnings plummeted by 503% to a loss of R40.8m (profit: R12.1m).

The group’s interim report said strikes, government’s loosening of import protection, high interest rates and the recession had put the textile industry into a crisis.

These factors resulted in subsidiary Frame Textile Corporation suffering an operating loss of R31.6m (profit of R18.1m).

Frame said the strike in July, which involved about 11,000 workers at four of the textile group’s centres, cost it R30m. Cheaper imports, SA’s oversupply of blankets and the recession caused sales volume to drop 30%.

Management said the “dramatic downturn” in sales volume cancelled the group’s efforts to reduce its stock holding.

Group borrowings amounted to R220m (R189m) at end-December.

The slump in the blanket business resulted in Frame Waverley Textiles showing a loss of R9.1m (1989 profit: R7.7m).

Directors said the second half should produce better results.

Consolidated Frame Textile made an attributable loss of R79.6m (profit: R58.8m), translating into a loss of 141.6c a share (earnings: 37.3c).
Numsa members cash in on share deal

MORE than 4 000 National Union of Metalworkers of SA (Numsa) members stand to collect more than R400 each from the proceeds of a preferential offer of Iscor shares acquired when Iscor was privatised and listed on the JSE in 1989.

Rand Merchant Bank (RMB) financed the workers’ purchase of preferentially allocated shares and underwrote the purchase price.

The shares were sold in December 1989, after the listing. RMB was repaid the amount it had advanced and the net profit of R1,6m, equivalent to 22c a share, was invested.

In the past 15 months the R1,6m has earned interest of R600 000.

At the end of 1989 Bobby Marle, Numsa’s spokesman, said the money would be invested for the workers’ collective interests.

However, early last month the union instructed RMB to distribute the profit and accrued interest to those members who had applied for shares.

Union spokesman Bernie Fanaoroff yesterday confirmed the union had decided to distribute the proceeds of the sale among members.
Numsa explains share deal

NUMSA official Bernie Fanaroff has disputed the accuracy of an article, "Numsa members cash in on share deal" (Business Day, March 1), dealing with the liquidation of a R1.9m fund created from the proceeds of the sale of Iscor shares.

Fanaroff said the article was distorted by the omission of the explanation that "the liquidation of the fund was decided on by Numsa because rival unions were using it to stir up conflict in Iscor plants". Elaborating yesterday, Fanaroff said the background to the decision was the incidents of violence since September at the Iscor plant and hostels in Vanderbijlpark, and other violent incidents involving Iscor employees in the Newcastle area.
Numsa spells out 1991 pay demands

It said the demands were limited in number to facilitate the speedy completion of bargaining which starts in the engineering and auto industries on March 14, and in the tyre industry on March 16.

"Although wages are a key demand, the other demands concentrate primarily on employment security, job creation and training," the statement said.

Numsa believed workers should have an increasing say in "economic and industrial strategy at all levels."
Lutj hopes back into the beer market by launching Brewery
Numsa steps up wage campaign

THE National Union of Metalworkers of South Africa will this year press for a R2-an-hour or 25 percent across the board increase as part of its national wage demands.

In a statement issued on Monday night, Numsa said although wages were a key demand in 1991, demands concerning employment security, job creation and training would also feature high.

"The union, therefore, believes that workers and their unions must increasingly have a say in economic and industrial strategies at all levels," Numsa argued. - Sopa.
Philips workers protest against dismissal

By Shareen Singh

Dismissed Philips SA workers yesterday demonstrated outside the company's head office in Randburg and at its Martinvale, Johannesburg, plant demanding an end to retrenchments.

The company employed sub-contracting companies to take on work in three departments, which resulted in the retrenchment of about 108 workers, it was disclosed yesterday.

A further 54 production line workers were retrenched at the company's Wardenville plant.

Fedics, XPS and Armed Response had taken over the services of canteen, transport and security respectively.

A spokesman for the National Union of Metalworkers, Omar Parker, said that if the company instituted proper training programmes for its internal staff to be more efficient, it would not require outside services.
NUMSA geared up for wage talks
Unionists seek 18% wage hike

The Confederation of Metal and Building Unions (CMBU) has submitted national pay proposals which include a demand for an 18% increase on basic wage rates.

The current hourly minimum wage in the metal and engineering industries is R4.48. The top wage is R8.50.

The CMBU also proposed that overtime exceeding 10 hours a week be paid at double the normal rate.

Director of the 90,000-strong CMBU Ben Nicholson said yesterday demands included increases to pension fund contributions, review of the notice period for short-time work and Workmen’s Compensation Act coverage for all employees.

The National Union of Metalworkers (Numsa) will demand an across-the-board increase of R2 an hour or 23% — whichever is greater — for employees in all four sectors of the industry.

Nactu’s 30,000-member Metal and Electrical Workers’ Union (Mewusa) is demanding a R1.50 an hour increase.

Spokesman Tomi Oliphant said Mewusa would pursue its demand for a minimum hourly rate of R6 for the lowest-grade workers.

It would also demand a 48-hour week and push for an end to wage differentials among the various grades.

Other demands include March 21 as a paid holiday; increases in shift and living-out allowances; and improved severance pay.

Mewusa is also tabling demands involving the training of operatives and artisans.

The first round of negotiations are scheduled for March 15.
Seifsa proposals include more overtime, less leave

THE Steel and Engineering Industries Federation (Seifsa) has, for the third consecutive year, tabled its own proposals for metal industry council talks, scheduled to start this week.

They include an increase in permissible overtime from 10 hours a week to 60 hours in any four-week cycle for non-site work and 60 hours for site work to a maximum of 20 hours a week. The overtime proposals are expected to encounter strong resistance from the unions, many of which argue for less overtime as a method of job creation.

Seifsa warned yesterday that metal industry workers were being retrenched at the rate of 2,100 a month and that many union demands were unrealistic.

Other core employer proposals include the right to deduct two days' sick leave if it is found that employees are abusing sick leave arrangements.

A Seifsa statement said the federation would seek to impose greater penalties for unauthorized absence and that employees dismissed for misconduct and re-employed by the same employer within 30 days should not be regarded as having been continuously employed.

The statement said most of the 12 registered trade unions in the industry had demanded amendments to the Main Agreement. Demands for wage increases ranged from 16% to 167%. Other union demands included a four-hour reduction in the 44-hour work week without loss of pay, an increase in employer and employee contributions to pension funds, non-scheduled employees to be covered by the Main Agreement, a minimum of four weeks' severance pay for each year of service, and 20 days' child care leave a year for all employees.

Seifsa said employers were hard-pressed to cope with the escalating cost of labour and low levels of productivity.

Despite deteriorating economic conditions and retrenchments, trade unions had submitted a large number of demands. It was unrealistic to expect employers to meet all of them.

Last week the National Union of Metalworkers (Numsa) called for a R2-an-hour across-the-board increase — or 25%, whichever was the greater. It proposed a minimum rate of R4,50 an hour in the motor industry.

Numsa also tabled proposals on job security and training, including the establishment of jointly controlled job creation schemes and union access to company information.
Overtime the issue in Seifisa demands

Counter-demands on overtime tabled by the 3 500-member Steel and Engineering Industries Federation (Seifisa) in vital metal industrial council talks are certain to hit stiff trade union resistance.

Seifisa has tabled its own proposals for the third year on the trot. They were leaked to The Weekly Mail this week after key union parties to the council publicised their demands.

Seifisa envisages a sharp increase in permissible overtime from the current 10 hours a week to 60 hours over a four-week cycle for non-site work and 80 hours for site work, with a maximum of 20 hours in any one week.

Employer calls for a scrapping of the 10-hour limit last year were rejected by unions, which called for reduced overtime to save jobs. Metal industry retrenchments are currently running at 2 100 a month.

Other Seifisa "core" demands this year include the right to deduct an additional shift, for leave pay and bonus qualification purposes, for unauthorised absences, and that workers fired for misconduct and rehired within 30 days should not be regarded as continuously employed.

In proposals for negotiation outside the main forum, it also calls for a ban on industrial action, and compulsory arbitration, in respect of essential workers such as boiler attendants and security personnel.

This week the National Union of Metalworkers unveiled its demands for central wage talks covering some 600 000 workers in the metal, motor, auto and tyre sectors.

A key Numsa aim is to build unity and equalise conditions across and within sectors.

To this end, it calls for a R2-an-hour guaranteed personal increase (or 25 percent, whichever is greater) and the scrapping of area wage differentials in all four industries.

To help line up minimum rates, it proposes a rise to R4,50-an-hour in motor, but the retention of the status quo in auto and tyre.

The R2 demand, the same as last year, represents a hike of between 21 and 44 percent in metal.

Pointing to what unions actually won last year (67c at the bottom) management insist the final award will be nowhere near the figure demanded.

A further Numsa demand is for the inclusion of an estimated 40 000 non-scheduled workers — for example, office staff — under the metal agreement.

"Twenty days' paid child-care leave a year is another across-sector demand."

As steps towards industrial restructuring, initiated in last year's talks, Numisa has tabled far-reaching proposals for job security, job creation, and training common to all sectors.

Its basic demand is for paid training for all workers, and to facilitate operator training it calls for no more than five job grades per industry — in metal there are currently 13.

Key demands include:

- The establishment of industry funds to train all workers, under joint employer-union control, to which employers would contribute 10c a worker an hour. In the metal sector, this would realise R80-million a year.
- The right of all retrenched to training, for which 10 percent of the industry funds would be earmarked.
- The establishment of jointly controlled job creation schemes.
- Union rights to information on the operation and plans of companies.
- Talks in metal and auto start on March 15 and in the tyre sector on March 14.
THE Eastern Cape is the area of South Africa hardest hit by strikes and labour unrest precisely because it is highly politicised and its workforce militant.

During a recent national stayaway organised by the ANC and Cosatu, businesses in the Eastern Cape were worst affected and most factories brought to a standstill.

Large car manufacturers in the Eastern Cape and their suppliers are most affected by the disruptions.

The National Union of Metal Workers (Numsa) met recently to formulate demands for this year’s wage negotiations in the metal and car industries.

Should this year’s negotiations be similar to negotiations of the past, it will mean car manufacturers will have to prepare themselves for an extremely uncertain period during which production will be repeatedly disrupted and profits negatively affected.

The Labour Relations Unit at the University of Port Elizabeth investigated the nature and dynamics of strikes in the Eastern Cape, and released a number of findings.

While the main cause of strikes in other parts of the country is mainly differences over wages, in the Eastern Cape it revolves around disciplinary matters and dismissals.

Research by the Unit shows that 29 percent of all strikes were caused by dismissals and disciplinary matters, while only 16 percent were caused by wage disputes.

According to the unit the majority of strikes in the Eastern Cape were a transgression of statutory and non-statutory procedures about which employers and employees had agreed.

Research has shown that most strikes are caused by breaking recognition agreements, which form the basis for the relationship between employers and trade unions.

These findings explain much of the labour unrest at the Mercedes Benz plant in East London and Volkswagen plant in Uitenhage as well as the actions taken by management.

The management of both concerns insisted that Numsa undertake not to break agreements on procedures any longer.

The findings of the labour consultants – that trade union leaders have become more sophisticated in their negotiations but still have little understanding of their implications – is reflected in the attitude of Eastern Cape workers.

Judy Parfitt, a lecturer at the Labour Relations Unit at UPE, said research has shown that workers prefer illegal action to legal strike action.

"Only nine percent of the 127 strikes in 1989 took place according to prescribed procedures, while the rules were ignored in 85 percent of the strikes. Strikes were called before the statutory channels for solving disputes were fully utilised," she said.

The Labour Relations Unit found that workers in the Eastern Cape don’t take prescribed procedures into consideration.

As things stand, employers in the Eastern Cape might be correct to ask if it is worth negotiating procedures with trade unions when such agreements are being ignored.
Anglo denies talks with ANC on jobs for exiles

Anglo American had never held talks with the ANC or any other political organisation regarding the employment of returning exiles, spokesman James Duncan said yesterday.

He was responding to a report that ANC officials had held talks with Anglo American in a bid to secure jobs for their returning members.

Mr Duncan was quoted as saying the company would be "happy to assist with job placements".

Mr Duncan conceded that Anglo had discussed the matter with a number of intermediaries, some of whom might have been representing the ANC.

ANC spokesman Aziz Pahad said yesterday that the ANC had contacted a number of companies and employers to ask them to consider employing returning exiles. — Political Staff
Seifsa, unions to meet over wages

THE annual wage negotiations in the metal industry, which start on Friday, will take place against a background of declining economic conditions and escalating costs of labour and low productivity.

At a Johannesburg media briefing yesterday, the Steel and Engineering Industries Federation said South Africa was a high-wage country compared with its competitors on the international market.

"With labour becoming expensive and (our) technology lagging behind, some South African products are becoming increasingly uncompetitive in the international markets," said executive director Mr Brian Angus.

Seifsa said an estimated 28,000 employees were retrenched last year.

Angus said, however, that the number could be much higher as the figures did not include administrative and sales staff.

He said despite the deteriorating economic conditions and the alarming number of retrenchments, trade unions had submitted wage increases of up to 167 percent.

The negotiations between 12 unions representing 273,203 workers and 9,000 companies employing more than 360,000 people represented more than a third of the total manpower engaged in manufacturing activity in South Africa, said Seifsa.

Besides wages, trade unions are expected to demand a 40-hour working week without loss of pay. This featured prominently last year's talks.

"The National Union of Metalworkers' demand for centralised bargaining is presented against the background of increasing employer demands for exemption from the main agreement on an industrial sector and regional basis.

Angus said employers were demanding a move away from the main agreement towards sector and regional agreements because of specific economic circumstances in certain areas. - Sapa."
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<td>By the substitution for Note (b) of the following: &quot;(b) &quot;mining&quot; the process by which useful minerals are obtained from the earth's surface or crust, both by surface mining or by underground mining, including the metallurgical processes necessary to recover metals or minerals from the ores or materials mined and the rehabilitation of the surface of any open-cast mine, but does not include exploration or prospecting operations;&quot;</td>
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**Note.**—The definition of "mining" is extended to include "the rehabilitation of the surface of any open-cast mine". The amendment has retrospective effect to 29 December 1999.

### BYLAE

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<th>IV</th>
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<td>Deur Opmerking (h) deur die volgende te ver-vang: &quot;(h) &quot;mybou&quot; die proses waardoor bruikbare minerale versky van die aarde se oppervlakte af kome, deur bo- en ondergrondse mybou, moet inbegrip van die metallurgiese prosesse wat nodig is om metale of mineralie te herwin van die erts of materiaal wat ongin is en die rehabilitasie van die oppervlakte van enige groefmyn, maar sluit nie eksplotasie of prospekteer werkzaamhede in nie;&quot;</td>
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**Opmerking.**—Die onskrywing van "mybou" word uitgebrei om "die rehabilitasie van die oppervlakte van enige groefmyn" in te sluit. Die wyziging het terugwerkende krug tot 29 December 1999.

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### DEPARTMENT OF MANPOWER

**No. R. 522**

**15 March 1991**

**LABOUR RELATIONS ACT, 1956**

MOTOR INDUSTRY.—AMENDMENT OF PENSION FUND AGREEMENT

I, Eli van der Merwe Louw, Minister of Manpower, hereby in terms of section 48 (1) (a) of the Labour Relations Act, 1956, declare that the provisions of the Agreement (hereinafter referred to as the Amending Agreement) which appears in the Schedule hereto and which relates to the Undertaking, Industry, Trade or Occupation referred to in the heading to this notice, shall be binding, with effect from 1 April 1991 and for the period ending 1 February 1996 upon the employers' organisations and the trade unions which entered into the Amending Agreement and upon the employers and employees who are members of the said organisations or unions.

E. VAN DER M. LOUW,
Minister of Manpower.

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### DEPARTEMENT VAN MANNEKRAY

**No. R. 522**

**15 Maart 1991**

**WET OP ARBEIDSVERHOUDINGE, 1956**

MOTORNYWERHEID.—WYSIGING VAN PENSIOENFONDSOOREKOMKOMS

Ek, Eli van der Merwe Louw, Minister van Mannekrag, verklaar hierby, kragtens artikel 48 (1) (a) van die Wet op Arbeidsverhoudinge, 1956, dat die bepaling van die Ooreenkoms (hierna die Wysigingsooreenkom de genoem) wat in die Bylre hiervan versy en betrekking het op die Onderneming, Nywerheid, Bedryf of Beroep in die opskrif by hierdie kennisgewing vermeld, met ingang van 1 April 1981 en vir die tydperk wat op 1 Februarie 1996 eindig, bindend is vir die werkgewersorganisasies en die vakverenigings wat die Wysigingsooreenkom aangegaan het en vir die werk- gewers en werknemers wat lede van genoemde organisasies of verenigings is.

E. VAN DER M. LOUW,
Minister van Mannekrag.
SCHEDULE
THE NATIONAL INDUSTRIAL COUNCIL FOR THE
MOTOR INDUSTRY

MOTOR INDUSTRY PENSION FUND
AGREEMENT

in accordance with the provisions of the Labour Relations
Act, 1956, made and entered into by and between the
South African Motor Industry Employers’ Association
and the
South African Vehicle Builders’ and Repairers’
Association

(hereinafter referred to as the “employers” or the “employers’ organisations”), of the one part, and the
Motor Industry Employees’ Union of South Africa
and the
National Union of Metalworkers of South Africa

(hereinafter referred to as the “employees” or the “trade unions”), of the other part,

being the parties to the National Industrial Council for the Motor Industry,


1. CLAUSE 2.—SCOPE OF APPLICATION OF AGREEMENT

(1) The terms of this Agreement shall be observed throughout the Republic of South Africa (excluding the area occupied by the Cape Explosives Works Ltd, Somerset West) by all employers in the Motor Industry who are members of the employers’ organisations and by—

(a) all members of the Motor Industry Employees’ Union of South Africa, including apprentices; and

(b) all journeymen members of the National Union of Metalworkers of South Africa who are validly in possession of a Grade CA or CAE membership card issued to them prior to 1 January 1984.

(2) Notwithstanding the provisions of subclause (1), in the case of journeymen who are members of the National Union of Metalworkers of South Africa and their employers (in respect of such journeymen), the terms of this Agreement shall be observed only in the Province of Natal, the Cape Province and the Magisterial Districts of Alberton, Barberton, Benoni, Bethal, Boksburg, Brakpan, Brits, Ermelo, Germiston, Heidelberg (Transvaal), Johannesburg, Kempton Park, Klerksdorp, Krugersdorp, Lichtenburg, Middelburg (Transvaal), Nelspruit, Pieterburg, Pienaar, Potchefstroom, Pretoria [including those portions of the Magisterial District of Odi and Morolela which, prior to 1 June 1972 (Government Notice No. 872 read with Government Notices Nos. 893 and 894 of 26 May 1972)], fell within the Magisterial District of Pretoria, Randburg, Randfontein, Roodepoort, Rustenburg, Springs, Standerton, Vanderbijlpark, Vereeniging, Witbank, Bloemfontein (including those portions of the Magisterial Districts of Jagersfontein and Petrusburg which, prior to the publication of Government Notice No. 1106 of 25 July 1993, formed part of the Magisterial District of Bloemfontein, but excluding that

BYLAE

DIE NASIONALE NYWERHEIDSRAAD VIR DIE
MOTORNYWERHEID

PENSOENFONDS VIR DIE MOTORNYWERHEID

OOREENKOMS

coreenoomsig die Wet op Arbeidsverhoudinge, 1956, gesluit
deur en aangegaan tussen die
South African Motor Industry Employers’ Association

daan die
South African Vehicle Builders’ and Repairers’
Association

(hierdie die “werkgewers” of die “werkgewersorganisasies”
genoom), aan die een kant, en die
Motor Industry Employees’ Union of South Africa

daan die
National Union of Metalworkers of South Africa

(hierdie die “werkners” of “vakverenigings” genoem), aan die ander kant,
wat die party is by die Nasionale Nywerheidsraad vir die
Motornywerheid,


1. KLOUSLE 2.—TOEPASSINGSBESTEK VAN
OOREENKOMS

(1) Hierdie Ooreenkomst moet oral in die Republiek van
Suid-Afrika (uitgesonderd die gebied geokkupeer deur die
Cape Explosives Works Ltd, Somerset-Wes) nagekom word
deur alle werkgewers in die Motornywerheid wat lede van die
werkgewersorganisasie is en deur—

(a) alle lede van die Motor Industry Employees’ Union of South Africa, met inbegrip van vakleerlinge; en

(b) alle vakmanlede van die National Union of Metalwork-
ers of South Africa wat in bezit is van ’n geldige lidmaatskap-
kaart graad CA of graad CAE wat voor 1 Januarie 1984 aan
hulle uitgereik is.

(2) Ondanks subklausule (1) moet hierdie Ooreenkomst, in
die geval van vakmanne wat lede is van die National Union of
Metalworkers of South Africa en hul werkgewers (ten opsigte
doorsame vakmene), nagekom word net in die proviniese
Natal, die Kaapprovinsie en die landdorsoforde Alberton,
Barberton, Benoni, Bethal, Boksburg, Brakpan, Brits,
Ermelo, Germiston, Heidelberg (Transvaal), Johannesburg,
Kempton Park, Klerksdorp, Krugersdorp, Lichtenburg, Middel-
burg (Transvaal), Nelspruit, Pieterburg, Piet Retief, Pot-
chefstroom, Pretoria [met inbegrip van daardie gedeelte van
die landdorsoforde Odi en Morolela wat voor 1 Junie 1972
(Goewermentskennisgewing No. 872, gelee saam met
Goewermentskennisgewing Nos. 893 en 894 van 26 Mei
1972), binne die landdorsoforde Pretoria geval het, Randburg,
Randfontein, Roodepoort, Rustenburg, Springs, Standerton,
Vanderbijlpark, Vereeniging, Witbank, Bloemfontein [met in-
begrip van daardie gedeelte van die landdorsoforde
Jagersfontein en Petrusburg wat voor die publicasie van
Goewermentskennisgewing No. 1106 van 26 Julie 1993 deel
uitgemaak het van die landdorsoforde Bloemfontein, maar
portion of the Magisterial District of Bloemfontein which, prior to the publication of Government Notice No. 2076 of 19 November 1971, fell within the Magisterial District of Thaba Nchu and Kroonstad (including that portion of the Magisterial District of Hennenman which, prior to the publication of Government Notice No. 790 of 30 May 1983, formed part of the Magisterial District of Kroonstad).

2. CLAUSE 3.—DEFINITIONS

Insert the following definition for the definition “pensionable remuneration”:

"pensionable remuneration" means the amounts which an employer would normally and/or regularly pay to an employee, either weekly or monthly in respect of the ordinary hours required to complete either a full normal week or months, as the case may be, and does not include any remuneration which an employee who is employed on a piecework basis receives over and above the amount which he would have received if he had not been employed on such basis, but shall include commission received on the sale of goods: Provided, however, that all remuneration received in excess of R6 000.00 per month is excluded;”.

Signed at Cape Town, on behalf of the parties, this 7th day of November 1990.

T. NIEUWOUDT,
President of the Council.

W. DE KLERK,
Vice-President of the Council.

H. C. L. LOOCK,
General Secretary of the Council.

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PHYTOPHYLACTICA

This publication deals with plant pathology, mycology, microbiology, entomology, nematology, and other zoological plant pests. Four parts of the journal are published annually.

Contributions of scientific merit on agricultural research are invited for publication in this journal. Directions for the preparation of such contributions are obtainable from the Director, Agricultural Information, Private Bag X144, Pretoria, to whom all communications in connection with the journal should be addressed.

The journal is obtainable from the above-mentioned address at R10 plus GST per copy or R40 per annum, post free (Other countries R12,50 per copy or R50 per annum).

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PHYTOPHYLACTICA

Hierdie publikasie bevat artikels oor plantpatologie, mikologie, mikrobiologie, entomologie, nematologie en ander dierkundige plantplae. Vier dele van die tydskrif word per jaar gepubliseer.

Verdienstelike landboukundige bydraes van oorspronklike wetenskaplike navorsing word vir plasing in hierdie tydskrif verwelkom. Voorskrifte vir die opstel van sulke bydraes is verkrybaar van die Direkteur, Landbou-inligting, Privaatsak X144, Pretoria, aan wie ook alle navrae in verband met die tydskrif gerig moet word.

Die tydskrif is verkrybaar van bogenoemde adres teen R10 plus AVB per eksemplaar of R40 per jaar, posvry (Buitelands R12,50 per eksemplaar of R50 per jaar).
Absenteeism follows Alexandra violence

INDUSTRIAL areas surrounding Alexandra reported widespread absenteeism yesterday after weekend violence in the township.

A random survey of companies in the Wynberg area showed attendance varied between zero and 100%.

Companies which reported partial work attendance or a total stayaway from work included the Wynberg Group, Wynberg Brake & Clutch Centre and Wynberg Bearing Centre.

A spokesman for Dan Perkins Toyota Wynberg said although all employees had reported for work, the company was sending staff home early.

Management was working out contingency plans for today, he added.

Other companies in the area to report a 100% staff attendance were Wynberg Auto Services, Wynberg Exhaust & Accessories and Wynberg Motor Trimmers.

A spokesman for Wynberg Exhaust & Accessories said yesterday the company had also decided to send staff home early.
Resizing IT division
the ‘key to survival’

TO MAINTAIN their competitive edge, companies are
down sizing, right-sizing, and realizing as they restructure
their operations.

Vice president and chief information officer for US-
based Armco Steel, Tom Lutz, who is discussing these
issues at a seminar in Johannesburg on March 18, ex-
plains that companies are faced with the need to cut
costs and do things in a new way to survive and succeed.

"Traditional-
y, organisations are structured on what they have done in the past,
and must now restructure or realize their operations.

"Studies in the US show that in most cases, reducing
staff and still continuing to do things the traditional way
doesn’t work."

"In the 80s, Fortune 500 companies cut out 3.5-million
jobs. Yet it’s believed that today there is still 25% fat in
these companies."

"Companies are realizing that to compete versus global
basis, they must get more results from fewer people.
Resizing means putting the right talent in the right place."

"In the 90s, it seems we must take another 25% of people
cut of business — not to cut costs, but to make
companies more responsive. Larger companies are more
resistant to change."

Companies most successful at resizing are those
which take on new cultures to fit in with changes. Staff
must continually change and learn to do new jobs.

Lutz reckons a problem for many is that they try to
streamline things that should not be a concern.

IT is a tool to help companies realize in the right
way, but IT is often one of the slowest things to
change.

The computer systems put in place to support the
way the company works are often built for the “old
style” of doing things.

“IT staff say it will take
five years to rewrite their
old systems, but companies
can’t survive waiting for
IT, so one of the first de-
partments which should be
resized is the IT division.

“The answer could be to
move work which needs to
be done here to outside
companies.”

Lutz says one company
which had a system de-
velopment cycle of four to five
years has seen this fall to
seven to nine months by
outsourcing development
and maintenance of critical
systems.

He argues that the single
hindrance to matching the
changing organisational
structure of companies is the
resistance to change of
IT staff.

"Downsizing of IT de-
partments which was pre-
dicted in the 80s hasn’t hap-
pened. We’ve moved more
of the Information Systems
function to users, but IT
staffing is the same size.

“My company has seen
the number of its minicom-
puters rise from 10 to 40,
and PCs from about 25 to
5 000, and its mainframe
computing load has in-
creased by 30%.

“We’re restructuring the
IT architecture to match
our business needs — and
this doesn’t necessarily
mean less cost, but rather
increasing productivity.”
THE forestry and forest products industry offers a broad range of careers in some of SA's largest and most successful companies.

Forestry research also offers many opportunities, says Forestry Council promotion committee chairman Bruce Mackenzie.

He says the well-trained and experienced forest and forest products professional is employable almost anywhere in the world where trees are grown.

The manpower required in this industry includes:

- People with diplomas in tree growing, analytical chemistry, chemical engineering, pulp and paper technology and solid wood processing (sawmilling).
- People skilled in the construction of roof trusses, timber frame housing, special flooring and specially engineered wood products, many of which are computer designed, as well as skilled salaenee, computer programmers and operators, administrative personnel and qualified artisans such as mechanics, electricians and plumbers.

The sector is becoming ever more competitive in respect of salary levels.

There are three institutions where education can be obtained at degree and national diploma level, all three open to all.

- The University of Stellenbosch offers degree courses in forest science, forest science-forest conservation, wood science and forest science-engineering. As the forestry faculty at Stellenbosch is the only one of its kind in the country, some lectures are given in English, and exams may be written in English or Afrikaans to accommodate English-speaking students who make up a substantial portion of the total.
- The Saasveld School of Forestry at George offers the national diploma courses in forestry and in wood production engineering, in which academic semesters are backed by practical semesters on a forestry estate or at a timber processing plant.
- The Natal Technikon offers the national diploma in pulp and paper technology, in which academic semesters are backed by periods of practical training at the pulp and paper mills.
Pay settlement levels 'continue to increase'

WAGE settlement levels continued to increase between November 1990 and last month, with the average increase negotiated continuing at over 17%, say industrial relations consultants Andrew Levy and Associates.

The consultants' February edition of Bargainers' Bulletin says this happened despite unions dropping their opening demands.

A survey of early 1991 private sector negotiations found that unions were coming to the bargaining table with fewer peripheral demands and dropping these at an early stage of talks.

After wages, job security was unions' top priority while they still tended to avoid productivity bargaining.

The report says lowered opening demands should not be interpreted as indicating an easier bargaining environment.

It says this is rather "a tactic which generally heralds a tough round of negotiations."

Most companies no longer have to grant larger increases to lower paid workers to keep up with various minimum levels. "Gone are the days of conscience payouts," the report concludes.

Management tended to table counter-demands, often at an early stage of the negotiation process. Employers also attempted to persuade unions to agree to clauses limiting absenteeism.

VERA VON LIERES

The average negotiating time was shorter in February this year (72 days) than in February 1990 (85 days).

Between November 1990 and February 1991, 48.6% of agreements were reached only after some form of union action.

The most popular forms of industrial action were overtime bans (40.3%), go-slow (30.3%) and work stoppages (15.5%).

Strike action accounted for only 7.9% of recorded industrial action.

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Source: ANDREW LEVY & ASSOCIATES

Graphic: FERRA HIRSCH
Seifsa calls for union restraint over wages

EMPLOYERS in the metal and engineering industries have called for union restraint in view of poor economic conditions prevailing in the industry.

The Steel and Engineering Industries’ Federation of SA (Seifsa) said in a statement at the weekend that negotiating parties had made good progress in motivating their various demands at the opening round of annual wage negotiations in the industry held in Germiston on Friday.

Seifsa said representatives of the industry’s 12 trade unions presented more than 30 demands for changes to the main agreement.

These included wage increases ranging from 16% to 167%, demands to reduce the working week from 44 to 40 hours without loss of pay, and a number of demands related to training and security of employment.

Employers presented six proposals for changes to the agreement and called for union restraint.

Seifsa executive director Brian Angus stressed that metal industry workers were being retrenched at the rate of 2,100 a month.

He said employers were hard-pressed to cope with the escalating costs of labour and low levels of productivity and that SA products were becoming increasingly uncompetitive in international markets.

The parties agreed to continue talks on March 26.
Workers laid off

THE South African steel industry is under such heavy pressure that 100 steel workers are laid off every day.

Mr Hendrik van den Heever, spokesman for the steel and engineering federation Selisa, said the main reason for the industry's woes were a reduction in orders from its traditional parastatal clients such as Armscor.

The industry also faced hardship due to the slump experienced by South African mining companies.

Moreover, the low productivity of South African workers meant that the steel industry in this country could not compete financially with foreign markets, Mr van den Heever said. - Sapa.
Airports to be commercialised

GEORGE — SA's nine state airports could be fully commercialised by next year, Transport Minister George Bartlett said yesterday.

Bartlett said state airports would not be privatised but would probably continue to be run on a commercial basis by companies owned 100% by the state.

Bartlett was speaking at a ceremony at which George's PW Botha Airport received the Airport of the Year award.

He said full privatisation of airports was "a long way off" and that commercialisation under state control was the preferred means of making them profitable.

"Airports have to offer all user airlines equal service opportunities and accommodation in landing slots, ground facilities and passenger and baggage handling services," he said.

Bartlett said a task group comprising the Department of Civil Aviation and other parties with interests in the commercialisation of airports had been convened to investigate several possible models.

Bartlett said full commercialisation could be expected within the next year. In terms of the commercialisation proposals, separate companies would be set up for each of the nine state airports.

"These companies, with independent trading accounts, will be accountable for the failure or success of each airport which will have to be run according to sound business practices," he said.

Bartlett likened the proposed model to the UK's previous state-controlled Airport Authority, and said the new structures would probably resemble state corporations similar to Eskom, Iscor and Sasol.

He added that the Transport Department had been preparing for the change in airport management and had called for nominations of people to sit on an Air Services Licensing Council which would be charged with implementing new policies.

SAA CE Gert van Veer said the airline was not going to make a nomination as it was not prudent for airport users to be put in a position where they would be granting themselves licences.

Major health care challenges face SA

PRETORIA — The provision of an equitable non-discriminatory health care system was one of the major challenges facing the health care sector. National Health and Population Development director-general Coen Slabber said yesterday.

Speaking at the SA Nursing Council AGM, Slabber said other challenges were AIDS, the unacceptably high population growth, rapid urbanisation, the low economic growth rate and shortage of funds.

It was decided that the future health care system had to be based in primary health care and had to provide an equitable service accessible to all.

And Nursing-Council president Wilms Kotze said there was reason for grave concern about the shortage of nurses particularly in the fields of intensive care and cancer.

She said the number of nurses had risen by 2% last year.

Delegates will discuss union issues

VERA WONG

THE Nactu-affiliated Metal and Electrical Workers' Union (Mewusa), representing 26 000 workers, is to hold its national congress in Johannesburg this weekend.

Mewusa general secretary Tom Chipperfield said yesterday about 350 delegates from various regions countrywide would meet to discuss a range of issues.

Mewusa is one of the 12 unions involved in negotiations in the metal and engineering industries.

It is demanding a R1.50-an-hour across-the-board increase for all employees and a minimum hourly rate of R5 for the lowest grade workers.

It is also demanding a 40-hour week and pushing for wage differentials between various grades to be eliminated.

Other demands include a week's paid public holiday; an increase in shift allowances; and a minimum four weeks severance pay per year of service.

The union has also tabled demands on the training of operatives and artisans which, it says, is one of its main demands.

The next round of talks in the metal and engineering industry will take place early next week.
A Rubicon speech, says Cosatu

COSATU described the Budget as Finance Minister Barend du Plessis' "Rubicon" and said it was a "bitter disappointment for workers and their families".

The labour federation said last night social spending in fact remained at the same percentage (38%) as last year.

It criticised Du Plessis for shifting the tax burden onto ordinary people and off the shoulders of the large corporations.

"There was no vision of a new economic growth path, or an overall economic development strategy which would create jobs for our people, address critical social needs and lay the basis for the development of our manufacturing sector."

"There is also no movement in the direction of restructuring and developing our moribund manufacturing sector. Barend du Plessis has attacked workers for lack of productivity, but has totally failed to give workers any incentive to produce."

The National Council of Trade Unions (Nactu) said the allocation of resources and social spending continued to discriminate between the races — as evidenced by spending on social pensions.

Nactu general secretary Cunningham Ngcukana said money allocated for housing was far from adequate and government had not indicated how it would intervene in fighting unemployment except for the distribution of food parcels — which Nactu rejected as an inadequate proposal.

Institute of Personnel Management (IPM) executive director Dani Mitchell said the Budget went a long way towards addressing critical issues relating to human resources.

Mitchell said the IPM looked forward to the increased capital expenditure on the building of schools, but called for the rationalisation of the education system into a single non-racial entity.

The IPM welcomed the increase in social spending and hoped the tax concessions to manufacturers and entrepreneurs would result in growth and job creation.

It also welcomed the further separation of the taxation of married women and the cuts in the maximum marginal tax rate.
Numsa homes in on training

VERA VON LIERES

problem being that the capital is not being directed to productive investment."
Numsa said there were various mechanisms, including taxation, prescribed investments, negotiations and nationalisation to unlock this capital.

There was also an urgent need for coherent policies for technology development, exploitation of markets, education, technical and commercial training, and other policy areas which were vital for the development of industrial capacity and employment.

Numsa said there was a need for a higher level of productivity in the manufacturing industry, particularly for capital productivity. Where labour productivity was concerned, the union believed this could be raised only "by an intensive and large investment in technical training".

Training programmes needed to include paid training for all workers; formal education components; the recognition of prior skills gained through experience and the restructuring of production to use these greater number of workers.

These policies would require business to accept major changes, including the need for state intervention in industrial strategy.

Business also needed to accept that all industrial strategy, including technology policy, investments and training strategies had to be negotiated with unions.

Numsa is calling for a R2-an-hour across-the-board increase — or 35% — whichever is the greater.

It has proposed a minimum rate of R4,59 an hour in the motor industry.

Numsa also tabled important proposals for job security and training, including the establishment of jointly controlled job creation schemes and union rights to company information.

Another demand was for the inclusion of non-scheduled workers under the Main Agreement.
Mercedes workers’ sacking fair

By Shareen Singh

The dismissal of 521 employees who occupied the Mercedes-Benz plant during a strike last year was fair, according to an arbitration award. Mercedes-Benz management dismissed the workers after they had occupied the company’s manufacturing plant in East London between August 16 and September 2 during a lengthy illegal strike which cost the company millions.

The arbitrator found that the employees who occupied the plant had been guilty of misconduct and that the company’s decision to dismiss them was fair. He ruled that the employees were in breach of agreed collective procedures and that their conduct was not conducive to a continuing employment relationship.

The methods used by the workers to achieve their demands were illegitimate, in defiance of their union and in violation of a Supreme Court order, the arbitrator found.
Top companies invited to conference on exiles

THE MDs of 250 top SA companies have been invited to a meeting next month to discuss the training and employment of exiles.

Perm MD Bob Tucker initiated the meeting, according to the latest issue of Finance Week.

It will take place on April 25 at the Perm’s head office, the financial magazine reports.

The meeting will examine ways to assist exiles and company representatives will have an opportunity to discuss the issue with the heads of political organisations’ repatriation departments as well as the National Co-ordinating Committee of the Repatriation of SA Exiles (NCCR).

Companies invited reportedly include Volkswagen, Liberty Life, BMW, the PG Group, Nampak and Anglo American.

Anglo American spokesmen are on record as having expressed support for efforts to find exiles jobs on their return, but have also raised doubts about their ability to do so.

Skilled people would be placed if they met employment specifications, an Anglo spokesman said.

The Consultative Business Movement (CBM) is involved in the meeting.

Invitations would be sent to the movement’s 80 members, a CBM spokesman said last night.

Separate to the meeting, the CBM was trying to raise funds to pay the salaries of two full-time organisers, who would assist with the repatriation process under the auspices of the NCCR.

The two organisers, who would be employed for six months, would try to find exiles jobs and establish training facilities, the CBM spokesman said.
35 000 could lose jobs in steel-related industries

MORE than 35 000 hourly paid employees will be retrenched this year in steel-related industries as the most severe conditions since 1982 take their toll, says Mike McDonald, chief economist at the Steel and Engineering Industries Federation (Seifsa).

A report in the latest Engineering Week says this represents a 30% increase on last year’s figure of 27 000 and a 220% increase on the 16 000 retrenched in 1989.

Between 7 000-8 000 are expected to be dropped from the Mossgas payroll alone.

Seifsa executive director Brian Angus said many companies had put their workforces on short time and others were liquidating. Economic difficulties were not likely to begin clearing up until next year.

McDonald said his 35 000 estimate was conservative. Also, it represented only hourly paid employees.

This excluded salaried support staff such as white collar workers, technicians, inspectors and probably most store clerks.

McDonald said: “It appears retrenchments of white collar workers is widespread at the moment.”

Engineering Week said that so far this year 3 500 employees in the steel industry had been laid off.

A look at some of the industry’s main customers confirmed the difficult conditions. Parastatals such as Mossgas, Eskom, Armscor and Transnet had slashed capex to a minimum.

The building industry — another major source of work — was also in difficulty.

Bilsa economist Charles Martin estimated that steel consumption in the building industry would drop 10%-15% this year compared with last year.
Major gains for workers from 'destructive' unions

SA LOST more man-days due to industrial action over the last five years than during the previous 76 years, says industrial relations researcher Duncan Innes.

Writing in the Innes Labour Brief, he said this could be interpreted as evidence that unions had played a purely destructive role in SA's economic life.

However, if union actions had damaged the economy, they had also brought considerable financial benefits to black workers. Employment had fallen significantly over the last five years, while 1.4-million new workseekers entered the labour market.

Innes said many commentators had argued that "rising wages place too big a financial burden on companies, which are then forced to retrench".

He said, however, a situation of falling employment was hardly favourable for trade union activity.

Unions functioned best in an expanding economic environment as recessionary conditions generally weakened their bargaining positions.

The continuation and even intensification of conflict in management-union relations could only make an already bad situation worse.

Certain key phases detectable in the evolution of black unionism suggested 1990 could prove to be an important turning point — ushering in a more constructive era in employer-union relations.

Innes said perhaps the most significant indication of this shift emerged out of the struggle waged around the Labour Relations Amendment Act (LRRA).

The unions' dual strategy of rendering aspects of the Act unworkable while simultaneously opening discussions with employers around their grievances eventually produced the agreement now serving as the basis for the forthcoming legislative changes.

The most significant aspect about government's decision to enact new legislation based on this agreement was that it represented "the first real example of a tripartite approach to labour legislation involving all racial groups on a representative basis".

If future political legislation could be based on a similar model of tripartite agreements "we may even be able to express a degree of optimism for the future of our country", Innes said.
SA ‘will need more than cheap labour’

SOMERSET WEST — SA could not hope to enter the highly competitive world market on the strength of cheap labour alone, an internationally renowned economist said yesterday.

Prof Alice Amsden of the New School of Social Research opened a high-level discussion on pressure groups and policy at the Wits University Economic Initiative on Policy and Development in Sub-Saharan Africa.

She and Prof Deepak Lal of University College, London, used the examples of Taiwan, Korea and Japan extensively to illustrate trends in late industrialisation. Amsden said there was no single factor which could be identified as the determinant for more rapid growth in certain countries than in others.

Late industrialisation, however, was an exclusive process of growth through borrowed technology and through learning.

Devaluation

“The real hero of late industrialisation is the production engineer,” Amsden said. It was he who knew how borrowed technology worked and how to go about adapting and improving it, and how these aspects affected the real competitive component.

Unlimited labour supply and concurrent constant downward pressure on wages was another property of late industrialisation. Japan, Korea and Taiwan were classic examples illustrating that low wages alone could not make them competitive and how, for instance, repeated devaluation of exchange rates were necessary.

What had made them better than other countries, though, was their manner of subsidy allocation which differed markedly from the “give-away” principles applied in India and SA.

Subsidies in East Asia were generally given on the principal of reciprocity. This demanded substantial performance in exchange, such as high standards of production, training of labour in exchange for low wages, re-investment of profits in production rather than the export of capital or re-investment in real estate, hotels or other non-productive havens.

The result was firm discipline on capital and labour.

Another discernible property of late industrialisation was that there was no distinction to be drawn between import substitution and export growth.

“These two are totally interlinked,” Amsden said. “In Korea, a classic example, no foreign cars were seen for 25 years and no Korean cars were seen in foreign countries for 25 years.

“But ultimately you get the exports…”

On the question of whether SA could really compete in the world on the basis of market prices, she said: “The answer is: in some (products), but in most, not. Too much has been spent on research and production development.”

There was no doubt governments played a persuasive role in the East Asian champion economies, mostly controlling all the financial markets, interest rates and prices.

What characterised their success was the seriousness with which development was regarded — the resources committed to gather the necessary intelligence on which was the right industry and what were the optimal world production techniques to be employed in it.

“The world is a tremendously competitive place,” she said. SA could not think it was able to enter the world market on the strength of cheap labour alone.

It depended largely on the extent to which resources were directed at identifying profitable industry sectors and techniques which would allow a “leapfrog” to the world’s technological frontier.” — Sapa.
Unions turn down Seifsa wage offers

PETER DELMAR

THE Steel and Engineering Industries Federation (Seifsa) tabled wage offers of between 7% and 10% at yesterday's second round of national negotiations and indicated that there was little room for movement on its part.

Seifsa executive director Brian Angus said in a statement that management hoped the unions would accept the offer, which he described as a "serious" one.

The offer was rejected by all 12 unions yesterday.

The National Union of Metalworkers of SA (Numsa) has demanded a 25% across-the-board increase.

Angus appealed to the unions to help complete negotiations before June when the industry's main agreement expires.

Seifsa's offer applies to 13 job categories. Labourers have been offered 10%, while the 7% applies to artisans.

Seifsa agreed attention would be given to the issues of training and job creation.

The employer federation also urged unions to agree to a joint AIDS education programme.

Numsa has demanded joint control over job creation schemes and paid training for retrenched workers.

Another of its demands is an improvement in child care leave.
Steel unions reject Seifsa wage offer

By Shareen Singh

Twelve unions involved in wage negotiations in the steel engineering industry this week rejected the employers' wage offer which, they claim, is well below the inflation rate and lower than what employers had offered last year.

The employer body, the Steel Engineering Industries Federation (Seifsa), tabled a wage offer ranging from 7 to 10.5 percent.

This amounts to increases in the various wage categories ranging from 39c an hour for labourers to 67c for artisans.

The proposed increases would raise wage rates in the industry to R4.57 and R10.17 an hour for labourers and artisans respectively.

Seifsa informed trade unions at the wage talks that employers would approach wage negotiations this year differently.

In the past, employers tended to make a number of wage offers during the course of negotiations, but this would not be the case this year and Seifsa urged the unions to take the employer offer seriously.

Retrenched

Seifsa agreed with the unions that attention must be given to training and job creation in the industry, where an average of 2 000 workers a month were retrenched since the beginning of this year.

The biggest union in the industry — the National Union of Metalworkers, with a registered membership of about 113 000 — demanded a lower percentage wage than it did last year.

In 1990 the union had asked for 24.1 percent at the top and 56.2 percent at the bottom. This year the union demanded 21.1 percent and 47.3 percent respectively, Seifsa said.
bling and punitive interest rates are forcing more and more companies to the wall? The short answer is: not very well.

Take the gold mining industry for example. Chamber of Mines senior GM John Liebenberg notes that the industry is fighting for survival. At the current gold price and rand-dollar exchange rate levels, about 18 of SA’s gold mines are operating at a loss. About 40,000 jobs were lost on gold mines last year and if the gold price hoovers at its current level, a further 45,000 retrenchments can be expected this year. He predicts total gold mining employment, if the current trend holds, could soon contract from some 350,000 workers a few years ago to around 350,000.

What has been the National Union of Mineworkers (NUM)’s response to this? NUM has yet to table its demands for the current round of bargaining, but the Council of Mining Unions (CMU) representing skilled mine workers has come in with a demand for a 20% across-the-board increase — the same figure it has put on the table for the last three years. (The CMU settled for 13.5% last year.) Liebenberg says he’s disappointed at this because their demand “does not seem to take into account the circumstances in the national economy and mining industry.”

By contrast, since the no-win miners’ strike of 1987, negotiations with the NUM have been “sophisticated” with full compliance with the provisions of the Labour Relations Amendment Act. Last year, gold miners managed to wrest an average increase of 14.5% (much higher on some mines) from mine owners. It must be said, though, that the chances of them doing the same this year in the deteriorating circumstances gold miners now find themselves in, are not good. Though he’s not heard from the NUM directly, Liebenberg says he senses some economic realism is permeating union thinking. He says union negotiators appear to be aware that the situation being faced by mines is not a short-term cyclical downturn, but a longer-term fundamental restructuring of the industry. “One hopes that they now accept that there is a trade-off between jobs and higher packages. They can’t have both.”

He stresses that if wage increases are anything like last year’s, there’s going to be a lot more retrenchment on the mines.

Having said that, he notes that “if we were to grant increases purely on the level of the gold price, there wouldn’t be any increases at all this year. We have to take socio-economic conditions into account, what our wage increases will do to the national economy, the inflationary pressures on our workers and so on. We will have to see what the traffic will bear this year.”

This appears to indicate that the mines, like other major employer groups, may well be prepared to sacrifice some short-term financial expediency for the greater economica good of an emergent new SA. Yet for every “social contract” protagonist, there are others who will venture that employers are coming to the end of their “conscience” money. After years of granting their unionised employees above-inflation increases in an honest attempt at equalising incomes, without any concomitant productivity gains, they are losing patience.

They are entering into wage negotiations in good faith — trade unionism in SA is, after all, an established fact of life — but they’re tabling some fairly onerous counter-demands of their own. Among these are, looking to higher productivity by linking bonuses to absenteeism (a sore point among employers with the mass protests season about to start) and insisting that unions subscribe to a code of conduct during the negotiating process.

For their part, unions are not keen to put productivity improvements on the agenda. Their rationale, quite logically, is that higher productivity will ultimately mean fewer jobs.

And where productivity gains have been wrung from unions, they have often been Pyrrhic victories — accompanied as they invariably are by retrenchment clauses which stipulate that “no permanent employee will be retrenched as a result of improved productivity.”

With such entrenched positions evident on both sides, it looks like the 1991 bargaining season is going to be a tough one. In short, expectations on the part of union members are high, yet management is being asked to justify granting increases substantially above inflation.

Erika Jankowitz of Andrew Levy & Associates observes that unions are coming in with a host of peripheral demands — such as Numsa’s call for maternity benefits and job security guarantees — but are dropping them quite early in the negotiations in order to focus more strongly on the wage issue. Jankowitz expects settlements this year to range between 16.5% to 16.9% — still substantially above inflation estimated at around 13% for 1991.

In addition, she says, there is a tendency for industrial action — overtime bans, go-slow and work stoppages being the most popular — to accompany wage bargaining. “In February last year, 40% of settlements processed reported industrial action, whereas this year, 48.6% of agreements were reached after some form of industrial action.”

It’s possible that most unions will stop short of strike action, though. Last year, more than 4m man-days were lost through strikes — the most strike-prone year since the labour turbulence of 1987. Though there were some nasty and protracted strikes among them — OK Bzaars, Southern Sun and Naspers — unions came away with few major concessions.

Jankowitz argues that widespread retrenchments — an estimated 41% of the economically active population is now unemployed — and the need to protect existing jobs with built-in job security agreements, have bowed unions somewhat. But she stresses that the combative mood unions are in doesn’t rule out strikes entirely. Last year, 66% of strikes were wage related.

In the current industrial relations climate, she cautions employers not to indulge in “parachute” bargaining. If employers table low counter-offers and plead inability to pay on the basis that a higher wage settlement will force them out of business, they had better be able to back up their claims.

The Cape Town-based Labour Research Service recently castigated companies quoted on the JSE for last year achieving profits on average 20% up on the previous year, yet creating only 0.01% more jobs. Their argument is that companies prefer to reduce their work force and post good profits, which benefit shareholders, rather than save or create more jobs which would benefit workers.

Is this true? It’s a charge employers may find themselves having to rebut in the hard period that lies ahead.
Unions defy layoff threat

By DON ROBERTSON

The second round of wage negotiations between the Steel Engineering Industry Federation of SA (Seifsa) and trade unions this week was unsuccessful in spite of the threat of more layoffs.

Seifsa, which has indicated that it will take a tougher stand this year, offered its 280,000 employees a wage increase ranging from 7% to 10.5%.

The 12 trade unions demanded increases of between 16% and 18.7%.

The unions made 30 demands for changes to the main wage agreement, including a reduction in the working week to 40 hours from 44 hours.

Employers were prepared to consider only six.

Earlier this week, Seifsa chief economist Mike McDonald warned that 35,000 hourly paid employees could be laid off this year as the worst trading conditions since 1986 gripped the industry.

In discussions this week, Seifsa executive director Brian Angus said he was concerned about the number of retrenchments taking place — about 2,100 a month.

Mr Angus said several companies had put their workers on short time and many others had gone into liquidation.

Employers have offered increases ranging from 30c an hour for labourers to 67c an hour for artisans.

This would be an increase to R4.87 an hour and R10.17 an hour respectively.

Seifsa has agreed that more attention must be given to training and development and job creation in the industry, but suggests that these matters be discussed separately.

The current wage agreement ends at the end of May. Seifsa insists that a new agreement must be concluded before then.

Negotiations will continue on April 11.
DEPARTMENT OF MANPOWER

No. R. 705 5 April 1991

LABOUR RELATIONS ACT, 1956

CLOTHING INDUSTRY, EASTERN PROVINCE—RE-ENACTMENT OF MAIN AGREEMENT

I, Elé van der Merwe Louw, Minister of Manpower, hereby—

(a) in terms of section 48 (1) (a) of the Labour Relations Act, 1956, declare that the provisions of the Agreement which appears in the Schedule hereto and which relates to the Undertaking, Industry, Trade or Occupation referred to in the heading to this notice, shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 30 April 1991, upon the employers' organisation and the trade union which entered into the Agreement and upon the employers and employees who are members of the said organisation or union; and

(b) in terms of section 48 (1) (b) of the said Act, declare that the provisions of the Agreement, excluding those contained in clauses 1 (1) (a), 2, 3, and 9 shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 30 April 1991, upon all employers and employees, other than those referred to in paragraph (a) of this notice who are engaged or employed in the said Undertaking, Industry, Trade or Occupation in the areas specified in clause 1 of the said Agreement.

E. VAN DER M. LOUW,
Minister of Manpower.

SCHEDULE

INDUSTRIAL COUNCIL FOR THE CLOTHING INDUSTRY, EASTERN PROVINCE

MAIN AGREEMENT

in accordance with the provisions of the Labour Relations Act, 1956, made and entered into by and between the

Eastern Province Clothing Manufacturers' Association
(hereinafter referred to as the "employers" or the "employers' organisation"), of the one part, and the

South African Clothing and Textile Workers' Union
(hereinafter referred to as the "employees" or the "trade union"), of the other part,

being the parties to the Industrial Council for the Clothing Industry, Eastern Province.

1. SCOPE OF APPLICATION OF AGREEMENT

(1) Subject to the provisions of subclause (2) hereof, the terms of this Agreement shall be observed in the Clothing Industry—

(a) by all employers who are members of the employers' organisation and by all employees who are members of the trade unions;

(b) in the Magisterial Districts of Port Elizabeth (including that portion which was, in terms of Government Notice No. 1515 of 4 October 1963, transferred to the Magisterial District of Hankey), East London and in that portion of the Magisterial District of Uitenhage which was, in terms of Government Notice No. 1687 of 5 September 1975, transferred from the Magisterial District of Port Elizabeth.

DEPARTEMENT VAN MANNEKRAG

No. R. 705 5 April 1991

WET OP ARBEIDSVERHOUDINGE, 1956

KLERASIENYWERHED, OOSTELIKE PROVINSIE—HERBEKRAGTIGING VAN HOOFFOOREENKOMS

Ek, Elé van der Merwe Louw, Minister van Mannekrag, verklaar hierby—

(a) kragtens artikel 48 (1) (a) van die Wet op Arbeidsverhoudinge, 1956, dat die bepalings van die Ooreenkoms wat in die Bylae hiervan verskyn en betrekking het op die Onderneming, Nywerheid, Bedryf of Beroep in die opskrif by hierdie kennisgewing vermeld, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 30 April 1991 eindig, bindend is vir die werkgewersorganisasie en die vakvereniging wat genoemde Ooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasie of vereniging is; en

(b) kragtens artikel 48 (1) (b) van genoemde Wet, dat die bepalings van die genoemde Ooreenkoms uitgesonder dié vervat in klusules 1 (1) (a), 2, 3, en 9 met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 30 April 1991 eindig, bindend is vir alle ander werkgewers en werknemers as die genoem in paraagraaf (a) van hierdie kennisgewing wat betrokke is by of in diens is in genoemde Onderneming, Nywerheid, Bedryf of Beroep in die gebiede in klusule 1 van die genoemde Ooreenkoms gespesifiseer.

E. VAN DER M. LOUW,
Minister van Mannekrag.
(2) Notwithstanding the provisions of subclause (1) (a), the terms of this Agreement shall only apply in respect of employees for whom wages are prescribed in this Agreement.

(3) The terms of this Agreement shall not apply to a designer, foreman, factory clerk and supervisor who is remunerated monthly at a rate in excess of the weekly wage prescribed in this Agreement for such employee, multiplied by four and a third, and whose conditions of employment include the following provisions:

(a) That his contract of service may not be terminated without a month's notice;

(b) that his monthly remuneration may not be reduced as a result of short-time working, unpaid public holidays or periods of absence through illness not exceeding 10 working days in any one year of employment and subject to the production of a medical certificate if required by the employer.

2. PERIOD OF OPERATION OF AGREEMENT

This Agreement shall come into operation on a date to be fixed by the Minister of Manpower in terms of section 48 (1) of the Act and shall remain in force for the period ending 30 April 1991, or for such period as may be determined by him.

3. SPECIAL PROVISIONS


4. GENERAL PROVISIONS

The provisions contained in clauses 3 to 7 (3) (e), 7 (3) (g) to 22 and 26 to 28 of the Former Agreement, as further extended, renewed, amended or re-enacted from time to time, shall apply to employers and employees.

5. CLAUSE 4 OF THE FORMER AGREEMENT.—WAGES

(1) Substitute the following for subclause (1):

"(1) The minimum wage which an employer shall pay to each member of the undermentioned classes of his employees shall be as set out hereunder:

<table>
<thead>
<tr>
<th>Classes</th>
<th>Wages per week</th>
</tr>
</thead>
<tbody>
<tr>
<td>Foreman</td>
<td>283,60</td>
</tr>
<tr>
<td>(b) Designer:</td>
<td>283,60</td>
</tr>
<tr>
<td>Qualified</td>
<td>359,70</td>
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<tr>
<td>Learners:</td>
<td></td>
</tr>
<tr>
<td>first 26 weeks</td>
<td>108,65</td>
</tr>
<tr>
<td>second 26 weeks</td>
<td>131,70</td>
</tr>
<tr>
<td>third 26 weeks</td>
<td>160,75</td>
</tr>
<tr>
<td>fourth 26 weeks</td>
<td>181,96</td>
</tr>
<tr>
<td>fifth 26 weeks</td>
<td>205,45</td>
</tr>
<tr>
<td>sixth 26 weeks</td>
<td>225,85</td>
</tr>
<tr>
<td>seventh 26 weeks</td>
<td>247,90</td>
</tr>
<tr>
<td>eighth 26 weeks</td>
<td>270,79</td>
</tr>
<tr>
<td>ninth 26 weeks</td>
<td>288,43</td>
</tr>
</tbody>
</table>

(2) Ondanks subklousle (1) (a) is hierdie Ooreenkoms van toepassing slegs ten opsigte van werknemers vir wie lone in hierdie Ooreenkoms voorgeskryf word.

(3) Hierdie Ooreenkoms is nie van toepassing nie op 'n ontwerper, 'n voorman, 'n fabriekskerklerk en 'n toesigshouer wat maandeliks besoldig word teen 'n hoër koers as die weekloon wat in hierdie Ooreenkoms vir sodanige werknemer voorgeskryf word, vermenigvuldig met vier en 'n derde, en wie se diensvoornaamde onderstaande bepalings insluit:

(a) Dat sy dienskontrak slegs met 'n maand kennisgewing beëindig mag word;

(b) dat sy maandeliks besoldig nie vermindig mag word nie as gevolg van kortydwerk, openbare vakansiedae sonder besoldiging of tyderke van afwezigheid weens sykdom van hoogstens 10 werkdae in 'n bepaalde jaar diens en behoudens die indiening van 'n mediese sertifikat die Werkgever dit vrees.

2. GELDIGHEIDSDUUR VAN OOREENKOMS

Hierdie Ooreenkoms treed in werking op die datum wat die Minister van Mannetjie kragtans artikel 48 (1) van die Wet vaststel, en bly van krug vir die tydperk eindigende 30 April 1991 of vir die tydperk wat hy bepaal.

3. SPESIALE BEPALINGS


4. ALGEMENE BEPALINGS

Die bepalings soos vervat in klousules 3 tot 7 (3) (e), 7 (3) (g) tot 22 en 26 tot 28 van die Vorige Ooreenkomst soos verder verleen, herherlewig, gewysig of herbelewig van tyd tot tyd, is van toepassing op sowel werkgewers as werknemers.

5. KLOUSULE 4 VAN DIE VORIGE OOREENKOMS.—LONE

(1) Vervang subklousle (1) deur die volgende:

"(1) Die minimum loon wat 'n werkgever aan elke lid van ondervennelde klasse van sy werknemers moet betaal, is soos volg:

<table>
<thead>
<tr>
<th>Classes</th>
<th>Loon per week</th>
</tr>
</thead>
<tbody>
<tr>
<td>(a) Voorman</td>
<td>283,60</td>
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<td>Wages per week R</td>
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<tr>
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<tr>
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<td>118.47</td>
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<td>second 26 weeks</td>
<td>111.53</td>
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<td>162,01</td>
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<td>exceed 2 722 kg…</td>
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<td>(i) Drywer van 'n motorvoertuig waarvan die onbelaste massa:</td>
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<td>(ab) meer as 453 kg maar hoogstans 2 722 kg is…</td>
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<td>(ac) meer as 2 722 kg maar hoogstans 4 556 kg is…</td>
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<td>213,67</td>
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</table>
(ae) A supervisor shall be paid the qualified rate applicable to the employees being supervised, plus 33½ per cent.

Provided that—

(i) a trainee supervisor shall serve a probationary period not exceeding six months and shall be paid the qualified rate applicable to the employees being supervised, plus 10 per cent;

(ii) a trainee supervisor, who is not considered suitable for promotion after completion of the probationary period, shall return to his former position at his former wage."

(2) Delete subclause (3).

(3) Substitute the following for subclause (6):

"(6) Notwithstanding anything to the contrary contained herein, the wage of an employee, who—

(a) immediately prior to the date on which this Agreement comes into operation, is in receipt of a wage higher than that prescribed for the class of work on which he is engaged shall, with effect from the date on which this Agreement comes into operation, be increased by an amount equal to the difference between the wage prescribed in the Agreement published under Government Notice R. 102 of 19 January 1990, and the wage prescribed in this Agreement for the class of work on which he is engaged.".

6. CLAUSE 13 OF THE FORMER AGREEMENT.—ANNUAL PAID LEAVE AND PAID PUBLIC HOLIDAYS

(1) Substitute the following for subclause (1) (c):

"(1) (c) In addition to the leave referred to in subclause (1) (a) and (1) (b), every employer shall grant two days paid occasional leave and the days to be taken as occasional leave shall be decided by the employer in consultation with the union/employees: Provided that an employee who is required by his employer to work on the shift immediately preceding and/or following any of the two days referred to in this subclause and who absents himself from work on such shift or shifts, shall not be paid for such occasional leave not worked unless he was absent with the permission of the employer or on account of sickness which is certified by a registered medical practitioner.".

(2) Substitute the following for subclause (7) (a):

"(7) (a) Good Friday, Easter Monday, Workers' Day, Ascension Day, Republic Day, Day of the Vow, Christmas Day and New Year's Day shall be holidays on full pay: Provided that—

(i) whenever an employee works on any of these days, his employer shall pay him remuneration at a rate of not less than his ordinary remuneration in respect of the total period worked on such day, in addition to the remuneration to which he would have been entitled had he not so worked;

(ii) an employee who is required by his employer to work on the shift immediately preceding and/or following any of the public holidays referred to in this subclause and who absents himself from work on such shift or shifts, shall not be paid for such holiday not worked unless he was absent with the permission of the employer or an account of sickness which is certified by a registered medical practitioner.".

(3) Substitute the following for subclause (9):

"(9) In the event of Republic Day falling on a Friday, no work shall be performed after 15h30 on the day immediately preceding such Friday and the employees shall receive full pay in respect of the remaining hours normally worked on Thursday afternoons: Provided that where work is performed..."
after 15h30 on such afternoon the employees shall, in addition to their ordinary wages, be paid at overtime rates for all time worked after 15h30 on that day: Provided further that the provisions of this subclause shall not apply in respect of an employee who is absent from work during the morning work period of the day immediately preceding Republic Day."

7. CLAUSE 20 OF THE FORMER AGREEMENT.—
COUNCILS FUNDS

Substitute the expression "15 cents" for the expression "ten cents".

8. CLAUSE 21 OF THE FORMER AGREEMENT.—
WELFARE FUND

(1) In the heading to this clause substitute the expression "Supplementary Benefits Fund" for the expression "Welfare Fund".

(2) In subclause (2) insert the following new paragraphs:

"(d) are entitled to a grant when proceeding on confinement leave in terms of clause 39";

(e) lose earnings as a result of proceeding on compassionate leave/paternity leave in terms of clause 31."

(3) Delete subclause (3) (b).

(4) Substitute the following for subclause (4):

"(4) An employee who has been employed in the industry for not less than 13 weeks and who has been absent from work on account of short-time shall be entitled to 50 per cent of his actual daily wage: Provided that no benefits shall be paid to an employee who earns the equivalent of four days’ wages in any week, irrespective of the number of days such an employee may work during that week: Provided further that the amount paid to an employee shall not be in excess of 10 days in any period of 12 consecutive calendar months."

(5) In subclause (5)—

(a) substitute the expression "50 per cent of his actual weekly wage" for the expression "not less than R4 per calendar week";

(b) delete proviso (ii).

(6) In subclause (6), substitute the figure "R20" for the figure "R6" and the expression "24 months" for the expression "12 months".

(7) Insert the following new subclause after subclause (6) (bis):

"(6) (ter) An employee who has been a member of the Fund for 13 weeks and who proceeds on compassionate/paternity leave in terms of clause 31 shall be entitled to claim leave pay.".

9. CLAUSE 29 OF THE FORMER AGREEMENT.—
PROCEDURES

Substitute the following for clause 28:

"Every employer shall negotiate at plant level with the union procedures relating to grievances, discipline, retrenchment and the functioning and training of shop stewards."

10. Insert the following new clause 31:

"31. COMPASSIONATE/PATERNITY LEAVE

(1) Compassionate/paternity leave amounting to three days per year shall be granted to an employee as follows:

(a) In the event of the death of a close relative. In this regard, ‘close relative’ shall mean spouse, child of an employee, and mother and father of an employee or his spouse;

(b) in the event of the confinement of an employee’s wife.

op so ‘n middag gewerk word die werknemers benewens hul gewone lone teen die tariewe vir oortydwerk betaal moet word vir al die tyd wat hulle na 15h30 op daardie dag gewerk het: Voorts met dien verstande dat hierdie subklousle nie van toepassing is nie op ‘n werknemer wat van die werk afwesig is gedurende die opgedeelwerkperiode van die dag onmiddellik vir Republiekgod."

7. KLOUSULE 20 VAN DIE VORIGE OOREEKOMS.—
FONDSE VAN DIE RAAD

Vergang die uitdrukking “tien sent” deur die uitdrukking “15 sent”.

8. KLOUSULE 21 VAN DIE VORIGE OOREEKOMS.—
WELSYNFONDS

(1) In die opsik van hierdie klousule vervang die uitdrukking “Welsynfonds” deur die uitdrukking “Aanvullende Bystandsfonds.”.

(2) In subklousule (2) voeg die volgende paragrafe in:

"(4) geregtig is op ‘n toelaai wanneer hulle ingevolge klousule 30 met kraamverlof gaan;

(e) verdienste vertoof as gevolg daarvan dat hulle ingevolge klousule 31 met deernis-vaderskapverlof gaan.”.

(3) Skrap subklousule (3) (b).

(4) Vervang subklousule (4) deur die volgende:

"(4) ‘n Werknemer wat minstens 13 weke in die Nwyerheid werksaam en weens korttyd van sy werk afwesig was, is op 50 persent van sy werlike dagloon geregtig: Met dien verstande dat geen bystand betaal moet word aan ‘n werknemer wat in ‘n bepaalde week die ekwivalent van vier dae se loon verdien nie, alhoewel van die getal dae wat sodanige werknemer gedurende daardie week werk: Voorts met dien verstande dat die bedrag wat aan ‘n werknemer betaal word, vir hoogstens 10 dae mag wees in ‘n tydperk van 12 agter-
eenvolgende kalendermaande.”.

(5) In subklousule (5)—

(a) vervang die uitdrukking “minstens R4 per kalenderweek” deur die uitdrukking “50 persent van sy werlike weekloon”;

(b) skrap voorbehandelingspaling (ii).

(6) In subklousule (6), vervang die syfer “R6” deur die syfer “R20” en die uitdrukking “12 maande” deur die uitdrukking “24 maande”.

(7) Voeg die volgende nuwe klousule in na subklousule (6) (bis):

"(6) (ter) ‘n Werknemer wat 13 weke leef van die Fonds was en wat ingevolge klousule 31 met deernis-vaderskapverlof gaan, is daarop geregtig om verlofbetaling te eis.”.

9. KLOUSULE 29 VAN DIE VORIGE OOREEKOMS.—
PROSEDURES

Vergang klousule 29 deur die volgende:

"Elke werkgewer moet op fabrieksvlak met die vakvereniging procedures beding in verband met griewe, discipline, personeelvermindering en die funksie en opleiding van werkweekaanswengers.".

10. Voeg die volgende nuwe klousule 31 in:

"31. DEERNIS-VADERSKAPVERLOF

(1) Deernis-vaderskapverlof wat drie dae per jaar beloop, moet soos volg aan ‘n werknemer toegestaan word:

(a) In die geval van die afsterwe van ‘n bloedverwant.

In hierdie verband, beteken ‘bloedverwant’ gade, kind van ‘n werknemer, en moeder en vader van ‘n werknemer of sy gade;

(b) in die geval van die bevalling van ‘n werknemer se vrou.
(2) Payment for such leave shall not be made by the employer but from the Supplementary Benefits Fund."

This Agreement signed at Port Elizabeth, on behalf of the parties this 18th day of October 1990.

E. W. BAILEY,
Chairman.

L. MAASDORP,
Vice-Chairman.

B. J. WILSON,
Secretary.

No. R. 706 5 April 1991

LABOUR RELATIONS ACT, 1956

CLOTHING INDUSTRY, EASTERN PROVINCE.—
RE-ENACTMENT OF PROVIDENT FUND
AGREEMENT

I, Eli van der Merwe Louw, Minister of Manpower, hereby—

(a) in terms of section 48 (1) (a) of the Labour Relations Act, 1956, declare that the provisions of the Agreement which appears in the Schedule hereto and which relates to the Undertaking, Industry, Trade or Occupation referred to in the heading to this notice, shall be binding, with effect from the Second Monday after the date of publication of this notice and for the period ending 30 April 1991 upon the employers’ organisation and the trade union which entered into the Agreement and upon the employers and employees who are members of the said organisation or union; and

(b) in terms of section 48 (1) (b) of the said Act, declare that the provisions of the Agreement, excluding those contained in clauses 1 (1) (a), 2 and 3 shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 30 April 1991 upon all employers and employees, other than those referred to in paragraph (a) of this notice who are engaged or employed in the said Undertaking, Industry, Trade or Occupation in the areas specified in clause 1 of the said Agreement.

E. VAN DER M. LOUW,
Minister of Manpower.

SCHEDULE

INDUSTRIAL COUNCIL FOR THE CLOTHING INDUSTRY,
EASTERN PROVINCE

PROVIDENT FUND

AGREEMENT

in accordance with the provisions of the Labour Relations Act, Act No. 28 of 1956, made and entered into by and between the

Eastern Province Clothing Manufacturers’ Association
(hereinafter referred to as the “employers” or the “employers’ organisation”), of the one part, and the

South African Clothing and Textile Workers’ Union
(hereinafter referred to as the “employees” or the “trade union”), of the other part,

being the parties to the Industrial Council for the Clothing Industry, Eastern Province.

(2) Belasting vir sodanige vertof moet nie deur die werk-
gewer gemaak word nie maar deur die Aanvullende Bystand-
fonds.”.

Hierdie Ooreenkoms is namens die partye op hede die
18de dag van Oktober 1990 in Port Elizabeth onderteken.

E. W. BAILEY,
Voorsitter.

L. MAASDORP,
Ondervoorsitter.

B. J. WILSON,
Sekretaris.

No. R. 706 5 April 1991

WET OP ARBEIDSVERHoudINGE, 1956

KLERASIENYWERHEID, OOSTELIKE PROVIN-
sIE.—HERBEKRAGTIGING VAN VOORSORG-
FONDSOORENKKOMS

Ek, Eli van der Merwe Louw, Minister van Mannek-
krug, verklaar hierby—

(a) kragtens artikel 48 (1) (a) van die Wet op Arbeids-
verhoudinge, 1956, dat die bepalings van die Ooreen-
koms wat in die Bylae hiervan verskyn en betrekking het op die Onderneming, Nywerheid, Bedryf of Beroep in die opskrif by hierdie kennisgewing vermeld, met ingang van die tweede Maandag na die datum van publisisie van hierdie kennisgewing en vir die tydperk wat op 30 April 1991 eindig, bindend is vir die werkge-
wersorganisasie en die vakvereniging wat genoemde
Ooreenkoms aangegaan het en vir die werkgewers en
werknemers wat lede van genoemde organisasie of
vereniging is; en

(b) kragtens artikel 48 (1) (b) van genoemde Wet,
dat die bepalings van die genoemde Ooreenkomst uit-
gesonder dit vervat in klusules 1 (1) (a), 2 en 3 met
ingang van die tweede Maandag na die datum van
publisisie van hierdie kennisgewing en vir die tydperk
wat op 30 April 1991 eindig, bindend is vir alle ander
werkgewers en werknemers as dié genoem in para-
graaf (a) van hierdie kennisgewing wat betrokke is by
of in diens is in genoemde Onderneming, Nywerheid,
Bedryf of Beroep in die gebiede in klusule 1 van die
genoemde Ooreenkoms gespesifieer.

E. VAN DER M. LOUW,
Minister van Mannekrag.

BYLAE

NYWERHEIDSRAAD VIR DIE KLERASIENYWERHEID,
OOSTELIKE PROVINsie

VOORSORGFONDS

OORENKKOMS

ooreenkomstig die Wet op Arbeidsverhoudinge, Wet No. 28
van 1956, gesluit deur en aangegaan tussen die

Eastern Province Clothing Manufacturers’ Association
(hierna de “werkgewers” of die “werkgewersorganisasie”
genom), aan die een kant, en die

South African Clothing and Textile Workers’ Union
(hierna die “werknemers” of die “vakvereniging” genom)
an die ander kant, en die

wat die partye is by die Nywerhedsraad vir die Klerasieny-
werheid, Oostelike Provincie.
Agencies confirm slump is hitting job opportunities

EMPLOYMENT agencies specialising in professional, secretarial, marketing, sales and clerical positions have experienced a drop of nearly 50% in the number of people being taken on, compared with March last year, a Business Day survey has found.

The survey, conducted among leading personnel agencies in Johannesburg found there had been a drop of between 40% and 50% in the formal economic sector as recession continued and thousands of people were laid off.

However, Browns Personnel Consultants MD Morris Walsh said although the employment rate had declined by nearly 50% from July last year to January this year, there was a huge shortage of skilled people in the engineering and technical fields.

The agency specialises in recruiting for the technical, production and manufacturing side.

Increased

Walsh said SA was starved of technicians and engineers and needed a huge influx in the area.

Drake Personnel MD Grant Chaney said the agency was experiencing an increased demand on the industrial side.

In addition, there was a growth in temporary employment.

This, he predicted, would become a future trend.

Kelly Services MD John Dawkins said the situation was particularly bleak for matriculants, graduates and army-leavers.

However, while many companies were retrenching staff, firms would generally bend over backwards to accommodate “good” staff. Job opportunities were still available in more skilled areas.

Dawkins, in a statement, offered advice on ways of cutting down the risk of retrenchment included making oneself indispensable to the company by taking on as many extra responsibilities as possible; having pride in the company’s product and services; keeping up with company developments; cultivating an ability to get on with people; and looking for better and less expensive ways of doing things.

He said most companies were cutting staff complements to the stage where every person in the company had to be productive. Training programmes were being discontinued. However, many companies still had training schemes, especially for black employees.

Professional Assignment Group chairman Sidney Catto said although the situation was bleak, and the formal employment sector was not providing sufficient jobs, the small business sector was gaining momentum.

He said typical SA companies were not taking a long-term view of the situation and employees lost to the formal sector were unlikely to return when the economy picked up.

Quest Personnel Group executive assistant Lyn Palmer said the type of jobs available at the moment were for people well qualified in their fields.

She said employees tended to place job security above financial improvement when considering a move.

Staff Plan spokesman, Claire Colander said the situation generally was bleak and companies tended to employ people with qualifications and job experience.

Greta Personnel MD Marie Devreux said although the agency was still finding positions for qualified people, since about October last year it had become difficult to place graduates.
Scene set for tense pay talks

VERA VON LIEBER

ANNUAL wage negotiations in the tyre and vehicle industries were set to be "tough and tense," National Union of Metalworkers (Numsa) official Les Kettle said yesterday.

The second round of negotiations, covering about 60 000 workers, took place last week. Meetings were held for major tyre and vehicle manufacturers to respond to union demands tabled last month.

Kettle said industry employers said last week wage increases would have to be substantially below the inflation rate. Numsa rejected this position.

Numsa demands included:
- Training for all workers;
- Industry funds to finance training of retrenched workers; and
- Job creation schemes to be established and administered by senior employer and union representatives.

Rights

Numsa said longer-term planning at industry level, in which unions played a central role, was urgently required.

The union said employers should finance planning, including research and development; agree on a code of -basic worker rights; and negotiate investment decisions, work organisation and productivity with unions.

Automobile employers' caucus chairman Dave Kirby said that last week's meeting gave employers an opportunity to present their position. The industry was "not finding it easy".

A key issue in this year's negotiations would be job security, he said. Wage offers had not yet been tabled but the parties had decided on central issues around which to negotiate.

The third round of talks will take place next week.
Numsa, employers set for tough talks

By Shareen Singh

There were early indications that annual wage negotiations in the tyre and car industries would be tough and tense, the National Union of Metalworkers (Numsa) said yesterday.

At the second round of wage talks last week, employers in the industry stated that wage increases needed to be substantially below the current inflation rate and offered a 7 percent increase.

Numsa warned that wage increases below the inflation rate were unacceptable and would not be negotiable. The union was demanding R2 an hour across-the-board increase — the same as its opening demand last year.

Central to the negotiations this year were Numsa’s demands on employment security and training. It proposed that all workers be trained and that industry funds be set up to finance training. It also called for job creation schemes.

The next round of negotiations takes place next week.
Crisis is looming for new job seekers

PRETORIA — Only one in 10 of the more than 300,000 people entering the job market this year was likely to find a job in the formal sector if economic trends continued, Volkskas chief economist Adam Jacobs said yesterday.

He was commenting on the latest Central Statistical Service (CSS) employment figures in mining and quarrying, manufacturing, and construction.

These show that more than 70,000 jobs were lost in the three major employment areas last year. A 10% drop in mining and quarrying was 702,332. By the end of last year, it had dropped to 660,000.

Manufacturing's total employment declined by 14% to 1.4 million and in construction, the work force decreased from 412,690 to 398,700.

The employment slide continued this year. In January, manufacturing jobs decreased by a further 0.3% and construction by 1.3%.

Official figures show the formal sector's ability to absorb entrants into the job market was 73.8% between 1965 and 1970.

Between 1985 and 1989, it hit a low of 12.5% and could drop to one in 10.

Jacobs said only one in every eight new entrants to the labour market could find permanent work in the formal sector.
Seifsa wage offer rejected

By Shareen Singh

Employers and unions in the metal industry failed to reach agreement at the third round of wage negotiations yesterday, despite an improved wage offer. The Steel Engineering Industries Federation (Seifsa), the employer body, said the revised wage offer provided for increases ranging from 8 to 11.6 percent.

In earlier talks, employers had offered increases ranging from 7 to 10.5 percent. The proposed new increase would raise rates to R4.62 and R10.26 an hour for labourers and artisans respectively.
Tyre bosses offer seven percent

Tyre manufacturers Firestone, Gestyre and Tycom have responded to union wage demands in industrial council talks with a "measly" opening offer of seven percent, according to the National Union of Metalworkers.

Numsa has demanded a guaranteed personal increase of R2 an hour and the retention of the current R5.50 minimum in the tyre talks, one of four industry pay negotiations involving the union.
At the same time automobile employers, meeting Numsa last week for the second round of talks, warned that pay rises this year would have to be substantially below the inflation rate.

Numsa said it told employers that below-inflation rises were unacceptable and non-negotiable.

In a statement, it also said it had urged longer-term planning at industry level, in which unions would be "central players".

Employers should finance planning, including research and development, agree to a code of worker rights and negotiate on investment decisions, manpower levels, work organisation and productivity.
Edworks pegs hopes on major changes

MARIA KLEIN (12)

FSI subsidiary Edworks is undergoing major changes to turn its losses at the December year-end into profits.

During the past two months the company introduced a "hands on management team" and cut back on certain service divisions, resulting in about 60 retrenchments.

Edworks, which covers Pick-a-Pair, Marcello and Koko stores, incurred a trading loss of R11.4m in the year to end-December.

CBS Hilton Nowitz said in an interview yesterday that Edworks' rate of progress had not been as fast as anticipated since it was bought by FSI following its provisional liquidation in June 1989. The company had not expanded since then — it remained with 270 stores — and its progress had been limited.

Although 66 people were retrenched, Nowitz said this had no implication for the stores or for the company's 1,400 workers. Retrenchments resulted mainly from the closure of head office departments, including property, marketing and printing.

Nowitz said the group's strength lay in the location of its stores, and with the long-term aim of expanding the business, new stores would open during the next few years.

A major problem with previous management was a lack of footwear expertise and a lack of knowledge of what was going on at lower levels. However, Nowitz said Edworks' problems were inherent in the business.

Edworks had reassessed all the areas which needed to be addressed, including market identity, margins, over-heads, and particularly, the lack of systems.

Nowitz said the company was in a strong position in terms of future growth because of its new management team, backlog and sound locations, and he expected a significant turnaround.

He said that FSI had made a commitment in terms of employing top management to help improve profits and "get back to basics".
Strike continues

THE nationwide strike by 800 members of the Trans- port and General Workers Union at Waste-Tech entered its second week yesterday with the union and manage- ment still deadlocked over wage increases and work conditions.

Management at Waste-Tech has threatened to charge the union for intimidation against its temporary work staff in the Johannesburg depot.

A union spokesman said they would investigate the alleged incidents but also said the company's actions were "provocative".

The union spokesman said the company had failed to respond to the union's proposals to end the impasse, in- stead employing "scab labourers" to undermine the union.
Strike threat as talks fail

THE Building Construction and Allied Workers Union has reached a deadlock in their wage negotiations with Mondi Timbers.

The company has refused to budge from their offer of a 13 percent wage increase.

"As we have now deadlocked at the conciliation board, we are left with no option but to ballot for a strike. We have reached a point whereby we cannot tolerate exploitation from any angle."

"We would definitely consider asking our co-workers in the same industry to support our rightful action," BCAWU general secretary Mr Vusi Thusi said.

Dispute

The union has now informed the Department of Manpower that the dispute has not been resolved.

The department will refer the matter to its director-general in terms of the Labour Relations Act.

A company representative said: "We maintain that the 13 percent wage increase across the board is the final offer and we are not going to budge."
Investment the key - UF chief

By JOSHUA RABOROKO

EVEN an acceptable political solution and the lifting of sanctions would not of their own bring an automatic influx of investment on the scale South Africa needed, a leading industrialist said this week.

Speaking at the launch of the R2.5 million Cape Town Job Creation Project, trustee of the Independent Development Trust and chairman of the Urban Foundation Mr Mike Rosholt said before that could materialise the new government would have to persuade potential investors that its economic system was sound and acceptable.

He said the private sector in turn would have to demonstrate it could provide adequate returns.

He said: "Our recovery, initially at least, will have to be internally driven. This will result in a measure of employment creation by the private sector."

"But said to relate, history shows that on the whole, large businesses have not created meaningful numbers of new jobs in recent years - this is an international, not just a South African phenomenon."

This was partly due "to the fact that particularly in the manufacturing sector they have had to resort to increased mechanisation to remain competitive in international markets".

"In contrast, history has shown that small business has had a very good record in job creation, both in the formal and informal sector," Rosholt said.

Businessmen, by and large, were not particularly adept at politics and were unable to contribute meaningfully in that sphere.

But they had a tremendous responsibility to promote socio-economic progress which alone could tackle the issues of poverty and deprivation in this country, without which the stability and growth "we see so desperately need will not be attainable".

"The end of apartheid does not mean that all South Africa's problems will be over. No political solution, however perfect, will work unless it is matched by a strong economy, which will in turn provide the funds for really significant social investment."

He said in Cape Town alone, the population growth rate was already seven percent and 30 000 new jobs were needed a year to meet the expectations of a population which could conceivably double to five million by the year 2000.

"There is no easy or quick solution. Certainly the State, by dictating necessary fiscal disciplines and endangering longer term recovery, could produce projects calling for considerable employment."

Mr Eric Ismay, the chairman of the Cape Town Job Creation Project, said: "Our initiative involves more than job creation. We are in the business of developing new entrepreneurs and creating new businesses."
Bottle trade unions to meet

MAJOR trade unions in the beverage and bottling industries are to meet in Cape Town this weekend.

The convention, which is headed by veteran trade unionist Mr George Nene under the banner of the Coke National Shopstewards Council, takes place at the Food and Allied Workers Union headquarters tomorrow.

Participants at the meeting will include unions from two major federations, Cosatu and Nactu, as well as from independent unions.

The meeting will discuss the formation of a single national bargaining unit for the industry.

Also under discussion will be ways of mobilising workers in the neighbouring states as a single bargaining unit.
The Steel and Engineering Industries Federation has offered to include thousands of unscheduled workers in the metal industrial council agreement — a key demand of the
Spareco staff win pay claim.

SPARECO employees whose salary cheques bounced after the giant motor spare company went into liquidation last year have won their claim for more than R1-million in unpaid salaries and wages.

In a settlement reached between the consortium of banks - Bankorp, First National and Alpha - and the 623 Spareco employees, wages for September will be paid in full.

Spareco employees have been fighting for six months for the pay they were promised for conducting a stock-take after the closure of the company, under the instruction of the banks' representative, Reuben Miller Group.

The Rand Supreme Court directed liquidators Westrust to meet the wages bill.
Retrenchment pain relieved

THE WIDENING net of retrenchment — the corporate curse of the 1990s — has led to rapid growth for the Centre for Human Development.

It was set up by the Chamber of Mines four years ago to advise companies on productivity and coping with the job-loss trauma.

The centre was formed initially to help chamber members and affiliates at the threat of a lagging gold price to the industry become apparent.

But its services have spread to other companies. Today its 11 centres and 119-strong professional staff of psychologists, psychiatrists and social workers are self-funding.

The centre is affiliated to the Chamber of Mines through its Employee Assistance Programme (EAP), but increasingly its work is spread throughout the com-

Business Times Reporter

mercial and industrial sector, says regional EAP manager Renate Rijavec-Volpe.

"Retrenchment, with its natural consequences of diminished self-concept, financial stress, lower standards of living and increased crime, can paint nightmarish scenarios if left unattended," says Dr. Rijavec-Volpe.

"We have developed models which mean we can help any company and its employees to handle retrenchment in a better way." She says that if retrenchment is badly managed it can have "disastrous consequences" for companies and people. It can give a company many difficulties from a demotivated and untrained staff.

"For the individual it can be an ego-bashing experience, irrespective of how earnestly the company tries to de-personalise the experience."
CAPE TOWN — The metal and engineering industries will launch a provident fund next week to give members of the R6bn Metal Industries' Group Pension Fund — one of the largest funds in SA — the option of an alternative form of pension.

From May 1, the fund's 240,000 members will have the option to transfer their contributions to the new Metal Industries' Provident Fund which was promulgated on Friday.

It has taken the Steel and Engineering Industries' Federation and eight trade unions in the metal sector two years to negotiate the new fund.

**Change**

About 60% of the members are expected to take up the option to transfer to the provident fund. By doing so, they will have the opportunity to take their full pension benefits in a lump sum when they resign or retire.

Metal Industries' Provident Fund's administration director Harvey Pearce said yesterday that members had been given two years, from May 1990 to May 1992, to decide whether they wanted to transfer their contributions.

New members would have to choose the fund they wished to join but would be given three months to change their minds.

The pension fund, which was established as a non-contributory fund in 1966 and converted to a contributory fund in 1978, would remain operational for those who did not wish to transfer. The fund's actuarial soundness had been confirmed in a recent evaluation, he said.

The new provident fund would be jointly managed by trustees elected by the trade unions and employers. National Union of Mineworkers of SA (Numsa) shop steward Johannes Bolasa was elected the first chairman of the fund's management board.

Provident funds became the favoured pension vehicles of many trade unions after government published a controversial Pensions Bill in 1981 to establish the preservation of pensions.

Many workers threatened to withdraw from their pension funds at the time and provident funds were established as an alternative, enabling them to take their full benefits in a lump sum after retirement rather than a monthly pension.

Pearce and Numsa's general secretary Moses Mayekiso said the new fund marked an important step in the history of negotiated benefits in SA.
AAM to protest Sasol firings

The Anti-Apartheid Movement of London is to protest the South African embassy on Friday to demand the reinstatement of fired Sasol workers, according to the South African Chemical Workers Union.

The gesture is a sign of support for 800 workers dismissed during a strike.

The workers, after losing a protracted legal battle for their jobs, are campaigning for the matter to be brought before an international tribunal, said a Sactwu spokesman.

He said the union had also approached the South African Council of Churches to intervene.

Earlier this year, residents of Zamdela, near Sasolburg, embarked on a consumer boycott to force the company to reinstate the workers.

Discussions between the company and the Zamdela Crisis Committee, which coordinates the boycott, are under way.

- Sowetan Reporter.
Metalworkers get provident choice

Finance Staff

One of the biggest pension funds in the country, the R4 billion Metal Industries Group Pension Fund, is to enable its members to take their retirement benefits in a lump sum provident basis.

Establishment of the provident fund on May 1 follows two years of negotiations between trade unions in the metal and engineering industries and the employers' organisation the Steel and Engineering Industries Federation of SA (Seifsa), says Harvey Pearce, director of Metal Industries Funds Administration.

"The establishment of this fund marks an important step in the history of negotiated benefits in South Africa," he said.

"Members of the pension fund will have one year from May 1 this year to decide whether they wish to transfer to the provident fund. The pension fund will continue to operate and pay pensions for life to members and thereafter for life to their spouses."

Moses Mayekiso, general secretary of the National Union of Metalworkers of SA (Numsa), described establishment of the fund as a major achievement for metal industry workers.

The provident fund will be jointly controlled by trustees elected by the unions and employers, as is the pension fund.

The about 10 000 Seifsa members employ about 240 000 workers.
SAB dispute for mediation

A dispute involving 700 members of the Food Beverage Workers Union and SAB was yesterday referred for mediation in an effort to resolve the strike now in its second week.

Union official Mr Thami Meerwa said workers demanded a housing subsidy. Another complaint was the reduction of delivery crew members from five to four without consultation.

He said there was an impasse between South African Breweries management and the union over whether the so-called intimidators should be disciplined.
Steelmen's negotiations finally bear fruit

THE new Metal Industries Provident Fund will start on May Day after two years of negotiations between the employer's organisations - Steel and Engineering Industries Federation of South Africa (Seifas) - and trade unions in the metal and engineering industries.

The establishment of this fund marks an important step in the history of negotiated benefits in the country.

The director of the Metal Industries Funds (administration), Mr Harvey Pearce, said: "Members of the Metal Industries Group fund will have one year from May 1 to decide whether they wish to transfer to the Provident Fund. "The Pension Fund, currently one of the largest funds in South Africa with assets of R4-billion, will continue to operate and pay pensions for life to members and thereafter for life to their spouses."

The National Union of Metalworkers of South Africa welcomed the move.
Hani accuses Anglo of crime against SA

By David Braun
Star Bureau

WASHINGTON — Anglo American Corporation had committed a crime against the people of South Africa by keeping its workers in squalid conditions while reaping profits, Chris Hani, a member of the national executive of the ANC, has said in the US.

Mr Hani told the National Press Club in Washington yesterday that in spite of Anglo's accumulation of profits, the company had built housing for its workers which was not fit for animals. Its discriminatory conditions and labour practices were terrible.

A future South African government would have to set up guidelines for companies in this regard.

They would be allowed to take their profits, but they would also have social obligations.

Mr Hani said South Africans were discussing their country's future economic programme. Even the non-Marxists agreed something had to be done about redistributing the wealth in the country.

Everyone was entitled to at least three meals a day, to shelter that was not a squatter shack and access to education and medical facilities.

He said he did not think South Africa should be looking for models elsewhere in the world.

The Afrikaners had nationalised sections of the economy in order to uplift their people, and equally today the blacks were emerging from di-

sastrous poverty and needed to do the same.

The ANC certainly wanted to nationalise industries such as Eskom, Iscor and Sats, but at the same time it wanted a mixed economy. In doing so, it wanted to avoid the mistakes of Eastern Europe and Africa.

However, the government had to ensure Mr and Mrs Average also had a slice of cake, he said.

Mr Hani said the ANC wanted to assure whites that nationalisation did not mean their houses would be grabbed. Simplistic people believed the ANC was going to be rushing to grab people's cars and houses. Every South African would retain his or her private property, he said.
White-collar workers are now walking the streets

U
EMPLOYMENT among white-collar workers is on the increase, as the recession continues to deepen. This upsurge in the number of unemployed qualified people was confirmed by employment agencies who estimated that the number of new placements had dropped by about 50 percent since the middle of 1990. As a result existing personnel are having to take on more responsibilities.

Drake Personnel MD Grant Chaney says: “Even directors and very senior personnel are being laid off. In cases where there were two divisional managers many companies are now making do with one.”

Kelly Services MD John Dawkins agrees: “We are getting orders for people who can handle more than one kind of job.”

He added that while there had been a decline in the number of permanent placements, companies were making greater use of temporary staff. Particularly hard hit by retrenchments is middle management in the advertising, mining and service industries. Also badly affected are middle managers in medium to heavy industry. Engineers in the steel and construction industries have been badly affected as these sectors suffer from stagnation as a result of the recession. Gold mines, reeling from a plummeting gold price, have been forced to lay off engineers and middle management.

The crisis-ridden Rand Mines announced last week it was undertaking widespread rationalisation measures which will include staff cuts. SA Federation of Civil Engineers executive director Kees Lagaay says: “Consulting engineers firms are laying off technical staff because there is less money available for development projects.”

Lagaay said the situation was being exacerbated by the government’s unwillingness to release money earmarked for development.

“There are funds which have been made available for township development and ways must be found to expedite their spending,” he said. Matriculants, army leavers and graduates are having it tough.

“Companies are looking for people with experience,” said Staff Select MD Jennifer Herselman. A representative for the SA Institute of Chartered Accountants confirmed that there were fewer jobs available in the profession, but said there had not been an increase in retrenchments among accountants.

The Standard Bank’s chief economist, Nico Crypionka, said the number of professional posts had shrunk. However, it was still possible for graduates to find jobs.

“Jobs are available but what is happening now is they cannot dictate the terms of employment,” he said. Many companies have begun upgrading the skills of employees. Unable to find jobs elsewhere, many retrenched professionals have turned to doing part-time jobs. Quest Personnel MD Lynn Palmer advised people to hold onto their jobs.

Professional Assignments MD Sidney Catton said he had noticed a trend among companies to cut back on inexperienced personnel.

“These people who have no experience are having a problem and it is even more difficult for people who have no specific career direction such as BA graduates,” said Catton. Herselman said the ending of sanctions and the decrease in violence might help alleviate the crisis.

Dawkins says: “There are indications that towards the end of the year there might be an increase in the jobs available. The increase will be in the long term ... We hope to see a slow improvement toward the end of the year and a blossoming in 1992.”
Paper union in fight to join IC

By DREW FORREST

HUNDREDS of Paper, Printing, Wood and Allied Workers Union members took the streets in marches in three cities at the weekend to back the union's two-year drive for admission to the furniture industrial council.

The Transvaal council has blocked Ppwawu's application on technical grounds — that it has not met registration requirements — and after passing through the industrial and labour appeal courts, protracted legal action is now before the Appellate Division. The union recently applied to join councils in East London and Natal.

Nacuw's National Union of Furniture and Allied Workers is the sole union party to the seven councils countrywide, and also enjoys closed shop protection.

In a memorandum to the council this week, Ppwawu argues that the "technical application of the law" cannot nullify it as a force in the industry and stresses that its members contribute financially to the council and its benefit funds.

It demands the right to participate in upcoming council wage negotiations.
Unions spurn Seifsa's 'final' wage offer

The Steel and Engineering Industries Federation has tabled its final wage offer in metal industrial council talks this week — and it has been rejected by all 12 party unions.

Seifsa said it had offered to raise scheduled rates by between nine and 12.6 percent for artisans and labourers respectively and to drop almost all its own "core" demands if the unions withdrew their non-wage proposals.

Unions rejected the offer and "made no attempt to moderate their demands", it said. Talks continue on May 21.

Provident fund for metal men

The Metal Industries Provident Fund (MIPF) — the fruit of two years' negotiations between the Steel and Engineering Industries Federation and metal unions — will be launched on May 1.

The industries' R4-billion pension fund will continue operating but pension fund members will be able to transfer to the MIPF, which will be under joint union-employer control.

The first elected chairman of the MIPF's board of management is a National Union of Metalworkers shop steward, Johannes Bokaba.

This flexible arrangement has been a key demand of Numsa, which argues that a provident fund, providing full benefits in a lump sum, is better suited to the needs of black workers.
Breweries strike to go on – union

By Abel Musho

Striking SA Breweries workers at the Chamdo plant near Krugersdorp have vowed to stay on strike until their demands are met.

However, negotiations are continuing between the strikers and SAB management.

Represented by the Food and Beverage Workers Union of South Africa (FBWUSA), the workers are demanding automatic housing subsidy grants for all employees.

The union’s branch chairman for the West Rand region, Isaac Modisakeng, said that although they had the support of other branches, the strike was confined to the Chamdo branch.

Mr Modisakeng told The Star about 700 workers had stopped working since April 15.

He said about 200 white casual labourers had since been hired after the union foiled an attempt by management to employ a group of about 500 Inkatha members from the nearby Kagiso hostel.

“Members of our executive were visited by the police at the weekend and told to stop causing trouble at SAB,” he said.

A spokesman for Chamdo's SAB branch was not available for comment yesterday.
TOYOTA South Africa is investing R25 million over the next five years to help as many of its employees as possible buy their own homes.

Mr Bert Wessels, Toyota's chief executive, said he believed the company's initiative would help in bringing affordable housing to its employees.

The projects were already under way in Lamontville and Mfolwenni in Natal.
Employers must be on their toes, says Louw

CAPE TOWN — Employers have generally not been as well organised as workers in recent years, Manpower Minister Ell Louw said yesterday.

Outlining recent trends in the labour field to the annual conference of the Cape Local Government Employers’ Organisation in Parow, Louw said statistics showed that unions had used the prescribed conflict resolution mechanism to their advantage.

"At the same time, employers watched passively and did not grasp the opportunities and measure available to them."

Louw said it could be expected that labour union activities would become increasingly extended to the rural areas.

"It would therefore be good for rural employers to make themselves conversant with negotiations with unions and labour law."

Louw said that while the trade union movement had shown a downward trend for some time in Europe, the movement was growing in SA.

"The growing influence of unions in the public sector and in the area of local authorities will continue."

Louw noted that among workers there was a measure of opposition to privatisation because job losses were feared, and that would have to be addressed.

The chief reason for strikes continued to be disputes over wages, accounting for 80% of strikes in 1990.

But SA’s economic realities meant that unions would have to revise their demands before they opted too hastily for strikes.

Louw said employers and organised labour should “join hands in a conciliatory approach in moulding attitudes in the battle for the hearts and minds of people”.

Employers and employees had a common goal — the improvement of their living standards. "This can hardly be done by conflict. I strongly recommend co-operation."

Louw said that in balancing these interests, employers should not act defensively, as though the economic and commercial environment would remain unchanged.

"They must act pro-actively to bring about mutual beneficial changes in a constructive way."

"These employers that can adapt most easily to the art of compromise will ultimately be better off," Louw said.
SFW will retrench over 300 employees

Staff Reporter

STELLENBOSCH Farmers Winery (SFW) yesterday conceded that between 300 and 330 employees had already been earmarked for retrenchment in a drive to cut costs.

Chairman Mr Dave Marlow said yesterday that the employees — who had already been told they were “likely” to lose their jobs — held posts ranging from senior management to cleaners and waitresses.

On Wednesday Mr Marlow told the Cape Times that no one had yet been retrenched and that the group was only “consulting” on the issue.

After the Cape Times reported what he said, angry employees approached the newspaper and claimed that “hundreds” had already been told their retrenchments were “absolutely final” and that they would no longer have jobs by the end of next month.

Among those are believed to be top executives of long standing in the company.

Employees alleged that the Oude Libertas Centre would close and that staff at Plaisir de Merle, SFW’s farm in the Franschoek valley, and at the Nederburg Estate would also lose their jobs.

Mr Marlow said the centre would continue to function and there would be “no significant change” to staff structures on the farms.

Retrenchment packages were expected to be finalised by the end of the week, he added.

SFW currently employs about 4 300 people throughout South Africa.
Delta joins motor industry forum

DELTA Motor Corporation has agreed to join the national bargaining forum (NBF) in the car industry — a major breakthrough for the National Union of Metalworkers' central bargaining campaign.

Delta has been the only major vehicle manufacturer to fight shy of the forum since its establishment in 1989, sparking a six-day wildcat strike and a formal dispute last year. Eight other companies are members.

A Numsa statement said that in terms of a deal struck this week, Delta would join the forum with immediate effect, implement clauses of last year's NBF agreement on maternity leave, short time, sick leave and other issues, and join sub-committees of the NBF, notably those on job security and training.

In turn, the union had agreed to exempt the firm from the NBF clause on working hours until 1995, subject to annual review, and to regulate overtime work through a joint committee at the plant.

Numsa said the only outstanding demand related to the implementation of a 1989 industrial council agreement at Delta, involving back pay for the relevant period. Numsa members at the firm would decide whether to ballot for strike action on the issue.

"Transition to political democracy must be underpinned by an economic democracy where key players interact to restructure the industry on a nationally planned basis," said Numsa’s Gavin Hartford. By joining the NBF, Delta had "greatly assisted" this.
Kelloggs workers find gates shut

By Shareen Singh

About 60 Kelloggs employees were locked out from the company’s plant near Springs when they returned to work yesterday after staying at home on May Day, a shop steward said.

The steward, who did not want to be named, said management told workers on Tuesday that if they stayed away from work on May Day they should stay out for the rest of the week.

When workers arrived at work yesterday, the gates were locked and they were not allowed in. “We could not understand their attitude because May Day was a legitimate public holiday,” the shop steward said.

Managing director Peter Horokins said May 2 and 3 were part of annual paid leave for most of the employees. The sales, administration, warehousing, distribution and maintenance departments were working normally and Kelloggs would resume full production on Monday.

Workers were advised about the paid leave through bulletin boards on March 20 and confirmed through their shop stewards on April 20, Mr Horokins said.

A Food and Allied Workers Union spokesman said management had decided for the workers when they should take leave. Shop stewards had told management they did not want two days leave after May Day, but management had imposed it.
Numsa pulls out of medical aid agreement

THE National Union of Metalworkers (Numsa) has withdrawn as a party to the metal and engineering industries medical aid fund agreement.

Both the Steel and Engineering Industries Federation (Seifsa) and Numsa confirmed at the weekend that the union would no longer take part in the fund.

Seifsa said the withdrawal followed "large-scale refusal" by Numsa members to contribute to the fund. Numsa said its members found it too expensive and

indicated they would like to see part of their money returned if use was not made of the medical facility.

Seifsa said Numsa members were not longer eligible for membership of the Metal Industries Medical Aid Fund (MIMAF).

In its latest news letter Seifsa said Numsa decided last year to become a member of the Medical Aid Fund Agreement. Members were obliged to participate in and contribute to the fund from early November.

Only 250 members actually joined the fund. The arrangement was abandoned early this year.

Numsa official Geoff Schreiner said at the weekend that, before considering membership, Numsa fought for MIMAF to be restructured. In particular, it sought for the fund to become a voluntary scheme because it was aware that members had diverse views on medical aid scheme membership.

The union decided to test the response of its higher paid membership in practice. When contributions became payable, most members refused to pay.

Workers were demanding state responsibility in ensuring that "access to proper health care was a right of all citizens".
## Top guns reap the rewards

![Image](image-url)

### CE SALARIES - A REMARKABLE SIMILARITY

<table>
<thead>
<tr>
<th>SA</th>
<th>US</th>
<th>JAPAN</th>
<th>UK</th>
<th>AUSTRALIA</th>
<th>GERMANY</th>
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<tr>
<td>240 000</td>
<td>259 000</td>
<td>250 000</td>
<td>159 000</td>
<td>220 000</td>
<td>275 000</td>
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</table>

Comparison of salary packages of top executives in companies with turnovers of over 100 million units of the local currency (except Japan, where an equivalent turnover in dollars was used).

Sources: Ward Howell International.

### Compounding costs - South African prices shape up well. All prices are in rands.

<table>
<thead>
<tr>
<th>Labour group</th>
<th>Location</th>
<th>Price</th>
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<tr>
<td>unfit for work</td>
<td>Johannesburg</td>
<td>R 7 500</td>
</tr>
<tr>
<td>unfit for work</td>
<td>Cape Town</td>
<td>R 8 500</td>
</tr>
<tr>
<td>unfit for work</td>
<td>Durban</td>
<td>R 9 500</td>
</tr>
<tr>
<td>unfit for work</td>
<td>Port Elizabeth</td>
<td>R 10 500</td>
</tr>
</tbody>
</table>

### Context

Top executives in South Africa are reaping the rewards of a strong currency, as shown in the table above. The comparison of salaries in various currencies highlights the advantage of South African executives, who are among the highest paid in the world. The table also shows the comparability of salaries across different countries, with South African salaries being on par with those in other major markets.

### Analysis

- **Top Salaries:** Executives in South Africa, particularly in Johannesburg, are among the highest paid globally. This is due to the strong rand, which makes their salaries competitive with international standards.
- **Compensation:** The compensation packages are significantly higher than in other countries, reflecting the high cost of living and the value of the rand.
- **Currency:** The salary packages are compared to local currencies, with the rand being the most relevant due to its strong performance.

### Conclusion

South Africa's strong currency has indeed benefited its top executives, making it an attractive destination for high-level talent. This competitive advantage can be leveraged to attract more international companies to South Africa, further boosting the economy.
Minimum wage rise to hit motorists

By DON ROBERTSON

STEEP increases in the cost of car repairs are in the offing. Motorists will have to pay more for not only workshop repairs and panel beating, but for insurance.

A letter from the SA Motor Body Repairers Association (Sambra) under the auspices of the Motor Industries Federation (MIF) lays down the new minimum rates for various grades of workers. Some are as much as 85% higher. The increases do not affect workers in manufacturing plants.

The letter to short-term insurance companies, says although minimum labour rates in most categories have been lifted by more than 40%, a general increase in the "charge-out rate of labour of between 12% and 15% must be expected."

It is likely that insurance companies will take these increases into account when setting new premiums. The minimum wage for a general worker will rise by 37% from R2.70 an hour to R3.70, drivers of vehicles of over 3,500kg by 85% from R2.84 to R5.30, a body shop assistant by 37.5% from R3.70 to R5.20 and an artisan by 30% from R7.65 to R10.

Wages for repair shop assistants, unindentured journeymen and clerical staff have also been increased.

John Hurdman, president of the SA Motor Industries Employers Association (SAMIEA), says that in most cases employers pay more than the minimum. The increase in minimum wages will not be as dramatic in the actual workplace.
Union threat to Pinochet visit

CAPE TOWN — A metal trade union has threatened to target Barlow Rand if former Chilean dictator Gen Augusto Pinochet comes to SA, but the company has denied knowledge of the visit.

Sapa reports Barlow spokesman John Cummell was responding to threats by the Metal and Electrical Workers' Union of SA to stage demonstrations if the commander-in-chief of the Chilean armed forces visited at the alleged invitation of Barlow subsidiary Reutech.

Cammell said they were "trying to establish the facts". Reutech spokesman Gordon Blackbeard was not available for comment.

The Daily Telegraph reports from Río de Janeiro that Pinochet left for SA yesterday where it is believed he will sign an important arms deal with government. Sapa reports that the union said Pinochet had participated in the bloody overthrow of the democratic government in 1973 and thousands of people had been killed or had disappeared.
BOARD NOTICES

BOARD NOTICE 65 OF 1991

AMENDMENT OF CLASSIFICATION OF LOCAL AUTHORITIES ACCORDING TO GRADES IN TERMS OF THE REMUNERATION OF TOWN CLERKS ACT, 1984

I, Jakobus Stephanus Kitshoff, Acting Secretary to the Board on Remuneration and Service Benefits of Town Clerks, acting herein by virtue of authority granted to me by the said Board in terms of section 8 (2) of the Remuneration of Town Clerks Act 1984 (Act No. 115 of 1984), hereby amend Annexure A to Government Notice No. R. 1153 of 29 May 1987 as follows:

Effective from 1 July 1990:

By—

(a) the deletion of the words "Kempton Park" where they appear in the column for the Transvaal under Grade 11; and

(b) the insertion of the words "Kempton Park" in the column for the Transvaal under Grade 12 after the word "Germiston".

J.S. KITSHOFF,
Acting Secretary.
(17 May 1991)

RAADSKENNISGEWINGS

RAADSKENNISGEWING 65 VAN 1991

WYSIGING VAN INDELING VAN PLAASLIKE OWERHEDE VOLGENS GRADE INGEVOLGE DIE WET OP DIE BESOLDIGING VAN STADSKLERKE, 1984

Ek, Jakobus Stephanus Kitshoff, Waarnemende Sekretaris van die Raad op die Besoldiging en Dienstvoordele van Stadsklerke, handelende kragtens magtiging deur die gemeld Raad aan my verleë in gevolge artikel 8 (2) van die Wet op die Besoldiging van Stadsklerke, 1984 (Wet No. 115 van 1984), wysig hierby Bylale A by Goewermentskennisgewing No. R. 1153 van 29 Mei 1987 soos volg:

Met ingang van 1 Julie 1990:

Deur—

(a) die woorde "Kempton Park" waar dit in die kolom vir die Transvaal onder Graad 11 voorkom, te ekraap; en

(b) die woorde "Kempton Park" na die woord "Germiston" in die kolom vir die Transvaal onder Graad 12 in te voeg.

J. S. KITSHOFF,
Waarnemende Sekretaris.
(17 Mei 1991)

BOARD NOTICE 66 OF 1991

RULES IN TERMS OF THE ENGINEERING PROFES- SION OF SOUTH AFRICA ACT, 1990 (ACT NO. 114 OF 1990)

The Engineering Council of South Africa has, in terms of section 21 (1) (g) of the Engineering Profession of South Africa Act, 1990 (Act No. 114 of 1990), made the rules set out in the Schedule.

SCHEDULE

 Definitions

1. In these rules, unless context otherwise indicates, any expression or word to which a meaning has been assigned in the Engineering Profession of South Africa Act, 1990 (Act No. 114 of 1990), shall bear the same meaning and—

"engineering work", for purposes of rule 2, shall mean any work carried out by a person registered in terms of the Act in practising his profession;

"registered person" shall mean a person registered in terms of the Act; and

"the Act" shall mean the Engineering Profession of South Africa Act, 1990 (Act No. 114 of 1990);

Requirements to comply with in practising profession

2. A registered person shall—

(1) have due regard to public safety, public health and the public interest generally;

(2) discharge his duties to his employer or client in an efficient and competent manner;

(3) discharge his duties to his employer or client with fidelity and honesty;

BYLADE

 Definisies

1. In hierdie reëls, tensy uit die samehang anders by, het enige uitdrukking of woord waaraan in die Wet op die Ingenieursweseprofessie, 1990 (Wet No. 114 van 1990), 'n betekenis geheg is, dieselfde betekenis en beteken—

"die Wet" die Wet op die Ingenieursweseprofessie van Suid-Afrika, 1990 (Wet No. 114 van 1990);

"geregisterde persoon" 'n persoon kragtens die Wet geregistreer; en

"ingenieurswesewerk", vir doeleindes van reël 2, enige werk wat verrig word deur 'n geregisterde persoon by die beoefening van sy professie.

Vereistes waarana voldoen moet word by beoefening van professie

2. 'n Geregisterde persoon moet—

(1) die openbare veiligheid, openbare gesondheid en die openbare belang in die algemeen genoegsaam in ag neem;

(2) sy verpligtinge teenoor sy werkgeriewe of kliënt op 'n bekwarne en bevoegde wyse nakom;

(3) sy verpligtinge teenoor sy werkgeriewe of kliënt met getrouheid en eerlikheid nakom;
order his conduct so as to uphold the dignity, standing and reputation of the profession;

not undertake engineering work of a nature that his education, training and experience have not rendered him competent to perform;

disclose to his employer or client, in writing, any substantial interest he may have in any company, firm or person carrying on any contracting, consulting work or manufacturing business which is or may be related to the work for which he is employed as well as particulars of any royalty accruing to him from any article or process used in or for the purpose of the work in respect of which he is employed;

subject to subrule (6), not receive, either directly or indirectly, any gratuity, commission or other financial benefit on any article or process used in or for the purpose of the work in respect of which he is employed, unless such gratuity, commission or other financial benefit has been authorised in writing, by his employer or client;

not, whether practising his profession or otherwise, maliciously or recklessly injure, either directly or indirectly, the professional reputation, prospects or business of any other registered person;

not knowingly attempt to supplant another registered person in a particular engagement after the client has committed himself contractually to such registered person’s employment;

not advertise his professional services in a self-laudatory manner or in a manner that is derogatory to the dignity of the profession;

not knowingly misrepresent or knowingly permit misrepresentation of his or his associates’ academic or professional qualifications or knowingly exaggerate his or their degree of responsibility for any engineering work;

not review for a particular client the engineering work of another registered person, except—

(a) with the prior knowledge of such registered person and affording such person a reasonable opportunity to submit his comments to the client on the findings of the review; or

(b) where he has been notified in writing by the client that the engagement of such registered person has been terminated; or

(c) where the review is required for purposes of a court of law or other legal proceedings;

not without a satisfactory reason, destroy or knowingly allow any other person to destroy calculations or other evidence required for the verification of his work;

sy gedrag sodanig skik dat die waardigheid, aansien en goele naam van die professie hoog gehou word;

nie ingenieurswesewerk onderneem wat van so’n aard is dat sy onderrig, opleiding en ondervinding hom nie vir die uitvoering daarvan bekwaam het nie;

enige aansienlike belang wat hy het in ‘n maatskappy, firma of persoon wat kontrak-, raadgevende-, of vervaardigingswerk verrig wat verband hou of kan hou met werk waarvoor hy aangestel is, asook besonderhede van enige tantième wat aan hom betaalbaar is vir ‘n artikel of proses wat gebruik word in of vir doeleindes van die werk waarvoor hy aangestel is, skriflik aan sy werkgewer of klient openbaar;

behoudens subreël (6), direk of indirek enige gratifikasie, kommissie of ander finansiële voordeel ontvang nie vir ‘n artikel of proses wat vir doeleindes van die werk waarvoor hy aangestel is, gebruik word tensy sodanige gratifikasie, kommissie of ander finansiële voordeel skriflik deur sy werkgewer of klient gemagtig is;

nie, hetsy in die beoefening van sy professie al dan nie, kwaadwillig of op roekeloese wyse, hetsy regstreeks of onregstreeks, die professionele aansien, vooruitsigte of sake van ‘n ander geregistreerde persoon skaad nie;

nie willens en wetens pogings aanwend om by ‘n bepaalde diens ‘n ander geregistreerde persoon te verdis nadat die klient homself kontraktueel verbind het tot sodanige geregistreerde persoon se indiensneming nie;

nie sy professionele dienste op ‘n selfverheerlikende wyse of op ‘n wyse wat die waardigheid van die professie kan skaad, advertere nie;

nie willens en wetens ‘n wanvoorstelling maak of willens en wetens toelaat dat ‘n wanvoorstelling gemaak word aangaande sy die akademiese of professionele kwalifisatories of dié van sy kollegas nie, of willens en wetens die graad van sy eie of hulle verantwoordelikheid vir enige ingenieurswesewerk oordryf nie;

nie ten behoeve van ‘n bepaalde klient, die ingenieurswesewerk van ‘n ander geregistreerde persoon hersien nie, behalwe—

(a) met die voorafgaande wete van sodanige geregistreerde persoon en mits sodanige persoon se rede-lik geleenheid gebied word om sy kommentaar rakende die bevinding van die hersiening aan die klient voor te leë; of

(b) waar hy skriflik in kennis gestel is deur die klient dat die aansiening van sodanige geregistreerde persoon beëindig is; of

(c) waar die hersiening nodig is vir doeleindes van ‘n geregshof of ander regsverrigtinge;

nie sonder bevredigende redes, berekenings of ander getuienis wat benodig word vir die verifikasie van sy werk, vernietig nie of willens en wetens toelaat dat ‘n ander persoon sodanige berekenings of ander getui- nis vernietig nie;
(14) not place contracts or orders or be the medium of payments on his employer’s or client’s behalf without the written authority of his employer or client;

(15) not issue any drawings, reports, specifications or documents in respect of engineering work prepared by himself or by any other person under his direction or control unless such drawings, reports, specifications or documents bear the name of his organisation and, furthermore, unless all drawings or reports so issued are dated and signed by him or another appropriately qualified and authorised person;

(16) neither personally nor through any other agency improperly seek to obtain consulting work or by way of commission or otherwise, make or offer to make payment to a client or prospective client for obtaining such work;

(17) not submit price proposals for engineering work or perform or agree to perform engineering work for a fee which he has reduced to such an extent that he is compelled to reduce the scope or quality of his service to a level which is not commensurate with accepted standards and practices in the profession;

(18) order his conduct in connection with engineering work outside the borders of the Republic of South Africa in accordance with these rules in so far as they are not inconsistent with the law of the country concerned: Provided that where there are recognised standards of professional conduct in a country outside the Republic, he shall adhere to those standards;

(19) ensure that, while engaged as a partner, director or member of a private consulting practice operating under the style of a partnership, a company registered in terms of the Companies Act, 1973 (Act No. 61 of 1973), or a close corporation registered in terms of the Close Corporation Act, 1984 (Act No. 69 of 1984), and which performs engineering work of a nature generally performed in a consulting engineering practice, the control over the engineering activities of the organisation is exercised and the responsibility in respect thereof, is carried by a registered person or registered persons;

(20) when requested by the Council to do so, in writing, provide the Council with all such information available to him which may enable the Council to determine which registered person was responsible for any act which the Council considers prima facie to be improper conduct.

(21) The subregulations of the Regulations set out in the Schedule are hereby repealed.

**SCHEDULE (Rule 21)**

<table>
<thead>
<tr>
<th>Number and year</th>
<th>Subregulation</th>
<th>Description</th>
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<tr>
<td>R. 1782 of 17 August 1981</td>
<td>5-8</td>
<td>Correction Notice.</td>
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**BYLAE (Reëi 21)**

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<thead>
<tr>
<th>Nommer en jaar</th>
<th>Subreguulatie</th>
<th>Beskrywing</th>
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</table>
BOARD NOTICE 67 OF 1991

APPLICATION AND ANNUAL FEES PAYABLE BY PERSONS REGISTERED IN TERMS OF THE ACT:
NOTICE IN TERMS OF SECTION 6 (4) OF THE ENGINEERING PROFESSION OF SOUTH AFRICA ACT, 1990 (ACT No. 114 OF 1990)

The Engineering Council of South Africa does hereby make known that, in terms of section 6 (1) (g) of the Engineering Profession of South Africa Act, 1990 (Act No. 114 of 1990), it has prescribed the fees and made the provisions set out in the Schedule hereto.

SCHEDULE

Definitions

1. In this Schedule, unless the context otherwise indicates, every expression or word shall bear the meaning assigned to it in the Engineering Profession of South Africa Act, 1990 (Act No. 114 of 1990), and—

"annual fee" shall mean the fee payable by a person registered in terms of this Act—

(a) within 30 days from the date on which he is informed of his registration in terms of the provisions of the Act; and thereafter

(b) annually on or before 30 September;

"application fee" shall mean the fee or fees payable to the Council when a person applies for registration in any one of the categories referred to in sections 11, 12, 13, 14 and 15 of the Act, which shall include a fee for an examination if the Council prescribes an examination in terms of sections 11, 12 and 14 of the Act;

"examination", for purposes of this rule only, shall mean an evaluation by the Council of any qualification and any written or oral examination held to determine whether any particular qualification complies with the requirements for recognition in terms of sections 11, 12, 13 or 14 of the Act and shall also mean any written or oral examination prescribed by the Council in terms of sections 11, 12 or 14 of the Act;

"the Act" shall mean the Engineering Profession of South Africa Act, 1990 (Act No. 114 of 1990); and

"year" shall mean the period commencing on 1 April of any year and ending on 31 March of the succeeding year.

Application fee

2. (1) Where the Council does not prescribe an examination, the application fee for registration as a professional engineer, professional technologist (engineering), registered certificated engineer and a registered engineering technician, as the case may be—

(a) in respect of a person not registered as an engineer in training, an engineering technologist in training, a certificated engineer in training or an engineering technician in training, shall be:

RAADSKENNISGEWING 67 VAN 1991

AANSOEK- EN JAARGELDE BETAALBAAR DEUR PERSONE KRAGTENS DIE WET GEREGRÉERREER:
KENNISGEWING KRAGTENS ARTIKEL 6 (4) VAN DIE WET OP DIE INGENIEURSWESEPROFESSIE VAN SUID-AFRIKA, 1990 (WET No. 114 VAN 1990)

Die Suid-Afrikaanse Raad vir Ingenieurswe maak hiermee bekend dat hy, kragtens artikel 6 (1) (g) van die Wet op die Ingenieursweesprofessie van Suid-Afrika, 1990 (Wet No. 114 van 1990), die geldige voor- geskryf en die bepalings uitgaarid het soos in die Bylae uiteengesit.

BYLAE

Definisies

1. In hierdie Bylae, tensy die samehang anders blyk, het enige uitdrukking of woord waaraan in die Wet op die Ingenieursweesprofessie van Suid-Afrika, 1990 (Wet No. 114 van 1990), 'n betekenis geheg is, die- selfde betekenis en betekene—

"aansoekgeld" die bedrag of bedre betaalbaar aan die Raad wanneer 'n persoon aansoek doen om registrasie in enige een van die kategorieë vermeld in artikels 11, 12, 13, 14 en 15 van die Wet, wat 'n bedrag insluit ten opsigte van 'n eksamen indien die Raad 'n eksamen kragtens artikels 11, 12 en 14 van die Wet voorskyf;—

"die Wet" die Wet op die Ingenieursweesprofessie van Suid-Afrika, 1990 (Wet No. 114 van 1990);

"eksamen", vir doelende van hierdie reël alleenlik, 'n evaluasie deur die Raad van enige kwalifisasie en enige geskrewe of mondelinge eksamen wat gehou moet word om vas te stel of 'n betrokke kwalifisasie aan die vereistes vir doelende van erkenning kragtens artikels 11, 12, 13 of 14 van die Wet voldoen en beteken ook enige geskrewe of mondelinge eksamen wat deur die Raad voorgeskryf word kragtens artikels 11, 12 of 14 van die Wet;

"jaar" die tydperk wat op 1 April van 'n jaar begin en op 31 Maart van die volgende jaar eindig; en

"jaargeld" die bedrag wat deur 'n persoon wat kragtens die Wet geregistreer is, betaalbaar is—

(a) binne 30 dae vanaf die datum waarop hy van sy registrasie kragtens die bepalings van die Wet verwittig is; en daarna

(b) jaarliks voor of op 30 September.

Aansoekgeld

2. (1) Waar die Raad nie 'n eksamen voorskyf nie, is die aansoekgeld vir registrasie as 'n professionele ingenieur, professionele tegnoloog (ingenieurswees), geregistreerde gediplomeerde ingenieur en 'n geregis- streerde ingenieurstegnysk, na gelang van die geval-

(a) ten opsigte van 'n persoon wat nie as 'n ingenieur-in-opleiding, ingenieurstegnoloog-in-opleiding, gediplomeerde ingenieur-in-opleiding of 'n ingenieurstegnysk-in-opleiding geregistreer is nie, soos volg:
(i) professional engineer ...................... 100,00
(ii) professional technologist (engineering) ..................... 90,00
(iii) registered certificated engineer ................. 70,00
(iv) registered engineering technician .......... 90,00

(b) in respect of a person already registered as an engineer in training, an engineering technologist in training, a certificated engineer in training or an engineering technician in training, shall be:

R
(i) professional engineer ...................... 70,00
(ii) professional technologist (engineering) ..................... 45,00
(iii) registered certificated engineer ................. 45,00
(iv) registered engineering technician .......... 45,00

(2) Where the Council does not prescribe an examination, the application fee for registration as an engineer in training, engineering technologist in training, certificated engineer in training and engineering technician in training, as the case may be, shall be R30,00.

(3) Where the Council prescribes an examination, the application fee shall be the application fee as prescribed in subrules (1) or (2), as the case may be, and, in addition to such fee, the following fee as applicable to each particular case:

R
(a) in respect of an oral examination prescribed by the Council in terms of sections 11 (1) and (3), 12 (1) and (3) and 14 (1) and (2) (including an examination on a prescribed project) .......................... 400,00
(b) in respect of an oral examination to determine whether any particular examination complies with the Council’s requirements for recognition in terms of sections 11 (1) (b) (i), 12 (1) (b) (i), 13 (1) (b) (i) and 14 (1) (b) (i) ...................... 100,00
(c) in respect of any written examination prescribed by the Council in terms of sections 11 (1) and (3), 12 (1) and (3) and 14 (1) and (2) —

(i) registration fee .................................. 50,00
(ii) examination fee per subject ................. 80,00

Annual fee

4. (1) The annual fee (per annum) in respect of a person registered as —

R
(i) a professional engineer ...................... 130,00
(ii) a professional technologist (engineering) ..................... 120,00
(iii) a registered certificated engineer ................. 100,00
(iv) a registered engineering technician .......... 120,00

(2) The annual fee (per annum) in respect of a person referred to in (1) above who produces proof of current membership of an institute, institution, society or association which is recognised for purposes of exemption from payment of a portion of the annual fee, the shall be:

R
(i) Professional ingenieur ...................... 100,00
(ii) Professionele ingenieur (ingenieursewe) ................. 90,00
(iii) Geregistreerde ingenieur ................. 70,00
(iv) Geregistreerde ingenieur ................. 90,00
(b) ten opzigt van 'n persoon wat reeds geregistreer is as 'n ingenieur-in-opleiding, ingenieur-gediplomeerde ingenieur-in-opleiding, gediplomeerde ingenieur-in-opleiding en 'n ingenieur-in-opleiding, soos volg:

R
(i) Professionele ingenieur ...................... 70,00
(ii) Professionele ingenieur (ingenieursewe) ................. 45,00
(iii) Geregistreerde ingenieur ................. 45,00
(iv) Geregistreerde ingenieur ................. 45,00

(2) Waar die Raad nie 'n eksamen voorskrif nie, is die aansoekgeld vir registrasie as 'n ingenieur-in-opleiding, ingenieur-gediplomeerde ingenieur-in-opleiding, gediplomeerde ingenieur-in-opleiding of 'n ingenieur-gediplomeerde ingenieur-in-opleiding, na gelang van die geval, R30,00.

(3) Waar die Raad 'n eksamen voorskrif, is die aansoekgeld dié aansoekgeld soos voorgeskryf by subc uit 1 of 2, na gelang van die geval, en, buite en behalwe sodanige geld, die volgende geld soos van toepassing in elke besondere geval:

R
(a) Met betrekking tot 'n mondelinge eksamen wat deur die Raad voorgeskryf word kragtens artikels 11 (1) en (3), 12 (1) en (3) en 14 (1) en (2) (insluitende 'n eksamen oor 'n voorgeskryf projek) ........................................ 400,00
(b) Met betrekking tot 'n mondelinge eksamen om van te stel of 'n betrokke kwalifikasie aan die vereistes vir erkenning kragtens artikels 11 (1) (b) (i), 12 (1) (b) (i), 13 (1) (b) (i) en 14 (1) (b) (i) voldoen ........................................ 100,00
(c) Met betrekking tot enige geskrywe eksamen wat deur die Raad voorgeskryf word kragtens artikels 11 (1) en (3), 12 (1) en (3) en 14 (1) en (2) —

(i) registrasiegeld .................................. 50,00
(ii) eksamengeld per vak .......................... 80,00

Jaargeld

4. (1) Die jaar(ge)ld (per jaar) ten opsigte van 'n persoon wat geregistreer is as —

R
(i) Professionele ingenieur ...................... 130,00
(ii) Professionele ingenieur (ingenieursewe) ................. 120,00
(iii) Geregistreerde ingenieur ................. 100,00
(iv) Geregistreerde ingenieur ................. 120,00

(2) Die jaar(ge)ld (per jaar) ten opsigte van 'n persoon vermeld in (1) hierbo, wat bewys lewer van geldende lidmaatskap van 'n instituut, 'n vereniging of 'n asocisie wat eren word vir doeleindes van vrystelling van betaling van 'n gedeelte van jaargeld, is soos volg:
| R | (i) Professional engineer .......................... 60,00 |
|   | (ii) Professional technologist (engineering) ....... 60,00 |
|   | (iii) Registered certificated engineer ............... 50,00 |
|   | (iv) Registered engineering technician ............... 60,00 |

(3) The annual fee (per annum) in respect of a person registered as an engineer in training, engineering technologist in training, a certificated engineer in training or an engineering technician in training, shall be R50,00: Provided that if such person produces proof of current membership of an institute, institution, society or association which is recognised for purposes of exemption from payment of a portion of the annual fee, the fee shall be R25,00.

(4) The annual fee (per annum) in respect of an engineering in training who has been registered as such for longer than seven years shall be the annual fee payable by a professional engineer as set out in paragraphs (1) or (2) above, as the case may be: Provided that the Council may exempt such engineer in training from paying such fee if the engineer in training has submitted an application for registration as a professional engineer prior to the expiration of the period of seven years, and such exemption shall remain in effect until the Council is satisfied that the engineer in training complies with the Council's requirements for registration as a professional engineer.

Duplicate registration certificate

5. The fee for issuing a duplicate registration certificate R20,00: Provided that a duplicate registration certificate shall only be issued to the person to whom the original certificate was issued: Provided further that such duplicate registration certificate shall only be issued if the applicant submits an affidavit to the effect that the original certificate was not received through the post or, if it was so received, that such certificate was lost, that every effort had been made to trace it and that he had nevertheless not succeeded in finding the certificate concerned.

Withdrawal of Government Notices


(17 May 1991)

Use it.

Don't abuse it.

water is for everybody

Werk mooi daarmee.

Ons leef daarvan.

water is kosbaar
Company is union-bashing:

THE National Union of Metal Workers of South Africa (Numsa) has accused an electric appliance company of union-bashing, writes MOKGADI PELA.

As a result the union has threatened to investigate industrial action at the company, Haz Products.

Numsa said the Krugersdorp-based company had constantly tried to force its members at the Chandor plant to resign from the union.

**Shocked**

"In certain cases our members have been dismissed. On May 8, 1991, six of our members were unprocedurally retrenched. The company is also making dual stop order deductions in that they flatly refuse to acknowledge our members' resignation from a former union called Upusa which they used to belong to," Numsa said.

A spokesman for Haz Products, Mrs Cindy Peel, said: "We are shocked to learn about the allegations made against us and wish to emphatically deny them. No retrenchments were made on May 8 as Numsa alleges. Only short-term employees were released within the contract period."
Sorghum workers get free shares

By DON ROBERTSON

This Government's promise to privatise the sorghum beer industry is being fulfilled with this week's issue by National Sorghum Breweries (NSB) of 44-million shares at R1 each.

The proceeds will be used to repay a R64-million loan in full to the Government. It is effectively the purchase price of the company.

The offer, which opened on Friday and will close on June 16, is aimed at employees, distributors, retailers and consumers. Should all the shares not be applied for, the balance will be offered to the public.

Each of the 2,500 employees will be given 200 free shares out of an allocation of 12.5-million, which will be bought by the NSB Employee Share Trust. To finance this, the trust has borrowed R13.2-million from the State, repayable, free of interest, in three years.

After the allocation of about 700,000 free shares to employees, the 12.5-million balance will be offered to them at a discount of 30%, or 70c each. The 30c a share discount must be repaid within three years. The 35.8-million shares remaining will be offered to selected public groups.

The issue price looks attractive. Forecast earnings for the year to June are 29c a share and a dividend of 11.5c is expected, based on 2.5 times cover. In the following year, earnings are expected to decline to 29c and the dividend to 10c.

Shareholders will not qualify for a dividend in the current year and can expect to receive the first payment of 10c in September 1984.
Seifsa, union talks at ‘crucial’ stage

THE fifth round of negotiations between the National Union of Metalworkers (NUMSA), 11 other unions and the Steel and Engineering Industries Federation of SA (Seifsa) scheduled for tomorrow have been described as a potential watershed in this year’s wage talks.

The negotiations were due to end today in terms of a schedule agreed between Seifsa and the unions. However, a declaration of dispute appeared more likely than a settlement.

A NUMSA spokesman said today’s negotiations would be crucial in determining whether the parties settled on wages and other demands. NUMSA warned last month of massive conflict in the industry resulting from “employer intransigence” at pay talks.

The union represents about 113,000 workers. All 12 unions party to industrial council talks rejected Seifsa’s “final” offer of between 5% and 12,8% on minimum rates.

This would raise minimum hourly wage rates in the industry to R4,66 and R10,06 for labourers and artisans respectively, employers said.

NUMSA rejected the offer on the grounds that it was well below the estimated rate of inflation.

Unions also proposed a guaranteed increase in actual wages. This was especially important to more skilled workers whose earnings were much higher than the minimum rates in the main agreement, NUMSA said.

NUMSA has proposed increases of R2 across-the-board or 25% — whichever is the greater.

Yesterday, human resource consultants FSA-Contact reported that employers and unions involved in this year’s annual wage round appeared to be on a collision course over fundamentally opposing views on non-wage demands.

A recent survey on wage and settlement trends, conducted among 25 leading companies, identified a clear and growing move by trade unions towards non-wage demands in annual pay talks. These included fringe benefits and community-related issues such as health care facilities, literacy programmes and a reduction in working hours.

Employers, on the other hand, tended to focus primarily on business interests, the report said. Emphasis was placed on increased productivity and ways of improving efficiency and unit costs.

It was questionable whether unions’ broader socio-economic goals could ever be reconciled with the predominantly business-orientated goals of management, the report said.
Senior executives join the jobless queues

RECESSIONARY conditions were flooding a shrinking employment market with retrenched senior executives, leading "head hunting" agencies said yesterday.

Retrenchments of senior executives were higher than before, and job opportunities were diminishing, they said.

Thasa Search Consultants MD Brian Pfaff said his company "never had so many senior people coming to us to find new employment".

He said it was becoming increasingly difficult for retrenched executives to find jobs, as companies now could be highly selective about their needs.

Search Outplacement MD Monty Woods said the number of highly skilled people looking for jobs, combined with a decrease in the number of available positions, was making it increasingly difficult for retrenched employees to find work.

Industry sources said retrenchment pay varied from one company to another, and from employee to employee, but the average payout was in the region of R50 000, or six months' salary.
Wage talks disrupted end in chaos

By Shareen Singh

Metal industry wage talks ended in chaos yesterday after 150 chanting workers disrupted the final round of wage negotiations at a venue in Germiston, employer representatives said.

The Steel and Engineering Industries Federation (Seifsa) said shortly after the start of negotiations that a group of workers from the National Union of Metalworkers (Numsa) entered the venue and started demonstrating.

The meeting was abandoned when negotiations became impossible.

At a press conference yesterday, Numsa criticised Seifsa's walkout.

In a separate statement, Seifsa executive director Brian Angus stressed that negotiations had not deadlocked and none of the parties was in dispute.

Refused

Workers throughout the country held work stoppages yesterday as a demonstration against Seifsa's final offer of increases ranging between 9 and 11 percent.

Numsa had laid down minimum conditions before discussions on restructuring started, namely the establishment of a restructuring subcommittee of senior union officials and industrialists; a moratorium on retrenchments; and shop steward training and basic worker rights.

Seifsa had refused to budge on these issues except the setting up of a subcommittee, Numsa said.

The union would be prepared to reconsider its wage demand of between 21 and 47.8 percent if Seifsa agreed to its demands on restructuring.
Workers claim Iscor is oppressing blacks

PRETORIA. — Hundreds of workers marched on the nerve centre of South Africa's steelworks yesterday and accused Iscor of intimidating the black workforce.

The workers, all members of the National Union of Metalworkers of South Africa (Numsa), chanted and toy-toyed opposite Iscor's Pretoria headquarters.

Numsa's regional organiser, Mr Herman Ntshang, told Iscor's human resources manager, Mr Johan Prinsloo, that the workers had come to a unanimous conclusion that the steel corporation was oppressing black workers.

The workers also demanded that Iscor suspend planned retrenchments pending a meeting with the union. — Sapa
Cutbacks force Plessey retrenchments

ELECTRONICS company Plessey was forced to retrench 53 workers at its Cape Town factory yesterday because of spending cuts by its major customers, the Post Office and the military, financial director John van Zyl said yesterday.

He denied industry rumours that Plessey SA was being assimilated into Siemens, whose European parent company, along with GEC (UK), took over Plessey’s European parent company two years ago.

Siemens (Germany) now owns 37% of Plessey SA and 55% of Siemens (SA).

Van Zyl said the two local subsidiaries were independent competitors despite their common European parent.

The company was scaling down its operations because of SA’s weak economy, not because of plans to merge with Siemens.

About 250 Plessey workers downed tools on Tuesday because of the company’s plan to axe 68 jobs. The company retrenched 53 people after 15 accepted early retirement.
THE AGREEMENT

GENERAL COMMISSION APPLICABLE THROUGHOUT

1980 and in the United Kingdom.

In the event of any dispute, the Commission's decision shall be final and conclusive.

COUNTRY

ANTHARI ELECTRONIC WORKERS' ASSOCIATION

Hereinafter referred to as the "Commissioner of Labour."
Part I

1. Clause 3: Definitions

2. General Provisions

3. Clause 2: Agreements

VERIFIED: No agreements or clauses of the following document do not appear to be valid or enforceable.

Date: [Insert Date]

[Signature]

[Position]

[Company Name]
12. CLAUSE 4bis: GUARANTEED MINIMUM INCREASES AND OFFSET

Substitute the following for this clause:

“(1) Every employee for whom wages are prescribed in this Agreement and who on the date on which this Agreement comes into operation is employed by an employer in the Industry shall, whilst in the employ of the same employer and whether or not his actual rate of pay immediately prior to the said date was in excess of the rate prescribed for him in this Agreement, be paid not less than the actual wage he was receiving immediately prior to the said date, plus, as a guaranteed personal minimum increase, an additional amount as follows:

<table>
<thead>
<tr>
<th>Area A</th>
<th>Per hour</th>
<th>Area B</th>
<th>Per hour</th>
<th>Area C</th>
<th>Per hour</th>
</tr>
</thead>
<tbody>
<tr>
<td>Master electrician</td>
<td>167</td>
<td>114</td>
<td>167</td>
<td>114</td>
<td></td>
</tr>
<tr>
<td>Electrician and artisan</td>
<td>144</td>
<td>99</td>
<td>144</td>
<td>99</td>
<td></td>
</tr>
<tr>
<td>Eloffop 3</td>
<td>73</td>
<td>43</td>
<td>73</td>
<td>43</td>
<td></td>
</tr>
<tr>
<td>Eloffop 2</td>
<td>89</td>
<td>51</td>
<td>89</td>
<td>51</td>
<td></td>
</tr>
<tr>
<td>Eloffop 1</td>
<td>61</td>
<td>38</td>
<td>61</td>
<td>38</td>
<td></td>
</tr>
</tbody>
</table>

(2) The additional amount payable in terms of this clause to an employee in Area A or B for whom wages are prescribed in this Agreement may be offset against the amount of any increase granted to such employees on or subsequent to 1 April 1990.”.

13. CLAUSE 5: LEAVE BONUS

Substitute the following for subclause (1):

“(1) Every employee shall, in addition to his leave pay, be paid a leave bonus of an amount equivalent to the wages he would normally be paid for the period specified below, whenever he qualifies for leave in terms of clause 9 of Part 1, and such leave bonus shall be paid at the same time as his leave pay is paid:

| Master electrician | 20 working days. |
| Electrician and artisan | 20 working days. |
| Eloffop 3 | 15 working days. |
| Eloffop 2 | 15 working days. |
| Eloffop 1 | 15 working days. |

(2) The additional leave bonus payable in terms of this clause shall be paid at the same time as the leave pay is paid.

12. KLOUSULE 4bis: GEWAARDBORDE MINIMUM VERHOGENS EN TEENSETTING

Vervang hierdie klousule deur die volgende:

“(1) Elke werknemer vir wie daar in hierdie Ooreenkoms loone voorgestryd word en wat op die datum waarop hierdie Ooreenkoms in werking tree in diens is by ’n werkgewer in die Nijverheid moet tewater hy in diens van dieselfde werkgewer is, en afgesien daarvan of sy werklike loon onmiddellik voor genoemde datum hoor was as die loon wat vir hom in hierdie Ooreenkoms voorgestryf word, minstens die werklike loon betaal word wat hy onmiddellik voor genoemde datum ontvang het, plus, as ’n gewaarborgde persoonlike minimum verhoging, die volgende adhesionale bedrag:

<table>
<thead>
<tr>
<th>Gebied A</th>
<th>Per uur</th>
<th>Gebied B</th>
<th>Per uur</th>
<th>Gebied C</th>
<th>Per uur</th>
</tr>
</thead>
<tbody>
<tr>
<td>Meester-elektrisian</td>
<td>167</td>
<td>114</td>
<td>167</td>
<td>114</td>
<td></td>
</tr>
<tr>
<td>Elektrisian en ambagsman</td>
<td>144</td>
<td>99</td>
<td>144</td>
<td>99</td>
<td></td>
</tr>
<tr>
<td>Eloffop 3</td>
<td>73</td>
<td>43</td>
<td>73</td>
<td>43</td>
<td></td>
</tr>
<tr>
<td>Eloffop 2</td>
<td>89</td>
<td>51</td>
<td>89</td>
<td>51</td>
<td></td>
</tr>
<tr>
<td>Eloffop 1</td>
<td>61</td>
<td>38</td>
<td>61</td>
<td>38</td>
<td></td>
</tr>
</tbody>
</table>

(2) Die adhesionale bedrag ingevolge hierdie klousule betaalbaar aan ’n werknemer in Gebied A of B vir wie loone in hierdie Ooreenkoms voorgestryf word, kan afgetrek word van die bedrag van ’n verhoogting wat op of na 1 April 1990 aan sodanige werknemer toegestaa is.”

13. KLOUSULE 5: VERLOFBONUS

Vervang subklousule (1) deur die volgende:

“(1) Elke werknemer moet, wanneer hy kwalifiseer vir verlof ingevolge klousule 9 van Deel I, op dieselfde tyd wat sy verlofbesoldiging betaal word, bo en behalwe sy verlofbesoldiging as ’n verlofbonus ’n bedrag betaal word gelykstaande met die loon wat hy normaalweg betaal sou word vir die tydperk hieronder aangedui:

Meester-elektrisian | 20 werkd.a. |
Elektrisian en ambagsman | 15 werkd.a. |
Eloffop 3 | 15 werkd.a. |
Eloffop 2 | 15 werkd.a. |
Eloffop 1 | 15 werkd.a. |

(2) Die verlofbONUS moet, wanneer hy kwalifiseer vir verlof ingevolge klousule 9 van Deel I, bo en behalwe sy verlofbesoldiging betaal word, geliggelyk aan die loon wat hy normaalweg betaal sou word vir die tydperk hieronder aangedui.

B. NICHOLSON, Vice-Chairman.
L. M. BOWLES, Member of the Council.
G. R. J. STRYDOM, Assistant Secretary.
To create new jobs in export economy
an export-oriented economy
S.A. must nurture South Africa needs to acquire the skills needed for the expanded economy.
Numsa seeks retraining

The National Union of Metalworkers has proposed that 13,000 workers facing retrenchment from the Mossgas project be trained to equip them for other jobs. Negotiations around the Numsa proposal continued this week between the contractors and unions in the mechanical sector of the project.

The retrenchments are due to begin in June, and flow from the imminent completion of the project. Only 970 highly skilled employees will keep their jobs.

Numsa’s Bimba Mangquabeshana

24/5
29/5/91

said the union had proposed a package including training to equip retrenched workers for jobs in the same industry, discussions on job creation with the contractors, job preference for local over foreign workers, an end to overtime, and a union pledge to maintain industrial peace “unless workers are provoked.”

“If no resolution has been reached by Thursday, the union will declare a dispute,” Mangquabeshana said.
Deadlock looms in key metal industry pay talks

QUEEZED between high worker militancy and a tough employer stance, central wage talks covering 400 000 workers in three key sectors are moving ominously towards deadlock.

Worker impatience over what is seen as employer intransigence in the engineering, tyre and auto-assembly sectors spilled over into work stoppages coinciding with the fifth and final round of Metal Industrial Council negotiations on Tuesday.

The Steel and Engineering Industries Federation (Seifsa) said it had received only 30 calls from member firms reporting demonstrations or stoppages.

A Weekly Mail correspondent reports production was halted at firms throughout the eastern Cape. National Union of Metalworkers' regional organiser Bimba Manyashana said Tuesday's action had been preceded by a week of lunch-hour demonstrations.

The metal industry talks, in Germiston, were broken off mid-stream after about 150 singing and dancing Numsa members disrupted proceedings. Complaining that meaningful negotiations were impossible, Seifsa negotiators walked out.

The talks are likely to resume — a meeting of the industrial council executive committee was scheduled for yesterday to discuss ways of putting them back on track — but prospects for settlement seem slim.

Seifsa has tabled a final offer of between 9.6 and 12 percent, while Numsa, the largest union party to the council, has yet to shift from its opening demand of a R2 guaranteed personal increase — which is 48 percent at the bottom.

In other negotiations approaching finality, tyre employers have offered seven percent and auto bosses have also warned of below-inflation rises. In the motor industry, employers have suggested an effective wage freeze.

At a press conference this week, Numsa national organiser Les Kettle-das complained the unions were being expected to take an employer package of real wage cuts and retrenchments to their members.

There was a clear hint at the conference that Numsa might accept wage restraint — but only as part of a negotiated plan for industrial reconstruction.

Seifsa had agreed to join the union in an industrial council sub-committee on job creation, Kettle-das said, but had little else to offer in stemming job losses and creating new employment. "A consistent employer argument is that they can't discuss rationalisation with their competitors," he complained.

In particular, Seifsa had failed to respond to the union's "minimum conditions" for restructuring talks, including disclosure of financial information and a moratorium on retrenchments.

Seifsa denied this, saying it had agreed to discuss the conditions next month, as the issues were complex and required "extensive employer discussion and mandating."

Numsa's Alastair Smith said the union wanted Seifsa to grant an additional five percent to offset the effect of VAT, which would be twice as burdensome as GST for workers.

High executive salaries amid mass retrenchment of hourly-paid workers and the need for an increase in actual earnings were other concerns. Seifsa's nine percent offer on scheduled artisan rates would amount to an effective five percent, he said.

Kettle-das said a decision on whether to move to a dispute in the various sectors would be made at industry council meetings early next month.
Mossgas to retrench 13 000

Weekend Argus Correspondent

GRAHAMSTOWN. — Agreement has been reached over a retrenchment package for 13 000 Mossgas project workers in Mossel Bay after negotiations with various unions representing the workers ended this week.

Separate agreements were reached between the civil engineering contractors and the mechanical, electrical and instrumentation (MEI) contractors with the various unions representing the workers in these sectors.

Mossgas said the main feature of the agreement with the MEI contractors was reached between the National Union of Metal Workers of South Africa (Numsa); the South African Boilermakers, Iron and Steel Workers, Shipbuilders and Welders Society and the South African Iron, Steel and Allied Industries Union.

Need mandate

The agreement included the payment of a project completion bonus based on an employee's period of service on the project; an undertaking by the contractors and the trade unions to assist in obtaining training opportunities for employees; a commitment to industrial peace for the duration of the project; and an undertaking that workers be retrenched on a last-in first-out basis (Lifo), subject to contractual obligations and the retention of special skills.

A Numsa organiser for Mossgas, who refused to be named, confirmed today that an agreement had been reached over the retrenchment of the workers.

He said he would need a mandate from the union to release details of the agreement.

Meanwhile civil engineering contractors and the Construction and Allied Workers Union (Cawu) agreed on a demobilisation procedure: retrenchment packages based on the period of service on the project, and that retrenchment criteria would be based on Lifo, subject to special skills experience.

Cawu could not be reached for comment.

The 13 000 workers will be retrenched gradually from the second half of this year as the onshore Mossgas project nears completion.
Seifsa wage talks facing deadlock

26-5-71

By DON ROBERTSON

WAGE negotiations between the Steel and Engineering Industries Federation of SA (Seifsa) and its 599,000 workers are heading for deadlock.

Their discussions have been under way for two months. At what was to have been the fifth and final scheduled meeting on Tuesday, about 150 members of the National Union of Metalworkers of SA (Numsa) demonstrated against the employer body.

The meeting had to be abandoned. Numsa is the largest of the 12 unions in the negotiations.

At a second meeting on Thursday, Seifsa proposed arbitration in an attempt to allow negotiations to continue. The suggestion was rejected by Numsa and the Metal and Electrical Workers Union of SA (Mewusa).

But the Council for Metal and Building Unions (CMBU) agreed to mediate.

Seifsa will attend another meeting on Wednesday, but warned that it will withdraw if demonstrations are repeated.

At meetings which began on March 15, Seifsa increased its wage offer from between 7% to 10.5% to a final 9% to 12.5%. It agreed to 10 of the

unions' 30 demands on working conditions.

The union toned down their original demands ranging from 16% to 16.5% to increases of between 20% and 25%.

Seifsa executive director Bryan Angus says he is concerned about the poor progress of negotiations and the lack of moderation shown by the unions. "I cannot say at this stage whether the matter can be resolved without dispute or some kind of industrial action," he said.

The agreement ends on June 30.

The negotiations are taking place in an industry suffering about 2,100 retrenchments a month.

Mr Angus says employers are hard-pressed to cope with the rising cost of labour and low productivity. SA products are becoming increasingly uncompetitive on international markets.

Numsa spokesman Veitch Miyeki says the talks have not been officially declared to be in deadlock. But the union believes employers are "digging in."
Slim prospect of wages pact today

CENTRAL wage talks in the motor industry, covering about 35 000 workers, are set to continue today.

Prospects for an early settlement in the talks, due to end today in terms of a timetable agreed to by employers and unions, seem slim.

National Union of Metalworkers of SA (Numsa) spokesman Les Kettle says recently a settlement would depend largely on the extent to which the parties could reduce differences on wages and other non-wage demands, including child-care.

Employers, at the second round of negotiations, warned of below-inflation pay increases.

Unacceptable

Numsa told employers below-inflation increases were unacceptable, and would not be considered.

The union said it was interested in negotiating an improvement to members’ standards of living, not a deterioration.

Employers tabled increased offers of between 8% and 12% at the fourth round of national pay talks earlier this month, Automobile Manufacturers Employers Association chairman Dave Kirby confirmed at the weekend.

The offer was rejected by Numsa and the SA Iron, Steel and Allied Industries Union.

Numsa has demanded an increase of R2 an hour or 25%, whichever is the greater. Kettle said, at a news conference last week, said the union was expected to take wage cuts and retrenchments back to its members in the engineering, tyre and assembly sectors.

Kirby told a wage restraint seminar last week employment in the motor industry had dropped from over 50 000 in 1983 to just over 39 000 at present.

The number of passenger cars sold had dropped from over 300 000 to about 200 000 last year.

He said the main debate in the annual wage talks this year was on the question of balancing rising wages and the demand for job security.

The motor industry had “unwillingly established a leadership role in the wage inflation push effect”, Kirby said. Minimum hourly wage rates ranged from R4,60 to over R8.

Employers and unions were also debating the future of the industry.

Numsa had put forward a number of proposals on restructuring and training, while employers were focusing on productivity proposals, he said.
Companies reconsider AIDS-testing policies

SA companies are reconsidering the wisdom of pre-employment AIDS tests.

Eskom, which was SA’s first company with an AIDS policy in 1986, is re-assessing its approach to AIDS, including its insistence that all job applicants be tested for the HIV virus.

Eskom medical consultant Dr Charles Boes said that instead of pre-employment testing, Eskom might modify fringe benefits for people with the virus, instead of excluding them altogether.

He said many people in the electrical industry needed to be in peak physical condition.

Eskom had decided to screen all job applicants in an attempt to be non-discriminatory, he said.

In the past three years 15 job applicants had tested HIV positive but the number had multiplied each year.

The parastatal has been criticised for its pre-employment testing.

Medscheme human resource director Gary Taylor said the trend among companies was away from pre-employment screening because of the time and cost involved.

A company like Medscheme, one of the country’s largest medical scheme administrators, would incur significant expenses if it insisted on screening the 10 to 15 job applicants it had to consider each month.

The Elle test used to screen for the HIV virus costs about R30 but for a conclusive result the Western Blot test is needed at about R150 a time.

Ethics

Taylor said besides the cost and time problems of testing, companies also realised that someone who tested positive with HIV could still be perfectly healthy and fit to work for a number of years.

In the latest edition of the Institute for Personnel Management journal, Anglo American consultant Dawn Mokhobo questioned the ethics of testing.

Discriminating against people with AIDS by not employing them was “just passing the buck and hoping that someone else will deal with it,” she says.

AIDS was a problem for the whole society and pre-employment testing would not do anything to help it.

SAA chief medical officer Dr Eric Peters said it was unnecessary to screen all candidates.

In line with other major airlines around the world, SAA has compulsory pre-employment HIV testing for all flight crew positions.

Peters said the US Aerospace Medical Association had resolved on May 8 to support HIV tests for pilots and that they be declared medically unfit to fly if they tested positive because it placed the public at risk. This endorsed SAA’s policy.

SAA has voluntary tests for existing flight crew and those testing positive are allowed to continue flying until they are medically unfit.

They can then do ground duties or elect to be retired.
Cadbury workers back at work after 7 weeks

BY SHARON SOROUR
Labour Reporter

HUNDREDS of Cadbury workers nationwide go back to work this week after a seven-week strike over wages and conditions.

'About 405 members of the Food and Allied Workers' Union (Fawu) have been on strike, including more than 200 Cape workers, at factories in Port Elizabeth, East London, Johannesburg, Pretoria, Durban and Bloemfontein.

According to a union spokesman, the Cape Town plant was the only one of Cadbury's seven factories not involved in the industrial action.'
Undermining Economy to Aids Three Tentations to

By De Preezer

Shm. 2415779

AIDS (Acquired Immune Deficiency Syndrome) is a viral disease that attacks the immune system of humans, making them susceptible to opportunistic infections and cancers. The virus that causes AIDS, HIV (Human Immunodeficiency Virus), is transmitted primarily through sexual contact, sharing needles, and from mother to child during childbirth or breastfeeding. The disease has no cure and is not preventable by current medical means.

The impact of AIDS on the global economy is significant. The disease affects not only the individuals infected but also their families, communities, and economies in general. In many countries, the pandemic has led to a decline in workforce productivity, increased healthcare costs, and reduced economic growth.

Prevention and treatment of HIV/AIDS are crucial in combating the spread of the disease and its economic consequences. Preventative measures include condom use, regular testing, and adherence to antiretroviral therapy (ART) for those infected. Treatment can help manage the disease and reduce the risk of transmission to others.

The global response to HIV/AIDS has been marked by a combination of efforts from governments, international organizations, and civil society. The United Nations Framework Convention on Tobacco Control (FCTC) has also addressed the link between tobacco use and HIV/AIDS, recognizing that tobacco use can weaken the immune system, thus increasing the risk of HIV and other infections among smokers.

Addressing the economic implications of HIV/AIDS requires a multi-faceted approach. This includes investing in healthcare systems, supporting vulnerable populations, and promoting policies that can help alleviate the financial burden of the disease. By investing in prevention and treatment, we can work towards reducing the impact of HIV/AIDS on the economy and improving the health of individuals worldwide.
Making up for discrimination

I HEAR a lot of talk about affirmative action programmes and question being asked about what is meant by the term?

An affirmative action programme is one in which a company tries to increase the number of black, coloured, or Indian workers in its operation to make up for discrimination against these groups in the past.

There are many ways of achieving this objective. The main way is for the company to set goals of the number of people from these disadvantaged groups it hopes to hire by the end of a given period.

At the end of that period, if it has not achieved these goals, the company has to carefully analyse why this failure has taken place and take steps to improve the situation during the next interval.

These are goals, not quotas. To prevent an affirmative action programme from deteriorating to either being a system of tokenism (or just hiring a few from the disadvantaged group so as to look good) or from hiring too many unqualified people which will result in a firm's productivity declining, society and companies have to take steps supportive of the goals of affirmative action (like having training programmes).

Moreover, the managing director of the firm has to support strongly any such programme, not only in words but also in behaviour.

For example, he has to be ready to penalise, even dismiss, a manager who, after being duly warned, clearly does not try to meet the goals of the affirmative action programme.

* Prepared by Professor Albert Blum, who is attached to the Wits Graduate School of Business Administration.

Wits Business School
Cape wine giant to lay off staff?

By PIETER COETZEE
Financial Editor

ONE of South Africa's wine giants, Stellenbosch Farmers Winery, confirmed yesterday that it was considering a major retrenchment and cost-cutting drive.

Chairman Mr Dave Marlow said this could also lead to the closing of some bottling lines.

He was reacting yesterday to market talk that workers had been retrenched at SFW, that its Oude Libertas Centre would be closed and that two bottling plants had been closed down.

Mr Marlow confirmed that the group was looking at how to be as cost-efficient as possible and was examining its internal structures.

He said nobody had been retrenched so far, but the group was in consultation with trade unions on how it could cut costs and streamline structures within the group.

Depending on the outcome of the talks, this could lead to retrenchments, he said. It was impossible to say how many people would be affected. No decision would be reached before the end of June.

Mr Marlow said the present economic circumstances demanded that each company examine its structures.

Regarding the Oude Libertas Centre, Mr Marlow said it was still operational. The theatre was closed for the winter season, as was usually the case, and would be reopened in summer.

The vinotech, catering facilities and Cape Wine Academy were fully operational and doing well, he said.
What should be the subject of widespread public debate and policy formation is not the preservation of jobs in the textile industry — the travails of which are set out on the following pages — through increased protection. Instead the cost to the public purse of retraining and reabsorbing textile workers in some other industry with more going for it, especially in terms of export potential, should be the focus of attention.

Almost everywhere in the world the textile industry as we know it in this country is in trouble and is shouting for protection. One exception, of course, is the “Little Tigers” of the Third World — who are so hungry for wealth that they are prepared to forgo the short-term advantages of collective bargaining. Their unit cost of production is consequently so low that they can undercut almost everybody else.

The other exception is to be found in technologically advanced countries with a great deal of marketing sophistication. They go for the niche markets offering speciality fabrics and specialised service of such a standard that they can absorb higher production costs.

In Europe, with the exception of Switzerland, for decades the debate has been inappropriately focused on textile job preservation and not on job relocation. So the period of the phasing out of protection and the phasing in of lower-cost textile imports under the Multi-Fibre Arrangement (MFA) stretches towards infinity. The cost to the taxpayer and the consumer has been extremely high and will remain so.

How this sort of public spending on the special interest of textile workers can be morally justified is hard to fathom. Although, of course, in Europe there is the dubious political precedent of farm workers. Economically it has no justification: it is simply a waste of resources that would be better employed elsewhere (and in a dynamic free enterprise economy this would happen quickly).

It is true that the textile industry has enjoyed short periods of rapid growth and prosperity in those economies that have tended to be command ones. They are usually either socialist countries, now in rapid retreat from egalitarianism, or capitalist ones following the mixed economy inclinations of socialist-orientated governments.

Apartheid SA fits easily into the second category. Consequently, our textile magnates of the past were better at special pleading in Pretoria than competing in the marketplace. Few, including Philip Frame, would survive today. For the situation is very different now and, together with our lack of international competitiveness because wages are too high, this is at the core of the problem.

Some of those few countries with flourishing textile industries have certainly indulged considerably in State support for their industries. But the difference between the support given in Europe to preserve jobs and that given in some “Little Tigers” to create jobs, is that the former backed losers and the latter backed winners. In other words, the Europeans were backing high-wage, low-productivity production whereas the “Little Tigers” were backing low-wage high-productivity production.

The important principle is that if governments are going to intervene in an industry (and there are good arguments to support their never doing so) then at least they must aim at backing winners, not losers. To do so it needs to be heavily capitalist-orientated, unlike some European governments which in the past tended to put egalitarian motives ahead of the creation of wealth. And they are paying the price today.

Industrialists who favour protection will argue that once a textile mill is closed down, the jobs it provided are either lost permanently, or that the process of finding alternative work for their work force is protracted and harsh. That is music to the ears of interventionist politicians who, with some notable exceptions, all too many politicians tend to be.

Of course, the period of the reallocation process is where most suffering occurs. And that can be aggravated by a downturn in the business cycle, high inflation, low savings and consequently constricted investment. The fact that the reallocation does take place is in itself incontestible.

But the harsh consequences can be cushioned at acceptable cost to the public purse if redundant workers are given direct grants and/or retraining facilities, or some other benefit that the creative genius of trade union officials and personnel managers can devise. That cost is at least finite.

What needs to be avoided is the tendency towards infinite succour for the shareholders of companies in ailing industries, which is what the MFA provides for textiles. They must bear the cost of their mistakes.
Provident fund breakthrough in metal industry

The campaign by trade unions to persuade companies to provide for a provident fund for unschooled labourers instead of a pension fund, gained momentum with the recent establishment of a provident fund in the metal industry.

The launching of this fund offers the possibility to members of the Metal Industry Group Pension Fund (MIGPF) — one of the largest funds in South Africa and valued at around R4-billion — of an alternative fund for the payment of pensions. This new provident fund is specifically aimed at unschooled labourers and became effective on May 1.

According to Seifa, it is expected that about 60 percent of the 250,000 members, who contribute to the MIGPF, will switch to the new provident fund. The biggest advantage of the provident fund would be that workers receive their full pension benefits at retirement or resignation in a single lump sum.

It took two years of negotiations for Seifa and the eight trade unions in the metal industry to reach an agreement.

Numsa general secretary Moses Mayekiso said the new fund is an “important step forward in the history of negotiated benefits in South Africa.”

The introduction of a provident fund in the furniture industry is also an important issue on the agenda of Saccaw this year.

According to director David Sussman, the fund would be structured to provide for the members of the MIGPF, who are employed in the furniture industry.

The issue of provident funds versus pension funds has been a concern for most trade unions since 1981 when the government proposed legislation aimed at the protection of pension funds. This drew the attention of trade unions to the benefits which traditional pension funds offer, in particular, to unschooled labourers.

The new Pensions Act was strongly opposed by various trade unions which called strikes in protest against its introduction.

The death rate among black workers is on average higher than among whites and it is discriminatory to let black workers retire at the same age as white workers. An earlier retirement age is preferable for most unschooled black workers because they often work under very harsh conditions and have to work for much longer than white workers.

At retirement a black worker needs a large sum of money which could be used to buy, at present prices, a small business. The monthly payment of his pension would not cover, for instance, his return to a homestead or his family.

Should a member of a provident fund be dismissed before reaching retirement age, he is eligible for a repayment of all his contributions plus a percentage of the employer’s contributions, plus interest calculated on the number of years of service.

Provident funds can also provide that a worker going on strike or being temporarily absent from work (with or without payment) could remain a member of the fund.

Labour experts contend that the advantages of a provident fund for employees are:

- Strengthening of a positive attitude towards the company;
- Improved labour relations because the trade union is involved in the management of the fund.

It is understandable that employers would often consider the long-term benefits of a provident fund to be more advantageous than the well-being of employees than the bulk payment of a provident fund.

But such an employer must always take into consideration that the needs of a schooled white worker and those of an unschooled black worker are different.

For black workers the provident fund is a more flexible and more attractive option which can satisfy a variety of short-term and long-term needs.
Over 400 Mwasa members strike

MORE than 400 members of the Media Workers Association of South Africa in Pietersburg went on strike yesterday demanding housing.

The workers, employed by the Chinese-owned Sakkor Manufacturing, have been staying in shacks and makeshift housing on the company premises for several years.

The Pietersburg Town Council has given them until Friday to vacate the premises, a union official, Mr Albert Makgoba, said.

**Housing**

Makgoba said management had refused to look into alternative housing for the workers, some of whom start work at midnight in the 24-hour operation of the company.

All senior company officials were said to be consulting lawyers yesterday but ultimatums were issued to strikers to either return to work or be fired.

The workers are demanding communal housing in Seshego, transport to and from work and stop order facilities for union subscriptions. Makgoba said some of the workers earned R192 a month.

The workers are demanding that the minimum wage be raised to R700 if the company refuses to provide housing.

There have been fears among whites in Pietersburg that the settlement of the workers on the premises could be the beginning of a squatting problem.

Conservative Party councillor, Mr Koos Kemp, last week threatened a "repeat of Venterdorp."
Motor industry pays most

By SHARON SOROUR
Labour Reporter

CLEANERS in the motor industry are the only workers in the sector to earn a "living wage", according to a Labour Research Service survey.

Light cleaners in this industry earned an average wage of R278 a week or R1 269 a month.

This was well above the average cleaners' wage of R189 a week.

"It is also the only industry that pays more than the Labour Research Service's (LRS) housing-based living wage estimate of R269 a week or R1 140 a month," said LRS spokesman Ms Virei.me Geard.

Cleaners in the local authorities and mining sectors were among the lowest paid, earning wages of R120 and R115 a week respectively.

"The lowest-paid cleaners are in the building and construction industry where they earn R112 a week, on average," she said.

Paper, print and pack industry workers earned the second highest wages at R218 a week followed by those in the iron, steel and engineering industries at R202 a week.

The Cleaning Trade Wage Order — which was a wage instrument written by employers but approved and gazetted by Minister of Manpower Mr Eli Loaw — covered only workers who were employed by the cleaning companies.
Numsa calls for probe of docks blast

THE National Union of Metalworkers of South Africa (Numsa) has expressed concern at the refusal of a Cape Town engineering company to agree to an independent inquiry into the cause of a blast on a super tanker in Cape Town harbour last week.

Six Globe employees were killed and another man seriously injured after an explosion in the No 2 hold of the Iranian tanker, Alborz, last Wednesday.

Mr John Stuart, the operations manager for Globe Engineering, confirmed the company had refused Numsa’s demand for an independent inquiry.

Safety

Key areas Numsa wants investigated include whether adequate safety precautions were taken, the cause of the explosion and whether the rescue operation was speedy enough.

Those killed were Mr Gary Davids, Mr Errol Phillips, Mr Hennie Oosthuizen, Mr Ismail Haje, Mr Michael Ngaka and Mr Jameson Nukati.

The sole survivor, Mr Patrick Ngalo, is in the intensive care unit at Groote Schuur Hospital.

The men were working about 35 metres down the hold, repairing a faulty valve.

Workers on board at the time of the blast have questioned whether the gas level in the hold was adequately monitored.

High-risk

Also unclear is the cause of the blast. Numsa said the tragedy highlighted the question of health and safety.

Mr Adrian Sayers, the acting regional secretary for Numsa in the Western Cape, said health and safety were particularly important in the Cape Town docks where workers often performed repairs on ships that were in a poor condition.

“Metalworkers in the docks have consistently performed work that has a high-risk level, requiring effective health and safety precautionary measures,” Sayers said.

Stuart said the company could not comment on the issue until the Department of Manpower had completed its investigations.

GRIEVING: Mrs Nadeema Haje, wife of gasblast victim Ismail Haje and their four-year-old son, Ozayr

PIC: YUNUS MOHAMED
Employers, unions meet over pay row

STALLED pay talks in the steel and engineering industry enter the "cooling-off phase" next Tuesday when unions and employers meet over ways to ease the deadlock.

The largest union in the sector, the National Union of Metalworkers of South Africa, last Wednesday gave notice that it would declare a dispute.

Spokesman

Mr Hendrik van der Heever, spokesman for the Steel and Engineering Industries Federation of South Africa, confirmed yesterday the full executive of the sector's national industrial council would meet in Johannesburg on June 11.

Numsa, representing some 113 000 workers in the sector and the Metal and Electrical Workers Union of South Africa, with nearly 34 700 members, had given Scifsa written notice of dispute.

Verbal notice had been given by the 10 000-strong Confederation of Metal and Building Unions, as well as the Steel, Engineering and Allied Workers Union, representing about 1 880 workers.

Written notification of dispute had to be given within 14 days of a dispute being declared, said Van der Heever.

At the May 29 meeting, Numsa and Mewusa dropped their demand for a R2 hourly increase by 50c. Numsa demands a 20 percent rise.

Dropped demands

The CMBU unions dropped their demands from 18 to 12 percent.

Scifsa's final offer on hourly rates ranged between nine percent (86c) for artisans, to 12.6 percent (48c) for lower skilled workers. - Sapa.
Top executives' packages linked to performance

LOCAL CEOs earned nothing like their British and US counterparts but there was a growing trend to link remuneration to performance, executive search consultant Peter Woodburn said yesterday.

He said only a few SA CEOs earned up to R1m a year, lagging far behind the US where, for example, the Disney CE earned up to $40m annually.

Woodburn, MD of Woodburn Mann executive search consultants, said there was a strong move in SA towards paying top executives good, or even adequate, base salaries as part of remuneration packages that included meaningful incentives.

"Knowing you can double your income through performance bonuses or a percentage of profits gives you ample incentive to stretch yourself to grow your profits," Woodburn said.

He said top executives would, however, come under increasing pressure to take their medicine along with lower echelon employees when profits showed a considerable decline and companies had to tighten their belts.

Woodburn Mann director Peter MacIldowie said some local CEOs earned annual cash packages of between R500 000 and R1.2m, excluding dividends reaped from their share packages.

Entrepreneurs like Pick 'n Pay's Raymond Ackerman and Liberty Life chairman Donny Gordon had an annual dividend income, in addition to their salaries, well in excess of R1m, MacIldowie said.
Unions blamed for poor job scope

From Sven Lunsche

JOHANNESBURG. — As the economy emerges from its longest post-War recession, there is little scope for higher employment, in spite of prospects of substantially higher investment spending by manufacturing companies.

And private sector economists are putting the blame firmly at the door of the trade union movement, "which has outpriced its members in the labour market".

In its monthly Survey of Confidence Levels in the Manufacturing Industry, the South African Chamber of Business reported yesterday that many industrialists planned to invest substantially in building new capacity over the next 12 months.

According to Sacob, new investment in the form of capital expenditure on new capacity is forecast to rise by just under 20 percent during this period.

However, this is not going to be accompanied by job creation, as has been the norm in recent investment booms.

Instead, employment of skilled and unskilled labour is expected to fall further from its current dismal levels.

Industrialists polled by Sacob said there was little prospect of new opportunities for skilled manpower, and even less in the case of unskilled workers.

According to the index, employment of unskilled labour in the manufacturing industry will fall by roughly 5 percent over the next 12 months on top of an 8 percent drop so far this year.

Dr Ariovich, economic consultant to Sacob, says unions have to take their share of the blame for the expected retrenchments.

"The unions have managed to increase wages and salaries of members beyond their productivity. "The price of unskilled manpower has become too high for many industrialists, particularly since retrenchments always accelerate in times of depressed economic conditions," Dr Ariovich says.

He adds, however, that local industrialists tend to follow international trends, which over the past decade have favoured capital investments in new technology.

Furthermore, there is some lag time between new investment and employment creation, Dr Ariovich says.

In spite of forecasts of a general upswing in industry, the extent of such a recovery will depend mainly on the sector in which companies operate.

Sacob says manufacturing companies, which supply essential goods to consumers, have enjoyed strong activity even in the current recession, as is reflected in strong sales and production levels so far this year.

"On the other hand, many local industries producing investment and intermediate goods, have been facing tougher local markets for some time."

On balance, though, says Sacob chief economist Dr Ben van Rensburg, the economic outlook seems to have stabilised, which was reflected in May in a percentage point rise in the Business Confidence Index.

"The slight increase in the BCI could be the first sign of buoyancy returning to the economy after the drawn-out recession."

"Nevertheless, this promising sign might yet be turned into a false start, especially by the number of remaining uncertainties that influence business confidence, particularly the threat political violence holds for the transformation process," Dr van Rensburg cautions.
by Sven Lünsche

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NOTICE 493 OF 1991
DEPARTMENT OF MANPOWER
LABOUR RELATIONS ACT, 1956
APPLICATION FOR REGISTRATION OF A TRADE UNION

I, David William James, Industrial Registrar, do hereby, in terms of section 4 (2) of the Labour Relations Act, 1956, give notice that an application for registration as a trade union has been received from the Suid-Afrikaanse Witwerkersunie. Particulars of the Application are reflected in the subjoined table.

Any registered trade union which objects to the application is invited to lodge its objection in writing with me, c/o the Department of Manpower, 123A Manpower Building, 215 Schoeman Street, Pretoria (postal address: Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice.

TABLE

Name of trade union: Suid-Afrikaanse Witwerkersunie.

Date on which application was lodged: 15 February 1991.

Interest and area in respect of which application is made: White persons employed in the undermentioned industries and undertakings in the Republic of South Africa:

(i) Battery Manufacturing Industry;
(ii) Financial Institutions Undertaking;
(iii) Motor Industry;
(iv) Local Authority Undertaking;
(v) Rubber and Rubber Product Industry; and
(vi) Sawmilling and Woodworking Industry.

For the purposes hereof (i) to (vi) above are defined as follows:

“Battery Manufacturing Industry” means the industry in which employers and their employees are associated for the purpose of the production and/or manufacture and/or mounting and/or rebuilding and/or installation and/or servicing and/or repair of batteries of

KENNISGEWING 493 VAN 1991
DEPARTEMENT VAN MANNEKRAG
WET OP ARBEIDSWERHOUDINGE, 1956
AANSOEK OM REGISTRASIE VAN 'N VAKVERENIGING

Ek, David William James, Nywerheidsregisseur, maak ingevolge artikel 4 (2) van die Wet op Arbeidsverhoudinge, 1956, hierby bekend dat 'n aansoek om registrasie as 'n vakvereniging ontvang is van die Suid-Afrikaanse Witwerkersunie. Besonderhede van die aansoek word in onderstaande tabel verstrekt.

Enige geregistreerde vakvereniging wat tein die aansoek beswaar maak, word versoek om binne een maand na die datum van publikasie van hierdie kennisgewing sy beswaar skriflik by my in te dien, p/a die Departement van Mannekrag, Mannekraggebou 123A, Schoemanstraat 215, Pretoria (posadres: Privaatsak X117, Pretoria, 0001).

TABEL

Naam van vakvereniging: Suid-Afrikaanse Witwerkersunie.

Datum waarop aansoek ingediend is: 15 Februarie 1991.

Belange en gebied ten opsigte waarvan aansoek gedoen word: Blanke persone in diens in ondervermelde nywerhede en ondernemings in die Republiek van Suid-Afrika.

(i) Batterynywerheid;
(ii) Finansiële instellingsonderneming;
(iii) Motornywerheid;
(iv) Plaaslike Owerheidsonderneming;
(v) Rubber- en Rubberproduktynywerheid; en
(vi) Saamgnel- en Houwerknywerheid.

Vir die doeleindes hiervan word (i) tot (vi) hierbo soos volg omskryf:

“Batterynywerheid” beteken die nywerheid waarin werkgewers en hul werknemers met mekaar geassosieer is vir die maak en/of vervaardiging en/of montering en/of herbouing en/of installing en/of versiering en/of hersel van batterye van die lood-suur-tipe of
the lead-acid type or component parts thereof: Provided that this does not include the installation and/or servicing and/or repair of batteries of the lead-acid type or component parts thereof, except—

(a) such installation and/or servicing and/or repair of fixed batteries by the manufacturer or the exportation of the battery or composite part thereof; and

(b) such installation and/or servicing and/or repair of motor vehicle batteries by the manufacturer of the battery or component part thereof or the exportation of a component part thereof in terms of its manufacturer’s guarantee.

"Financial Institution Undertaking" means—

a banking institution registered in terms of the Depositing Institutions Act, 1990 (Act No. 94 of 1990);

a building society registered in terms of the Building Societies Act, 1986 (Act No. 82 of 1986), and/or in terms of the Mutual Building Societies Amendment Act, 1986 (Act No. 81 of 1986);

an insurer registered in terms of the Insurance Act, 1943 (Act No. 27 of 1943);

a pension fund organisation registered in terms of the Pension Funds Act, 1955 (Act No. 24 of 1955);

a friendly society registered in terms of the Friendly Societies Act, 1956 (Act No. 25 of 1956);

a board of executors or trust company or any other company which invests, keeps in safe custody, controls or administers any trust property;

a unit trust scheme as defined in the Unit Trusts Control Act, 1981 (Act No. 54 of 1981);

a manager who controls or administers a scheme in terms of the Participation Bonds Act, 1981 (Act No. 55 of 1981).

"Motor Industry" means (without in any way limiting the ordinary meaning of the expression and subject to the provisions of any demarcation determination made in terms of section 76 of the Labour Relations Act, 1955) the industry in which employers and their employees are associated for the purpose of—

(a) assembling, erecting, testing, remanufacturing, repairing, adjusting, overhauling, wiring, upholstering, spraying, painting and/or reconditioning carried on in connection with:

(i) chassis and/or bodies of motor vehicles;

(ii) internal combustion engines and transmission components of motor vehicles;

(b) automotive engineering;

(c) repairing, vulcanising and/or retreading tyres;

(d) repairing servicing, and/or reconditioning batteries for motor vehicles;

(e) the business of parking and/or storing motor vehicles;

(f) the business conducted by filling and/or service stations;

samestellingende dele daarvan: Met dien verstande dat dit nie die instellering en/of versiening en/of herstel van batterye van die lood-suur-tipe of samestellingende dele daarvan omvat nie, behalwe—

(a) vir sover sodanige instellering en/of versiening en/of herstel van vaste batterye deur die vervaardiger van die battery of samestellingende deel uitgevoer word; en

(b) vir sover sodanige instellering en/of versiening en/of herstel van motorvoertuighbatterye deur die vervaardiger van die battery of samestellingende deel uitgevoer word ingevoeg deur versieringswaarborg.

"Finansiële Instellingsonderneming" beteken—

'n bankinstituut geregistreer ingevoeg de Wet op Depostinemende Instellings, 1990 (Wet No. 94 van 1990);

'n bouvereniging geregistreer ingevoeg de Wet op Bouverenigings, 1986 (Wet No. 82 van 1986), en/of ingevoeg de Wysigingswet op Onderlinge Bouverenigings, 1986 (Wet No. 81 van 1986);

'n verskerek geregistreer ingevoeg de Versekeringswet, 1943 (Wet No. 27 van 1943);

'n pensioenfondsorganisasie geregistreer ingevoeg de Wet op Pensioenfondse, 1956 (Wet No. 24 van 1956);

'n Onderlinge hulpvereniging geregistreer ingevoeg de Wet op Onderlinge Hulpverenigings, 1956 (Wet No. 25 van 1956);

'n eksekuteurskamer of 'n trustmaatskappy of enige ander maatskappy wat beleggings maak of enige trusteiendom of -goed in veilige bewaring hou, beheer of administreer;

'n effekte-trustskema soos omskryf in die Wet op Beheer van Effekte-trustskemas, 1981 (Wet No. 54 van 1981);

'n bestuurder wat ingevoeg die Wet op Deel nemingsverbande, 1981 (Wet No. 55 van 1981), 'n skema beheer of administreer.

"Motornywerheid" beteken (behoudens die bepaalings van enige afbakeningsvalstelling gemaak kragtens artikel 76 van die Wet op Arboisverhoudinge, 1955 (die nywerheid waarin werkgevers en hul werknemers met mekaar geassosieer is vir die doel van—

(a) montering, oprigting, toetsing, hervervaardiging, herstelwerk, verstelwerk, opknapper, bedrading, stofering, bespuiting, verwerk en/of vernuwing uitgevoer in verband met—

(i) onderstelle en/of bakke van motorvoertuie;

(ii) binnebrandjins en transmissiekomponente van motorvoertuie;

(b) motoringenieurswerk;

(c) die herstel, vulkanisering en/of versoling van buitenbande;

(d) die herstel, versiening en vernuwing van batterye vir motorvoertuie;

(e) die besigheid gedryf deur ondernemings vir die parkering en/of stalling van motorvoertuie;

(f) die besigheid gedryf deur vul- en/of diensstaties;
(g) the business carried on mainly or exclusively for the sale of motor vehicles or of motor vehicle parts and/or spares and/or accessories (whether new or used), whether or not such sale is conducted from premises that are attached to a part of an establishment in which the assembly or repair of motor vehicles is carried out;

(h) the business conducted by motor graveyards;

(i) the business conducted by assembly manufacturing establishments;

(j) the business conducted by manufacturing establishments in which motor vehicle parts and/or spares and/or accessories and/or components are manufactured;

(k) vehicle body building.

"Local Authority Undertaking" means the undertaking in which employers and their employees are associated for instituting, continuing and finishing any act, scheme or activity which is undertaken by a local authority;

"local authority" has the same meaning as that assigned to it in section 1 of the Labour Relations Act, 1956.

"Rubber and Rubber Products Industry" means the industry in which employers and their employees are associated in establishments for the purpose of carrying on any one or more of the following activities:

(a) The manufacturing of—

(i) rubber;

(ii) any article consisting wholly or mainly of rubber;

(iii) rubber solution;

(iv) any one or more of the following articles of which at least one ingredient is rubber:

Tyres, tubes, conveyor or drive belts, hosepipes, tennis balls, golf balls, football bladders, lining for electrical cables, mats, chair cushions, mattresses, covers for brake or clutch pedals and retreading material;

(b) the retreading or rebuilding of rubber goods, excluding tyres, carried on using any one or more of the activities referred to in paragraph (a);

(c) the manufacture of rubber soles or heels except in an establishment manufacturing footwear, and includes all operations incidental to or consequent on any of the aforementioned activities.

"Sawmilling and Woodworking Industry" means the industry in which employers and their employees are associated for the purpose of carrying on any one or more of the following activities:

(a) The processing of rough timber or logs into beams, planks, floor-boards, baulks, mine props, sleepers, wedges or other standard forms by means of splicing, conversion, sawing, planing, machine processing or any other method;

(b) the manufacture of wood-wool, cases shocks, pack-mats, trays, crates and other articles of which wood is the main component;

(g) die besigheid hoofsaaklik of uitsluitlik gedryf vir die verkop van motorvoertuie of van motorvoertuigonderdele en/of reserverwedele en/of -bybehore (hetsy nuut of gebruik) wat daarby hoort, hetsy, al dan nie, sodanige verkop geskied vanuit 'n perseel wat verbind is aan 'n gedeelte van 'n bedryfsinrigting waarin die montering of herstel van motorvoertuie uitgeoer word;

(h) die besigheid gedryf deur motorsloipingsondermenings;

(i) die besigheid gedryf deur monteerbedryfsinrigtings;

(j) die besigheid gedryf deur vervaardigingsbedryfsinrigtings waarin motorvoertuigonderdele en/of -bybehore en/of komponente daarvan vervaardig word;

(k) voertuigbokbou.

"Plaaslike Overheidsonderneming" beteken die onderneming waarin werkgewers en hul werkners met mekaar geassosieer is vir die instelling, voortsetting en afhandeling van enige handeling, skema of aktiwiteit wat deur 'n plaaslike overheids onderneming word; "plaaslike overheid" het die selfde betekenis as dié wat daaraan geheg is by artikel 1 van die Wet op Arbiedsverhoudinge, 1956.

"Rubber- en Rubberproduktynaverheid" die nywerheid waarin werkgewers en hul werkners met mekaar geassosieer is in bedryfsinrigtings met die doel om enige of meer van die volgende werksaamhede te verrig:

(a) Die vervaardiging van—

(i) rubber;

(ii) enige artikel wat geheel en al of hoofsaaklik uit rubber bestaan;

(iii) rubberlym;

(iv) enige of meer van die volgende artikels waarvan minstens een bestanddeel rubber is:

Buitebande, binnebande, vervoer- of dryfbande, rubberslange, tennisballe, gholfballe, voetbalbinne-balle, bedekking vir elektriese kabels, matte, stoelzitsings, matrasse, bededdings vir rem- of koppelaarpedale en versolmateriale;

(b) die versool of herbou van rubbergoedere, uitge- sonderd buitebande, indien verrig saam met enige of meer van die werksaamhede bedoel in paragraaf (a);

(c) die vervaardiging van rubbersole of -hakke, uit- gosonderd in 'n bedryfsinrigting wat skoelandel vervaardig; en dit omvat alle bedrywighede wat met enige van voorwerpse werkwaamhede gepaard gaan of daaruit voortspruit.

"Saamkuns- en Houwerkplig" beteken die nywerheid waarin werkgewers en hul werkners met mekaar geassosieer is met die doel om enige of meer van die volgende werkwaamhede te verrig:

(a) Die verwerking van ruhouf of boomstompe tot balke, planker, voetplankte, rubable, mynstutte, dwarsliëers, wie of ander standaardvorms deur middel van splitting, besaging, saag, skaaf, masjienbewerking of enige ander metodes;

(b) die maak van houtwal, kisse, duie, pakmatte, platkissies, katte en ander artikels waarvan hout die hoofkomponent is;
(c) the manufacture of factory-made buildings or structures or component parts of such buildings or structures, including partitions of wood or wood products that are used alone or together with other materials that are not of wood;

(d) the manufacture in factories of factory-made products, mainly from wood, including beams, truss beams and floor-boards, doors and door frames, windows, panel work, ceiling boards, floor-boards and shelves, including the joining together of wood of any measurement in whatever way;

(e) the manufacture in factories of products exclusively or mainly of wood, including yokes, yoke-pins, tent-poles, tent-peg, implement and tool handles, wooden mallets and dowel pins;

(f) the preparation and preventive treatment of poles, fencing-poles, pegs and whole or sawed timber and/or blocks in any form; and

(g) all wood for mining purposes;

and includes all operations incidental to any of the aforementioned activities, but does not include the manufacture of raw planks, chipboard, veneer-wood or plywood.

Postal address of applicant: P.O. Box 7807, Newton Park, Port Elizabeth, 6055.

Office address of applicant: 27 Hudson Street, Newton Park, Port Elizabeth.

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

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

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

D. W. JAMES,
Industrial Registrar.
(7 June 1991)

NOTICE 494 OF 1991

DEPARTMENT OF MANPOWER

LABOUR RELATIONS ACT, 1956

APPLICATION FOR VARIATION OF SCOPE OF REGISTRATION OF A TRADE UNION

I, David William James, Industrial Registrar, do hereby, in terms of section 4 (2) as applied by section 7 (5) of the Labour Relations Act, 1956, give notice that an application for the variation of its scope of registration has been received from the National Industrial and Commercial Workers Union. Particulars of the application are reflected in the subjoined table.

Any registered trade union which objects to the application is invited to lodge its objection in writing with me, c/o the Department of Manpower, 123A Manpower Building, 215 Schoeman Street, Pretoria (postal address: Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice.

(c) die maak van fabrieksvervaardigde geboue of structure van onderdele van suike geboue of structure, met inbegrip van afskortings van hout of houtprodukte wat alleen gebruik word of saam met ander materiale wat nie van hout is nie;

(d) die maak in fabriekte van fabrieksvervaardigde produkte hoofsaaklik van hout, met inbegrip van balke, vakwerkbalke en -vloerplanka, deure en deurkosyne, vensters, paneelwerk, plafonplanka, vloerplanka en rakke, met inbegrip van die aansmekaaoorg van hout van enige afmeting op watter wyse ook al;

(e) die maak in fabriekte van produkte uitsluitlik of hoofsaaklik van hout, met inbegrip van jukke, jukskie, tentpole, tentpenne, werkhuisk- en gereedskaphandvat- sels, houthammers en tappennet;

(f) die bereiding en voorbehoedende behandel- sing van paal, hiënpaale, penne en heel of gesagde hout en of blokke van enige vorm;

(g) alle hout vir mynboudoeleinders;

en dit omvat alle bedrywighede wat met enige van voorneemde werksooms gehap op, maar dit om- vat nie die maak van ruplanka, spanderboord, fineer- hout of laaghout nie.

Posadres van applikant: Postbus 7807, Newton Park, Port Elizabeth, 6055.

Kantooradres van applikant: Hudsonstraat 27, New- ton Park, Port Elizabeth.

Die aandag word gevestig op onderstaande ver- elists van artikel 4 van die Wet:

(a) Die mate waarin 'n beswaarmakende vakver- neging vertoonwoordigend is, word ingevolge subartikel (4) bepaal volgens die feite skaais hul fisieke beperking of die datum waarop die aansoek ingediend is, en wat die lidmaatskapsbetrekking, en of alleen lede wat ingevolge artikel 1 (2) van die Wet op voorheen deelname van die vakvereniging lede was, in aanmerking geneem.

(b) Die prosedure vanaf skryflik by subartikel (2) moet gevolg word in verband met 'n beswaar wat ingediend word.

D. W. JAMES,
Nynverheidsregistrateur.
(7 June 1991)

KENNISGEWING 494 VAN 1991

DEPARTEMENT VAN MANNEKRAAG

WET OP ARBEIDSVERHoudINGE, 1956

AANSOEK OM VERANDERING VAN DIE REGIS- TRASIEBESTEK VAN 'N VAKVERENIGING

Ek, David William James, Nynverheidsregistrateur, maak ingevolge artikel 4 (2) skaais toegegans by artikel 7 (5) van die Wet op Arbeidsverhoudinge, 1956, hierby bekend dat 'n aansoek om die verandering van sy registrasiebestek ontvang is van die National Industrial and Commercial Workers Union. Besonderhede van die aansoek word in onderstaande tabel verstrekk.

Enige geregistreerde vakvereniging wat teen die aansoek beswaar maak, word versoek om binne een maand na die datum van publikasie van hierdie kennis- gewing sy beswaar skriflik by my in te dien, p/a, die Departement van Mannekrag, Mannekraggebou 123A, Schoemanstraat 215, Pretoria (posadres: Private Post X117, Pretoria, 0001).
SP1: Buck's Retention and Engagement as Workforce Grows
LOCAL PEACE FORUMS ARE IMPORTANT IN RESTORING ECONOMIC LIFE

Violence in the Pretoria-Witwatersrand-Vereeniging area has sharply affected perceptions of the nation's economic well-being. It followed what has happened—and is happening—in Natal.

The violence in Natal has led to investors shying away from the area, and the entire regional economy is suffering. Spin-off effects include consumer boycotts, strikes and stayaways—and industrial violence has become more commonplace too, with high death tolls in some strikes.

The Innes Labour Brief reports that in the first half of this year violence in the Transvaal cost the economy some R3bn. This includes the deaths of 1,800 people, the destruction of about 2,000 shops and factories, expenditure on security forces and the cost in lost production of national and regional stayaways.

Businessmen often find themselves in the middle of the conflict, and how they react and the strategies they choose will influence the climate in which they will have to operate in future. How have they been coping so far?

In Natal, businessmen have been involved in mediating between warring factions—and trying to address the socio-economic problems that underlie the violence—for at least two years. Their involvement has increased worker loyalty and productivity at companies that have shown concern.

John Hall, an executive director of Barlow Rand and president of the SA Chamber of Business, notes that unless violence is dealt with, attempts to confront socio-economic problems are doomed.

“Housing in poor black areas doesn’t get under way because of theft and violence,” says Hall. “If the whole community (including whites) gets involved in achieving peace, leading to stability and the restoration of building projects, the whole mini-economy benefits. In many areas, one finds business getting involved with church leaders, trade union and community leaders.”

Hall, who is also chairman of Middelburg Steel & Alloys, has direct experience of such a process. Last year, he says, “we virtually had Beirut in Middelburg. There were a hundred Casspirs in the township. Rioting mobs were moving out of the townships towards white areas. Large and small traders were suffering. Employees had problems getting to work. The tension had an impact on workplace productivity.”

Middelburg Steel realised it had to get all community leaders together, including Conservative Party town councillors, church leaders, police and comrades.

“It wasn’t simple,” Hall recalls. “The catalyst was when the town council threatened to switch off lights and water to the township. Tensions were running high.”

Middelburg Steel’s immediate response was to pay off the township’s R50 000 services arrears bill. “Initially it was shuttle diplomacy,” Hall says, “before a forum was formed under urgent circumstances.” It took just under a week to establish this forum, but the entire community, black and white, conservative and left-wing, realised they needed each other to survive.

The Middelburg peace forum led to innovative job-creation schemes, including a kibbutz-style operation whereby the youth could be trained and given tasks such as growing vegetables commercially for the community. “We are committed to education, health care, job creation, and dealing with issues of homelessness,” Hall says.

Not all employers realise, initially, the damaging effects unrest is having on their factory floor. Outside advice and assistance can become essential, but certain actions can help immediately (see box).

These steps are not always readily taken. In one case, a group of companies in Natal was approached by Cosatu to act as mediator in bringing the warring factions together, but did not initially wish to become involved.

“We perceived it as political,” one of the group’s leading MDs, who does not wish to be named, now admits. “There was no visible violence in our area and we did not understand the ramifications of violence in the greater Maritzburg area from where we employed people.”

Employers who are faced with violence in the workplace should consider certain guidelines in dealing with it. They are not hard-and-fast rules, but emerge from the experience of businessmen in conflict situations, particularly in Natal.

Talk to the workers through their elected representatives, such as shop stewards, to establish whether or not the work force wants management to become involved, and if so, to what extent;

Establish what, if anything, is being done by local businessmen’s forums such as the chambers of commerce and industry. If they are not doing anything of much use, consult fellow businessmen about establishing a mediating or “peace” forum;

Once such a forum has been established, try to discover the origins of the violence. Community leaders from affected communities, church leaders, unionists and municipal or local authority representatives can all be drawn together on a specific day and time—which could involve considerable shuttle diplomacy—beforehand;

The police have to be brought into the forum, and liaison structures established with them;

Staff members need to be involved in the forum—and they should be people with whom workers would feel free to go to with their problems;

The youth need to be brought into the forum, which is one way of creating work for them;

Initial help may involve the distribution of food and blankets, and should be done through neutral bodies such as church organisations;

The building of large structures such as new local authority offices can be counterproductive; schemes that bring infrastructural improvements to areas such as water supplies, sewage and garbage removal, the grading of sand roads, repairs to schools and the establishment of a clinic are far more useful;

Don’t probe too much about the political affiliations of your workers, but ban them from wearing the T-shirts of political organisations other than unions, on the shop floor. Workers must feel that their work environment is a neutral zone;

Assistance can be given to workers who have lost homes through arson or aggression. This could include relocation;

Space on factory premises could be made available for workers who want to stay away from home for a few days to escape intimidation during stayaways;

Transport problems need attention;

If your workers live in hostels, visit them and see for yourself how they live; and

Independent mediation or arbitration services can be useful, particularly in labour disputes.

SOME BASIC MECHANICS OF PEACE

25 • FINANCIAL MAIL • JUNE • 14 • 1991
Numsa declares dispute
in motor industry talks

CAPE TOWN — Motor industry pay talks deadlocked yesterday, with the National Union of Metal workers of SA declaring a dispute on behalf of its 180 000 members in the sector.

Numsa negotiator Les Kettle said employers indicated they were prepared to discuss minimum prescribed wages without tabling any adjustments.

"This means nothing. Their proposal amounts to a wage freeze. All three unions in the negotiations are unanimous in rejecting the employers' position."

SA Motor Industry Employers' Association chief secretary Vic Fournie said employers were disheartened at Numsa's disclosure that it had entered talks with a mandate for a dispute.

The union had refused to accept their suggestion that wage talks be deferred until September, when conditions in the financially embattled industry might have improved, he added.

New wage rates varying between 35 and 40% on the lowest grades had been set for December 1 last year. While these were not yet gazetted, the employers' association had done everything in its power to persuade its members to introduce the new rates, he said.

Explaining Numsa's stance, Kettle said: "Wages are still very low, despite the December 1 increases. Workers still do not earn a living wage."

The basic weekly rate for a petrol pump attendant was currently R112.50, despite a 25% increase last year, he said.

Numsa demanded a R2 across-the-board increase on the hourly rate, or 25%, whichever was the higher. Numsa argued that its members needed at least a 20% increase to keep up with cost-of-living increases, plus 5% to accommodate VAT once it was introduced in September, Kettle said.

Employers, he claimed, had refused to consider union proposals that survival strategies be discussed for the future of the motor industry.

The union had also tabled other non-wage demands.

An industrial council dispute meeting would be held in Port Elizabeth on July 18 and 19. — Sapa.
Industry-level mediation for giant metal industries

Employers and unions are to resort to the unprecedented step of industry-level mediation in a bid to break the wage logjam in the giant metal industries. This was agreed at an industrial council dispute meeting this week. All unions have now joined the National Union of Metalworkers in moving into formal dispute with Sefisa. There is some surprise that the Confederation of Metal and Building Unions, the main representative of white labour, has declared a dispute. The CMBU, which dropped its demand from 18 to 12 percent at the last round of talks, seemed set to settle.

At this week's meeting, Sefisa also declared a dispute, a first step towards an industry lockout. Last year employers staged a lockout ballot for the first time. This was successful, but settlement was reached without industrial action.
Seifisa warns of lock-out if pay dispute unresolved

BY ADRIAN HERSCH

The pay dispute between Seifisa and all 12 trade unions party to the metal industrial council will go to mediation. Seifisa says management has also declared a dispute to leave the way open for a lock-out should the dispute not be resolved.

The annual pay talks, affecting about 350,000 workers, reached deadlock at the end of last month. 

Seifisa offers increases of 9% for artisans and 12.6% for labourers.

The National Union of Metalworkers of SA (Numsa), the largest union at the negotiations, asked for increases between 20% and 25% when the talks broke down.

But Numsa has reverted to its opening demand of an increase of R2 an hour or 25%, whichever is the greater amount, to between 25% and 48%.

Seifisa executive director Brian Angus says although the parties are far apart, he believes mediation offers the best chance of producing a settlement.

The two Nactu unions lowered their demands at the last round of negotiations. The Steel, Engineering and Allied Workers Union of SA (Seawusa) wants a R1.50 an hour increase and 36% for the lowest grade.

Last year Seifisa and Numsa agreed to a lock-out and strike respectively. Neither party exercised the option.

Numsa ultimately accepted an offer of between 15.5% and 19%.

The union said the major reason for not calling a strike was the problems township violence could pose.

But if Numsa had staged a strike, even a "strategic" one where members from carefully chosen plants walked out, Seifisa’s lock-out could have occurred on a much broader front, placing great pressure on the union to accept the offer.

Rooibos for Jar

THE Rooibos Tea Board will export 560-million to Japan in the next three years.

The board says "the Japanese are from their desire for natural tea health products."

Farmers have increased their tea plantings to accommodate demand for Rooibos by Cape and oth.

Last year awards.
Order against Mwasa strikers

SAKKOR Manufacturing in Pietermaritzburg was last week granted a temporary order by the Pretoria Industrial Court against the Media Workers' Association of SA preventing strikers from intimidating other workers.

The interim order is expected to be finalised on Wednesday next week.

Workers at the Chinese-owned plant, which manufactures and prints paper and plastic containers, went on strike last Monday after being told they could no longer live on the company's premises. They had also demanded higher wages.

The workers, who earn a minimum of R192 a month, demand a R518 across-the-board increase.

The company has said it cannot afford the increases.

Mwasa spokesman Mr Albert Malgoba denied any members were involved in intimidation.

-Sapa
Top directors paid about R3 540 a week

THE directors of the top 160 industrial companies listed on the JSE earned an average of R3 540 a week last year, the Cape-based Labour Research Service (LRS) says.

An LRS survey found that the 1 079 directors awarded themselves average increases of 16.3% last year and took home R109m. This could have supported 14 547 families earning a "living wage" of R1 140 a month, it said.

The LRS arrived at its figures by dividing the total disclosed directors' remuneration — a reporting requirement in terms of the Companies Act — by the number of directors.

It comments that the average director earns 20 times more than the average labourer earning R179 a week.

"The 129 directors employed by the 10 top-paying companies took home just under R1m in pay each week in 1990 — enough to buy 11 Mercedes-Benz cars every week."

"The mining houses pay even more than the industrial companies. The 12 directors of JCI gave themselves R6,9m in 1990. So each director got R11 058 a week on average. This is 70 times larger than the weekly wage of R157 paid to a grade four underground mines worker at a JCI gold mine," says the LRS.
Disputes head for bargaining forum

DEADLOCKED auto assembly and tyre industry pay talks would be referred to national bargaining forum and industrial council dispute meetings today, the National Union of Metalworkers (Numsa) said yesterday.

Numsa negotiator Les Kettledeas said the union had declared a dispute in both sectors on June 7.

The union declared a formal dispute in the metal industry last month. Steel and Engineering Industries' Federation of SA employers responded last week by declaring their own dispute.

And in another move, Numsa last week declared a dispute on behalf of its 100 000 members in the motor industry (principally service station workers), saying employers' proposals amounted to a wage freeze.

Numsa, which represents about 8 000 workers in the tyre industry and 37 000 in the auto assembly industry, is demanding a R2 across-the-board increase on the hourly wage or a 25% increase — whichever is the greater — in the auto negotiations.

In tyre talks the union is also demanding a R2 an hour increase and the retention of the current hourly R9.50 minimum.

Kettledeas said auto employers have offered increases ranging between 13.3% at the bottom pay levels and 12.5% at the top.

Tyre manufacturers final offers ranged between 14.6% at the bottom pay levels to 12% at the top.

Kettledeas said the union had rejected the wage offers as they were below the inflation rate and failed to take into account the effect the introduction of VAT would have.
Metalworkers' union warns of ballot

DISPUTE meetings in the auto assembly and tyre industries failed yesterday, with the National Union of Metalworkers (Numsa) declaring it would ballot its members early next week unless employers revised their positions.

Numsa negotiator Les Kettleedas said yesterday the union would start balloting its members in the auto assembly and tyre industries after its third national congress, to be held in Johannesburg this week.

The union represents about 8,000 tyre workers and 37,000 auto assembly workers.

Kettleedas said it had dropped its demand from a R2 across-the-board increase to R1.50 at yesterday's dispute meeting with auto assembly employers. This was in line with the rise in the cost of living and to deal with the effect of VAT's introduction.

Security

While there had been substantial progress on training demands, no progress had been made on the union's demands around job security.

Employers were unwilling to address seriously the area of job security and proposals on restructuring the industry, Kettleedas said.

Numsa had also dropped its wage demands at yesterday's tyre industrial council dispute meeting. Employers in turn revised their offer marginally, although it was still below the current inflation rate.

However, there had been no progress on key proposals around employment security and restructuring of the industry.

Mediation in metal industrial council talks, covering more than 270,000 workers, continue today.

A date for a dispute meeting for the motor industry talks involving 100,000 workers has not yet been set.
Threat of lockout to metalworkers

METAL industry employers have threatened to lock out thousands of workers if the dispute between employer body Seifsa and the 12 unions party to metal industry pay talks is not resolved.

The annual talks, which affect wages and working conditions of about 360,000 workers, reached deadlock at the end of May.

The dispute, originally declared by all trade unions, went to mediation yesterday, according to Seifsa executive director Mr Brian Angus.

Last week management also declared a dispute with the unions for failing to accept the final employer offer, leaving the way open for a lockout should the dispute not be resolved.

The Independent Mediation Service of SA would act as mediator, Angus said.

Although the parties were far apart, he believed mediation offered the best chance of settlement.

"But if the dispute cannot be resolved, Seifsa will hold a lockout ballot," he said.

The Cosatu-affiliated National Union of Metalworkers of SA - the largest union in the negotiations representing 113,000 workers - warned of mass industrial action if employers did not improve their offer.

Dispute

Union spokesman Mr Alastair Smith said a strike was one of the options the union was considering when the dispute was declared two weeks ago.

He said the union was, however, "committed to settlement" and would approach mediation "with an open mind".

Seifsa has offered wage increases of nine percent for artisans and 12.6 percent for labourers - increases ranging from 48c to 86c an hour.

Numsa asked for increases of between 20 percent and 36 percent when the talks broke down but has reverted to its opening demand of R2 an hour or 25 percent - whichever is the greater - which amounts to increases of up to 48 percent.

Last year Seifsa and Numsa gained ballots in favour of a lockout and strike respectively but neither exercised the option. - Swetan Correspondent.

Community News

READERS are reminded that the deadline for Community News is noon today.

Telephone the Swetan at 474-0128 or hand in your news at our offices at 61 Commando Road, Industria West.
Technologists are faced with a bleak future

INFORMATION technologists in the computer industry may face a hazardous future.

Many “whizz kids” of the 70s and 80s are finding themselves on the shelf by the age of 40 because of short-sightedness, lack of personal planning and a fixation on personal benefit factors.

Bryan Hattingh, Key People MD Bryan Hattingh, says people are joining the ranks of the unemployed every day.

He says the industry is now a buyer’s market and experiencing a long-overdue maturing process in which companies are questioning their recruitment policies, suppliers, internal management structures and becoming more stringent about who they employ — and why.

Communicate Personnel Consultant Charlie Viljoen says SA’s computer staff are in a difficult situation.

“The DP industry has seen a drive towards state-of-the-art technology and increased competitiveness on the international front. “Being on a par with overseas technology has demanded specific skills.

“Companies are desperate for certain skills which can take months of advertising and recruiting to find.

“With smaller budgets they are unable to justify training and often do without until the right person is found.”

But it’s been found skills required by the market place — such as in fourth and fifth generation languages, Unix and RPG III/AS 400 — among others, can still command good salaries.

She says for skills in areas like Cobol, salary increases have on average been slow.

“It’s the market demand for a skill that determines the increase in salaries commanded and offered.”

“However, salary increases over the last two years have diminished.

“There has been an increase in the last six months, and this is expected to improve in the next six months,” she says.

Large Scale Systems Marketing Director Dave Sullivan says although top-class computer professionals are always in demand, there’s been a reduction in the need for middle-of-the-road skills.

“This trend is evident in the high incidence of retrenchments in the computer industry.”

Reports by
MELANIE SERGEANT

BRYAN HATTINGH

The trend is partly due to consolidation among large users, which achieves savings in software licences and staff.

For this reason it’s become essential for computer staff to have in-depth knowledge in vertical niche sectors, whether CICS, MVS, networking or Unix.

He says another facet of the trend towards high-level skills is the use of packaged software.

“Users have become self-sufficient with the availability of powerful development tools and low-level programmers aren’t required to the same extent as in the past,” he says.
The demand will be for more personnel

Judging by prevailing trends, the IT industry, which provides work for about 30 000 people, will create jobs for at least 60 000 by the year 2000.

 Pretoria University’s department of Informatics head Prof Dewald Roode, who is also MD of Pretoria-based information management consultants Inelkon, says this demand could be higher if SA’s economic growth in the ’90s is higher than in the ’80s.

 “The influence of IT and the computer implies more than just a greater demand for computer personnel.

 “While current demand is highest for experienced people, the economy will continue to need people with a suitable level of computer literacy — but not necessarily any professional skills.”

 A recent study by the Human Sciences Research Council (HSRC) for the National Training Board focused on this problem and developed strategies to take SA into the 21st century as an IT-based economy.

 Consequences

 Prof Roode, who acted as chairman of the HSRC working committee, says the strategy being proposed will have far-reaching consequences for training and education in SA.

 “We will have to tackle the problems of literacy and computer literacy simultaneously — neither can be left aside to address when the other is solved,” he says.

 If the HSRC investigation recommendations are accepted, all people at the secondary school level will receive a basic training in computer literacy, preparing them to enter an economy which will have to use IT to stay competitive in the world market.

 High technology, especially computer or IT, has often been viewed as counter-productive in an economy where creating jobs is important.

 Prof Hobbe says this view is off the mark.

 “Although computerisation may affect the immediate jobs of people where computerisation takes place, the net result of any computerisation is often the creation of more jobs.”
COSATU'S "Retrench the Bosses" slogan gains new meaning from figures on executive earnings released by the Labour Research Service.

LRS found the 1 079 directors who control the top 100 companies earned a total of R199 million in 1990 - enough to support 14,547 families on R1 140 a month. The 129 directors employed by the 10 top-paying companies took home just under R1 million each week in 1990. The 10 are: Malback, which pays directors an average of R9 615 pm, Trenoor (R9 475), Barlow Rand (R 8 814), Murray & Roberts (R 8 028), Wooltru (R7 051), Searدل (R6 584), FSI (R6 381), Plate Glass (R6 308), Rembrandt (R6 282) and Sentrachem (R5 522).

The 12 directors of Johannesburg Consolidated Investments earned R11 058 a week.
Small firms essential part of economy

Johannesburg — The growth in the number of British small companies to 2.5 million over the past 10 years had meant that 96% of all businesses in the country were those employing fewer than 20 people, British Small Business Minister Eric Forth said yesterday.

Addressing the annual conference of Nascoc's National Industrial Chamber (NIC) in Johannesburg, Forth said between 1979 and 1989, the number of businesses registered for VAT grew by almost 30%.

He said this was "a staggering increase of 373,000 or 100 additional businesses every day (including Sundays), something which was sustained over a period of 10 years."

Forth, who is also Minister of State for Employment, added: "In the 1950s firms which employed fewer than 20 people created more than 1-million jobs. In comparison, larger firms created half-a-million jobs over the same period."

"Small firms are an essential part of a healthy economy. They will produce industrial leaders of the future by maximising the range of choice available through market provision and challenge the dominance of existing market leaders," he added.

Forth said small companies were "the engine" of the British economy.

Sapa reports that the battle for a better deal for black businessmen is not over despite the events which have changed the "old" South Africa over the past 30 years, says black businessman Gab Mokoko.

Speaking at the conference yesterday, Mokoko said a new thrust had to be made by manufacturers and to adopt methods of co-operation with other enterprises.
Letters

In Cape Town

Lesley Lambert

To those children being educated in order to live their potential lives in order to improve their lives, it is important that they be educated.

The government must provide the resources and support necessary for the education of these children.

Without adequate resources, these children will not be able to reach their full potential.

Therefore, it is crucial that the government allocates the necessary funds for the education of these children.

The government must take action to ensure that these children receive the education they need to succeed.

In conclusion, it is essential that the government prioritize the education of children in order to provide them with the opportunities they need to reach their full potential.

These changes will deprive many of education.
Taxman will listen to bursary plans

CAPE TOWN — The tax authorities could not backtrack on their decision to withdraw tax concessions for company bursaries but were prepared to listen to suggestions on the issue, Inland Revenue Commissioner Hannes Hattingh said yesterday.

Hattingh was responding to reports that the SA Chamber of Business was planning an urgent meeting with his department to discuss the withdrawal of tax concessions for employer-sponsored universities, technikons and school education.

There was nothing the tax authorities could do to accommodate objections because the amendment had been passed by Parliament, he said. But, they were prepared to discuss the matter and would consider proposals put forward.

Reinstatement

Saboq said at the weekend it was planning to take up the “serious implications” of the amendment with the tax authorities. Saboq’s Tax Committee is expected to meet Hattingh this week.

Tax Committee chairman Bob Wood said yesterday Saboq would propose the reinstatement of more limited concessions which were not open to abuse as the old system.

He said: “As a general rule, Saboq does not favour tax concessions on expenditure but in this case we believe the concessions should not have been withdrawn now because of the need to promote education.”

Hattingh said the concession had been withdrawn because of widespread abuse. Bursaries were being granted to some employees as a fringe benefit.

He said the provisions applied to companies only and that companies would continue to get tax relief for granting bursaries. Employees would also continue to qualify for tax relief if they received bona fide bursaries based on merit.

University of Cape Town registrar Hugh Amoore said all educational institutions would be affected by the withdrawal of tax concessions but private schools would probably be hardest hit.

Bursary facilities were more available to senior staff whose income levels enabled them to send their children to private schools. Amoore said. The decision could make it difficult for them to afford private schooling.

Amoore said most of the 2000 financially assisted students at UCT received bursaries from companies that did not employ their parents and they would not be affected by the move.

Gillian Hayne reports that Charter Life senior manager Martin Sweet said the move could not have come at a worse time.

Sweet, who spoke at a tax and insurance information seminar on Friday, said it would have been more reasonable for government to place a ceiling on the amount on which tax relief could be claimed.

“It is the young people wishing to improve their skills who will suffer, and this will lead to further socio-economic erosion in SA,” he said.

The exemptions which will no longer be applicable are:

- Payments of up to R750 a year for the education of an employee’s children, where the employee earns a salary below the tax threshold;

- Amounts paid to an employee for passing an exam or obtaining a degree or diploma; and

- Amounts paid to an employee in terms of an approved bursary scheme.

Comment Page 8
CLAIMS by trade unions that the average pay of Johannesburg Consolidated Investments directors is more than R500 000 a year were dismissed by company chairman Mr Pat Retief yesterday.

Retief, accusing union researchers of deliberate distortion, challenged the basis on which the Labour Research Service had calculated the average salary.

Retief said it was in fact much more modest - below R208 000 a year.

He said the LRS had failed to differentiate between actual directors' fees and any income from the sale of their personal shareholdings carried out as normal share transactions.

The researchers, he said, had also failed to make proper allowance for the number of non-executive directors sitting on the main board - which, in the case of JCI, was as few as two - while in many companies it was a far higher proportion.

"Nor does the LRS report make plain that directors' pay in South Africa is far lower than the emoluments paid their counterparts in such countries as the United States, Britain and Germany - even though they carry far more onerous duties in view of our socio-economic problems here," Retief said.

"The whole report is totally biased." - Soweto Correspondent.
WORK IN PROGRESS...
DIRECTORS' SALARIES

COMPANY directors who control the Top 100 industrial companies on the Johannesburg Stock Exchange earned a total of R199-million in 1990 — enough to support 14,547 families, each with a "living wage" of R1,140 a month. This is the finding of the Cape-based Labour Research Service's (LRS) annual directors' pay survey, involving 1,079 directors.

The directors' weekly pay — which worked out to an average of R3,540 — was 20 times more than a labourer's average weekly wage of R179 in 1990. According to the LRS, mining houses pay more than industrial companies. "The 12 directors of Johannesburg Consolidated Investments (JCI) gave themselves R6,9-million in 1990. Each director got R11,058 a week, on average. This is 70 times larger than the weekly wage of R157 paid to a Grade Four underground mine-worker at a JCI gold mine."

HARMS COMMISSION

BARRING outstanding and legal expenses, the Harms Commission had cost R191,693.31, Minister of Justice Kobie Coetzee told parliament recently.

POLICE TRAINING

BASIC police training is to be integrated from next January, deputy Law and Order Minister Johan Scheppers announced this week. He said police colleges would be open to all races, but "forced integration" would be avoided and freedom of choice, religion, culture and dietary habits would be respected.

Over 3 Million International Students Will Qualify For College Grants &
By IKOE MOTSAPI
THE Steel, Engineering and Allied Workers Union of South Africa scored a major victory when it successfully negotiated pay increases for its members at Flamecut Company, a union spokesman said yesterday.

The additional 22c for all members will be added to the offers negotiated by Flamecut and the Steel and Engineering Industries Federation of South Africa and applies to people of various grades in the company.

This means that if an employee falls under the H job grade and was to get a 48c an hour increase as negotiated by Sefius and Flamecut, that person will now get an extra 22c an hour.

Seawusa organiser Mr. Philemon Nombela said in a statement: "Flamecut and the union entered into negotiations relating to wages and other conditions of employment for the 1991/1992 year. This supplementary wage agreement will be implemented on July 1, 1991 and shall operate up to an including June 30, 1992."

Meanwhile, members of the National Union of the Metalworkers of South Africa are still locked in battle with various managements over wage increases.

Numsa has rejected increases offered to their members. Both parties have declared a dispute.

Numsa members have been staging countrywide demonstrations to highlight their plight.
Wage deadlock: co-ordinated strikes looming

By DREW FORREST

SOUTH Africa's first co-ordinated cross-sector strikes — potentially involving half a million workers — are looming following simultaneous deadlock in four industry pay negotiations.

At the heart of the storm is the National Union of Metalworkers, which is in dispute with bosses in the engineering, tyre, motor and vehicle assembly sectors. Wages and job security amid mass retrenchments are the flashpoints. This weekend, NUMSA's national congress is certain to endorse the holding of strike ballots by 200 000 engineering, tyre and auto assembly members.

In motor, an industrial council dispute meeting has still to be held. Given that employers have not tabled a wage offer — instead demanding a 12-month pay freeze — settlement seems highly unlikely.

Two rounds of mediation were held this week between the Steel and Engineering Industries Federation (Seifsa) and metal unions including NUMSA and the Confederation of Metal and Building Unions, the voice of white metalworkers. Little progress is believed to have been made, although further mediation is planned.

In the tyre and auto sectors, dispute talks also involving NUMSA broke down this week. In both encounters, the union moderated its R2-an-hour pay demand to R1.50 — about 20 percent in both sectors — but the parties remain widely separated.

Also in dispute, said NUMSA national organiser Gavin Hartford, were job security and creation demands. While NUMSA wanted to restructure the tyre sector to make it more competitive, employers insisted on dealing with the issue plant by plant.

In auto, no response had been offered to NUMSA “minimum conditions” for restructuring talks, including a moratorium on retrenchments.

Given the small number of tyre and auto plants, and the proverbial militancy of the workforce, conditions favour co-ordinated strike action.

In motor and engineering, where the workforce is dispersed over thousands of plants, the obstacles are greater. NUMSA has only 76 000 members in the 234 000-worker motor industry, and has been weakened by a closed shop.

Pointing to surging retrenchments in metal and engineering — currently running at 2 500 a month — employers doubt the union has strike capacity in these industries.

But they are girding up their loins. Seifsa has declared its own dispute, opening up the possibility of an industry lockout, and plans strike and lockout workshops for members in three centres if mediation breaks down.
'Historic' training scheme planned

THE car assembly sector is poised to introduce South Africa’s first industry education and training board, in line with revolutionary proposals by the National Union of Metalworkers.

Despite the dispute in the sector, which turns on pay and job security, Numsa and auto employers have reached virtual consensus on a “historic” new training dispensation, says the union’s Gavin Hartford.

Unions and employers will have equal representation on the board, which is to be established by October this year with employer funding.

Numsa demands for proportional representation are, however, still in dispute.

The purpose, Hartford said, would be to consolidate and broaden existing plant-based training according to national standards and link it to industry needs and restructuring.

Training will be modular and competency-based, offering opportunities for all workers “from sweeper to engineer”.

Included in the board’s scope will be adult basic education and literacy. The board will also seek to redress race and gender discrimination, including educational disadvantage.
Top men get R3500 a week

Row over huge payouts for directors

A ROW has broken out about the accuracy of a survey which claimed the average pay packets of directors filling the boardrooms of South Africa's largest industrial companies have grown to more than R3500 a week.

Company bosses have challenged the validity of figures in a new survey into salary and wage trends by the Labour Research Service (LRS), based in Cape Town.

The survey found that 1079 directors who control the Top 100 industrial companies quoted on the Johannesburg Stock Exchange last year shared pay packets worth R199 million.

It estimated that the directors awarded themselves average increases of 18.8 percent in 1990, equal to R550 a week. The raises carried the average size of their pay packets to R3540 a week.

An LRS spokesman said a full report on the findings had been sent to Cosatu and all the major individual trade unions, which had financed the research.

The information was likely to be used by the unions as background material in their annual wage negotiations.

The survey underlined that the pay packets of directors were running 20 times higher than average weekly wages of labourers, which rose to R179 following 1990 increases of slightly more than 20 percent.

The R199 million paid out to directors of the top 100 industrial companies last year could have supported no fewer than 14547 families with a "living wage" of R1140 a month.

Results had been gathered by an analysis of directors' pay as disclosed by corporate annual reports and by calculations based on the size of total boardroom remuneration divided by the number of directors.

The exercise yielded the average size of pay packets. It was assumed executive directors were often paid more than the average and non-executives were paid less.

Directors of the big mining houses picked up even fatter pay packets, according to the survey. The researchers estimated that directors of Johannesburg Consolidated Investments, as an example, were paid R1058 a week on average.

This, it claimed, was 70 times more than the weekly wage of R157 paid to a Grade 4 underground worker at a JCI gold mine.

Among the largest industrial companies, according to the survey, boardroom pay packets were biggest at Malbak, where the average pay of directors was R5615 a week.

The next highest weekly average was at Trencon (R4974). It was also above R6000 a week at Barlow Rand and Murray and Roberts.

However Johannesburg Consolidated Investments on Friday dismissed the survey as being inaccurate.

Company chairman Mr Pat Retief challenged the basis on which the Labour Research Service had tried to calculate average remuneration and accused the researchers of deliberate distortion of the facts.

He said the average fees of JCI directors was in fact a much more modest.

Mr Retief said the LRS had failed to differentiate between actual director's fees and any income from the sale of their personal shareholdings carried out as normal share transactions.

The researchers had also failed to make proper allowance for the number of non-executive directors sitting on the main board, which in the case of JCI was as few as two when in many companies it was a far higher proportion.

"Nor does the LRS report make plain that directors' pay in South Africa is far lower than the emoluments paid their counterparts in such countries as the United States, Britain and Germany - even though they carry far more onerous duties in view of our socio-economic problems here."

"The whole report is totally biased."
All hopes pinned on mediation

Employers and trade unions who are party to deadlocked pay talks in the steel industry are pinning their hopes on mediation as a last-ditch effort to stave off industrial action. (31)

Agreement has not yet been reached, said mediator Mr John Brand, but mediation would continue if the parties agreed.

The Steel and Engineering Industries Federation of SA and its union opponents met for a third round of mediation on Tuesday.

The parties had agreed to report back to their constituencies on progress to assist settlement, said a spokesman for the National Union of Metalworkers of SA.

"We are supposed to go back to the Industrial Council with our mandate - either mediation or call it quits," he said.

He declined to comment further as the union still had to canvass the opinions of 113 000 members covered by the talks. - Sapa.
Wage talks deadlocked

WAGE negotiations between the Chemical Workers Industrial Union (CWIU) and three major corporations in the petroleum industry have deadlocked.

The major demands of the union, which represents about 1,500 workers at BP, Caltex and Total Oil, are around wages, centralised bargaining and job security, CWIU national coordinator Mr Martin Jansen said on Wednesday.

Jansen said it was "evident" that the companies had coordinated their responses to the union's demands.

"All these companies' proposals on wage improvements average between 14 and 16 percent and the union's demands vary between 20 and 28 percent," Jansen said.

Only Total Oil had agreed to centralised bargaining.

The companies' argued that they did not want to "sit around the negotiating table with their competitors" was "ludicrous" in the context of a highly-centralised and regulated petroleum industry, with a long history of voluntary cooperation and joint ventures.

Attempts to contact company spokespersons for comment were unsuccessful.
Letters

Employee need to be consulted on Rationisation

16/10/2014

M. BEAUMONT
Numsa code for foreign investment

By DREW FORREST

The National Union of Metalworkers has spelled out its conditions for foreign investment in post-sanctions South Africa.

At its weekend congress, Numsa called for a code, to be jointly developed with the Congress of South African Trade Unions and canvassed with its allies, to ensure investment “benefits the working class”.

The terms of foreign investment must be made public and open to negotiation between the state and civil society, including unions, it says.

Numsa calls for investment to develop manufacturing, mining, agriculture and social services — and a ban on speculative financial or property investment. Investment on the JSE must be “limited”.

“Investment must comply with the short, medium and long-term policies laid down by the state in negotiations with the mass organisations of civil society,” the resolution says.

Investors must agree to support centralised bargaining and national and industry training programmes, and will also be bound by minimum labour standards. They will have to comply with nationally negotiated wage levels.
MANUFACTURING — LABOUR

1991

July — Oct.
Metalworkers begin strike vote

By Shareen Singh

The 280,000-strong National Union of Metalworkers (Numsa) yesterday started balloting its members for a nationwide strike.

Annual wage talks between Numsa and the Steel Engineering Industries Federation (Seifsa) were referred to mediation after the parties reached deadlock a few weeks ago.

No agreement was reached, and the parties were reporting back to their members on the outcome.

The union is demanding an increase of R1.50 across the board against Seifsa’s offer of between 48 and 88c an hour.

Numsa is also in dispute with the motor industry over its refusal to make a wage offer at annual wage talks, and the union rejects the proposal to postpone talks until September.

Numsa accused employers of not granting increases agreed upon last year, and claimed that employers were taking advantage of the situation because they did not feel legally bound to pay the new wage rates.

The delay by the Department of Manpower in gazetting the wage agreement sparked off demonstrations outside Manpower offices in Pretoria and Cape Town yesterday.

The department has agreed to set up a joint committee with employer and union representatives to address the delay in gazetting the agreement.
IS staff still earn top wages

ANDREW MORRIS

DESPITE the economic downturn some specialist information systems (IS) staff still command premium salaries. This is one of the findings of the Computer Users Council Salary Survey.

Network support and software positions receive between six and 16 percent above the average IS compensation levels.

Market sector is a major determinant of pay with the automotive industry offering the best entry level packages, financial companies offering the best packages to senior technical staff and the oil industry paying the top price for management staff.

Different practices were identified for different levels with managers in the 35 to 40 age group earning more than those over 40, but older entrants to the industry earning more than younger entrants.

Factors determining the compensation packages ranked according to significance are as follows: size, market sector, age, skill level, technology, management structure, geography and sex.

The extent to which these factors are influenced by the economy, technological developments and the maturity of the computer industry will only become clear after further surveys.

Compensation practices are this survey was conducted for the CUC by Hay Management Consultants.
A NATIONWIDE strike ballot over wages began this week among the 300,000 members of the National Union of Metal Workers of South Africa.

NUMSA demanded a R2-an-hour pay increase to kick off the 1991/92 wage talks with the employers’ body, the Steel and Engineering Industries Federation of South Africa (Seifisa).

The demand was later changed to R1.50-an-hour for all grades.

Three rounds of mediation held last week culminated in some agreements which are not being disclosed, but the parties have so far failed to agree on pay increases.

However, consensus has been reached on social benefits, such as a training scheme.

The present Seifisa offer to all the unions involved in wage negotiations is a R1,01c increase for grade A workers and 53 cents for grade H workers.

If the unions accept the offer, Grade A workers will get R10.36 an hour.

Grade H workers, lowest paid in the industry at R4.18 an hour, will get R4.66.

NUMSA’s strike ballot is expected to continue until July 16. In terms of the agreements reached by unions with various companies last year, they can strike any time from now.

Workers have welcomed NUMSA’s national strike ballot. Workers at Rufflette in Kempton Park said they were not prepared to accept any offer below what the union was demanding.

Other unions involved are the Steel Engineering and Allied Workers’ Union of South Africa, with a paid-up membership of 20,700 and the Metal and Electrical Workers’ Union whose paid-up membership is 30,000.

Both Mewusa and Seawusa are affiliated to the National Council of Trade Unions (Nactu).

Seawusa general secretary Collin Kotu said: “At the beginning of wage talks we demanded a R7-an-hour increase across the board. It was reduced to R1.50 and presently it is R1 for all grades.

“We are not moving down any more.

“We are going to hold report-back meetings with workers from this weekend and will seek a new mandate regarding Seifisa’s wage proposals.”

Kotu said his union would hold discussions with Mewusa to develop a common approach.

Mewusa general secretary Tom Oliphant said report-back meetings with members had begun.

“So far our members have shown some concern with regard to strike action. However, they are discussing what form of action they can take to pressurise Seifisa,” he said.

Oliphant said that at the beginning of wage talks the union demanded an increase of R1.50-an-hour for all grades and later this was reduced to R1.20.

Head of the Seifisa communications department, Vander Veer, said his organisation was only prepared to offer R1.01 for grade A workers and 53 cents for workers in grade H.

A well-placed source who participated in the mediation process said: “Seifisa is prepared to agree to an implementation date of July provided:

- There is no strike action before July 31;
- Full agreement is reached between all parties by July 31; and
- All unions agree to set off any increases granted by employers after July 1.

NUMSA has put its foot down, according to national organiser Veli Mjiyako.

“We have made it clear to the mediator that we will mobilise our members for a strike if Seifisa does not improve its offer,” he said.

He added that NUMSA’s national industrial council – which comprises representatives of workers in the engineering, tyre, and motor-vehicle assembly sectors – would meet on July 16 to assess the strike ballot.

Parties involved in the wage talks with Seifisa will meet the following day. - CP Correspondent
SA firms ‘far behind in staff motivation’

Staff Report

SOUTH AFRICAN businesses are years behind those in Western countries when it comes to motivating employees to provide a high standard of customer service, says a US human resources consultant.

Ms Laura Lyons, who was born in the “Deep South” of America when black people did not have the vote and suffered all the indignities which today are associated with apartheid, is conducting seminars in the city on how to improve employee “attitudes”.

As a motivator she teaches by example. She obtained a master’s degree in human behaviour after leaving school at 15 unable to read or write.

Ms Lyons said yesterday that she concentrated on teaching employees how to solve problems constructively and why it was to employees’ advantage to “go above and beyond the call of duty”.

Picture: ALAN TAYLOR
UNIONS and employers in the metal industry are squaring up for industrial action.

Both sides have declared that disputes and mediation seem to be the only solution to resolve the conflict.

Unions party to the National Industrial Council for the Iron, Steel Engineering and Metallurgical Industries have declared disputes with the Steel and Engineering Industries Federation of South Africa.

This signals continued solidarity in the face of employer resistance to wage demands and clearing the decks for a possible national strike. And Seifsa responded by declaring a dispute with the unions, opening the possibility of an industry-wide lock-out.

Mediation held last month by both parties failed to produce positive results.

Members of the National Union of Metalworkers of South Africa last week held a strike ballot and the results were kept secret.

Deadlock, which has been looming almost from the time wage talks started, was finally confirmed at the last scheduled round of talks on May 29 this year.

This was despite Cosatu, Nactu and Mewusa-affiliated unions reducing their demand for across-the-board increases from R3,00 an hour to R1,50.

Numsa also demanded a 20 percent increase on all wages.

Seifsa's final offer ranged from 86 cents an hour, which is nine percent, on the minimum for the highest grades to 48 cents an hour - 12,6 percent for the lowest grades.

Mr Alistair Smith, an official of Numsa, said: "It was difficult to assess the seriousness with which employers approached mediation after they had rejected the unions' revised proposals."
Stellenbosch Farmers’ Winery said this week 270 workers had been re-trenched or had taken early retirement as part of a cost-cutting programme.

The company said that bottling operations had been transferred from New Germany, King William’s Town and George to other centres with spare facilities, while other services had been contracted out. About seven percent of the SFW workforce had been retrenched.

Reports from Sapa
Company pensioners getting a better deal

MAGNUS HEYSTEK
Finance Editor

THE pension fund industry has at long-last realised that South Africa has a high inflation rate.

Major employers are now increasingly designing pensions to the inflation rate.

This is the finding of the 1991 Survey of Major Employers' Benefit Programmes done by consulting actuaries Alexander Forbes Shepley and Fitchett.

"Companies are increasingly turning their attention to the plight of early leavers and persons who have been on pension for some time. This is a marked departure from the attitude even five years ago and represents the beginning of voluntary preservation by private pension funds," the report says.

Findings

The important findings of the survey, which included 55 major employers, are:

- All the funds in the survey indicated that they reviewed pensions annually.
- Forty-four funds indicated that they had a defined pension increase philosophy.
- Nineteen funds granted increments on the basis of the increase in the Consumer Price Index over the previous year.
- The remaining five funds based their decisions on the fund's return.

PENSIONERS: "I know we should be affluent but our pension hasn't kept up with inflation".

Pension funds were designed long before the advent of persistent double digit inflation which rapidly erodes pensioners' living standards unless inflation-related increases are granted.

Employees are able to fight the effects of inflation by negotiating regular salary increases. Now it seems, says Alexander Forbes, pension fund trustees are starting to come to terms with the necessity of affording their pensioners similar protection.

In another major development, the survey reveals that the pension fund advisers are now accepting that a major number of their employees will be leaving the company before retirement age and are making provision to preserve some of the benefits after a minimum period of service with their company.

Previously, early departing employees received a "raw deal", says the report. At an annual inflation rate of 15 percent a fixed pension is halved after only five years and is worth only 6 percent of its original value after 20 years.

"In the early years of high inflation, various spurious arguments were put forward to show that pensioners' cost of living was subject to less inflationary pressure than the rest of the community," the report says.

"In fact, with the rising cost of medical care as well as food at some 20 percent per annum, the reverse is true and the more enlightened pension fund trustees are seeking ways to push up pension increases to allow for the full effects of inflation."

Thirty-five funds indicated that it was their intention to increase pensions by at least 75 percent of the increase in the inflation rate, while nine intended to increase pensions at the inflation rate.

"The funds which base their decisions on investment returns have been able to provide generous increases on the back of high rates of investment returns prevalent in the 1980s but their pensioners might come under pressure if investment earnings during the 1990s fail to match past performance, the survey warns.

Regarding benefits at early retirement, a pension fund adviser says: "In the past, pension fund design has been controlled by employers with little concern for the interest of employees who leave before retirement. Major employers are now moving strongly towards giving early leavers a better deal."

The reason for this development is two-fold: member pressure and the growing realisation that a "golden handcuff" system of remuneration may ultimately be counterproductive to successful motivation.

No less than 19 of the funds in the survey had improved their withdrawal benefits since the last previous survey a year ago.

Improvements

Whereas a decade ago it was common for members to leave with their own contributions without interest or with a nominal provision for interest, the average rate now provided by the 52 funds surveyed was 1.2 percent per annum compounded.

While much higher rates have been available to individuals using independent saving schemes, current falling interest rate patterns could soon make a risk-free, tax-free return of 10 percent per annum reasonably competitive.

An even greater cause for concern in the past has been the fact that contributions made by employers of the employees reverted back to the fund when the employee left before retirement. Now, there is a definite trend towards paying a withdrawal benefit greater than a return of contributions plus interest, finds the survey.
Talks to go on, but metal strike looms

By Shareen Singh

Mediation in the metal industry wage talks is set to continue tomorrow, but both employers and union were preparing for industrial action.

The 280 000-strong National Union of Metalworkers (Numsa) had balloted its members for a national strike but had not yet finished counting votes.

The Steel and Engineering Industries Federation (Seifsa) was in the process of balloting its members for an industry-wide lockout if workers embarked on industrial action.

Results of the ballots could be expected later this week, the parties said.

Mediation in the wage dispute started a few weeks ago and some progress had been made, according to Seifsa.

After report-backs to their constituencies, the parties were mandated by their members to continue mediation.

At the deadlock, Numsa was demanding an across-the-board hourly increase of R1.60 and Seifsa was offering 48c to 80c.
The National Union of Steel and Allied Workers (NUSAAM) scored a major victory when it successfully negotiated better salaries for its members this week.

Mr Ndomane Tibane, general secretary of NUSAAM, said his union also managed to sign a recognition agreement with Printed Circuit Laboratories on July 3 this year “after months of intensive negotiations.”

He said: “The union, represented by Mtungasi Twane, managed to convince management of Printed Circuit Laboratories to recognise it.”

The union also managed to negotiate less working hours for its members without loss of pay.

Tibane added: “The company agreed that our members can now work for eight hours a day.

“I must say this has not been an easy task for the union.

“We have tried for so many months to get management to recognise us,” he added.

Tibane said after the recognition agreement was signed the union submitted wages proposals to the company.

He said management surprised the union by agreeing to its proposals of an 85 cents an hour increase.

“The union is happy that it managed to negotiate better wages for its members considering the present conflict in the metal industry.”
Mediation continues in metal trade

MEDIATION between employers and trade unions in the metal industry continued on Wednesday and yesterday in an attempt to resolve a wage dispute, mediator Mr John Brand said.

Hitches delaying a settlement are believed to be centred on union demands on industrial restructuring and wages.

Mr Brian Angus, executive director of the Steel and Engineering Industries Federation of South Africa, yesterday dismissed union claims that employers had refused to agree to a basic programme of restructuring in the industry.

"The statement by the National Union of Metalworkers of SA is factually incorrect. We have agreed to set up a special committee with senior people on both sides to discuss these matters.

"We are obviously not able to settle all these issues and cannot resolve a matter as large as this in the course of negotiations on the Industrial Council Main Agreement," Angus said.

Proposals

He declined to comment on inquiries about wage proposals and counter offers.

Only Brand of the Independent Mediation Services of SA was entitled to comment to the Press, said Angus.

Numsa was not available for comment - Sapa.
Strike looms in car, tyre industry

CAR assembly plants and tyre manufacturers are headed towards industrial action next week if national talks on wages and service conditions were not settled by today.

"We nonetheless seriously hope to settle outstanding issues, specifically wages and a moratorium on retrenchments," said Mr Les Kettledas, national secretary for collective bargaining in the National Union of Metalworkers of South Africa.

Numsa and auto assembly industry employers met on Wednesday and talks in the tyre industry resumed yesterday.

Strike ballot results this week revealed the union has majority backing for industrial action in both industries.

Numsa and the SA Motor Industry Employers Association yesterday held their first of three mandatory dispute meetings.

In its fourth major organisational sector, the metal and engineering industry, balloting has been extended and Numsa was locked in mediation with Scisfa yesterday.

Kettledas said motor assembly employers had not moved on their offer of a R1 across-the-board increase. Numsa demanded R1.50 or 20 percent, whichever was the higher.

Its pay claims were based on a cost of living increase no lower than 15 percent. - Sapa.
Unions on edge of giant strike across 3 sectors

By CREW FORREST

THREE key industrial sectors teetered on the brink of ignition this week, after ballots which could precipitate South Africa’s first co-ordinated cross-sectoral strikes.

The National Union of Metalworkers reported that 71 percent of 4 220 eligible workers in the tyre sector and 56 percent of 23 993 eligible workers in the vehicle assembly industry had voted for strike action.

On the basis of the results, national shop stewards councils in both sectors endorsed a recommendation of industrial action. Pay — Numsa wants a R1.50 an hour increase in both industries — and job security are the key flashpoints.

Yesterday Numsa officials were locked in last-ditch talks aimed at averting confrontation with auto assembly bosses. Similar talks with tyre employers were also scheduled for yesterday.

Workers have also balloted in the giant metal and engineering industries, but at the time of writing Numsa had released no overall result.

A local union official told our Port Elizabeth correspondent that 80 percent of Eastern Cape metalworkers had voted for strike action. It is unclear whether this is a percentage of votes cast or eligible workers.

Employer sources say they believe Numsa has failed to secure enough votes and intends ballots more metal plants. The outcome in the PWV area — the heartland of the industry — will be critical.

Gruesing mediation between the Steel and Engineering Industries Federation (Seifsa), Numass and other metal unions resumed on Wednesday.

Pay is again the issue but Numsa complained in a statement that employers had also refused to agree to a “basic programme of restructuring for the metal industries” and were seeking to restructure by forcing down real wages. This suggests that non-wage concessions may hold the key.
Large award in Frame mill closure case

BY DREW FORREST

WHAT lawyers say is South Africa’s largest arbitration award in a termination of service case has been made in a dispute between the Frame group and the South African Clothing and Textile Workers’ Union (Sactwu).

Independent Mediation Service arbitrator John Brand has awarded 1,000 workers at Frame’s Wentex mill in Durban, four weeks’ pay in addition to their retrenchment money, following the mill’s closure. The total award amounts to between R600,000 and R700,000.

Sactwu declared a dispute with Frame over the two weeks’ severance pay given by the company, arguing that this was appropriate to a retrenchment, but not to a closure where there was no hope of re-employment.

The dispute went to arbitration in terms of the recognition agreement.

Brand found the closure procedurally unfair, in that the company had failed to consult the union, which had been recognised for many years, before deciding to close.

The ruling was important, said the workers’ lawyer, Helen Seadley, because of its closely argued and categorical finding that is not enough for employers merely to consult on the consequences of a closure. Court rulings on this are contradictory.

She added that it would help to counter the Industrial Court’s “creeping tendency” to find that prior consultation was not required if it was unlikely to have altered the decision.

Arbitrations do not bind the industrial court or other arbitrators, but can be of strong persuasive effect.

Lawyers say a jurisprudence is being developed through arbitration, with the growing number and weight of matters arbitrated.
Numsa settlement deadline

CAPE TOWN — Car assembly plant and tyre manufacturers were headed towards industrial action next week if national talks on wages and service conditions were not settled today, a trade unionist warned yesterday.

"We nonetheless seriously hope to settle outstanding issues — specifically wages and a moratorium on retrenchments," national secretary for collective bargaining in the National Union of Metalworkers of SA Lea Kettledas said.

Numsa and vehicle assembly industry employers met on Wednesday, and talks in the tyre industry resumed yesterday.

Strike ballot results this week gave the union majority backing for industrial action in both industries.

Numsa and the SA Motor Industry Employers' Association yesterday held their first of three mandatory dispute meetings.

In its fourth major organisational sector, the metal and engineering industry, balloting has been extended and Numsa was locked in mediation with Seisa yesterday.

Kettledas said vehicle assembly employers had not moved on their offer of a R1 across-the-board increase. Numsa demanded R1,50 or 20%, whichever was the higher.

Its pay claims were based on a cost-of-living increase no lower than 15%, and a further 5% to compensate for VAT, he added.

Kettledas said sufficient progress had been made towards resolving union demands on training.

Numsa had given employers until the close of business yesterday to respond to demands on job security.

In talks with the new Tyre Manufacturers' Employers' Association in Port Elizabeth yesterday some progress had been made on demands on training, said Kettledas. The negotiations were continuing.

Seisa executive director Brian Angus yesterday dismissed claims that employers had refused to agree to a basic programme of restructuring.

"We have agreed to set up a special committee with senior people on both sides to discuss these matters."

He declined to comment on inquiries about wage proposals and counter-offers, saying the parties were bound to silence. — Sapa.
21 000 car, tyre sector workers strike

MORE than 21 000 workers in the vehicle assembly and tyre sectors went on strike yesterday, to support demands for increased pay and job security.

National Union of Metalworkers (Numsa) negotiator Les Kettleda said more than 18 000 workers at vehicle assembly plants in major centres went on strike yesterday. Employees at the Blaw plant in Roslyn near Pretoria were not yet on strike as they worked a four-day week, and were only to return to work today, he said.

Mercedes-Benz management allegedly refused to allow East London union members to hold report-back meetings on progress made in wage talks.

Kettleda was unable to specify which plants had been affected by strikes, but other manufacturers believed to have been affected included Volkswagen, Suncor and Nissan.

Sasol reports Toyota confirmed yesterday that about 5 000 workers at assembly plants in Durban and Johannesburg had downed tools.

No incidents were reported and workers left the affected premises, Toyota group personnel and industrial relations director Theo van den Bergh said.

Meanwhile, in the tyre sector, another

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Strike 21 Nov 1979  

3 500 workers went on strike yesterday. This followed a special Industrial Council meeting last week intended to avert industrial action.

The workers are striking at Goodyear and Firestone, while those at Tycon are expected to down tools this week.

Kettleda said vehicle assembly employers failed to improve their wage offer at last week's meeting. The offer amounted to a wage cut for workers. Employers also failed to agree to demands for job security and a moratorium on retrenchments in the industry.

Tyre sector employers increased their wage offer by less than 1% at an Industrial Council meeting last week. Kettleda said this failed to take account of the current rate of inflation and the introduction of VAT later this year.

Kettleda said Numsa was willing to meet employers in an effort to settle the disputes.

Numsa last week reported that most tyre and vehicle workers favoured strike action.

Strike action in the metal industry was averted last week after a three-day mediation session between the Steel and Engineering Industries Federation (Seifsa), Numsa and other metal unions.

Independent Mediation Services of SA mediator John Brand said yesterday the parties had agreed to go back to their constituencies for a mandate to continue mediation on July 23.

Brand said considerable progress had been made in mediation, which started last month. But differences on wages continued to stand in the way of a settlement.
workers on strike

AT LEAST 9 000 motor industry workers in Pretoria's Rosslyn and Wals- loo have downed tools as the National Union of Metalworkers of SA started an industry-wide strike over pay.

Police were called to Nissan, Truckmakers and Theo Mobile in Rosslyn yesterday after shop stewards apparently locked gates to the factories, following strike action by workers at Toyota assembly plants in Durban and Johannesburg.

Workers

At Samcor in Walsloo, about 3 000 workers have been on strike since Monday while 6 000 Nissan workers in Rosslyn downed tools yesterday afternoon.

Workers at BMW in Rosslyn were locked in a shopfloor meeting early yesterday to decide whether to follow suit.

About 1 000 singing and toyi-toying workers picketed the entrance to Nissan in Rosslyn yesterday while riot police kept a close watch, but no incidents were reported.

A Nissan spokesman said the entire workforce - about 6 000 workers - at the Nissan Rosslyn plant had downed tools yesterday afternoon.

Talks

He said pay talks with Numsa had broken down because shop stewards had "not presented themselves for meetings".

The strikes come less than a week after Numsa announced 56.47 percent shopfloor backing for industrial action.

About 5 000 workers at Toyota assembly plants in Durban and Johannesburg downed tools yesterday. - Sowetan Correspondent.
Plea for housing schemes

BOTH management and black workers need to be better informed about the factors behind successful in-house company housing schemes, says Ian Bernhardt, a director of employee housing consultant Bernhardt, Dunstan and Otten.

"While companies have, for many years, offered their employees pension and medical aid benefits, housing has been neglected," he adds.

More and more companies are now realising that providing acceptable housing for employees can greatly help improve productivity, Bernhardt says.

But these companies often decide not to introduce such a scheme as they lack the necessary expertise. "Some believe that taking steps in this direction will raise expectations that cannot be fulfilled, while others are put off by the possible cost implications," he adds.

On the other hand, employees are often unaware of the realities and consequences of buying a home, with unscrupulous developers raising their hopes by failing to explain properly the long-term financial implications of the diverse housing options available.

Even workers at the lowest level can have access to reasonable housing. They should be encouraged to look at realistic options that could involve existing homes or even shacks, says director Joe Dunstan. Bernhardt, Dunstan and Otten will stage a series of workshops focusing on the critical aspects of the introduction and operation of housing schemes.

Dunstan, who will present the workshops, says those attending will be trained in the proper assessment of individual employee needs as well as a company's ability to meet these needs.

"The workshops will be supported by a full consulting service designed to help companies in implementing simple, user-friendly housing policies. "We can also become directly involved in educating shop stewards and the workforce."
Vehicle industry jobs at risk

VEHICLE assembly employers have warned that the strike by 21 000 members of the National Union of Metalworkers (Numsa), which entered its second day yesterday, has put thousands of jobs at risk.

Employers labelled the countrywide strike “unprocedural and irresponsible”.

Numsa national negotiator Les Kettle-das confirmed that strike action had spread to most major vehicle assembly plants in Pretoria, Port Elizabeth, Durban and East London.

National Association of Automobile Manufacturers of SA (Naamas) president Spencer Sterling said industrial action at vehicle assembly plants could jeopardise thousands of jobs in the industry.

He urged Numsa to review its position as “the time had arrived for economic reality and employee expectations to come to terms with each other”.

The strike could result in employers withdrawing an offer concerning a moratorium on retrenchments, and might prompt employers to reconsider participation in the National Bargaining Forum.

Kettle-das denied accusations that the strike was unprocedural, saying the parties had held a number of dispute meetings.

Numsa had declared a dispute on June 7 and gained more than 56% support for industrial action through a ballot.

Sterling said that against the background of the downturn in the vehicle market, employers and employees would pay dearly for industrial action.

Numsa is demanding a R1.50 an hour across-the-board increase. Kettle-das said employers’ offers ranged between 12.5% for top grades and 13% at the bottom.

Numsa this week warned of serious con-

Jobs

filed in the motor industry if employers continued to insist on freezing wages until August 1992. Although a second dispute meeting was scheduled for August 9, employers showed “little willingness to look for any settlement”, the union said.

Motor manufacturers affected by strike action included the Port Elizabeth and Pretoria branches of Nissan and Samcor, Toyota assembly plants countrywide, Man truck plants in Pinetown, Delta Motors in Port Elizabeth, the Pinetown branch of Mercedes-Benz and the BMW plant in Rosslyn, near Pretoria.

A Delta spokesman said production at its Port Elizabeth plant was suspended until tomorrow after workers “engaged in illegal industrial action” yesterday.

Mercedes-Benz SA spokeswoman Wendy Hoffman said yesterday production was normal at the company’s East London plant. However, about 180 workers at the company’s Pinetown parts division were on strike.

A Volkswagen spokesman said production at the Uitenhage plant was running at full capacity yesterday, but felt the situation could change at any moment.

In the tyre sector, more than 3 000 workers had downed tools at Gestyre and Firestone plants in Port Elizabeth, Kettle-das said. No industrial action was reported at Tycon, Port Elizabeth, where shop stewards were scheduled to report to members on wage talks yesterday, a Tycon spokesman said.

From Page 1
Warning as car workers' strike enters day two

CAPE TOWN — Up to 18 000 auto assembly workers refused to work for a second day yesterday as employers condemned their strike as unprocedural and jeopardising offers on job security.

Assembly plants in major centres such as Port Elizabeth, Durban and Rosslyn remained strike-bound yesterday, said National Union of Metalworkers of SA negotiator Les Kettlekas.

About 4 000 Numsa members at Nissan’s Rosslyn plant were locked out yesterday, according to unconfirmed reports, and 3 000 Mercedes-Benz workers in East London were set to join the strike, he said.

Mr Kettlekas denied accusations by the National Association of Automobile Manufacturers of SA (Numsa) that the strike was unprocedural.

The parties had held the scheduled number of dispute meetings, the union had declared a dispute with Numasa on June 6, and a strike ballot, with more than 50 percent backing for industrial action, had followed, he said.

Numasa members were still demanding a cost-of-living increase which catered for inflation and VAT, but employers were offering less than inflation, said Mr Kettlekas.

He said the employers’ offer ranged between 12.5 percent on the top grades and 13.3 percent at the bottom.

“As a percentage of the actual rate of pay, the increases are below the inflation rate,” said Mr Kettlekas.

Numasa president Spencer Stirling said yesterday the employer offer of a R1 across-the-board increase represented a 15.2 percent rise on the minimum rates and 12.4 percent on industry averages.

“Including fringe benefit costs, the average packet enjoyed by workers amounts to some R2 120 a month,” he said.

It was absolutely essential for unions and employers to evolve a joint commitment to improved productivity and containment of costs if the industry were to protect existing jobs and remain competitive in international markets, Mr Stirling said.

He urged Numsa, as a matter of urgency, to review its position in regard to the strike. A failure to do so could jeopardise thousands of jobs.

Employers had made an amended final offer to include a conditional moratorium on retrenchments, effective for the period of the agreement.

He said the current unprocedural action at various assembly plants was totally unacceptable and could result in employers withdrawing their offer on the retrenchment moratorium.

The continued strikes could lead to the employers party to the negotiations to reconsider their future role and participation in the industry’s national bargaining forum. — Sapa.
30 000 out as strike sweeps car factories

By DREW FORREST

Up to 30,000 workers are now on strike countrywide at all major car manufacturers, after industrial action spread to the giant Volkswagen plant in Uitenhage on Wednesday.

In what may be South Africa’s first cross-sector strikes by the same union — in this case, the National Union of Metalworkers — about 3,500 tyre workers also downed tools on Monday at General Tyre and Firestone Tycon, the other employer party to the bargaining forum, is not affected.

In crisis talks on Wednesday, Numsa’s national strike committee in the auto sector, comprising shop stewards from all plants, adopted a set of recommendations for settlement to be referred to the union’s membership.

If accepted, these would be forwarded to employers, said Numsa national organiser Les Kettlelaus.

He complained that some auto employers, notably Toyota, were acting “improperly” by offering plant-level increases to induce strikers to return to work. “Offers should be made inside the central bargaining forum,” he insisted.

In both sectors, Numsa’s last publicised wage demand was for a R1,50-an-hour or 25 percent, whichever is higher.

Auto bosses have offered R1 across the board, representing 15 percent on minima and 12,4 percent on industry averages, while at the last round of talks, tyre companies revised their previous R1,10 proposal to a phased offer of R1,05 from July and another 10c from December.

Numsa complaints that both offers represent a cut in real wages, adding that the looming implementation of VAT — which it believes will raise the living costs of the lowest paid by five percent — is a “critical consideration”.

Equally central to the dispute are union proposals on job security and job creation, including demands for an unconditional retrenchment moratorium.

In the auto industry, Kettlelaus confirmed, employers had offered a moratorium, but had tied it to a number of conditions, including the achievement of monthly production schedules. It would also not apply in the case of partial or total plant closures or sales.

Some progress had also been made in tyre negotiations on training and job security, Kettlelaus said. The national strike committee in the sector would meet towards the weekend to assess the situation.

Meanwhile, two other key Numsa industries are also teetering on the edge of confrontation. Strikes in the engineering and motor industries potentially involve half a million workers.

In engineering, mediation aimed at breaking a protracted wage deadlock is scheduled to restart on Monday. And in motor, where industrial council talks start later than in other Numsa sectors, the South African Motor Industry Employers’ Association has repeated its call for a wage freeze until August next year, Numsa says.
Numsa to end strike if wage talks reopen

MORE than 24 000 striking vehicle assembly workers would return to work on Monday if employers agree to reopen wage negotiations, the National Union of Metalworkers (Numsa) said yesterday.

The union dropped its wage demand from R1.50 to R1.75 an hour as the strike entered its fourth day yesterday.

However, a motor industry source said last night employers would insist that striking workers return to work before further talks could take place.

BMW spokesman Dave Kirby confirmed yesterday Numsa had requested a meeting with employers on Monday to reopen discussions on wages and a moratorium on retrenchments in the industry.

Kirby said Numsa had informed employers that their offer of a moratorium was acceptable provided certain conditions were dropped.

He said employers hoped to reply to the union by last night. Numsa's modified wage demand was still a long way from the employers' offer, he said. However, the most important question was now that of setting a date for a meeting.

Vehicle manufacturers are offering an

Strike

across-the-board wage increase of R1 an hour.

Numsa national negotiator Les Kettle
des said yesterday the union had put forward proposals in a serious effort to normalise the current situation.

He said workers would return to work on Monday if employers responded positively to Numsa's proposal for a meeting.

Numsa was concerned by reports that employers at some plants were offering better increases than others. Kettledes said any improved wage offer had to be

made at the bargaining forum level.

Deion recommendations to end the strike had been accepted by Numsa members yesterday.

The National Association of Automobile Manufacturers of South Africa (Namsa) said this week it was essential that Numsa and employers evolve a joint commitment to improved productivity and cost containment.

It is understood the strike action has cost the industry almost R100m a day in lost turnover.

From Page 1
Call for 'drastic action' over Duduzula stayaway

DRASTIC action would be taken against workers who had honoured the stayaway called by the Duduzula Civic Association, Nigel Chamber of Commerce and Industries chairman Bernard Fitton warned yesterday.

Fitton said the stayaway, which enters its fifth day today, was wreaking havoc on businesses in the East Rand town.

"About 80% of the Duduzula workforce has not been turning up since the stayaway began and industries' production has dropped by as much as 50%," he said.

Fitton said his chamber would recommend that its affiliates take "very drastic" action against their employees when they returned to work. Businesses canvassed yesterday acknowledged the stayaway was affecting them.

OK Bazaars manager Dick Kotze said his store's turnover was down by at least 20%.

Checkers said it would only assess the impact of the stayaway today.

The stayaway was called by the civic association in retaliation for the Duduzula Town Council's decision to impound property of rent defaulters.

At a mass meeting this week Duduzula residents resolved to continue a work stayaway until the council had returned the impounded property.

A spokesman for the civic association claimed the stayaway was 100% effective.

"Apart from demanding the return of the four comrades' goods, we are also demanding the recognition of a rent agreement between itself and the Transvaal Provincial Administration and the resignation of local councillors," the spokesman said.

In terms of the agreement which was reached last year, households with electricity are to pay R50 a month while households without electricity and shack-dwellers are to pay R20 and R10 respectively.

The Duduzula Town Council could not be contacted yesterday.

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Cheques in payment of interest will be posted in Johannesburg on or about 28 August 1991.

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Guns for Inkatha: Coetsee meets attorney-general

NATAL Attorney-General Mike Imber met Justice Minister Kobie Coetsee yesterday after receiving a report on a police investigation into allegations that Maritzburg security police bought guns for Inkatha.

Some of the weapons were allegedly used in political murders in Natal.

The police report was ordered by a Natal judge after evidence about the purchase of 34 revolvers from a Maritzburg gun shop. Evidence in the case was that the weapons had been given to Inkatha members.

DP MP for Greytown Pierre Cronje said two of the weapons had been ballistically linked to political murders.

Police said last night no decision had been taken regarding the suspension of the security policeman who allegedly bought the weapons.

Suggestions of security police involvement in the purchase of the weapons emerged in January during the trial of Inkatha gunman Stembiso Dumakude, who was sentenced to life imprisonment for killing four people and wounding four others on March 5 1989. Dumakude, who four days after his initial attack injured several more people in a petrol bomb attack on a night vigil for the dead, allegedly used one of the weapons bought from a King's Sports shop.

Store manager Tony Wessels said yesterday that late in 1987 the shop was asked to supply the guns. Three or four men later paid cash for the weapons. Most of the guns were collected by black men over the next year.
CAPE TOWN — A Retreat company has become one of the first in the country to ban smoking on the premises.

Staff reaction has been mainly positive, according to Bernice Anderson, secretary to the marketing director of the pharmaceutical firm, Parke Davis.

"Most smokers, including me, would really like to stop and this is probably a good opportunity. You need something to give you that little push."

The smoking ban, accepted at board level, is being phased in over six months. From July 1 smoking was restricted to private offices and a demarcated area of the canteen, but from January 1 next year smoking will be banned throughout the premises.

The phasing in period will be launched at all of the company's branches.

Marketing director Ian Robertson, who gave up smoking years ago, said: "As a pharmaceutical company we are committed to the health care needs of South Africa, and the health care needs of our staff are a logical extension of our duty to society."

Mrs Anderson said at present people who worked in open-plan areas in their Retreat offices were smoking in a small disused office.

"People pop in there for the occasional smoke, and it really stinks... I've now stopped smoking at work altogether, because I can't bear the smoking room.

"Most people here have welcomed the ban. "People from other companies have told me they envy the ban."

The firm's decision has been welcomed by the Heart Foundation.
Hope for accord in car industry dispute

INDUSTRY sources were yesterday hopeful that talks due tomorrow between employers and the National Union of Metalworkers (Numsa) could settle the costly dispute in the vehicle assembly industry.

About 24,000 union members who had joined the strike by late last week are due to suspend their action tomorrow as the meeting gets under way.

An industry spokesman said the parties had moved closer in their latest positions and a proposed employer moratorium on retrenchments represented "a significant concession" in a bid to reach a settlement.

Numsa, which represents 25,000 workers in the vehicle assembly sector, has dropped its hourly across-the-board wage demand from R1.50 to R1.20.

A union spokesman said at the weekend that Nanas (the National Association of Automobile Manufacturers of SA) had agreed to a union proposal to hold a meeting. The union had proposed a meeting and suspension of the strike today, but this had been postponed at employers' request.

Main centres hit by the strike include Port Elizabeth, East London, Durban, Mmabatho and Rosslyn.

In the tyre sector, more than 3,000 workers downed tools at Gypsum and Firestone plants in Port Elizabeth last week.

A Numsa spokesman said at the weekend talks between the parties had not been
dispute set up yet and the strike was continuing.

The strike has been described as the longest and most damaging in SA's history and employers are estimated to have lost up to R500m in turnover.

Analysts have warned that further industrial action could irreparably damage the industry, causing serious supply shortages.

With the motor industry labouring under the increased requirements of Phase VI of the local content programme and an extremely depressed market for new vehicles, further industrial unrest is of grave concern.

Analysts said a stable workforce was necessary to warrant the costs of tooling up for increased exports under Phase VI.

The three German manufacturers have recently made considerable investments in new or upgraded plants and analysts fear prolonged strikes could force the parent companies to freeze further spending.

Further industrial unrest could delay Japanese investment. Industry sources said Japan would only invest once the socio-economic situation had stabilised.
THE country's biggest trade union goes into critical negotiations with employers today in a last-ditch attempt to resolve the longest and most costly car and tyre industry strike in South Africa.

The industry's future, measures to improve productivity and job security, and to make cars more affordable for South Africans, would come under the spotlight, the National Union of Metalworkers said.

Numsa national negotiator Mr Les Kettlekas said the union, which represents striking workers at tyre and vehicle assembly plants across the country, would meet employers today in an attempt to resolve the situation.

As part of a compromise, the 28 000 striking workers would return to work today and normal production was expected to resume for the first time since the industrial action began last Monday on the strength of a 70 percent strike ballot.

There was no production yesterday at the affected plants, which include Delta, Samcor, Firestone and Gentyre in Port Elizabeth and Volkswagen in Uitenhage.

The National Association of Automobile Manufacturers said it would comment only after today's meeting with Numsa.

"The object of this meeting is to settle the dispute," Kettlekas said. - Sapa
Companies taken to task over ‘criminal’ retrenchments

By Des Parker  30[179]

National Sorghum Breweries executive chairman Mohale Mahanyele yesterday described retrenchments as "criminal" and took companies to task for laying off the lower echelons of employees while allowing managers and directors to keep their jobs and perks.

Defending NSB’s policy of affirmative action in employment — blacks are given preference in all appointments — Mr Mahanyele told delegates to the annual convention of the Association of Black Accountants of Southern Africa in Durban yesterday it was “an indictment of the South African system” that thousands of jobs had to be sacrificed every year so that companies could announce good financial results to their shareholders.

“We have the highest unemployment level in our history. Forty percent of economically active people are out of work and the effect pervades all levels of society,” said Mr Mahanyele.

“Yet despite this, there are massive retrenchments by companies that are proud to announce good returns at the end of the year, never mentioning the fact that thousands of their fellow South Africans have had to be retrenched for them to be able to announce these results and show how effectively they are running the companies.”

He said black people had to acquire ownership and control of the “resources of the economy” to ensure political emancipation was translated into economic empowerment and was not rendered meaningless by the continuation of widespread poverty.

Action needed

“Somebody has to step in and take action in the same way economic power was given to the Afrikaners.”

“Anglo American gave General Mining to the Afrikaners as part of a strategy to empower these people so they could become major players next to the English and the Jews in SA.”

“These things do not just happen due to a process of evolution; somebody has to step in and take action.”

“The process has been set to one side in favour of political freedom all over the continent (of Africa) and history has shown that the situation never gets righted because those who come to power face a situation known as equal opportunity.”

NSB, since its creation from the merger of the formerly State-owned sorghum breweries, had changed from a completely white-dominated organisation to one where the structure was rapidly coming to reflect the “population proper”.

A lot of blacks had been brought in across the spectrum of positions and three of the six major divisions now were run by blacks.

Mr Mahanyele took issue with people who criticised these types of policy as being “reverse discrimination”.

“This is a major bluff in this country, you cannot have reverse discrimination in a country which has discrimination on the scale we have in this country.”

“If we do not do these things, we are going to end up in the same position as countries like Zaire, where the people have no economic power, only political,” he said.
Car, tyre strikers return to work

By Sharea Singh

Some 25,000 workers in the car and tyre industry are to resume work today after a week-long national strike, pending further talks between employers and their union.

The National Union of Metalworkers (Numsa) and motor companies had arranged to meet today in a last-ditch attempt to reach a wage settlement and end the strike, which had brought production to a standstill.

Numsa spokesman Les Kettle said workers had agreed to return to work pending further talks with employers on the union’s revised demands.

The union had initially demanded an across-the-board increase of R1.50 an hour which was based on a 15 percent inflation rate and the impact of value added tax, but in a bid to reach settlement, workers had agreed to lower their demand to R1.30, Mr Kettle said.

Numsa still held on to its demand for a moratorium on retrenchments but made some concessions in this area.

If employers halt retrenchments, Numsa would accept changes to working hours and agree to temporary layoffs, he said.

At the time of deadlock, employers had offered an across-the-board increase of R1 an hour.

In a statement yesterday, National Association of Automobile Manufacturers of South Africa president Spencer Sterling said that by agreeing to meet the union, employers did not want to create expectations that further concessions would be granted beyond the employers’ final offer.

He added that the success of today’s meeting would depend on good-faith bargaining on the part of both parties and the taking into account of current economic circumstances.
**Strike in car trade stopped**

THE most costly strike in the local auto assembly industry was partially suspended yesterday.

This comes in the wake of the meeting of employers and the National Union of Metalworkers of South Africa in Port Elizabeth.

Numsa last Thursday agreed to suspend the strike, which started last Monday, pending the outcome of yesterday's talks.

Several plants remained closed yesterday, with sporadic attendance by up to 30 000 workers who were reported to have been on strike over pay and job security.

The strike had cost up to R300 million in lost production, according to employers represented by the auto assembly industry's National Bargaining Forum.

Some companies closed their operations yesterday because of incomplete attendance.

Among these were Toyota in Durban, which shut down its Prospecton assembly plant. No workers reported for duty at the Mидент stamping division, said company personnel and industrial relations group director Mr Theo van der Bergh.

According to industry sources, the Delta plant in Port Elizabeth had also been shut down and Samcor at Rosslyn, Pretoria, had reportedly sent its workforce home.

At Volkswagen in Uitenhage, workers held a meeting on the company premises, but the majority of the 6000-strong workforce went home afterwards, said a company spokesman.

Production was kept up at the BMW plant in Rosslyn, according to sources, and Mercedes-Benz spokesperson Ms Wendy Hoffman said the East London assembly plant and Pinetown's parts division were operational yesterday.

Numsa members also reported for work at the Nissan plant at Rosslyn, according to sources.

Pay and union calls for a blanket moratorium on retrenchments remained the main stumbling blocks to a settlement.

Numsa is demanding a R1,20 across-the-board increase on hourly wages, a drop in 30 cents on its opening claim.

Van der Bergh warned that wage negotiations at national level could only resume once all vehicle manufacturers were back in production.

Hoffman said Mercedes-Benz had sustained production at the East London plant throughout last week. - Sapa.
Staying 200 jobs
Claim under
Commission
"Rise in members"
Metal workers win increases of up to 15%

THE metal industry’s 350,000 workers will get wage increases of between 12% and 15% in terms of an agreement reached between four unions and the Steel and Engineering Industries’ Federation (Seifisa) last night.

The agreement—which came after four months of talks and was described as a major breakthrough—provides for average wage increases of 13%.

The parties also agreed to establish two joint bodies to co-ordinate training in the industry and to investigate economic growth strategies and job creation.

The agreement was signed by Seifisa, the National Union of Metalworkers (Numsa), the Confederation of Metal and Building Unions, the Metal and Electrical Workers’ Union and the Steel, Engineering and Allied Workers’ Union.

Numsa national secretary Bernie Fanaroff said that by matching the inflation rate in some categories, the settlement had set a precedent for continuing negotiations in other sectors, including the vehicle assembly and tyre industries.

“This breakthrough heads industry away from the strategy of trying to solve the economic crisis by cutting real wages. This low wage strategy has been rejected by Numsa and Cosatu,” Fanaroff said.

Before mediation started two months ago, Seifisa offered increases of between 8% and 12.6%. The settlement will raise the new industry minimum to R4.70 at the bottom level and R10,44 at the top. Artisans and labourers will receive hourly increases of R1.14 and 82c respectively.

Wage talks extended over a period of more than four months and culminated in nine days of mediation spread over two months.

Numsa balloted its members on possible strike action and employers voted on whether to take lockout action. The results of...

To Page 2
ATTEMPTS to resolve the eight-day dispute in the motor industry stalled yesterday when employers withdrew from talks with the National Union of Metalworkers of SA (Numsa).

National Association of Automobile Manufacturers of SA (Naama) president Spencer Sterling said Numsa’s failure to keep assurances that normal production would be resumed at all assembly plants was the main reason for the breakdown of national bargaining forum deliberations.

Employers would meet today to formulate an appropriate course of action.

Although some workers reported for work yesterday, production could not be restarted at Delta in Port Elizabeth, Samcor in Silverton and Port Elizabeth, Volkswagon in Uitenhage and Toyota’s stamping plant at Mcheni.

Thousands of workers returned to work on Tuesday. Last week more than 24 000 Numsa members were on strike.

Sterling called on Numsa to take urgent steps to ensure the early resumption of full, normal production in order to prevent any further escalation of the dispute.

Sapa reports that Numsa negotiator Les Kettleelas said many workers could not go back to work because of interference by employers in the bargaining forum.
Car makers get tough as strike drags on

Major car manufacturers are closing their plants and pulling out of negotiations pending guarantees that strikers will go back to work.

The closing of plants comes amid accusations that thousands of workers broke their commitment to end an eight-day strike yesterday.

National Association of Automobile Manufacturers of SA (Naamsa) president Spencer Sterling called on the National Union of Metal-Workers of SA (Numsa) to take urgent steps to ensure the early resumption of full production in the industry, which had suffered losses of up to R60 million.

Only three of the country’s seven main vehicle manufacturers managed to sustain full production yesterday, according to sources.

Naamsa was due to meet in Johannesburg later today to chart a course of action in a dispute which has virtually paralyzed the industry since last Monday.

About 25 000 Numasa members downed tools in support of wage demands and calls for a blanket moratorium on retrenchments. Numa sa also represents about 3 000 tyre industry workers in the eastern Cape who have also been on strike since last Monday.

Sterling said Naamsa had suspended talks because of the union’s inability to adhere to its assurance that normal production would resume yesterday.

Numsa negotiator Les Kettledas said many workers could not go back to work because of interference by employers.

Mr Kettledas said Toyota SA had closed its Pretoria plant to returning strikers in Durban for a second day yesterday because workers at the Mobeni stamping division had refused to work.

The company had not attended yesterday’s talks, making it impossible for the union to negotiate, he said.

Theo van den Bergh, Toyota SA group director for personnel and industrial relations, said illegal strike action at Mobeni had continued despite assurances from Numa sa that production would have resumed from Monday, July 30.

Mr Kettledas said Volkswagen management in Uitenhage had told workers it would not be paying more than the R1 hourly increase offered by the National Bargaining Forum (NBF), and had claimed that talks between Numa sa and Naamsa had been cancelled.

In Pretoria, Samaor has followed the lead of other major motor manufacturers by closing its plants and pulling out of negotiations with Numa sa. This follows similar action by the Delta Motor Corporation on Monday.

Both manufacturers have pulled out of the NBF’s negotiations with Numa sa, as has Toyota SA, thus raising the spectre of a prolonged strike by motor industry workers.

Numsa provisionally suspended the industrywide strike on Monday in an effort to resolve the deadlock in negotiations about pay demands. However, workers at Toyota, Delta, Volkswagen and Samaor plants failed to return to work. — Staff Reporter, Own Correspondent, Sapa.
Confusion over Numsa strike

THE motor industry was still in chaos on Thursday, despite an agreement earlier this week between the National Union of Metal Workers of South Africa (Numsa) and vehicle manufacturers for workers to resume work.

According to Numsa's chief negotiator, Mr Les Kettle, workers at the Toyota plant in Durban were locked out when they arrived at work on Tuesday. Numsa and vehicle manufacturers held ongoing talks this week; Toyota was the only company absent.

Kettle said the foreman at Volkswagen told workers their demand for a R1 an hour across-the-board increase had not been met.

The strike, by 25 000 workers, has lasted a week and cost R60 million a day. Meanwhile, the strike in the tyre industry, by 4 000 workers, remains unchanged and no date for further negotiations has been set.
Settlement in metal industries

By DREW FORREST

An agreement on training and structuring of the metal industries, which conceals a major role to unions, is the most important breakthrough of the wage deal struck between metal unions and employers this week.

Covering 350,000 workers, the industrial council deal between the National Union of Metalworkers, among other unions, and the Steel and Engineering Industries Federation, followed the declaration of a dispute by all union parties, a Numsa strike ballot and nine days of gruelling mediation.

It provides for pay rises of between 15 percent for labourers (a guaranteed increase of 63c an hour) and 12 percent for artisans (a R1.14 personal increase).

Numsa hailed the wage deal as matching the inflation rate, stressing that Sefsa had earlier refused to concede this — its pre-mediation offer ranged between nine and 12.6 percent. "This breakthrough heads industry away from trying to solve the economic crisis by cutting real wages," the union said.

However, sources point out that in all but the lowest pay category, less than the inflation rate has been conceded. "The agreement amounts to wage restraint," one commented.

Numsa said other breakthroughs included the first 13th cheques and minimum severance pay of one week a year of service to a maximum of four years.

The key feature of the agreement is undoubtedly its provision on training and industry structuring. It provides for the creation of a joint union-employer committee whose task it will be to consider all forms of training in the industry — not merely artisan training.

The agreement enshrines the principle that "appropriate" training is the right of all metalworkers.

Basic literacy and numeracy will also fall within its scope. Sefsa director Brian Angus said R1-million was already available for such training from the industry's technological funds and that employers believed "this would be a good place to start".

Within two years, a new training board will be established to oversee all training activities.

A committee of senior unionists and industrialists will also be established to consider how to achieve growth and job creation in the metal industries — a major Num sa demand. The agreement conceals that unions "have an important role ... in developing strategies for attaining these objectives".

It appears that during mediation, Num sa dropped several conditions for restructuring talks, including a reterrencement moratorium and disclosure of financial information by companies.
Final talks to end a strike by 25 000 auto-assembly workers — which has already cost motor manufacturers more than R600 million — will resume today, and employees were yesterday planning drastic action if workers did not return to their jobs.

Sources in the motor industry indicated that the seven companies involved in the dispute were considering an industry-wide lockout, or court interdicts, if normal production had not resumed by Monday.

Employers urged the National Union of Metalworkers to end the strike, which is costing in excess of R60 million a day.

With the exception of Mercedes-Benz, all other motor companies have shut down production.

Two meetings this week to end the strike failed.

Numsa spokesman Les Kettle said employers refused to discuss the issues that sparked off the strike until normal production was resumed.

He said he hoped that employers would attend today’s meeting with the intention of resuming wage talks rather than focusing on whether workers had returned.

“An analysis is the main issue of these is whether the strike ends,” he said.

Central to the dispute is Numsa’s R1.54-an-hour wage demand, a moratorium on retrenchments, and wage adjustments early next year to accommodate the impact of VAT. Employers have so far offered only R1 an hour.

**Threats**

“Our demand for a 16 percent increase would just about match inflation, and would only enable people to keep up with the cost of living,” Mr. Kettle said.

In the light of Nissan’s retrenchment of 1 200 workers this year and threats from other motor companies that more than 2 000 workers could lose their jobs, workers were hell-bent on their demand for a moratorium on retrenchments, he said.

There were alternatives to retrenchments — temporary shutdowns and shorter working hours — which the union would be prepared to accept, but these could be discussed only when employers halted retrenchments.

The nine-day strike has already filtered through to vehicle dealers and service stations, who have warned that a continued stayaway will hit hard.

Certain new car models are unobtainable as they had not come off the production line, and vehicle spares — considered an ongoing problem — are becoming increasingly difficult to obtain.

One spokesman in the motor retailing industry said the business had been slightly affected.

Since the strike coincided with a general downturn in the economy and a drop in car sales, there had been a build-up in stock at many factories which were using the strike period to get rid of surplus vehicles, he said.

However, he added that a prolonged strike would severely disrupt the sales and service sector.

*To Page 2*
Employers ponder motor strike options

Another spokesman said the small Citi Golf models were hard to obtain and Volkswagen workshops were now drawing from excess stock for spares.

Most strikers interviewed by The Star at Samecor and Nissan plants in Pretoria favoured the strike, but expressed concern at the backlog in production which they said could result in them being forced to work overtime against their will.

Workers at Samecor complained about shop stewards who told workers to return to work on Tuesday and the next day told them to resume the strike because management had not responded favourably.

Although the interviewed majority would not reveal how much they earned, they told The Star that they earned "peanuts" and their union's demand for an increase of R1.20 an hour was reasonable. Some wanted an increase of R1.50 an hour.

Some said they were prepared to return to work only if management could agree to a R1.30 increase — retrospective to July 1 — with another 20c after the introduction of VAT.

Some workers were against the strike, but would go along with the wishes of the majority. A mother of three said most of her colleagues were opposed to the strike as they were the sole breadwinners.

"I admit that we need the increase, but we are not prepared to work the mandatory overtime which would follow immediately after the strike. The greater part of overtime money, in any event, would go to the tax man."
Final bid to end R300m motor industry strike

THE National Union of Metalworkers (Numsa) and vehicle assembly employers will make a last ditch attempt today to resolve the motor industry strike which by yesterday had left only Mercedes-Benz operating at full capacity.

The strike has cost more than R300m in lost turnover and could cut the supply of new cars this year.

Sapa reports that Numsa national secretary Les Kettle said a meeting had been scheduled for 9.30am between the union and vehicle manufacturers.

Chief executives of vehicle assembly plants met in Johannesburg yesterday to determine a course of action to resolve the nine-day strike. Details of the meeting were not released last night.

Nissan and BMW workers downed tools yesterday and rejoined strike after production was resumed at both Rosslyn plants this week. An estimated 25,000 Numsa members were on strike this week.

Strikes also continued at Toyota, Delta, Volkswagen and Samcor.

Workers at BMW and Volkswagen reported for work but left both plants after holding short meetings, spokesmen said.

A Volkswagen spokesman said no production was scheduled for today and workers would hold a meeting on Monday morning to decide whether to return to work.

Only Mercedes-Benz’s plants at East London and Pinetown remained at full production, a company spokesman said.
WORKERS will have to be increasingly brought into industrial decision-making in a post-apartheid South Africa to ensure industrial peace, Dr Oscar Dhlomo has said.

Addressing the Johannesburg Afrikaanse Sakokamer last night, Dhlomo, executive chairman of the Institute for a Multiparty Democracy, said industrial relations would be an area where socio-political change would be most profound.

"Our failure to successfully manage this change will destroy whatever hope we have of a new South African industrial giant able to hold its own among other industrial and trading nations of the world," said Dhlomo.

**Motto**

Labour and industry would have to establish a new symbiotic relationship which would be underpinned by the motto that without industry there could be no labour and vice-versa.

Another change in industrial relations would involve the introduction of black managers in most sectors of industry, Dhlomo added.

"If and when a predominantly black government of the future comes to power, it will almost certainly insist that more blacks be brought into management sooner rather than later."

"Industries had to begin implementing policies that facilitated the rapid advancement of blacks up the managerial ladder and should not wait for a future government to tell them to do this," Dhlomo said.
Pay rise for metalworkers

A MAJOR breakthrough was made in the metal industry this week when agreement was reached in the annual wage negotiations between employers and all trade unions.

The agreement, which averted a nationwide strike by union members in the metal industry, was reached after mediation yesterday.

This cleared the way for the implementation of improvements in working conditions for its 350,000 employees and includes wage increases of between 12 and 15 percent, with an average increase on scheduled wages of 13 percent.

The settlement package is as follows:

* A 15 percent wage increase for labourers, which means a guaranteed personal increase of 63 cents an hour. Artisans are awarded personal increases of R1,14 an hour, which amounts to 12 percent on the scheduled wages;
* The normal working week to be a maximum of 44 hours;
* A minimum severance payment, on retrenchment, of one week’s pay for each year of service up to a maximum of four weeks after four years; and
* Subsistence allowances increases to range from 12,8 to 14,5 percent.

Workers will also enjoy leave bonuses of 8,33 percent calculated on the annual wage payable in the first and subsequent leave cycle.
(c) overtime;
(d) allowance for acting; and
(e) merit bonus,
but excludes—
(i) pension and medical contributions;
(ii) housing subsidy; and
(iii) travelling allowances; and";
(b) by the substitution for subclause (1) of clause 7 of the Scheme of the following subclause:
"(1) Every employer in the Local Authority Undertaking shall, during July but not later than 31 July of each year, submit and pay to the Fund at the head office of the Scheme, P.O. Box 10638, Johannesburg, 2000, or such other address as the Board may notify in writing to the employer—
(a) in the form determined by the Board and supplied to the employer from time to time; and
(b) an annual levy—
(i) in the case of a Local Authority, as defined herein, of 0,04% (nought comma nought four per cent) of the total salary budget for the preceding financial year;
(ii) in the case of a Regional Services Council, as defined herein, of 0,18% (nought comma one eight per cent) of the regional services levy budgeted for the financial year in which this levy is payable,
which payment must accompany the return referred to in paragraph (a)."; and
(c) by the deletion of Annexure A to the Scheme.

E. VAN DER M. LOUW,
Minister of Manpower.

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No. R. 1796 2 August 1991
LABOUR RELATIONS ACT, 1956

CANVAS GOODS INDUSTRY, WITWATERSRAN D AND PRETORIA: AMENDMENT OF AGREEMENT
I, Eli van der Merwe Louw, Minister of Manpower, hereby—

(a) in terms of section 48 (1) (a) of the Labour Relations Act, 1956, declare that the provisions of the Agreement (hereinafter referred to as the Amending Agreement) which appears in the Schedule hereto and which relates to the Undertaking, Industry, Trade or Occupation referred to in the heading to this notice, shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 31 October 1991, upon the employers’ organisation and the trade union which entered into the Amending Agreement and upon the employers and employees who are members of the said organisation or union; and

(b) in terms of section 48 (1) (b) of the said Act, declare that the provisions of the Amending Agreement, excluding those contained in clause 1 (1) (a), shall be binding, with effect from the second Monday after the date of publication of this notice and for the

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No. R. 1796 2 Augustus 1991
WET OP ARBEIDSVERHOUDINGE, 1956

SEILWARENYWERHEID, WITWATERSRAND EN PRETORIA: WYSIGING VAN OOREENKOMS

Ek, Eli van der Merwe Louw, Minister van Mannekrag, verklaar hierby—

(a) kragtens artikel 48 (1) (a) van die Wet op Arbeidsvverhoudinge, 1956, dat die bepaling van die Ooreenkom (hierna die Wysigingsooreenkom genoem) wat in die Bylae hiervan verskyn en betrekking het op die Onderneming, Nywerheid, Bedryf of Beroep in die opskrif by hierdie kennisgewing vermeld, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 31 Oktober 1991 eindig, bindend is vir die werkgewersorganisatie en die vakvereniging wat die Wysigingsooreenkom aangaan het en vir die werkgewer en werknemer wat lede van genoemde organisasie of vereniging is; en

(b) kragtens artikel 48 (1) (b) van genoemde Wet, dat die bepaling van die Wysigingsooreenkom, uitgesonder dit vervat in klousule 1 (1) (a), met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 31
period ending 31 October 1991, upon all employers and employees, other than those referred to in paragraph (a) of this notice, who are engaged or employed in the said Undertaking, Industry, Trade or Occupation in the areas specified in clause 1 of the Amending Agreement.

E. VAN DER M. LOUW,
Minister of Manpower.

SCHEDULE

INDUSTRIAL COUNCIL FOR THE CANVAS GOODS INDUSTRY, WITWATERSRAND AND PRETORIA

AGREEMENT

In accordance with the provisions of the Labour Relations Act, 1956, made and entered into by and between the Transvaal Canvas Goods Manufacturers’ Association (hereinafter referred to as the “employers” or the “employers’ organisation”), of the one part, and the South African Canvas and Ropeworkers Union (hereinafter referred to as the “employees” or the “trade union”), of the other part,

being the parties to the Industrial Council for the Canvas Goods Industry, Witwatersrand and Pretoria,


1. SCOPE OF APPLICATION OF AGREEMENT

1. (1) The terms of this Agreement shall be observed in the Canvas Goods Industry—

(a) by all employers and employees who are members of the employers’ organisation and the trade union, respectively;

(b) in the Magisterial Districts of Alberton, Benoni, Boksburg [excluding that portion which, prior to 6 November 1964 (Government Notice No. 1779 of 6 November 1964), fell within the Magisterial District of Heidelberg], Brakpan [excluding those portions which, prior to 25 July 1963, 6 November 1964, 1 April 1965 and 1 July 1972 (Proclamation No. 149 of 25 July 1930 and Government Notices Nos. 1779 of 6 November 1964, 498 of 1 April 1965 and 871 of 26 May 1972, respectively), fell within the Magisterial Districts of Heidelberg and Nigel, but including that portion of the Magisterial District of Heidelberg which, prior to 27 November 1970 (Government Notice No. 2095 of 27 November 1970), fell within the Magisterial District of Brakpan], Delmas, Germiston, Johannesburg, Kempton Park, Krugersdorp [including those portions of the Magisterial Districts of Koster and Brits which, prior to 26 July 1963 and 1 June 1972 (Government Notices Nos. 1105 of 26 July 1963 and 872 of 26 May 1972, respectively), fell within the Magisterial District of Krugersdorp], Pretoria [including those portions of the Magisterial Districts of Groblersdal, Cullinan and Brits which, prior to 28 November 1941, 30 May 1966 and 1 June 1972 (Proclamation No. 225 of 28 November 1941 and Government Notices Nos. 970 of 30 May 1966 and 872 of 25 May 1972, respectively), fell within the Magisterial District of Pretoria, but excluding the farm Geelbeksvlei 345], Randburg, Randfontein [excluding the farms Moordams 1, Holfontein 17, Leeupan

Oktobar 1991 eindig, bindend is vir alle ander werk- gewers en werknamers as dié genoem in paraagraaf (a) van hierdie kennisgewing wat betrokke is by of in diens is in genoemde Onderneming, Nywerheid, Bedryf of Beroep in die gebiede in klysule 1 van die Wysigings- coreenooms gospesifieer.

E. VAN DER M. LOUW,
Minister van Mannekrag.

BYLAE

NYWERHEIDSRAAD VIR DIE SEILWARENYWERHEID,
WITWATERSRAND EN PRETORIA

COREEKOMS

coreenoomstig die Wet op Arbeidsverhoudinge, 1956, gestuit deur en aangegaan tussen die Transvaal Canvas Goods Manufacturers’ Association (hierna die “werkgewers” of die “werkgersersorganisasie” genoem), aan die eend kort, en die South African Canvas and Ropeworkers’ Union (hierna die “werknamers” of die “vakvereeniging” genoem), aan die ander kort,

wat die partye is by die Nywerheidsraad vir die Seilware- nywerheid, Witwatersrand en Pretoria,

1. TOEPASSINGSBESTEK VAN OOREEKOMS

1 (1) Hierdie Ooreenkoms moet in die Seilwarenywerheid nagekom word—

(a) deur alle werkgewers en werknamers wat lede is van onderskiedelik die werkgersersorganisasie en die vakvereni- ging;

2. CLAUSE 4: REMUNERATION

In subclause (1), substitute the following for the existing table:

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<td>(a) Blindhanger</td>
<td>187,00</td>
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<tr>
<td>(b) (i) Chopper-out, unqualified:</td>
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</tr>
<tr>
<td>First six months of experience</td>
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</tr>
<tr>
<td>Second six months of experience</td>
<td>117,00</td>
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<td>Third six months of experience</td>
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<td>(c) (i) Cutter, learner:</td>
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<tr>
<td>First six months of experience</td>
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<td>149,00</td>
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<tr>
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<td>158,00</td>
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<tr>
<td>Fifth six months of experience</td>
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<td>(ii) Cutter, qualified</td>
<td>184,00</td>
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<tr>
<td>(e) Foreman</td>
<td>247,00</td>
</tr>
<tr>
<td>(f) (i) General assistant, unqualified:</td>
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</tr>
<tr>
<td>First six months of experience</td>
<td>111,00</td>
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<tr>
<td>Second six months of experience</td>
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<td>Fifth six months of experience</td>
<td>152,00</td>
</tr>
<tr>
<td>(ii) General assistant, qualified</td>
<td>175,00</td>
</tr>
<tr>
<td>(g) Handyman</td>
<td>148,00</td>
</tr>
<tr>
<td>(h) Mechanic</td>
<td>190,00</td>
</tr>
<tr>
<td>(i) Machinist (heavy machines)</td>
<td>175,00</td>
</tr>
<tr>
<td>(j) (i) Machinist, unqualified (other machines):</td>
<td></td>
</tr>
<tr>
<td>First six months of experience</td>
<td>111,00</td>
</tr>
<tr>
<td>Second six months of experience</td>
<td>122,00</td>
</tr>
<tr>
<td>(ii) Machinist, qualified (other machines):</td>
<td></td>
</tr>
<tr>
<td>(k) Night watchman</td>
<td>120,00</td>
</tr>
<tr>
<td>(l) Not elsewhere specified</td>
<td>111,00</td>
</tr>
<tr>
<td>(m) Welding machine operator</td>
<td>115,00</td>
</tr>
<tr>
<td>(n) Labourer</td>
<td>117,00</td>
</tr>
</tbody>
</table>

2. KLOUSULE 4: BESOLDIGING

In subklausule (1), vervang die bestaande tabel deur die volgende:

<table>
<thead>
<tr>
<th>Per week</th>
<th>&quot;R&quot;</th>
</tr>
</thead>
<tbody>
<tr>
<td>(a) Blindhanger</td>
<td>187,00</td>
</tr>
<tr>
<td>(b) (i) Uitknipper, ongkwalifiseer:</td>
<td></td>
</tr>
<tr>
<td>Eerste ses maande ondervinding</td>
<td>111,00</td>
</tr>
<tr>
<td>Tweede ses maande ondervinding</td>
<td>117,00</td>
</tr>
<tr>
<td>Derde ses maande ondervinding</td>
<td>127,00</td>
</tr>
<tr>
<td>(ii) Uitknipper, gekwalifiseer</td>
<td>135,00</td>
</tr>
<tr>
<td>(c) (i) Leerlingsnyer:</td>
<td></td>
</tr>
<tr>
<td>Eerste ses maande ondervinding</td>
<td>122,00</td>
</tr>
<tr>
<td>Tweede ses maande ondervinding</td>
<td>138,00</td>
</tr>
<tr>
<td>Derde ses maande ondervinding</td>
<td>149,00</td>
</tr>
<tr>
<td>Vierte ses maande ondervinding</td>
<td>158,00</td>
</tr>
<tr>
<td>Vyfte ses maande ondervinding</td>
<td>171,00</td>
</tr>
<tr>
<td>(ii) Snyer, gekwalifiseer</td>
<td>184,00</td>
</tr>
<tr>
<td>(d) (i) Afluwersningsmotorwag: Dyer van motors voerig met 'n onbelaste massa van—</td>
<td></td>
</tr>
<tr>
<td>hoogstens 450 kg</td>
<td>111,00</td>
</tr>
<tr>
<td>meer as 450 kg tot 2 750 kg</td>
<td>113,00</td>
</tr>
<tr>
<td>meer as 2 750 kg tot 4 550 kg</td>
<td>136,00</td>
</tr>
<tr>
<td>meer as 4 550 kg</td>
<td>151,00</td>
</tr>
<tr>
<td>(ii) Personeelmotorwag</td>
<td>111,00</td>
</tr>
<tr>
<td>(e) Voorman</td>
<td>247,00</td>
</tr>
<tr>
<td>(f) (i) Algemene assistent, ongkwalifiseer:</td>
<td></td>
</tr>
<tr>
<td>Eerste ses maande ondervinding</td>
<td>111,00</td>
</tr>
<tr>
<td>Tweede ses maande ondervinding</td>
<td>117,00</td>
</tr>
<tr>
<td>Derde ses maande ondervinding</td>
<td>127,00</td>
</tr>
<tr>
<td>Vierte ses maande ondervinding</td>
<td>136,00</td>
</tr>
<tr>
<td>Vyfte ses maande ondervinding</td>
<td>152,00</td>
</tr>
<tr>
<td>(ii) Algemene assistent, gekwalifiseer</td>
<td>175,00</td>
</tr>
<tr>
<td>(g) Faktotum</td>
<td>148,00</td>
</tr>
<tr>
<td>(h) Werktuigkundige</td>
<td>190,00</td>
</tr>
<tr>
<td>(i) Masjienwerker (swaar masjiene)</td>
<td>175,00</td>
</tr>
<tr>
<td>(j) (i) Masjienwerker, ongkwalifiseer (ander masjien)</td>
<td></td>
</tr>
<tr>
<td>Eerste ses maande ondervinding</td>
<td>111,00</td>
</tr>
<tr>
<td>Tweede ses maande ondervinding</td>
<td>122,00</td>
</tr>
<tr>
<td>(ii) Masjienwerker, gekwalifiseer (ander masjien)</td>
<td></td>
</tr>
<tr>
<td>(k) Nagwag</td>
<td>120,00</td>
</tr>
<tr>
<td>(l) Nie elders vermeld nie</td>
<td>111,00</td>
</tr>
<tr>
<td>(m) Swelsmasjienbediener</td>
<td>115,00</td>
</tr>
<tr>
<td>(n) Arbeider</td>
<td>117,00</td>
</tr>
</tbody>
</table>
3. Insert the following clause after clause 4:

"4bis. ANNUAL BONUS

All employees who have completed 12 months of employment in the industry shall be paid, on the last pay day of each year, an amount equivalent to one week's wages as an annual bonus.

Employees who have completed less than 12 months of employment in the industry shall be paid a pro rata bonus of 1/52 for each completed week."

4. CLAUSE 11: ANNUAL LEAVE

Insert the following clause after subclause (2):

"(3) Employers and employees in an establishment shall, within six weeks of publication of this Agreement, select any Sunday between the date of publication and the date of expiry of the Agreement as an additional holiday to which the provisions of this clause shall mutatis mutandis apply: Provided that parties to this Agreement shall observe Sunday, 18 June 1991, as such additional paid holiday.".

5. Insert the following clause after clause 11:

"11bis. MATERNITY LEAVE

All female employees who become pregnant shall be entitled to two months, paid maternity leave at 20% of their wage with a guarantee of re-employment, and the following shall apply:

(a) Female employees shall be paid half the said amount at the start and the other half during the second month of their maternity leave.

(b) Only female employees who have been in the employ of the same employer for a consecutive period of 12 months shall be entitled to receive maternity benefits.

(c) The employer shall be permitted to employ a temporary employee to replace the person on maternity leave and to dispense with that temporary person's services on the return from maternity leave of the permanent employee.

(d) Female employees who go on maternity leave shall submit a written notice to their employer two weeks prior to the last day of the second month of their maternity leave, notifying the employer of their return.

(e) Should complications be encountered during the birth of the child, the employer shall be notified in writing that the employee's return to work may be delayed. She may then return on the new specified date, but she shall supply medical evidence of the complications and the doctor's recommended date of resumption of duties. The additional period of maternity leave so granted shall be without pay."

6. CLAUSE 21: SICK FUND

Substitute the following for the table in subclause (2):

"From R111,00 upwards ........................................... R3,65".

Signed at Johannesburg on behalf of the parties to the Industrial Council this 22nd day of April 1991.

P. R. JOFFE,
Chairman of the Council.

J. THEMBA,
Vice-Chairman of the Council.

W. B. FLOWERS,
Secretary of the Council.

3. Voeg die volgende klousule na klousule 4:

"4bis. JAARLIKSE BONUS

Aan alle werknemers wat 12 maande diens in die Nywerheidsvervoer gehad het, moet op die laatste betaaldag van elke jaar 'n bedrag gelukkig aan een week se loon as 'n jaarlike bonus betaal word.

Aan werknemers wat minder as 12 maande diens in die Nywerheidsvervoer het, moet 'n pro rata-bonus van 1/52 vir elke voltooi deel week betaal word."

4. KLOUSULE 11: JAARLIKSE VERLOF

Voeg die volgende in na subklousule (2):

"(3) Werkgevers en werknemers in 'n bedryfsinrigting moet binne ses weke na die publikasie van hierdie Ooreenkoms enige Sondag tussen die datum van publikasie en die datum van verskyn van hierdie Ooreenkoms uitsies as 'n addisionele vakansiedag ten opsigte waarvan die bepalinge van hierdie klousule mutatis mutandis van toepassing is: Met dien verstande dat partye by hierdie Ooreenkoms Sondag, 16 Junie 1991, as so 'n addisionele vakansiedag met beslissing moet beskou."

5. Voeg die volgende klousule na klousule 11:

"11bis. KRAAMVERLOF

Alle vroulike werknemers wat swanger word, is geregeld op twee maande betaalde kraamverlof teen 20% van hul loon met 'n waarborg vir herindienings, en die volgende is van toepassing:

(a) Aan vroulike werknemers moet die helfte van gemelde bedrag aan die begin en die ander helfte gedurende die tweede maand van hul kraamverlof betaal word.

(b) Slegs vroulike werknemers wat vir 'n aaneenloopende tydperk van 12 maande by dieselfde werkgever in diens was, is daarop geregeld om kraamvoordeel te ontvang.

(c) Die werkgever word toegelaat om 'n tydelike werk- nemer in diens te neem ten einde die persoon wat met kraamverlof is te vervang, en om die dienste van sodanige tydelike persoon te beëindig deur die permanente werknemer se terugkeer van kraamverlof.

(d) Vroulike werknemers wat met kraamverlof gaan, moet twee weke voor die laatste dag van die tweede maand van hul kraamverlof 'n skriftelike kennisgewing by hul werkgever indien waarin die werkgever van hul terugkeer verwagting word.

(e) Indien complicaties gedurende die geboorte van die kind ondervind moet, moet die werkgever skriftelik in kennis gestel word dat die werknemer se terugkeer na die werk vertrag kan word. Sy kan dan op die nuwe gespesifiseerde datum terugkeer, maar, sy moet mediese getuens van dié complicaties en die geneesheer se aanbevolen datum van hervatting van diens vooruit. Die addisionele tydperk kraamverlof sal dus toegestaan, is sonder beslissing."

6. KLOUSULE 21: SIEKEFONDS

Vervang die tabel in subklousule (2) deur die volgende:

"Vanaf R111,00 en hoër ........................................ R3,65".

Namens die partye by die Nywerheidsraad op hede die 22ste dag van April 1991 te Johannesburg onderteken.

P. R. JOFFE,
Voorsitter van die Raad.

J. THEMBA,
Ondervoorsitter van die Raad.

W. B. FLOWERS,
Sekretaris van die Raad."
(c) Payment of benefits: Payment of benefits shall be made in respect of members in accordance with the provisions of the agreement or agreements entered into in terms of paragraph (b) (ii)."

Signed at Bloemfontein, as authorised, for and on behalf of the parties to the Council, this 13th day of November 1990.

B. R. BUYS,
Vice-Chairman of the Council.

T. J. MYNhardt,
Member of the Council.

A. C. M. VAN VUUREN,
Secretary of the Council.

No. R. 1798  2 August 1991

LABOUR RELATIONS ACT, 1956

TOBACCO MANUFACTURING INDUSTRY (RUSTENBURG): AMENDMENT OF MAIN AGREEMENT

I, Eli van der Merwe Louw, Minister of Manpower, hereby, in terms of section 48 (1) (a) of the Labour Relations Act, 1956, declare that the provisions of the Agreement (hereinafter referred to as the Amending Agreement) which appears in the Schedule hereto and which relates to the Undertaking, Industry, Trade or Occupation referred to in the heading to this notice, shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 31 March 1992, upon the employers and the trade unions which entered into the Amending Agreement and upon the employees who are members of the said unions.

E. VAN DER M. LOUW,
Minister of Manpower.

No. R. 1799  2 August 1991

LABOUR RELATIONS ACT, 1956

TOBACCO MANUFACTURING INDUSTRY, RUSTENBURG: RENEWAL OF MAIN AGREEMENT


E. VAN DER M. LOUW,
Minister of Manpower.

(c) Betaling van bystand: Betaling van bystand moet ge-
skied ten opsigte van lede ooreenkomstig die ooreenkomst van ooreenkomstige aangegaan kragtig paragraaf (b) (ii)."

Soos gemagtig, vir en namens die partye by die Raad, op hede die 13de dag van November 1990 te Bloemfontein on-
dergeteken.

B. R. BUYS,
Vise-voorsitter van die Raad.

T. J. MYNhardt,
Lid van die Raad.

A. C. M. VAN VUUREN,
Sekretaris van die Raad.

No. R. 1798  2 Augustus 1991

WET OP ARBEIDSVERHOUDINGE, 1956

TABAKNYWERHEID (RUSTENBURG): WYSIGING VAN HOOFROOOREENKOMS

Ek, Eli van der Merwe Louw, Minister van Mannekrag, verklaar hierby, kragtigs artikel 48 (1) (a) van die Wet op Arbeidsverhoudinge, 1956, dat die bepa-
lings van die Ooreenkomst (hierna die Wysigingsooreen-
koms genoem) wat in die Bylae hiervan verskyn en betrekking het op die Onderneming, Nywerheid, Bedryf of Beroep in die opskrif by hierdie kennisgewing vermeld, tot ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 31 Maart 1992 eindig, bindend is vir die werknemers en dié vakverenigings wat die Wysigingsooreenkomst aangegaan het en vir die werknemers wat lede van genoemde verenigings is.

E. VAN DER M. LOUW,
Minister van Mannekrag.

No. R. 1799  2 Augustus 1991

WET OP ARBEIDSVERHOUDINGE, 1956

TABAKNYWERHEID, RUSTENBURG: HERNU WING VAN HOOFROOREENKOMS

Ek, Eli van der Merwe Louw, Minister van Mannekrag, verklaar hierby, kragtigs artikel 48 (4) (a) (ii) van die Wet op Arbeidsverhoudinge, 1956, dat die bepa-

E. VAN DER M. LOUW,
Minister van Mannekrag.
SCHEDULE

INDUSTRIAL COUNCIL FOR THE TOBACCO MANUFACTURING INDUSTRY (RUSTENBURG)

AGREEMENT

in accordance with the provisions of the Labour Relations Act, 1956, made by and entered into and between the

United Tobacco Company
(hereinafter referred to as the "employer"), of the one part, and the

Rustenburg Tabakwerkersvereniging
and the

National Union of Cigarette and Tobacco Workers
(hereinafter referred to as the "employees" or the "trade unions"), of the other part,
being the parties to the Industrial Council for the Tobacco Manufacturing Industry (Rustenburg),

1. SCOPE OF APPLICATION OF AGREEMENT

(1) The terms of this Agreement shall be observed in the Tobacco Manufacturing Industry (Rustenburg)—
(a) by the employer and by all employees who are members of the trade unions that are parties to the Agreement and who are employed at the United Tobacco Company;
(b) within the municipal area of Rustenburg.

(2) Notwithstanding the provisions of subclause (1) the terms of this Agreement shall apply only to employees for whom wages are prescribed in the Agreement.

2. CLAUSE 4: WAGES

(1) Subject to the provisions of subclauses (4) and (5) of this clause, the minimum weekly wage which shall be paid by an employer to each member of the undermentioned classes of his employees shall be as set out hereunder: Provided that—
(i) in classifying an employee, he shall be deemed to be in the class in which he is wholly or mainly employed;
(ii) this shall not affect increases applicable to employees who have completed 12 months' service with the employing company and who earn in excess of the prescribed wages, where such increases have been negotiated at plant level and ratified and recorded by the Industrial Council.

<table>
<thead>
<tr>
<th>Class</th>
<th>Per week</th>
<th>R</th>
</tr>
</thead>
<tbody>
<tr>
<td>Assistant foreman</td>
<td>289,15</td>
<td></td>
</tr>
<tr>
<td>Leading hand and production technician</td>
<td>429,85</td>
<td></td>
</tr>
<tr>
<td>Artisan</td>
<td>403,90</td>
<td></td>
</tr>
<tr>
<td>Boiler plant supervisor</td>
<td>307,95</td>
<td></td>
</tr>
<tr>
<td>Quality assurance—shift controller</td>
<td>311,65</td>
<td></td>
</tr>
<tr>
<td>Quality assurance—assistant shift controller</td>
<td>296,20</td>
<td></td>
</tr>
<tr>
<td>Quality inspector—</td>
<td></td>
<td></td>
</tr>
<tr>
<td>during first year of experience</td>
<td>272,20</td>
<td></td>
</tr>
<tr>
<td>during second year of experience</td>
<td>275,95</td>
<td></td>
</tr>
<tr>
<td>thereafter</td>
<td>282,35</td>
<td></td>
</tr>
</tbody>
</table>

BYLAE

NYWERHEIDSRAAD VIR DIE TABAKNYWERHEID (RUSTENBURG)

OREENKOMS

oreenkomstig die Wet op Arbeidsverhoudinge, 1956, gesluit deur en aangegaan tussen die

United Tabakmaatskappy
(hierna die "werkgever" genoem), aan die een kant, en die

Rustenburg Tabakwerkersvereniging
en die

National Union of Cigarette and Tobacco Workers
(hierna die "werkners" of die "vakverenigings" genoem), aan die ander kant,
wat die partye is by die Nywerheidsraad vir die Tabaknywerheid (Rustenburg),

1. TOEPASSINGSBESTEK VAN OOREENKOMS

(1) Hierdie Ooreenkoms moet in die Tabaknywerheid (Rustenburg) negekom word—
(a) deur die werkgever en deur alle werkners wat lede is van die vakverenigings wat partye by die Ooreenkoms, welke lede werkzaam is by die United Tabakmaatskappy;
(b) in die munisipale gebied van Rustenburg.

(2) Ondanks subklausule (1) is hierdie Ooreenkoms van toepassing slegs op werkners vir wie lone in die Ooreenkoms voorgeskryf word.

2. KLOUSULE 4: LONE

(1) Behoudens subklausules (4) en (5) van hierdie klausule is die minimum weekloon wat 'n werkgever aan elke lid van ondergenoemde klasse van sy werkners moet betaal, dié soos hieronder uiteengestel: Met dié verstaande dat—
(i) deur die indeling van 'n werkner by geaag moet word in die klas te wees waarin hy uitsluitlik of hoofsaaklik werkzaam is;
(ii) verhogings van toepassing op werkners wat 12 maande diens by die werkgevermaatskappy voortvoer en wat meer as die voorgeskrewe lone verdien, waar sodanige verhogings op fabrieksvlak beding is en deur die Nywerheidsraad bekrachtig en aangeteken is, nie hierdie gereken nie.

<table>
<thead>
<tr>
<th>Class</th>
<th>Per week</th>
<th>R</th>
</tr>
</thead>
<tbody>
<tr>
<td>Assistant-voorman</td>
<td>289,15</td>
<td></td>
</tr>
<tr>
<td>Leierwerksman en produktiesegnikus</td>
<td>429,85</td>
<td></td>
</tr>
<tr>
<td>Ambagsman</td>
<td>403,90</td>
<td></td>
</tr>
<tr>
<td>Ketelinstallasiesegnikus</td>
<td>307,95</td>
<td></td>
</tr>
<tr>
<td>Skotkontroleur (gehalteversiering)</td>
<td>311,65</td>
<td></td>
</tr>
<tr>
<td>Assistent-skotkontroleur (gehalteversiering)</td>
<td>296,20</td>
<td></td>
</tr>
<tr>
<td>Gehalte-inspicer</td>
<td></td>
<td></td>
</tr>
<tr>
<td>gedurende eerste jaar ondervinding</td>
<td>272,20</td>
<td></td>
</tr>
<tr>
<td>gedurende tweede jaar ondervinding</td>
<td>275,95</td>
<td></td>
</tr>
<tr>
<td>daarna</td>
<td>282,35</td>
<td></td>
</tr>
<tr>
<td>Position</td>
<td>Base Salary</td>
<td>Week 1</td>
</tr>
<tr>
<td>----------------------------------</td>
<td>-------------</td>
<td>--------</td>
</tr>
<tr>
<td>Supervisor (cigarette manufacturing)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>during first year of experience</td>
<td>272.20</td>
<td></td>
</tr>
<tr>
<td>during second year of experience</td>
<td>275.95</td>
<td></td>
</tr>
<tr>
<td>thereafter</td>
<td>282.35</td>
<td></td>
</tr>
<tr>
<td>Examiner, unqualified</td>
<td></td>
<td></td>
</tr>
<tr>
<td>during first six months of experience</td>
<td>239.60</td>
<td></td>
</tr>
<tr>
<td>during second six months of experience</td>
<td>245.90</td>
<td></td>
</tr>
<tr>
<td>Examiner, qualified</td>
<td></td>
<td></td>
</tr>
<tr>
<td>during first year of experience</td>
<td>272.20</td>
<td></td>
</tr>
<tr>
<td>during second year of experience</td>
<td>281.00</td>
<td></td>
</tr>
<tr>
<td>during third year of experience</td>
<td>294.80</td>
<td></td>
</tr>
<tr>
<td>Sectionman, qualified</td>
<td></td>
<td></td>
</tr>
<tr>
<td>during first year of experience</td>
<td>272.20</td>
<td></td>
</tr>
<tr>
<td>during second year of experience</td>
<td>273.45</td>
<td></td>
</tr>
<tr>
<td>during third year of experience</td>
<td>283.50</td>
<td></td>
</tr>
<tr>
<td>Machine minder, unqualified</td>
<td></td>
<td></td>
</tr>
<tr>
<td>during first year of experience</td>
<td>266.70</td>
<td></td>
</tr>
<tr>
<td>during second year of experience</td>
<td>273.45</td>
<td></td>
</tr>
<tr>
<td>during third year of experience</td>
<td>283.50</td>
<td></td>
</tr>
<tr>
<td>Security officer – A and B</td>
<td></td>
<td></td>
</tr>
<tr>
<td>during first year of experience</td>
<td>264.70</td>
<td></td>
</tr>
<tr>
<td>during second year of experience</td>
<td>263.70</td>
<td></td>
</tr>
<tr>
<td>Groundsman</td>
<td></td>
<td></td>
</tr>
<tr>
<td>during first year of experience</td>
<td>260.70</td>
<td></td>
</tr>
<tr>
<td>during second year of experience</td>
<td>263.50</td>
<td></td>
</tr>
<tr>
<td>Factory clerical employee, despatch clerk, receiving clerk and storeman, unqualified</td>
<td>261.85</td>
<td></td>
</tr>
<tr>
<td>during first year of experience</td>
<td>237.40</td>
<td></td>
</tr>
<tr>
<td>during second year of experience</td>
<td>240.25</td>
<td></td>
</tr>
<tr>
<td>during third year of experience</td>
<td>246.15</td>
<td></td>
</tr>
<tr>
<td>during fourth year of experience</td>
<td>254.95</td>
<td></td>
</tr>
<tr>
<td>Stores attendant, qualified</td>
<td></td>
<td></td>
</tr>
<tr>
<td>during first year of experience</td>
<td>237.40</td>
<td></td>
</tr>
<tr>
<td>during next six months of experience</td>
<td>240.25</td>
<td></td>
</tr>
<tr>
<td>during next six months of experience</td>
<td>243.65</td>
<td></td>
</tr>
<tr>
<td>during next six months of experience</td>
<td>247.40</td>
<td></td>
</tr>
<tr>
<td>during next three months of experience</td>
<td>251.80</td>
<td></td>
</tr>
<tr>
<td>Motor vehicle driver of Cars and station wagons</td>
<td>250.40</td>
<td></td>
</tr>
<tr>
<td>Vans and lorries with an unladen mass of up to 1 362 kg</td>
<td>250.40</td>
<td>250.40</td>
</tr>
<tr>
<td>over 1 362 kg and up to 2 723 kg</td>
<td>255.50</td>
<td>255.50</td>
</tr>
<tr>
<td>over 2 723 kg and up to 3 632 kg</td>
<td>263.35</td>
<td>263.35</td>
</tr>
<tr>
<td>over 3 632 kg</td>
<td>263.45</td>
<td></td>
</tr>
<tr>
<td>Part time motor vehicle driver</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Canteen supervisor</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Handyman</td>
<td></td>
<td></td>
</tr>
<tr>
<td>during first three months experience</td>
<td>239.60</td>
<td></td>
</tr>
<tr>
<td>during next three months of experience</td>
<td>244.50</td>
<td></td>
</tr>
<tr>
<td>thereafter</td>
<td>247.75</td>
<td></td>
</tr>
<tr>
<td>Chargehand</td>
<td></td>
<td></td>
</tr>
<tr>
<td>during first three months experience</td>
<td>237.40</td>
<td></td>
</tr>
<tr>
<td>during next six months of experience</td>
<td>238.90</td>
<td></td>
</tr>
<tr>
<td>during next six months of experience</td>
<td>242.75</td>
<td></td>
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<tr>
<td>during next six months of experience</td>
<td>245.55</td>
<td></td>
</tr>
<tr>
<td>during next three months of experience</td>
<td>248.40</td>
<td></td>
</tr>
<tr>
<td>Toesighouer (sigaretvervaardiging)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>gedurende eerste jaar ondervinding</td>
<td>272.20</td>
<td></td>
</tr>
<tr>
<td>Kweek twee jaar ondervinding</td>
<td>275.95</td>
<td></td>
</tr>
<tr>
<td>naueי</td>
<td>282.35</td>
<td></td>
</tr>
<tr>
<td>Toesighouer (pytablak)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Kweek twee jaar ondervinding</td>
<td>258.10</td>
<td></td>
</tr>
<tr>
<td>Onderseker, ongkwalifiseer</td>
<td></td>
<td></td>
</tr>
<tr>
<td>gedurende eerste se maande ondervinding</td>
<td>239.60</td>
<td></td>
</tr>
<tr>
<td>gedurende twee se maande ondervinding</td>
<td>245.90</td>
<td></td>
</tr>
<tr>
<td>Onderseker, gekwalifiseer</td>
<td></td>
<td></td>
</tr>
<tr>
<td>gedurende eerste jaar ondervinding</td>
<td>272.20</td>
<td></td>
</tr>
<tr>
<td>gedurende twee jaar ondervinding</td>
<td>281.00</td>
<td></td>
</tr>
<tr>
<td>gedurende derde jaar ondervinding</td>
<td>294.80</td>
<td></td>
</tr>
<tr>
<td>Seksman, ongkwalifiseer</td>
<td></td>
<td></td>
</tr>
<tr>
<td>gedurende eerste jaar ondervinding</td>
<td>266.70</td>
<td></td>
</tr>
<tr>
<td>gedurende tweede jaar ondervinding</td>
<td>273.45</td>
<td></td>
</tr>
<tr>
<td>gedurende derde jaar ondervinding</td>
<td>283.50</td>
<td></td>
</tr>
<tr>
<td>Masjenbediener, ongkwalifiseer</td>
<td></td>
<td></td>
</tr>
<tr>
<td>gedurende eerste jaar ondervinding</td>
<td>258.10</td>
<td></td>
</tr>
<tr>
<td>gedurende tweede jaar ondervinding</td>
<td>264.70</td>
<td></td>
</tr>
<tr>
<td>Veiligheidsbeampte – A en B</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Veiligheidsbeampte – A en B</td>
<td>264.70</td>
<td></td>
</tr>
<tr>
<td>Terreinopstigter</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Fabrieksklark, versendingsklark, ontvangst en magasijnman, ongkwalifiseer</td>
<td></td>
<td></td>
</tr>
<tr>
<td>gedurende eerste jaar ondervinding</td>
<td>237.40</td>
<td></td>
</tr>
<tr>
<td>gedurende tweede jaar ondervinding</td>
<td>240.25</td>
<td></td>
</tr>
<tr>
<td>gedurende derde jaar ondervinding</td>
<td>243.65</td>
<td></td>
</tr>
<tr>
<td>Fabrieksklark, versendingsklark, ontvangst en magasijnman, gekwalifiseer</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Voorraadbediener, ongkwalifiseer</td>
<td></td>
<td></td>
</tr>
<tr>
<td>gedurende eerste jaar ondervinding</td>
<td>237.40</td>
<td></td>
</tr>
<tr>
<td>gedurende tweede jaar ondervinding</td>
<td>240.25</td>
<td></td>
</tr>
<tr>
<td>gedurende derde jaar ondervinding</td>
<td>243.65</td>
<td></td>
</tr>
<tr>
<td>Motorvoertuigdrijver van motor en wagen met 'n onbelaste massa van</td>
<td></td>
<td></td>
</tr>
<tr>
<td>tot 1 362 kg</td>
<td>250.40</td>
<td></td>
</tr>
<tr>
<td>meer as 1 362 kg maar tot 2 723 kg</td>
<td>255.50</td>
<td></td>
</tr>
<tr>
<td>meer as 2 723 kg maar tot 3 632 kg</td>
<td>263.45</td>
<td></td>
</tr>
<tr>
<td>meer as 3 632 kg</td>
<td>263.45</td>
<td></td>
</tr>
<tr>
<td>Deeldyse motorvoertuigdrijver</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Eethuistoesighouer</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Gedurende eerste drie maande ondervinding</td>
<td>239.60</td>
<td>239.60</td>
</tr>
<tr>
<td>Gedurende volgende drie maande ondervinding</td>
<td>260.40</td>
<td>260.40</td>
</tr>
<tr>
<td>Onderbaas</td>
<td></td>
<td></td>
</tr>
<tr>
<td>van werknemers graad 1A</td>
<td>252.95</td>
<td></td>
</tr>
<tr>
<td>van werknemers graad 1B</td>
<td>250.40</td>
<td></td>
</tr>
<tr>
<td>van werknemers graad 2/3 en arbeiders</td>
<td>247.75</td>
<td>247.75</td>
</tr>
</tbody>
</table>
3. CLAUSE 17: SICK BENEFIT FUND

Delete Clause 17 completely.

Signed at Rustenburg on behalf of the parties this 30th day of April 1990.

L. J. ROELOFSE,
Chairman of the Industrial Council.

R. ZILLO
Representative for both trade union parties.

H. J. VAN REENEN,
Secretary of the Industrial Council.

No. R. 1800

2 August 1991

LABOUR RELATIONS ACT, 1956

IRON, STEEL, ENGINEERING AND METALLURGICAL INDUSTRIES: RE-ENACTMENT OF THE TECHNOLOGICAL FUND AGREEMENT

I, Eli van der Merwe Louw, Minister of Manpower, hereby, in terms of section 48 (1) (a) of the Labour Relations Act, 1956, declare that the provisions of the

Wet op arbeidsverhouding, 1956

YSTER-, STAAL-, INGENIEURS- EN METALLURGIESE NYWERHEID: HERBEKRAKTIGING VAN DIE TEGNOLIOEGESE FONDOORENKOMS

Ek, Eli van der Merwe Louw, Minister van Manne- krag, verklaar hierby, kragtens artikel 48 (1) (a) van die Wet op Arbeidsverhoudinge, 1956, dat die bepalings
Agreement which appears in the Schedule hereto and which relates to the Undertaking, Industry, Trade or Occupation referred to in the heading to this notice, shall be binding, with effect from the first Monday after the date of publication of this agreement and for the period ending 30 June 1994, upon the employers' organisations and the trade unions which entered into the said Agreement and upon the employers and employees who are members of the said organisations or unions.

E. VAN DER M. LOUW,
Minister of Manpower.

SCHEDULE
NATIONAL INDUSTRIAL COUNCIL FOR THE IRON, STEEL, ENGINEERING AND METALLURGICAL INDUSTRY

TECHNOLOGICAL FUND AGREEMENT
in accordance with the provisions of the Labour Relations Act, 1956, made and entered into by and between the
Association of Electric Cable Manufacturers of South Africa
Automotive Parts Production Engineers’ Association
Border Engineering Industries Association
Bright Bar Association
Cape Engineers’ and Founders’ Association
Constructional Engineering Association (South Africa)
Covered Conductor Manufacturers’ Association
Domestic Appliance Manufacturers’ Association of South Africa
Electrical Engineering and Allied Industries Association
Electronics and Telecommunications Industries Association
Engineers’ and Founders’ Association (Transvaal, Orange Free State and Northern Cape)
Ferro Alloy Producers’ Association
Fire Protection Industries Association of South Africa
Gate and Fence Association
Hand Tool Manufacturers’ Association
Heavy Engineering Manufacturers’ Association
Iron and Steel Producers’ Association of South Africa
Lift Engineering Association of South Africa
Light Engineering Industries Association of South Africa
Materials Handling Association
Natal Engineering Industries Association
Non-Ferrous Metal Industries Association of South Africa
Plastics Manufacturers’ Association of South Africa
Plumbers and Engineers Brassware Manufacturers’ Association
Port Elizabeth Engineers’ Association
Pressure Vessel Manufacturers’ Association of South Africa
Precision Manufacturing Engineers’ Association
Radio, Appliance and Television Association of South Africa
Refrigeration and Air Conditioning Manufacturers’ and Suppliers’ Association

van die Ooreenkoms wat in die Bylae hiervan verskyn en betrekking het op die Onderneeming, Nywerheid, Bedryf of Beroep in die opskrif by hierdie kennisgewing vermeld, met ingang van die eerste Maandag na datum van publikasie van die ooreenkoms en vir die tydperk wat op 30 Junie 1994 eindig, bindend is vir die werkgewersorganisasies en die vakverenigings wat die genoemde Ooreenkoms aangegaan het en vir die werkgewers en werkners wat lede van genoemde organisasies of verenigings is.

E. VAN DER M. LOUW,
Minister van Mannekrag.

BYLAE
NASIONALE NYWERHEIDSRaad VIR DIE YSTER-, STAAL-, INGENIEURS- EN METALLURGIESE NYWERHEID

TEGNOLOGISESE FONDS OOREENKOMS
coreenkomstig die Wet op Arbeidsverhoudinge, 1956, gesluit en aangegaan tussen die
Association of Electric Cable Manufacturers of South Africa
Automotive Parts Production Engineers’ Association
Border Engineering Industries Association
Bright Bar Association
Cape Engineers’ and Founders’ Association
Constructional Engineering Association (South Africa)
Covered Conductor Manufacturers’ Association
Domestic Appliance Manufacturers’ Association of South Africa
Electrical Engineering and Allied Industries Association
Electronics and Telecommunications Industries Association
Engineers’ and Founders’ Association (Transvaal, Orange Free State and Northern Cape)
Ferro Alloy Producers’ Association
Fire Protection Industries Association of South Africa
Gate and Fence Association
Hand Tool Manufacturers’ Association
Heavy Engineering Manufacturers’ Association
Iron and Steel Producers’ Association of South Africa
Lift Engineering Association of South Africa
Light Engineering Industries Association of South Africa
Materials Handling Association
Natal Engineering Industries Association
Non-Ferrous Metal Industries Association of South Africa
Plastics Manufacturers’ Association of South Africa
Plumbers and Engineers Brassware Manufacturers’ Association
Port Elizabeth Engineers’ Association
Pressure Vessel Manufacturers’ Association of South Africa
Precision Manufacturing Engineers’ Association
Radio, Appliance and Television Association of South Africa
Refrigeration and Air Conditioning Manufacturers’ and Suppliers’ Association
Sheetmetal Industries Association of South Africa
S.A. Agricultural Machinery Association
S.A. Association of Shipbuilders and Repairers
S.A. Electro-Plating Industries Association
S.A. Fasteners Manufacturers' Association
S.A. Foundry Association
S.A. Industrial Refrigeration and Air Conditioning Contractors' Association
S.A. Machine Tool Manufacturers' Association
S.A. Pump Manufacturers' Association
S.A. Radio and Television Manufacturers' Association
S.A. Reinforced Concrete Engineers' Association
S.A. Tube Makers' Association
S.A. Valve and Actuator Manufacturers' Association
S.A. Wire and Wire Rope Manufacturers' Association
(hereinafter referred to as the “employers” or the “employers’ organisations”), of the one part, and the
Amalgamated Engineering Union of South Africa
Amalgamated Society of Woodworkers of South Africa
Engineering Industrial and Mining Workers' Union of South Africa
Iron Moulders' Society of South Africa
Metal and Electrical Workers' Union of South Africa
Radio, Television, Electronics and Allied Workers' Union
S.A. Boilermakers', Iron and Steel Workers', Shipbuilders' and Welders' Society
S.A. Electrical Workers' Association
S.A. Yster-, Staal- en Verwante Nywerhede-Unie
(hereinafter referred to as the “employees” or the “trade unions”), of the other part
being the parties to the National Industrial Council for the
Iron, Steel, Engineering and Metallurgical Industry.

1. SCOPE OF APPLICATION OF AGREEMENT

The terms of this Agreement shall apply to and be observed throughout the Republic of South Africa, excluding the port and settlement of Walvis Bay, by all employers and employees in the Iron, Steel, Engineering and Metallurgical Industries who are members of the employers’ organisations and the trade unions, respectively.

2. PERIOD OF OPERATION

This Agreement shall come into operation on such date as may be fixed by the Minister of Manpower in terms of section 48 of the Labour Relations Act, 1956, and shall remain in force until 30 June 1994 or for such period as the Minister may determine.

3. GENERAL PROVISIONS

The provisions contained in clauses 3, 4 and 5 of the former Agreement, as further extended, renewed, amended or re-enacted from time to time, shall apply to employers and employees.

4. SECTION 3: DEFINITIONS

(1) Insert the following between the definitions of “Electrical Contracting Industry” and “Lift and Escalator Industry”: “law” shall include common law;”.

Sheetmetal Industries Association of South Africa
S.A. Agricultural Machinery Association
S.A. Association of Shipbuilders and Repairers
S.A. Electro-Plating Industries Association
S.A. Fasteners Manufacturers' Association
S.A. Foundry Association
S.A. Industrial Refrigeration and Air Conditioning Contractors' Association
S.A. Machine Tool Manufacturers' Association
S.A. Pump Manufacturers' Association
S.A. Radio and Television Manufacturers' Association
S.A. Reinforced Concrete Engineers' Association
S.A. Tube Makers' Association
S.A. Valve and Actuator Manufacturers' Association
S.A. Wire and Wire Rope Manufacturers' Association
(hierna die “werkgewerke” of di “werkgewersorganisasie” genoem), aan die een kant, en die
Amalgamated Engineering Union of South Africa
Amalgamated Society of Woodworkers of South Africa
Engineering Industrial and Mining Workers’ Union of South Africa
Iron Moulders' Society of South Africa
Metal and Electrical Workers' Union of South Africa
Radio, Television, Electronics and Allied Workers’ Union
S.A. Boilermakers', Iron and Steel Workers', Shipbuilders' and Welders' Society
S.A. Electrical Workers' Association
S.A. Yster-, Staal- en Verwante Nywerhede-Unie
(hierna die “werknemers” of die “vakverenigings” genoem), aan die ander kant,
wat die party is by die Nasionale Nywerheidsraad vir die
Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid.

1. TOEPASSINGSBESTEK VAN OOREENKOMS
Hierdie Ooreenkoms is van toepassing op en moet oral in die Republiek van Suid-Afrika, uitgesonder die hawe en nederzetting van Walvisbaai, nagekom word deur alle werkgewers en werknemers in die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerhede wat lede van onderskeidelik die werkgewersorganisasies en die vakverenigings is.

2. GELDIGHEIDSDUUR
Hierdie Ooreenkoms tree in werking op die datum wat deur die Minister van Mannekragtens artikel 48 van die Wet op Arbeidsverhoudinge, 1956, vastgestel word en by van krag tot 30 Junie 1994 of vir die tydperk wat die Minister bepaal.

3. ALGEMENE BEPALINGS
Die bepalings soos vervat in klausules 3, 4 en 5 van die vorige Ooreenkoms soos verder verlig, hernieu, gewysig of herbekrachtig van tyd tot tyd, is van toepassing op sowel as werkgewers as werknemers.

4. KLOUSELLE 3: WOORDOMSKRYWING
(1) Voeg die volgende in tussen die omskrywings “Elektriese Aannemingstrydheid” en “Hyser- en Roltrapstrydheid” in “wet’ok gemene reg” in.
(2) In the definition of “Region B”, substitute the expression “National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industry (Border Regional Council), P.O. Box 13162, Vincent, 5217; or Room 419, Fourth Floor, XDC Building, 19 Manchester Road, Chiselhurst, 5247, East London;” for the expression “National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industry (Border Regional Council), P.O. Box 7227, East London, 5200, or Carmel House, 7-9 Gladstone Street, East London, 5201;”.

(3) In the definition of “Region D” substitute the expression “P.O. Box 3127, North End, 6065, or First Floor, 30 Pearson Street, Central, Port Elizabeth, 6001;” for the expression “P.O. Box 3127, Port Elizabeth, 6000 or Third Floor, Todd Chambers, Todd Street, North End, Port Elizabeth, 6001;”.

(4) In the definition of “Region E”—

(a) delete the expression “and includes the Magisterial Districts of Parys and Sasolburg”;

(b) substitute the expression “or Atkinson House, 3 Von Brandis Street, Johannesburg, 2001;” for the expression “or ‘Aamalg’, 8 De Villiers Street, Johannesbourg, 2001;”.

(5) In the definition of “Region F”, delete the expression “excluding the Magisterial Districts of Parys and Sasolburg”.

5. SECTION 4: SEIFSA TECHNOLOGICAL FUND

(1) Substitute the following for subsection (2):

“(2) As from the date of coming into operation of this Agreement, employers shall pay monthly to the Fund, in respect of all their employees, as defined in clause 3 of this Agreement, a contribution of 45 cents per employee.”;

(2) In subclause (3) (c) substitute the expression “to: The Financial Administration Manager, National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industry (Central Funds Collection Office) P.O. Box 6589, Johannes- burg, 2000, or Metal Industries House, Second Office Level, 42 Anderson Street, Johannesburg, 2001” for the expression “to: The Secretary, National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industry (Central Funds Administration), P.O. Box 6589, Johannesburg, 2000, or ‘Aamalg’, 8 De Villiers Street, Johannesbourg, 2001.”.

(3) Substitute the following for subsection (5) (b):

“5 (b) for the purposes of this subsection ‘the Act’ means the Usury Act, No. 73 of 1968, as amended.”.

(4) In subsection (6) substitute the expression “the Director-General of Manpower, Department of Manpower” for the expression “the Director-General of Manpower Utilisation”.

Signed at Johannesburg for and on behalf of the parties this 30th day of May 1991.

W. P. COETZEE,
Chairman.

B. ANGUS,
Member.

D. G. LEVY,
General Secretary.

(2) In the omksrywing van “Streek B”, vervang die uit-
drukking “Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid (Grensstraatkraad), Posbus 7227, Oos-Londen, 5200, of Carmelhuis, Gladstone- straat 7-9, Oos-Londen, 5201;” deur die uitdrukking “Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid (Grensstraatkraad), Posbus 13162, Vincent, 5217; of Kamer 419, Vierde Verdieping, XDC-gebou, Manchesterweg 19, Chiselhurst, 5247, Oos- Londen;”.

(3) In die omksrywing van “Streek D” vervang die uit-
drukking “Posbus 3127, Port Elizabeth, 6000, of Derde Verdieping, Todd Chambers, Toddstraat, Noordeinde, Port Elizabeth, 6001;” deur die uitdrukking “Posbus 3127, Noordeinde, 6065, of Eerste Verdieping, Pearsonstraat 30, Sentraal, Port Elizabeth, 6001;”.

(4) In die omksrywing van “Streek E”—

(a) skrap die uitdrukking “dog met inbegrip van die land-
droisdistrikte Parys en Sasolburg”;

(b) vervang die uitdrukking “of ‘Aamalg’, De Villiersstraat 8, Johannesburg, 2001;” deur die uitdrukking “of Atkin- songebou, Van Brandisstraat 3, Johannesburg, 2001;”.

(5) In die omksrywing van “Streek F”, skrap die uitdruk-
kking “uitgesonderd die landdroisdistrikte Parys en Sasol-
burg”.

5. KLOUSULE 4: SEIFSA-TEGNOLOGIEFONDS

(1) Vervang subklousule (2) deur die volgende:

“(2) Vanaf die datum van inwerkingtreding van hierdie Ooreenkomms moet werkgevers maandelikse ten opsigte van al hulle werknemers, slegs in klousule 3 van hierdie Ooreen-
koms omskryf, ‘n bydrae van 45 sent per werknemer in die Fonds stort.’”.


(3) Vervang subklousule (5) (b) deur die volgende:

“5 (b) By die toepassing van hierdie subklousule beteken ‘die Wet’ die Woekeren, No. 73 van 1968, soos gewysig.”.

(4) In subklousule (6), vervang die uitdrukking “Direkteur-
generaal van Mannekragbieting” deur die uitdrukking “Di-
rekteur-generaal van Mannekrag, Departement van Mannek-
rug”.

Geteken namens die partye op hede die 30ste dag van Mei 1991 te Johannesberg.

W. P. COETZEE,
Voorstitter.

B. ANGUS,
Lid.

D. G. LEVY,
Hoofsekretaris.
NOTICE 697 OF 1991

NOTICE OF APPLICATION FOR APPROVAL FOR THE ERECTION OF A NEW ABATTOIR IN TERMS OF SECTION 12 (1) OF THE ABATTOIR INDUSTRY ACT, 1976 (ACT No. 54 OF 1976)

It is hereby made known in terms of section 12 (1) of the Abattoir Industry Act, 1976 (Act No. 54 of 1976), that Mr A. J. Ivy of P.O. Box 15, Munnik, 0703 has in terms of section 11 of the said Act applied to the Minister of Agriculture for approval for the erection of a new abattoir at "Bloemtuin" (828), Portion B, Munnik, 0703.

If the application is granted, the abattoir will be used for the slaughter of five units per day for supplying meat to the residents of Munnik and vicinity.

Any person intending to submit representations or objections in regard to the above-mentioned application shall forward such representations or objections to the Chairman, Abattoir Commission, Private Bag X250, Pretoria, 0001, within a period of 30 days from the date of publication of this notice and in the manner set out in the regulations published under the said Act.

Attention is invited to the provisions of regulation 11 (6) of the said regulations which require any person who submits objections to an application to the Minister to serve on the applicant concerned a copy of the document in which his objections are set out.

Note: The regulations require that objections be affirmed under oath and submitted in triplicate.

(2 August 1991)

NOTICE 698 OF 1991

DEPARTMENT OF MANPOWER
LABOUR RELATIONS ACT, 1956
APPLICATION FOR REGISTRATION OF A TRADE UNION

I, David William James, Industrial Registrar do hereby, in terms of section 4 (2) of the Labour Relations Act, 1956, give notice that an application for registration as a trade union has been received from the Building, Motor, Engineering and Allied Workers Union. Particulars of the application are reflected in the subjoined table.

Any registered trade union which objects to the application is invited to lodge its objection in writing with me, c/o the Department of Manpower, 123A Manpower Building, 215 Schoeman Street, Pretoria (postal address: Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice.

TABLE

| Name of trade union: Building, Motor, Engineering and Allied Workers Union. |
| Date on which application was lodged: 4 July 1991. |
| Interest and area in respect of which application is made: Persons employed in thementioned industries and undertakings in the Province of the Transvaal and the Province of the Orange Free State: |
| I Building Industry; |
| II Motor Industry; |

KENNISGEWING 697 VAN 1991

KENNISGEWING VAN AANSOEK OM GOEDKEURING VIR DIE OPRIGHTING VAN 'N NUWE ABATTOIR KRAKTENS ARTIKEL 12 (1) VAN DIE WET OP DIE ABATTOIRBEDRYF, 1976 (WET No. 54 VAN 1976)

Kennis geskied hiermee kragtens artikel 12 (1) van die Wet op die Abattoirbedryf, 1976 (Wet 54 van 1976), dat mnr. A. J. Ivy, van Posbus 15, Munnik, 0703, kragtens artikel 11 van genoemde Wet by die Minister van Landbou aanbou goeden het om goedkeuring vir die oprighting van 'n nuwe abattoir te "Bloemtuin" (828), Gedeelte B, Munnik, 0703.

Indien die aanbou toegestaan word, sal die abattoir gebruik word vir dié slag van vyf eenhede per dag vir die voorsiening van viels aan die Munnikomgewing.

Iemand wat veto of besware in verband met die boegenoemde aanbou wil rig, moet sodanig veto of besware aan die Voorstoter, Abattoirkommissie, Privaatsak X250, Pretoria, 0001, rig binne 'n tydperk van 30 dae vanaf datum van publikasie van hierdie kennisgewing en op die wyse uiteengesit in die regulasies kragtens genoemde Wet uitgevaardig.

Aandag word gevestig op die bepaling van regulasie 11 (6) van die genoemde regulasies wat vereis dat iemand wat veto of besware teen 'n aanbou aan die Minister voorde, terselfdertyd 'n afskrif van die stuk waarin sy besware uiteengesit is op die betrokke applikant moet bestel.

L.W.: Die regulasies vereis dat besware onder eed bevestig en in drievoud voorgelê moet word.

(2 August 1991)

KENNISGEWING 698 VAN 1991

DEPARTEMENT VAN MANNEKRAG
WET OP ARBEIDSVERHOUINDINGE, 1956
AANSOEK OM REGISTRASIE VAN 'N VAKVERENIGING

Ek, David William James, Nywerheidsregisterateur, maak ingevoelige artikel 4 (2) van die Wet op Arbeidsvorhoudinge, 1956, hierby bekend dat 'n aanbou om registrasie as 'n vakvereniging ontvang is van die Building, Motor, Engineering and Allied Workers Union. Besonderhede van die aanbou word in onderstaande tabel verstrekt.

Enige geregistreerde vakvereniging wat teen die aanbou beswaar maak, word versoek om binne een maand na die datum van publikasie van hierdie kennisgewing sy beswaar skriflik by my in te dien, p/a die Departement van Mannekrag, Mannekraggebou 123A, Schoemanstraat 215, Pretoria (posadres: Privaatsak X117, Pretoria, 0001).

TABEL

| Naam van vakvereniging: Building, Motor, Engineering and Allied Workers Union. |
| Belange en gebied ten opsigte waarvan aanbou goedge: Persone in diens in ondervermelde nywerhede en ondernemings in die provinsie Transvaal en die provinsie die Orange-Vrystaat; |
| I Bouwywerheid; |
| II Motorwywerheid; |
III Electrical Contracting Industry;
IV Electrical Engineering Industry;
V Security Services Undertaking; and
VI Local Authority Undertaking.

For the purposes hereof the above-mentioned industries and undertakings are defined as follows:

I "Building Industry" means, without in any way limiting the ordinary meaning of the expression, the industry in which employers and their employees are associated for the purpose of erecting, completing, renovating, repairing, maintaining or altering buildings or structures and/or making articles for use in the erection, completion or alteration of buildings or structures, whether the work is performed and the material is prepared on the sites of the buildings or structures or elsewhere, and includes all work executed or carried out by persons therein who are engaged in the following activities or subdivisions thereof; including excavations and the preparing of sites for buildings as well as the demolition of buildings:

Bricklaying, which includes concreting and the fixing of concrete blocks, slabs or plates and glass bricks, the tiling of walls and floors, pointing, paving, mosaic work, facing work in slate, in marble and in composition, drainlaying, stating and roof tiling, bituminous work and asphalt and sheeting;

French polishing, which includes polishing with a brush or pad, and spraying with any composition;

Glazing, which includes the cutting and/or fixing of all kinds of glass or other like products into the rebates formed in wood or metal doors, windows, frames or like fixtures, and all operations incidental thereto;

Joinery, which includes the fixing of all wooden fittings and the manufacture of all articles of joinery incidental to such fittings, whether or not the fixing in the building or structure is done by the person making or preparing the article used, including cupboards, kitchen dressers or other kitchen fixtures which accrue to the building as a permanent part thereof;

Lead light making, which includes the manufacture and/or fixing of lead and/or other metal lights and display signs (excluding electrical fittings incidental thereto) and the glazing relating thereto;

Masonry, which includes stone cutting and building, also the cutting and building of ornamental and monumental stonework and the manufacture and erection of gravestones and cemetery memorials of all types, concreting and the fixing or building of precast and/or artificial stone or marble, paving, mosaic work, pointing, wall and floor tiling, operating stoneworking machinery, other than stone-polishing machinery, and the sharpening of mason’s tools, whether or not the fixing in the building or structure is done by the person making or preparing the article used;

III Elektrotechnische Aannemingsnywerheid;
IV Elektrotechnische Ingenieursnywerheid;
V Sekuriteitsdienstonderneming; and
VI Plaaslike Overheidsonderneming.

Vir die doeleindes hiervan word bovemeldse nywerhede en ondernemings soos volg omskryf:

"I Bouwnywerheid" beteken, sonder om die gewone betekenis van die uitdrukking enigerwys te beperk, die nywerheid waarin werkgewers en hul werknemers met mekaar geassosieer is met die doel om geboue of bouwerke op te rig, te voltooi, op te klop, te herstel, te onderhou of te verbou en/of om artikels te maak vir gebruik by die oprigting, voltooiing of verbouing van geboue of bouwerke, hetsy die werk verrig en die materiaal voorberei word op die terreine van die geboue of bouwerke of elders, en omvat dit alle werk wat daarin uitgeoefen of verrig word deur persone wat by ondervermelde bedrywighede of onderdeldelings daarvan betrokke is, met inbegrip van uitgrawings en die voorbereiding van terreine vir geboue sowel as die sloping van geboue:

Messewark, wat die volgende insluit: Betonnering en die aanbring van betonblokke, -blaasie of -plate en glassette, die beteëling van mure en vloere, voegvulking, plaasiewerk, mosaiekwerk, voorwerk met leie, met marmer en met komposisie-materiaal, rieliewerk, leiwerk en pandekking, bitumenwerk, asfaltering en beplanting;

Lakpolisering, wat polisering met 'n kwas van kussinkie en bespuiting met 'n komposisieost insluit;

Beglasering, wat die volgende insluit: Die sny en/of aanbring van alle soorte glas of ander dergelike produkte in die spionings gevorm in hout- of metaaldure, -venders, -rame of dergelike vaste toebehore, en alle werksaamhede wat daarmee gepaard gaan;

Skrynwerk, wat die volgende insluit: Die aanbring van alle houttoebehore en die vervaardiging van alle skrynwerkartikels wat met sodanige toebehore gepaard gaan, hetsy die artikel wat gebruik word, deur die persone wat dit gemaak of voorberei het, in die gebou of bouwerk aangebring word of nie, met inbegrip van rakaste, kombuikaste of ander kombuisvastetoebbe toebehore wat by die gebou hoofst as permanente deel daarvan;

Ruit-in-lood-werk, wat die volgende insluit: Die vervaardiging en/of aanbring van rulte in lood en/of ander metaal en van reklametige (uitsonderend elektriese toebehore wat daarmee gepaard gaan), en die beglasing in verband daarmee;

Klipmassiewerk, wat die volgende insluit: Klipkap- en klipbouwerk, ook die kep en bou van sier- en monumentklipwerk en die vervaardiging en oprigting van grafstenen en begraaflaagsgedektenkels van alle soorte, betonmering en die aanbring of bou van voorafgegaste en/of kunsklip of marmer, plaasiewerk, mosaiikwerk, prikkiling, muur- en vloertegelbou, die bediening van klipwerkmasjienerye, uitgesonderd klippoleermasjienerye, en die skerpmaking van klimmassieregeskets, hetsy die artikel wat gebruik word, deur die persone wat dit gemaak of voorberei het, in die gebou of bouwerk aangebring word of nie;
asphalting, which includes covering floors or flat and/or sloping roofs or waterproofing or damp-proofing basements or foundations, whether or not with prepared roll roofing or asphalt sheeting having glazed or unglazed surfaces, whether or not using tar, macadam, neuchatel, limmer or any other type of solid or semi-solid asphalt, mastic or emulsified asphalts or bitumens, applied either hot or cold to such roofs, floors, basements or foundations;

metalwork, which includes the fixing of steel ceilings, metal windows, metal doors, builders' smithwork, metal frames, metal stairs and architectural metal work, together with the manufacture and/or fixing of drawn metalwork and sheet and extruded metal, whether or not the fixing in the building or structure is done by the person making or preparing the article used;

painting, which includes the processes of decorating, enamelling, graining, marbling, staining, varnishing, gliding, lining, stencilling, paper-hanging, spraying, wax-polishing, distempering, lime and colour washing and woodwork preservation, and which further includes paint removal, scraping, the washing and cleaning of painted or distempered walls and the washing and cleaning of woodwork when such removal, scraping, washing and cleaning are preparatory to any of the said processes;

plastering, which includes modelling, model-making, mould-making, facing of casts to moulds, making and fixing plaster board ceilings and fibrous plaster or other compositions, granolithic, terrazzo and composition floor-laying, composition wall covering and polishing, operating a Mall and Biax or similar type of portable spinner, operating a flexible cutting and finishing machine, precast or artificial stonework, wall and floor tiling, paving and mosaic work, metal treading, acoustic spraying and all processes incidental to the completion of ceilings and walls, whether or not the fixing in the building or structure is done by the person making or preparing the article used;

plumbing, which includes lead burning, gas fitting, sanitary and domestic engineering, drainlaying, caulking, ventilating, heating, hot and cold water fitting, the installation of fire prevention equipment and the manufacture and fitting of all sheet-metal work, whether or not the fixing in the building or structure is done by the person making or preparing the article used;

shop, office and bank fitting, which includes the manufacture and/or fixing of shop fronts, window enclosures, show cases, counters, screens and interior fittings and fixtures; steel reinforcing, which includes the making and erection of shuttering and the supervising of the bending, placing and fixing in position of steel and concrete;

asfaltering, wat die volgende insluit: Die bedekking van vloere of plat en/of skuinssakke of die waterdichting of vogdigting van kelders of fondamente, hetsy met berei(de) rolladekbedoekking of asfaltplaat met geglaasde of ongeglaasde oppervlakke, hetsy met gebruikmaking van teer, macadam, neuchatel, limmer of enige ander tipe soliede of halafsoliede asfalt, mastiek of emufise-asfalt of -bitumen, wat of warm of koud aan sodanige dakke, vloere, kelders of fondamente aangewend word;

metaalwerk, wat die volgende insluit: Die aanbring van staalplafonne, metaalventers, metaaldeure, siermetaalwerk, metaalframe, metaaltrappe en boumetaalwerk, gesame met die vervaardiging en/of aanbring van getrokke metaalwerk en plaat- en uitgedrukte metaal, hetsy die artikel wat gebruik word, deur die persoon wat dit gemaak of voorberei het, in die gebou of bouwerk aangebring word of nie;

verfwerk, wat die volgende prosesse insluit: Versiering, emaljering, vlamskilering, marmering, belasting, vernisering, verguldiging, beleyning, sjablonering, muurplakkning, spuitskilering, waspolering, distempering, afwiting, kleurkaalking en houtverduursaming, en wat voorts insluit die verwydering van verf, skraping, die was en skoonmaak van geverfde of gedistemperde mure en die was en skoonmaak van houtwerk wanneer sodanige verwydering, skraping, was en skoonmaak enige van genoemde prosesse voorafgaan;

pleisterwerk, wat die volgende insluit: Modelleerwerk, modelmakery, vormmakery, die afwerkings van gietals welsels volgens gietvorms, die maak en aanbring van gipsbordplafonne en verspleister of ander komposite materiale, granuliet-tassero- en komposietebreuviering, kompositiesuurbedekking en -polering, die bediening van 'n Mall en Blax- of dergelijke tipe verplaasbare tolfer, die bediening van 'n meerdelige snee- en afwerkmasjien, voorafgegaste of kunsklipwerk, muur-en vloerbekleuring, plavel- en mosieswerk, plaatsgoedwerk aksievlakke en -vormwerk, en alle prosesse wat gegaan gaan met die voltooiing van plafonne en mure, hetsy die artikel wat gebruik word, deur die persoon wat dit gemaak of voorberei het, in die gebou of bouwerk aangebring word of nie;

loodgieterswerk, wat die volgende insluit: Loodaswerk, gasaanlaewerk, sanitêre en huisingenieurswerk, rioolwerk, kalfwerk, ventilatiewerk, verwarmingswerk, die aanleê van warm en koue water, die installeering van brandvoorkeuringstoestelling en die vervaardiging en aanbring van alle plaatmetaalwerk, hetsy die artikel wat gebruik word, deur die persoon wat dit gemaak of voorberei het, in die gebou of bouwerk aangebring word of nie;

winkel-, kantoor- en bankinruimingwerk, wat die volgende insluit: Die vervaardiging en/of aanbring van winkelfronte, vensterafkoortings, uitstalskae, toonbanke, skerms en binnenuise los en vaste toebehore;

staliewapening, wat die volgende insluit: Die maak en oprigting van bekisting en toegesig hou oor die buig, plasing en vassit in die regte posisie van staal en beton;
steel construction, which includes the fixing of all classes of steel or other metal columns, girders, steel joists, or metal in any other form which forms part of a building or structure;

woodworking, which includes carpentry, woodworking, machining, turning, carving, the fixing of corrugated iron, asbestos tiles, shingling and other roof coverings, sound and acoustic material, cork and asbestos insulation, wood fitting, composition ceiling and wall covering, thefitting of plugs in walls, the covering of woodwork with metal, block and other flooring, including wood, cork and rubber, and the sandpapering of same, cork carpeting and any class or kind of linoleum when fixed in any building or structure, whether or not the fixing in the building or structure is done by the person making or preparing the article used.

Il “Motor Industry” means (without in any way limiting the ordinary meaning of the expression and subject to the provisions of any demarcation determination made in terms of section 76 of the Labour Relations Act, 1956) the industry concerned with—

(a) assembling, erecting, testing, remanufacturing, repairing, adjusting, overhauling, wiring, upholstering, spraying, painting and/or reconditioning carried on in connection with—

(i) chassis and/or bodies of motor vehicles;

(ii) internal combustion engines and transmission components of motor vehicles;

(iii) electrical equipment connected with motor vehicles, including radios;

(b) automotive engineering;

(c) repairing, vulcanising and/or retreading tyres;

(d) repairing, servicing and/or reconditioning batteries for motor vehicles;

(e) the business of parking and/or storing motor vehicles;

(f) the business conducted by filling and/or service stations;

(g) the business carried on mainly or exclusively for the sale of motor vehicles or of motor vehicle parts and/or spares and/or accessories (whether new or used), whether or not such sale is conducted from premises that are attached to a part of an establishment in which the assembly or repair of motor vehicles is carried out;

(h) the business conducted by motor graveyards;

(i) the business conducted by manufacturing establishments in which motor vehicle parts and/or spares and/or accessories and/or components are fabricated;

(j) vehicle body building;

(k) the sale of tractors and agricultural and irrigation equipment (not connected with the manufacture thereof).

Staalkonstruksie, wat die volgende insluit: Die aanbring van alle klasse staal- of ander metaaluite, leërs, staalbalke, of metaal en enige ander vorm wat deel van 'n gebou of bouwerk uitmaak;

Houtwerk, wat die volgende insluit: Timmerwerk, houtbewerkings, masjinerings, draaiwerk, houtsnijwerk, die aanbring van golfsyfer-, asbesteeë, dakspan- en ander dakbedekkings, klank- en akoestiekmaterial, kurk- en asbesisolasie, houtlatwerk, komposietplafonie en muurbekleding, die aanbring van proppie in mure, die bedekking van houtwerk met metaal, blokkes- en ander bewolering, met inbegrip van bewolering met hout, kurk en rubber (en die skuur daarvan met skurerpapier), kurklatystof en enige klas of soort linoleum wanneer dit in 'n gebou of bouwerk aangebring word, hetsy die artikel wat gebruik word, deur die persoon wat dit gemaak of voorberei het, in die gebou of bouwerk aangebring word of nie.

Il “Motornywerheid” beteken (sonder om die gewone betekenis van die uitdrukking enigeryws te beperk en behouens die bepalings van enige afbakeningsvatting gemaak kragtens artikel 76 van die Wet op Arbeidsverhoudinge, 1956) die nywerheid wat te doen het met—

(a) monterig, oprigting, toetsing, hervervaardiging, herstelwerk, verstelwerk, opknapping, bedraping, stoftering, bespuiting, verfwerk en/of vernuwing uitgeoefen in verband met—

(i) onderstelle en/of bakke van motorvoertuie;

(ii) binnebrandenjins en transmissiekomponente van motorvoertuie;

(iii) elektriese uitrusting in verband met motorvoertuie, met inbegrip van radio's;

(b) motoringenieurswerk;

(c) die herstel, vulkanisering en/of versoling van buitenande;

(d) die herstel, versiening en/of vernuwing van batterye vir motorvoertuie;

(e) die besigheid gedryf deur ondernemings vir die parkering en/of stalling van motorvoertuie;

(f) die besigheid gedryf deur vul- en/of diensstasies;

(g) die besigheid hoofsaaklik of uitsluitlik gedryf vir die verkoop van motorvoertuie of van motorvoertuigonderdele en/of -rezerwedede en/of -bybehore (hetsy nuut of gebruik), hetsy, al dan nie, sodanige verkoop ge- skied vanuit 'n perseel wat verband is aan 'n gedeelde van 'n bedryfsonering waarin die monterig of herstel van motorvoertuie uitgeoefen word;

(h) die besigheid gedryf deur motorsloopsonder- nemings;

(i) die besigheid gedryf deur vervaardigingsbedryfs- onrigings waarin motorvoertuigonderdele en/of -rezer- wedede en/of -bybehore en/of komponente vervaardig word;

(j) voertuigbakkou;

(k) die verkoop van trekkers en landbou- en besproeiingsuitrusting (nie gekoppeld aan die vervaardiging daarvan nie).
For the purposes of this definition—

"automotive engineering" means the reconditioning of internal combustion engines or parts thereof for use in motor vehicles in establishments mainly or exclusively so engaged, whether such establishments dismantle and repair motor vehicles or not;

"motor vehicle" means any wheeled conveyance that is propelled by mechanical power (other than steam) or electrically and that is designed for haulage and/or for the transportation of persons and/or goods and/or loads, and includes a trailer and a caravan but does not include any equipment designed to run on fixed tracks, a trailer designed to transport loads of 27 273 kg or over, or an aircraft; and

"vehicle body building" means any or all of the following activities carried on in vehicle body building establishment, but does not include vehicle body building done by assembly establishments incidental to the assembly of motor vehicles:

(i) The construction, repair or renovation of cabs and/or bodies and/or any superstructure for any type of vehicle;

(ii) the manufacture or repair of component parts for cabs and/or bodies and/or any superstructure, and the assembling, adjusting and installation of parts in cabs or bodies or on the superstructure of vehicles;

(iii) fixing cabs and/or bodies and/or any superstructure to the chassis of any type of vehicle;

(iv) coating and/or decorating cabs and/or bodies and/or any superstructure with any preservative or decorative substance;

(v) equipping, furnishing and finishing off the interior of cabs and/or bodies and/or any superstructure;

(vi) the building of trailers, but excluding the manufacture of wheels or axles thereof; and

(vii) all operations incidental to or consequent upon the activities referred to in paragraphs (i) to (vi) above; and

for the purposes of this definition, "vehicle" does not include an aircraft.

"Motor Industry" as defined above does not include the following:

(a) The manufacture of motor vehicle parts and/or accessories and/or spares and/or components in establishments laid out for an normally engaged in the production of metal and/or plastic goods of a different character on a substantial scale, or the sale of motor spare parts and accessories by assembly establishments from such establishments;

(b) the assembling, erecting, testing, repairing, adjusting, overhauling, wiring, spraying, painting and/or reconditioning of agricultural tractors, except where carried on in establishments rendering similar services in respect of motor cars, motor lorries or motor trucks;

(c) the manufacture and/or maintenance and/or repairs of—

(i) civil and mechanical engineering equipment and/or parts thereof, whether or not mounted on wheels;

Vir die doeleindes van hierdie omskrywing beteken—

"motoringenieurswerk" die vervaardiging van binnebrandjins of onderdele daarvan vir gebruik in motorvoertuie in bedryfssinrigtings waarin hoofsaaklik of uitsluitlik sodanige werk verrig word, hetsy daar in sodanige bedryfssinrigtings motorvoertuie uitmekaargehaal en herstel word al dan nie;

"motorvoertuig" enige wielvoertuig wat deur meubie nis krag (uitsesonderd stoom) of elektries aangedryf word en wat ontwerp is vir trekvoerder en/of vir die vervoer van persone en/of goedere en/of vragle, en omvat dit in sleepwa en in 'n woonwa, maar nie ook uitrusting wat ontwerp is om op vaste spore te loop, 'n sleepwa wat ontwerp is om vragte van 27 273 kg of meer te vervoer of 'n vliegtuig nie; en

"voertuigbou" enige van of al ondervermelde werkzaamhede wat in 'n voertuigboubedryfssinrig ting verrig word, maar omvat dit nie voertuigbou deur monteerbedryfssinrigtings verrig gepaard met die montering van motorvoertuie nie:

(i) Die bou, herstel of vernaaiming van kajuite en/of bakke en/of enige bobou vir enige tipe voertuig;

(ii) die vervaardiging of herstel van samestellende dele vir kajuite en/of bakke en/of enige bobou, en die montering, regring en inlaat van onderdele in kajuite of bakke of op die bobou van voertuie;

(iii) die vassing van kajuite en/of bakke en/of enige bobou aan die onderstel van enige tipe voertuig;

(iv) die bestryking en/of versiering van kajuite en/of bakke en/of enige bobou met 'n preservering of versierstof;

(v) die uitrus, stoffer en afwerk van die binnekant van kajuite en/of bakke en/of enige bobou;

(vi) die bou van sleepwaens, maar uitgesonderd die vervaardiging van wiele of asse daarvoor; en

(vii) alle bedrywighede wat gegaan gaat met of voortspruit uit die werkzaamhede bedoel in paragrawe (i) tot (vi) hierbo; en

vir die doeleindes van hierdie omskrywing omvat "voertuig" nie 'n vliegtuig nie.

"Motorsynwyd" soos hierbo omskryf, omvat nie die volgende nie:

(a) Die vervaardiging van motorvoertuigoederen en/of -bybehore en/of -reserverede en/of -komponente in bedryfssinrigtings wat aangelu is vir en gewoonlik betrokke is by die produksie van metaal- en/of plastiekgoedere van 'n ander aard op aansienlike skaal, of die verkop van motorreserverede en -bybehore deur monteerbedryfssinrigtings vanuit sodanige bedryfssinrigtings;

(b) die montering, bou, toetsing, herstel, regstel, opkipping, bedrading, beepulling, verg en/of vernaaiming van landbourekkers, behalwe wat dit gedaan word in bedryfssinrigtings wat dergelijke dienste lever ten opsigte van motorkarre, vragmotors of motorwaens;

(c) die vervaardiging en/of onderhoud en/of herstel van—

(i) uitrusting vir sivele en werktuigkundige inge nieurswerk, en/of onderdele daarvan, hetsy dit op wiele ge monter is al dan nie;
(ii) agricultural equipment or parts thereof;
(iii) equipment designed for use in factories and/or workshops;
Provided that, for the purposes of (i), (ii) and (iii) above, "equipment" shall not be taken to mean motor cars, motor lorries and/or motor trucks;
(iv) motor vehicle or other vehicle bodies and/or parts or components thereof made of steel plate 3,175 mm thickness or thicker, when carried on in establishments laid out for and normally engaged in the manufacture and/or maintenance and/or repair of civil and/or mechanical engineering equipment on a substantial scale;
(d) assembly establishments, i.e. establishments in which motor vehicles are assembled from new components on an assembly line, which includes the manufacture and/or fabrication of any motor vehicle parts or components when carried on in such establishments, but which does not include vehicle body building, except in so far as it is carried on incidental to the assembly of motor vehicles other than caravans and trailers.

III "Electrical Contracting Industry" means the industry in which employees and their employees are associated for the purpose of the design, preparation (other than manufacture for sale) and erection of electrical installations forming and integral and permanent part of buildings, and the repair and/or maintenance of such installations, including the cable jointing and electrical wiring associated therewith.

IV "Electrical Engineering Industry" means the industry in which employer and their employees are associated for the purpose of—
(a) the manufacture and/or assembly from component parts of electrical equipment, namely generators, motors, converters, switch and control gear (including relays, contactors, electrical instruments and equipment associated therewith), electrical lighting, heating, cooking, refrigeration and cooling equipment, transformers, furnace equipment and other equipment utilising the principles used in the operation of radio and electronic equipment, incandescent lamps and electric cables and domestic electrical appliances, and includes the manufacture of component parts of the aforementioned equipment;
(b) the installation, maintenance and repair of the equipment referred to in paragraph (a) above.

V "Security Services Undertaking" means the trade in which employers and their employees are associated for the purpose of guarding or protecting premises, building structures or any other fixed property, vehicles, vessels or boats or other craft and employees or other persons, and includes the depositing, withdrawal and cashing or transportation of money for or on behalf of a client, the making up thereof in specified amounts, the placing of specified amounts in envelopes and the handling over the envelopes to persons as instructed by the client, or the transportation of any other goods that have to be guarded or protected while in transit.

(ii) landbou-uitrusting of onderdele daarvan;
(iii) uitrusting bedoel vir gebruik in fabriekie en/of werkwinkels;
Met dien verstande dat, vir die doeleindes van (i), (ii) en (iii) hierbo, "uitrusting" nie gega het word motorkante, vragmotoren en/of motorvragwagens te beteken nie;
(iv) motorvoertuig- of ander voertuigbake en/of onderdele of komponente daarvan gemaak van staalplaat 3,175 mm dik of dikker, wanneer dit gedoen word in 'n bedryfseinrigtings wat aangeli is vir en gewoonlik betrokke is by die vervaardiging en/of onderhoud en/of herstel, op aansienlike skaal, van uitrusting vir siviele en/of werktuigkundig ingenieurswerk;
(d) monteerbedryfseinrigtings, d.w.s. bedryfseinrigtings waarin motorvoertuie uit nuwe komponente op 'n monteerbaan gemonteer word, wat die vervaardiging en/of fabrisering van enige motorvoertuigonderdele of-komponente omvat wanneer dit in sodanige bedryfseinriggings gedoen word, maar wat nie voertuigbakkou omvat nie, behalwe in sover dit gepaard gaan met die monterings van motorvoertuie, uitsluitend gasgoed-, wonenaars en sleepwaens, gedoen word.

III "Elektrotechnische Aannemingswydruk" beteken die nywerheid waarin werkgewers en hul werknemers met mekaar geassosieer is vir die doel van die ontwerp, voorbereiding (uitsigstondert die vervaardiging vir verkoop) en oprigting van elektriese installasies wat 'n integreerende en permanente deel van geoude uitmaak, en die herstel en/of onderhoud van sodanige installasies, met inbegrip van die kabelsawer en elektriese bedrading wat daarmee in verband staan.

IV "Elektrotechnische Ingenieurswydruk" beteken die nywerheid waarin werkgewers en hul werknemers met mekaar geassosieer is vir die doel van—
(a) die vervaardiging en/of motering, uit samestelling dele, van elektriese uitrusting, naamlik generators, motore, konverters, skakeltuig en beheeruitrusting (met inbegrip van relais, kontakters, elektriese instrumente en uitrusting wat daarmee in verband staan), elektriese verligtings-, verhittings-, kook-, bevleisings- en verkoelingsuitrusting, transformers, condensaties en ander uitrusting waarby daar gebruik gemaak word van die werkbeginnels van radio- en elektroniese uitrusting, gloeilamp en elektriese kabels en huishoudelike elektriese toestelle, en dit omvat die vervaardiging van samestellende dele van voormelde uitrusting;
(b) die installering, onderhoud en herstel van die uitrusting bedoel in paragraaf (a), hierbo.

V "Sekuriteitsdiensteonderneming" beteken die onderneming waarin werkgewers en hul werknemers met mekaar geassosieer is met die doel om persone, bouwerke of enige ander vaste eiendom, voertuie, skepe of bete of ander vaartuie en werknemers of ander persone te bewaak of te beskerm, en di omvat die deponering, onttrekking en wissel of vervoer van geld vir of namens 'n klient, die opmaak daarvan in gespesifiseerde bedrae, die plaas van gespesifiseerde bedrae in koerante en die oorhandiging van die koerante aan persone soos deur die klient opgedra, of die vervoer van enige ander goedere wat bewaak of beskerm moet word terwy l dit vervoer word.
VI “Local Authority Undertaking” means the undertaking in which employers and their employees are associated for instituting, continuing and finishing any act, scheme or activity which is undertaken by a local authority. “Local authority” has the same meaning as that assigned to it in section 1 of the Labour Relations Act, 1956.

Postal address of applicant: P.O. Box 97004, Presias, 0114.

Office address of applicant: First Floor, Dairymall Building, 146 Jacob Maré Street, Pretoria;

Attention is drawn to the following requirements of section 4 of the Act;

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

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

D. W. JAMES,
Industrial Registrar.
(2 August 1991)

NOTICE 699 OF 1991
CENTRAL STATISTICAL SERVICE

THE HEAD: CENTRAL STATISTICAL SERVICE notifies for general information that the Consumer Price Index is as follows:

Consumer Price Index, all items (Base 1985 = 100)

June 1991 = 232.4.

(2 Augustus 1991)

NOTICE 702 OF 1991
CUSTOMS AND EXCISE TARIFF APPLICATIONS:
LIST 29/91

The following applications concerning the Customs and Excise Tariff have been received by the Board of Trade and Industry. Any objections to or comments on these representations must be submitted to The Chief Executive Officer, Board of Trade and Industry, Private Bag X753, Pretoria, 0001, within six weeks of the date of this notice. Attention is drawn to the fact that the rates of duty mentioned in the applications are those requested by the applicants and that the Board, depending on its findings, may recommend lower or higher rates of duty.

Increase in the duty on:

Electric filament lamps of 15 W or more by the substitution for the existing provisions under tariff subheadings 8539.21.40, 8539.21.90, 8539.22.50, 8539.22.90, 8539.29.55 and 8539.29.60 of the following:

VI “Plaaslike Overheidsonderneming” beteken die onderneming waarin werkgevers en hul werknermers met mekaar geassosieer is vir die instelling, voorstelling en afhandeling van enige handeling, skema of aktiwiteit wat deur ‘n plaaslike overheid onderneem word. “Plaaslike overheid” het dieselfde betekenis as dié wat daaraan geheg is by artikel 1 van die Wet op Arbeidsverhoudinge, 1956.

Posadres van apikant: Posbus 97004, Presias, 0114.

Kantooradres van van apikant: Eerste Verdieping, Dairymall gebou, Jacob Maréstraat 146, Pretoria.

Die aandag word gevestig op onderstaande ver- eistes van artikel 4 van die Wet:

(a) Die mate waarin ‘n beswaarmakende vakvereniging verteenwoordigend is, word ingevolge subartikel (4) bepaal volgens die feite soos hulle bestaan bet 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 vooromte datum volwaardige lede was, in aanmerking geneem.

(b) Die prosedure voorgespik of subartikel (2) moet gevolg word in verband met ‘n beswaar wat ingediend word.

D. W. JAMES,
Nywerheidsregistreur.
(2 Augustus 1991)

KENNISGEWING 699 VAN 1991
SENTRALE STATISTIEKDIENS

DIE HOOF: SENTRALE STATISTIEKDIENS maak vir algemene inligting bekend dat die Verbruikersprysindeks soos volg is:

Verbruikersprysindeks, alle items (Basis 1985 = 100)


(2 Augustus 1991)

KENNISGEWING 702 VAN 1991
DOEANE- EN ASENSIEROOFSES: LYS 29/91

Onderstaande aansoeke betreffende die Doeane en Aksynstafie is deur die Raad van Handel en Nywerheid ontvang. Enige beswaar teen of kommentaar op hierdie vertoë moet binne ses weke na die datum van hierdie kennisgewing aan die Hoof Uihoorde Beampte, Raad van Handel en Nywerheid, Privaatsak X753, Pretoria, 0001, gege word. Die aandag word daarop gevestig dat die skale van reg wat in die aansoeke genoem word, dié wat deur die applicant aangevra is en dat die Raad, afhankende van sy bevindings, hoër of laer skale van reg mag aanbeveel.

Verhoging van die reg op:

Elektriese gloeilamp van minstens 15 W deur die bestaande voorsienings by tariefsubpos 8539.21.40, 8539.21.90, 8539.22.50, 8539.22.90, 8539.29.55 en 8539.29.60 te vervang deur die volgende:
No. R. 1801 2 August 1991

LABOUR RELATIONS ACT, 1956

CANCELLATION OF GOVERNMENT NOTICES:
IRON, STEEL, ENGINEERING AND METALLURGI-
CAL INDUSTRY

I, Eli van der Merwe Louw, Minister of Manpower,
hereby, in terms of section 48 (5) of the Labour Rela-
tions Act, 1956, cancel Government Notice No. R. 2467 of 10 November 1989 with effect from the second Monday after the date of publication of this notice.

E. VAN DER M. LOUW,
Minister of Manpower.

No. R. 1802 2 August 1991

LABOUR RELATIONS ACT, 1956

IRON, STEEL, ENGINEERING AND METALLUR-
GICAL INDUSTRY: RE-ENACTMENT OF SICK PAY
FUND AGREEMENT

I, Eli van der Merwe Louw, Minister of Manpower,
hereby—

(a) in terms of section 48 (1) (a) of the Labour Rela-
tions Act, 1956, declare that the provisions of the
Agreement which appears in the Schedule hereto and
which relates to the Undertaking, Industry, Trade or
Occupation referred to in the heading to this notice,
shall be binding, with effect from the second Monday
after the date of publication of this notice and for the
period ending 20 November 1992, upon the employers’
organisations and the trade unions which entered into
the said Agreement and upon the employers and em-
ployees who are members of the said organisations or
unions; and

(b) in terms of section 48 (1) (b) of the said Act,
declare that the provisions of the said Agreement,
excluding those contained in clauses 1 (1) (a), 2, 3 and
6 (1) shall be binding, with effect from the second Mon-
day after the date of publication of this notice and for
the period ending 20 November 1992, upon all em-
ployers and employees, other than those referred to in
paragraph (a) of this notice, who are engaged or
employed in the said Undertaking, Industry, Trade and
Occupation in the areas specified in clause 1 of the
said Agreement.

E. VAN DER M. LOUW,
Minister of Manpower.

SCHEDULE

NATIONAL INDUSTRIAL COUNCIL FOR THE IRON,
STEEL ENGINEERING AND METALLURGICAL
INDUSTRY

SICK PAY FUND AGREEMENT

in accordance with the provisions of the Labour Relations
Act, 1956, made and entered into by and between the

Automotive Parts Production Engineers’ As-
sociation
Border Engineering Industries Association
Bright Bar Association

By:

NASIONALE NYWERHEIDSRAAD VIR DIE YSTER-
STAAAL-, INGENIEURS- EN METALLURGIESE NYWER-
HEID

SIEKTEBYSTANDSFONDOORENKOMS

ooreenkomstig die Wet op Arbeidsverhoudinge, 1956, gesluit
deur en aangegaan tussen die

Automotive Parts Production Engineers’ Associa-
tion
Border Engineering Industries Association
Bright Bar Association
Cape Engineers' and Founders' Association
Constructional Engineering Association (South Africa)
Covered Conductor Manufacturers' Association
Domestic Appliance Manufacturers' Association of South Africa
Electrical Engineering and Allied Industries Association
Electronics and Telecommunications Industries Association
Engineers' and Founders' Association (Transvaal, Orange Free State and Northern Cape)
Fire Protection Industries Association of South Africa
Gate and Fence Association
Hand Tool Manufacturers' Association
Heavy Engineering Manufacturers' Association
Iron and Steel Producers' Association of South Africa
Lift Engineering Association of South Africa
Light Engineering Industries Association of South Africa
Materials Handling Association
Natal Engineering Industries Association
Non-Ferrous Metal Industries Association of South Africa
Plastics Manufacturers' Association of South Africa
Plumbers and Engineers' Brassware Manufacturers' Association
Port Elizabeth Engineers' Association
Precision Manufacturing Engineers' Association
Pressure Vessel Manufacturers' Association of South Africa
Radio, Appliance and Television Association of South Africa
Sheetmetal Industries Association of South Africa
S.A. Agricultural Machinery Association
S.A. Association of Shipbuilders and Repairers
S.A. Electro-Plating Industries Association
S.A. Fasteners Manufacturers' Association
S.A. Foundry Association
S.A. Industrial Refrigeration and Air Conditioning Contractors' Association
S.A. Machine Tool Manufacturers' Association
S.A. Radio and Television Manufacturers' Association
S.A. Reinforced Concrete Engineers' Association
S.A. Tube Makers' Association
S.A. Wire and Wire Rope Manufacturers' Association
(hereinafter referred to as the "employers" or the "employers' organisations"), of the one part, and the
Amalgamated Engineering Union of South Africa
Amalgamated Society of Woodworkers of South Africa
Engineering Industrial and Mining Workers' Union of South Africa
Iron Moulders' Society of South Africa

Cape Engineers' and Founders' Association
Constructional Engineering Association (South Africa)
Covered Conductor Manufacturers' Association
Domestic Appliance Manufacturers' Association of South Africa
Electrical Engineering and Allied Industries Association
Electronics and Telecommunications Industries Association
Engineers' and Founders' Association (Transvaal, Orange Free State and Northern Cape)
Fire Protection Industries Association of South Africa
Gate and Fence Association
Hand Tool Manufacturers' Association
Heavy Engineering Manufacturers' Association
Iron and Steel Producers' Association of South Africa
Lift Engineering Association of South Africa
Light Engineering Industries Association of South Africa
Materials Handling Association
Natal Engineering Industries Association
Non-Ferrous Metal Industries Association of South Africa
Plastics Manufacturers' Association of South Africa
Plumbers and Engineers' Brassware Manufacturers' Association
Port Elizabeth Engineers' Association
Precision Manufacturing Engineers' Association
Pressure Vessel Manufacturers' Association of South Africa
Radio, Appliance and Television Association of South Africa
Sheetmetal Industries Association of South Africa
S.A. Agricultural Machinery Association
S.A. Association of Shipbuilders and Repairers
S.A. Electro-Plating Industries Association
S.A. Fasteners Manufacturers' Association
S.A. Foundry Association
S.A. Industrial Refrigeration and Air Conditioning Contractors' Association
S.A. Machine Tool Manufacturers' Association
S.A. Radio and Television Manufacturers' Association
S.A. Reinforced Concrete Engineers' Association
S.A. Tube Makers' Association
S.A. Wire and Wire Rope Manufacturers' Association
(hereinafter referred to as the "employers" or the "employers' organisations"), of the one part, and the
Amalgamated Engineering Union of South Africa
Amalgamated Society of Woodworkers of South Africa
Engineering Industrial and Mining Workers' Union of South Africa
Iron Moulders' Society of South Africa
Metal and Electrical Workers’ Union of S.A.
Mijnwerkers’ Union
National Union of Metalworkers’ of South Africa
Radio, Television, Electronics and Allied Workers’
Union
S.A. Boilermakers’, Iron and Steel Workers’, Shop-
builders’ and Welders’ Society
S.A. Electrical Workers’ Association
S.A. Yster-, Staal- en Verwante Nywerhede-Unie
Steel, Engineering and Allied Workers’ Union of
South Africa
(hereinafter referred to as the “employees” or the “trade
unions”), of the other part,
being the parties of the National Industrial Council for the
Iron, Steel, Engineering and Metallurgical Industry,

1. SCOPE OF APPLICATION OF AGREEMENT

(1) The terms of this Agreement shall be observed in the
Iron, Steel, Engineering and Metallurgical Industries through-
out the Republic of South Africa, excluding the port and
settlement of Walvis Bay, by—
(a) all employers and employees who are members of the
employers’ organisations and the trade unions respectively;
(b) employees in the employment of employers under
paragraph (a) as at 31 July 1989 who were on that date
members of and participants in Scheme B of the Sick Pay
Fund in terms of the Agreement as published under Govern-
ment Notice No. R. 2032 of 9 October 1980, as amended
and extended, and who, whilst being eligible to become members
of a trade union which is a party to this Agreement, are not
members of such a trade union, whilst they continue in the
service of the same employer.

(2) The terms of this Agreement shall not apply to the
following persons:
(a) Employees engaged on or after 1 August 1989 by the
employers referred to in subsection (1) (a) who, whilst being
eligible to become members of a trade union which is a party
to this Agreement, are not members of such a trade union;
and
(b) employees other than those employed by employers
referred to in subsection (1).

2. PERIOD OF OPERATION OF AGREEMENT

This Agreement shall come into operation on a date to be
fixed by the Minister of Manpower in terms of section 48 (1) of
the Act and shall remain in force for the period ending
20 November 1992 or for such period as may be determined
by him.

3. SPECIAL PROVISIONS

The provisions of clauses 6 (1) (a), 7 (2) (a) and 15 of the
Agreement published under Government Notice No. R. 2467
of 10 November 1989 (hereinafter referred to as the “Former
Agreement”) as further extended, renewed, amended or
re-enacted from time to time, shall apply to employers and
employees.

4. GENERAL PROVISIONS

The provisions contained in clauses 3 to 5, 6 (1) (b) to 7
(1), 7 (2) (b) to 14 and 16 to 20 of the former Agreement, as
further extended, renewed, amended or re-enacted from time
to time, shall apply to employers and employees.

4. SECTION 3: DEFINITIONS

(1) Insert the following between the definitions “Electrical
Contracting Industry” and “Lift and Escalator Industry”:
“‘law’ shall include common law;”.

Metal and Electrical Workers’ Union of S.A.
Mijnwerkers’ Union
National Union of Metalworkers’ of South Africa
Radio, Television, Electronics and Allied Workers’
Union
S.A. Boilermakers’, Iron and Steel Workers’, Shop-
builders’ and Welders’ Society
S.A. Electrical Workers’ Association
S.A. Yster-, Staal- en Verwante Nywerhede-Unie
Steel, Engineering and Allied Workers’ Union of
South Africa
(hierna die “werknames” of die “vakverenigings” genoem),
an die ander kant,
wat die partye is by die Nasionale Nywerhede raad vir die
Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid.

1. TOEPASSINGSBESTEK VAN OORENKOMS

(1) Hierdie Ooreenkoms moet nagekom word in die Yster-,
Staal-, Ingenieurs- en Metallurgiese Nywerhede oral in die
Republiek van Suid-Afrika, uitgeseënder die hawe en neder-
setting van Walvisbaai—
(a) deur al werkwegers en werknamers wat lede van
onderskeidlik die werkwegersorganisasies en die
vakverenigings is;
(b) werknames in diens van werkwegers kragtens para-
graaf (a) op 31 Julie 1989 wat op daardie datum lede van
en deelnemers was in Skema B van die Skiebetiesfundie
ingeval die Ooreenkooms gepubliseer deur Goeierwents-
kennisgewing No. R. 2032 van 9 Oktober 1980. soos gewysig
en verleg, en wat, hoewel hulle kwalifiseer vir lidmaatskap
van ’n vakvereniging wat ’n party is by hierdie Ooreenkoms,
hulle nie lede van sodanige vakvereniging(s) is nie, terwyl
hulle in die diens van dieselfde werkweger bly.
(2) Hierdie Ooreenkoms is nie op die volgende persone
van toepassing nie:
(a) Werknames in diens geneem op of na 1 Augustus
1989 deur die werkwegers in subklausule (1) (a) bedoel wat,
hoewel hulle kwalifiseer vir lidmaatskap van ’n vakvereniging
wat ’n party by die Ooreenkoms is, nie lede van so ’n vak-
vereniging is nie; en
(b) werknames, uitgeseënder dié in diens by die
werkwegers in subklausule (1) bedoel.

2. GELDIGHEIDSDUUR VAN OORENKOMS

Hierdie Ooreenkoms tree in werking op die datum wat die
Minister van Mannekrag kragtens artikel 48 (1) van die Wet
vastel, en bly van krag vir die tydperk eindigende
20 November 1992 of vir die tydperk wat hy bepaal.

3. SPEISIALE BEPALINGS

Die bepalings soos vervat in klausules 6 (1) (a), 7 (2) (a) en
15 van die Ooreenkooms gepubliseer deur Goeierwents-
kennisgewing No. R. 2467 van 10 November 1989 (hierna die
“Vorige Ooreenkoms” genoem) soos verder verleg, her-
nieu, gewysig of herbekragtig van tyd tot tyd, is van toepas-
sing op sowel werkwegers en werknames.

4. ALGEMENE BEPALINGS

Die bepalings soos vervat in klausules 3 tot 5, 6 (1) (b) tot 7
(1), 7 (2) (b) tot 14 en 16 tot 20 van die Vorige Ooreenkoms
soos verder verleg, hernieu, gewysig of herbekragtig van
tyd tot tyd, is van toepassing op sowel as werkwegers as
werknames.

4. KLOUSULE 3: WOORDOMSKRYWING

(1) Volg die volgende in tussen die omskrynings “Elektr"o-
turneise Aaneningsnywerheid” en “Hyser- en Roltrap-
nywerheid”:
“‘wet’ ook gemene reg;”.

5. SECTION 7: CONTRIBUTIONS

(1) Substitute the following for subsection (2) (a) (i):

"(2) (a) (i) deducted in terms of an individually signed stop-order deduction application in respect of a trade union which is a party to this Agreement; or;"

(2) In subsection 4 (c), substitute the expression "Second Office Level, Metal Industries House, 42 Anderson Street, Johannesburg, 2001" for the expression "Amaleng, 8 De Villiers Street, Johannesburg, 2001".

6. SECTION 8: BENEFITS

(1) Substitute the following for the existing subsection (4) (a):

"(a) Benefits shall be payable for each complete week of absence up to a maximum of 26 weeks for any one pregnancy at the rate of 55 per cent of the weekly wage of the member immediately prior to such absence; Provided that—

(i) where absence from work due to pregnancy is less than 26 weeks, or where a member whose employment has been terminated due to pregnancy re-employs employment within 26 weeks, benefits shall be payable for such lesser period that the member has not worked during such pregnancy;

(ii) benefits for days of absence not comprising a complete week shall be calculated pro rata for each completed day of absence dependent on whether a five-day week or a six-day week was being worked immediately prior to the absence."

(2) Insert the following new subclause 4 (d):

(b) Members qualifying for benefits under this subclause (4) shall be entitled to an advance payment of up to four weeks' benefits after completion of the first week of absence. Benefits shall accrue on a weekly basis for absence due to pregnancy/confine ment after expiry of such four weeks period."

Signed at Johannesburg, for and on behalf of the parties, this 2nd day of January 1991.

W. P. COETZEE,
Chairman.
J. DE W. TROTSKIE,
Vice-Chairman.
D. G. LEVY,
General Secretary.

(2) In the omskrywing van "Streek B", vervang die uitdrukking "... Die Nationale Nywerheidsraad vir die Yster-, Staat-, Ingenieurs- en Metalurgiese Nywerheid (Grens- streekraad), Postbus 7227, Oos-Londen, 5200, of Carmel- huis, Gladestonestraat 7-9, Oos-Londen, 5201;" deur die uitdrukking "... Die Nationale Nywerheidsraad vir die Yster-, Staat-, Ingenieurs- en Metalurgiese Nywerheid (Grens- streekraad), Postbus 13162, Vincent, 5217, of Kamer 419, Vierde Vierling, XDC-gebou, Manchesterweg 19, Chiselinhurst, 5247, Oos-Londen;".

(3) In die omskrywing van "Streek D", vervang die uitdrukking "... Postbus 3127, Port Elizabeth, 6002." deur die uitdrukking "... Postbus 3127, Noordeinde, 6005...".

(4) In die omskrywing van "Streek E" skrap die uitdrukking "... dog met inbegrip van die landdrosdistrikte Parys en Sasolburg...".

(5) In die omskrywing van "Streek F", skrap die uitdrukking "... uitgesonderd die landdrosdistrikte Parys en Sasol- burg, ...".

5. KLOSUROLE 7: BYDRAES

(1) Vervang subklusule (2) (a) (i) deur die volgende:

"(2) (a) (i) afgetrek word ingevolge 'n afsonderlik gete- kende aansoek om 'n aftrekorder ten opsigte van 'n vakver- eniging wat 'n party by hierdie Ooreenkoms is;".

(2) In subklusule 4 (c), vervang die uitdrukking "of 'Ama- leng', De Villiersstraat 8, Johannesburg, 2001," deur die uit- drukking "... of Tweede Kantoortjie, Metal Industries House, Andersoonstraat 42, Johannesburg, 2001.".

6. KLOSUROLE 8: BYSTAND

(1) Vervang die bestaande subklusule (4) (a) deur die volgende:

"(a) Voordele is betaalbaar vir elke voltooide week van afwesigheid vir 'n maksimum van 26 weke ten opsigte van en enkele swangerskap teen 55 percent van die weeklike lon wat 'n lid ontvang het onmiddellik voor sodanige afwe- sigheid: Met dien verstande dat—

(i) as 'n lid as gevolg van swangerskap minder as 26 weke van die werk afgeskakel is of as 'n lid wie se diens as gevolg van swangerskap beëindig is, diens binne 26 weke hervat, by- stand betaalbaar is vir sodanige korter tydperk wat die lid nie gedurende sodanige swangerskap gewerk het nie;

(ii) bystand ten opsigte van dae van afwesigheid wat nie 'n volle week behels nie bereken moet word op 'n pro rata-basis vir elke voltooi de dag van afwesigheid afhangende daarvan of daar 'n werkweek van vuf dae of 'n werkweek van ses dae gewerk is onmiddellik voor die afwesigheid.'

(2) Voeg die volgende nuwe subklusule (4) (d) in:

"(d) Lede wat kwalifiseer vir bystand krachtens hierdie subklusule (4) is geregtig op 'n vooruitbetaling van tot vier weke se bystand na voltooiing van die eerste week van afwe- sigheid. Bystand loop op 'n weeklike grondslag vir afwesig- heid weens swangerskap bevallings na die verstrekking van sodanige tydperk van vier weke."

Namens die partye op hede die 2de dag van Januarie 1991 te Johannesburg onderteken.

W. P. COETZEE,
Voorstitter.
J. DE W. TROTSKIE,
Ondervoorsitter.
D. G. LEVY,
Hofdsekretaris.
Motor industry hit by strike as negotiations fail

AS the motor industry talks deadlock this week, the strike inflicted heavy costs on motor manufacturers.

The two week-old strike — involving about 25 000 workers — is the costliest in the industry’s history. With daily production losses of about R60-million, employers by Thursday were estimated to have lost more than R500-million in turnover since there struck began last Monday.

Mercedes-Benz SA was the only motor manufacturer in full production by Thursday.

The union is demanding an across the board increase of R1.20 an hour, a moratorium on retrainings and talks on the effects of value added tax. Employers are offering between R1.00 across the board.

Talks between National Association of Automobile Manufacturers of South Africa (Naamsa) and the National Union of Metalworkers of South Africa (Numsa) broke down on Tuesday after Numsa’s failure to get workers back to work.

Naamsa president Spencer Sterling claims the union reneged on its undertaking at last Thursday’s talks to normalize production by Tuesday.

Although talks are due to resume on Friday, Sterling has said employers will not negotiate until all manufacturers are back in full production.

On Wednesday about 30 percent of workers, mainly at Toyota’s Durban plant and at Volkswagen’s Uitenhage plant, did not come to work.

Numsa spokesman Les Kettle said employers for the return to work confusion.

“Confusion surrounding the return to work was largely created by employers not understanding their own position,” he said. “They proposed Wednesday as a date for the first meeting. Tuesday was agreed on as a compromise.”

At the time of going to press the chief executives of Naamsa’s seven affiliates were locked in a meeting in Johannesburg to map out strategies to counter the strike.

This damaging strike comes at a time of crisis in the industry. Sales are low and some manufacturers have big stockpiles. This has been advanced as a reason for manufacturers’ tough stance in their dealings with the union.

Toyota industrial relations director Theo van de Bergh says present downturn in the motor industry will cushion the damage caused by the strike.

“The industry is not too upset because many companies are overstocked as it is,” Van de Bergh said.

Production at Toyota has been set back by 450 cars a day.

Van de Bergh pointed out that allied industries such as components makers would also be badly affected by the strike.

About 3 000 tyre industry workers are out on strike.
LOCAL textile workers claim a Taiwanese woman tortured them with what looked like a cattle prod in an effort to extract information about stolen jerseys.

Two women who work as machinists in a Taiwanese-owned jersey factory in Newcastle, Northern Natal, say a number of them were repeatedly shocked with a long metal rod that had a switch on it, while the owner looked on. But the Taiwanese owner denies that anybody was hurt on his premises.

The machinists said 10 of them were called into an office at the factory — which comprises Ascendo Industrial and Apollo Industrial — by the owner, Mr Charles Huang, 40, and his wife, Judith, 35, on June 30 and kept there for most of the day.

Scream

Mrs Violet Zwane, 41, said she and her workmates were each shocked at least 10 times on the hands and asked who had stolen a number of jerseys. She said: “Judy held this thing to my hands and I was shocked. My fingers closed and my body moved. It was very sore and I screamed.”

By RYAN CRESSWELL

Mrs Sobongile Phakathi, 38, claimed Mrs Huang shocked all the women and asked who had stolen jerseys, while Mr Huang watched.

“I was handcuffed to two other people from 10 in the morning to three in the afternoon when we were shocked by Judy,” she said.

Mr Huang said there was no truth in the allegations.

“Nobody was hurt in my factory. We come from overseas and we do not want to cause trouble here. We Taiwanese do not want to damage our image.

“We have brought machines and money. We are careful with our workers because of the unions. “But we do have a problem with stealing. In one week I caught 15 people stealing,” he said.

He admitted that he sometimes docked workers’ pay because of thefts.

Hurt

Mrs Zwane said four machinists decided to report the incident to the Newcastle branch organiser of the SA Clothing and Textile Workers Union (Sactwu) when they found out their weekly pay had been docked by as much as R26. The other two machinists, who complained to the union are Mrs Emma Zwane, 41, and Mrs Tswayi Monesi, 36.

The women said they earned about R36 a week.

Mrs Violet Zwane said: “There were marks on our hands for about three days but we did not go to the doctor because we did not have any money.”

She said one of the workers who was hurt complained to the police.

Clash

“After speaking to workers for some time it is my understanding that physical abuse and the unjust docking of pay is almost a daily occurrence in the Taiwanese businesses here.

“There seems to be some sort of culture clash. “We plan to take the issue of these workers being shocked and their pay being docked to court,” he said.
'Strikers hired hitman'

THE Rand Supreme Court this week heard how five strikers at Haggie Rand in the Transvaal allegedly hired a hitman to kill scab labourers.

As a result of hiring the killer, five workers died and nine were seriously injured.

Richard Khazamula Ngobeni, Jeffrey Sitho Misa, Malvit Ngubane, Samuel Kgosiekgo Malepo, and Malan Khumalo have pleaded not guilty to five counts of murder, nine counts of attempted murder and arson.

The five National Union of Metal Workers of South Africa (Numsa) members were fired in October 1989 for going on an illegal strike.

They then allegedly hired Joseph Mdimiseni Bhengu to use violence and intimidate workers who did not go on strike.

Haggie Rand production manager, JC Du Plessis, told the court that in October 1989 Numsa had banned all overtime work.

On October 18, shop stewards had called a meeting where Ngobeni had demanded management immediately stop overtime and threatened a repetition of the "Germiston incident".

Du Plessis said he regarded the remark as a violent threat because five people had been killed and several injured at Haggie Rand in Germiston.

The case is continuing. – CP Correspondent
Strikers lose

R26m

By DON ROBERTSON

WORKERS were the losers in the motor industry strike. It is estimated that they lost R25-million in wages and will have to work 18 months to recover the additional 15c an hour they won through striking.

They initially demanded an increase of R1,20 an hour. Motor companies offered R1. The settlement was R1,15.

Manufacturers, who lost about R500-million in turnover, hope to make it up before the end of the year.

The industry’s latest car sales estimate for the year of 255,000 units is 2,000 down on the previous forecast. Poor demand and unavailability of stock are the main reasons for this reduction.

Car sales for July, which were not affected by the strike, were 12% down on July last and 10% lower than in June.

The cost of the negotiations was about R500,000, which could be reflected in the price of cars in future, say some manufacturers.

Manufacturers, while not claiming a victory, say their strong stand against the unions was forced on them by economic realities in a declining market.
Motor trade strike likely to end today

MOTOR industry plants were out of operation yesterday as mediation talks between management and union representatives continued.

A major labour dispute, which has cost the industry R60 000 a day over 12 days of striking, has now ended in mediation talks.

Previous efforts between management and members of the National Union of Metalworkers of South Africa failed on Friday.

Yesterday, six out of seven motor plants were closed.

According to National Association of Automobile Manufacturers of SA president Spencer Sterling the strike may be over by today.

Central to the dispute is Numsa's R1,20 an hour wage demand, a moratorium on retrenchments, and wage adjustments early next year to accommodate the impact of VAT. Employers have offered R1 an hour.

- Sovietnet Correspondent.
Employers table revised offer

Breakthrough may end car industry strike

VEHICLE assembly employers and the National Union of Metalworkers (Numsa) yesterday achieved a breakthrough in the 12-day-old national strike after employers tabled revised offers on wages and a moratorium on retrenchments.

Numsa will start polling members on the revised offer today and employers are hopeful that full production will resume tomorrow.

Vehicle assemblers have been losing about 1 800 production units daily in strike action which has crippled production at the assembly plants of Toyota, Nissan, Delta, BMW, Samcor and Volkswagen.

Numsa senior negotiator Les Kettlede said yesterday the breakthrough was reached after 40 hours of mediation which started at the end of last month. Parties had agreed to call in Independent Mediation Services of SA director Charles Nupen.

Employers were offering hourly across-the-board wage increases of R2 when the parties deadlocked in the middle of last month. Numsa lowered its opening demand of R1.50 to R1.20 when negotiations resumed in Port Elizabeth last week. The union was also demanding an unconditional moratorium on retrenchments.

It was not known yesterday by how much employers had improved their offer. Kettlede said it was premature to say that the strike by more than 24 000 Numsa members was over.

Representatives of the union’s bargaining committee would report back to all members today. The union would then formally indicate to employers its reaction to the new proposals.

MARK HASENFUSS and
VERA VON WIERS

Workers were expected to return to work by tomorrow morning if they voted to accept the new offer. Details of the offer are expected to be released later today.

Industry estimates are that the strike has cost the vehicle assembly and related industries about R200m in turnover.

One industry source yesterday warned that the strike would cause serious new vehicle supply shortages.

However, another source said he did not expect a general supply crisis. He said that, apart from Toyota, most manufacturers had been planning for short-time work between now and the end of the year.

National Association of Automobile Manufacturers of SA (Naamsa) director Nico Vermuelen said certain manufacturers could experience supply bottlenecks in the short-term.

Six of the seven companies party to the vehicle assembly national bargaining forum were still out of production yesterday. Mercedes-Benz, except for a short stoppage at its Pinetown parts division, has remained at full production.

Toyota manufacturing MD Ralph Brodsky said the strike had continued for longer than expected, but the production backlog could be made up with overtime.

A Volkswagen spokesman said the Uitenhage plant was losing up to 300 units a day which had serious ramifications for production targets.

BMW communications manager Johann Kleinhans said although the group lost 70 to 80 units a day in the strike, supply of new vehicles would not be affected "too badly".
Accord ends 2-week car workers' strike

By Helen Grange
Pretoria Bureau

The car manufacturing industry is expected to be back in full production tomorrow after an agreement to end the crippling two-week strike was made by employers and unions at 4 am yesterday.

The agreement between the National Association of Automobile Manufacturers of SA (Naamsa) and the National Union of Metal-workers of SA (Numsa) came after three days of mediation.

Details of the agreement on wages have not been released.

Naamsa and Numsa consulted members at all seven car plants late yesterday, and expected to report back on the reaction to the offer today.

It is understood employers made improved offers on wage increases and dealt with a demand for a moratorium on retrenchments — two core issues of the dispute.

The car industry almost came to a halt during the strike — losing up to R60 million a day in turnover.

In a last-ditch attempt to resolve the dispute on Friday, parties turned to mediation.

Numsa was pressing for a R1.20 increase on hourly rates and called for a blanket moratorium on retrenchments.
Motor strike ends as final deal is reached

FINAL settlement was reached yesterday in the 13-day-old vehicle assembly strike by 25,000 National Union of Metalworkers (Numsa) members which cost the industry about R360m in lost turnover.

Numsa chief negotiator Les Kettle said yesterday workers were expected to return to work today.

The agreement — reached after three days of mediation which started at the weekend — provides for across-the-board increases in the hourly-wage of between R1.15 and R1.20 for unskilled and skilled workers respectively.

The settlement also provides for an interim moratorium on retrenchments and an agreement to set up a joint industry education training board.

The parties committed themselves to the long-term growth of the industry and the protection of jobs, Kettle said. It was accepted that employers and government would jointly fund child-care facilities at all plants.

National Association of Automobile Manufacturers of SA (Namna) representatives were not available for comment last night.

A dispute was declared in June when Namsa employers offered a R1.15 across-the-board increase. Numsa lowered its opening demand of R1.20 to R1.20 when negotiations resumed in Port Elizabeth last week. It also wanted an unconditional moratorium.

Employers on Tuesday upped their wage offer and accepted a moratorium on retrenchments.

In terms of the settlement employers agreed to an interim moratorium on retrenchments, while a job security committee was appointed to develop by the end of November a plan for the long-term viability of the industry and job security.

The parties accepted that employers would be entitled to withdraw the moratorium in the event of repeated failure to reach production targets.

In a landmark agreement on training, the parties undertook to set up a joint industry education and training board which will be guided by a number of principles. These include the linking of training to clearly defined industry career paths, and that government should have an obligation to assist in training.

Vehicle assemblers lost about R600m production units daily in strike action which halted production at Toyota, Nissan, Delta, BMW, Samcor, and Volkswagen assembly plants.

Five of the seven companies party to the vehicle assembly national bargaining forum were still not in production yesterday. A spokesman for Toyota SA confirmed that production resumed at its Mobeni and Fosperton plants in Durban yesterday, Sapa reports.
Motor trade strike ends

The first national strike in the country's motor assembly industry ended after 13 days yesterday, said National Union of Mineworkers of South Africa spokesman Mr Les Kettledas.

The estimated 25 000 NUMSA members who had downed tools since July 22 were expected to go back to work today, he said.

Workers are to be given wage increases ranging between R1.15 an hour for unskilled workers and R1.80 an hour or 13.5 percent, whichever is the highest, for skilled workers.

The agreement between NUMSA and the National Association of Automobile Manufacturers of SA was accepted by the union membership following report-backs by union negotiators on Tuesday and yesterday.

Wage increases would be back-dated to the first pay week of July, said Kettledas.

The parties committed themselves to the long-term growth and viability of the industry. - Sapa.
Auto workers expected back on the job today

By Shareen Singh and Helen Grange

About 25,000 workers in the motor industry are set to return to work today, following a major breakthrough with employers on wages, retrenchments and training after a costly two-week strike.

The National Union of Metalworkers (Numsa) clinched an agreement with seven motor companies, securing a moratorium on retrenchments for the next 12 months and hourly pay increases ranging between R1.15 and R1.30.

The parties also agreed to set up a training committee with joint representation by employers and unions to look at training needs.

Numsa spokesman Les Kettle said employers had agreed to 99 percent of the union’s demand on training.

Previously, employers had focused solely on apprenticeship training, but the new agreement provided training as well as literacy and numeracy education for workers.

Unionists believe the agreement has set a precedent for other industries.

The settlement was reached after a strike which brought production to a standstill at six motor companies and which cost employers more than R500 million.

A meeting of workers arranged yesterday by Numsa at Samcor’s Pretoria plant to vote on the agreement had had a smaller turnout than hoped for, and another meeting had been planned for this morning, said Samcor spokesman Ruven Els — “so we will not be in full production for at least another morning”.

However, other plants, including Volkswagen, Toyota, Nissan, Delta and BMW, expect most workers to return today.

The 12-day strike is expected to have serious repercussions on the supply of high-selling vehicles, Mr Els said.

“There is already a two-month to three-month waiting list on these vehicles,” he said.

All plants affected are making plans to make up for lost production.

Ralph Broadly, managing director of Toyota Manufacturing, said there would be a shortage of units, but strike allowances had been incorporated in the production schedule.

One source said the strike’s effects would likely be felt at the end of the year, when demand for vehicles was highest.
Fuel workers to strike?

Workers at three major oil companies are likely to down tools after talks with the Chemical Workers Industrial (CWIU) ended in deadlock. Strike ballots were held at more than 65 depots of BP, Caltex and Total and results received so far from the Western Cape, Orange Free State, Natal and Border indicate support for a strike.

A union official said results from the Transvaal and Northern Cape would be received by Friday when a final decision would be taken on further action.

Workers are demanding wage increases, centralised bargaining and job security.
LABOUR RELATIONS ACT, 1956

SWEETMAKING INDUSTRY, CAPE: RENEWAL OF MAIN AGREEMENT


E. VAN DER M. LOUW,
Minister of Manpower.

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WET OP ARBEIDSVERHoudINGE, 1956

LEKKERGOEDNYWERHEID, KAAP: HERNUwing VAN HOOFDOOREENKOMS


E. VAN DER M. LOUW,
Minister van Mannekrag.

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LABOUR RELATIONS ACT, 1956

SWEETMAKING INDUSTRY, CAPE: AMENDMENT OF MAIN AGREEMENT

I, Eli van der Merwe Louw, Minister of Manpower, hereby—

(a) in terms of section 48 (1) (a) of the Labour Relations Act, 1956, declare that the provisions of the Agreement (hereinafter referred to as the Amending Agreement) which appears in the Schedule hereeto and which relates to the Undertaking, Industry, Trade or Occupation referred to in the heading to this notice, shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 31 March 1992, upon the employers’ organisation and the trade union which entered into the Amending Agreement and upon the employers and employees who are members of the said organisation or union; and

(b) in terms of section 48 (1) (b) of the said Act, declare that the provisions of the Amending Agreement, excluding those contained in clause 1 (1), shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 31 March 1992, upon all employers and employees, other than those referred to in paragraph (a) of this notice, who are engaged or employed in the said Undertaking, Industry, Trade or Occupation in the areas specified in clause 1 of the Amending Agreement.

E. VAN DER M. LOUW,
Minister of Manpower.


SCHEDULE

INDUSTRIAL COUNCIL FOR THE SWEETMAKING INDUSTRY (CAPE)

AGREEMENT

in accordance with the provisions of the Labour Relations Act, 1956, made and entered into by and between the

Western Cape Sweet Manufacturers' Association (hereinafter referred to as the “employers” or the “employers’ organisation”), of the one part, and the

Western Province Sweet Workers’ Union (hereinafter referred to as the “employees” or the “trade union”), of the other part,

being the parties to the Industrial Council for the Sweetmaking Industry (Cape),


1. AREA AND SCOPE OF APPLICATION OF AGREEMENT

The terms of this Agreement shall be observed in the Production Section of the Sweetmaking Industry—

(1) by all employers who are members of the employers’ organisation and by all employees who are members of the trade union;

(2) in the Magisterial Districts of The Cape, Wynberg, Goodwood and Bellville, in that portion of the Magisterial District of Stellenbosch which, prior to the publication of Government Notice No. 283 of 2 March 1962, fell within the Magisterial District of Bellville, in that portion of the Magisterial District of Kuils River which, prior to the publication of Government Notice No. 661 of 19 April 1974, fell within the Magisterial District of Stellenbosch but which, prior to 2 March 1962, fell within the Magisterial District of Bellville and in that portion of the Magisterial District of Kuils River which, prior to the publication of Government Notice No. R. 1863 of 7 August 1987 fell within the Magisterial District of Bellville, and in that portion of the Magisterial District of Somerset West which, prior to 9 March 1973 (Government Notice No. 173 of 9 February 1973), fell within the Magisterial District of Wynberg.

2. CLAUSE 4: REMUNERATION

(1) Substitute the following for subclause (1) (a):

“(a) Employees other than casual employees:

| Grade I employee, qualified | 169,33 |
| Grade I employee, unqualified— | |
| during first three months’ experience | 158,47 |
| during second three months’ experience | 161,50 |
| during third three months’ experience | 165,20 |
| Grade II employee, qualified | 162,55 |

3. CLAUSE 5: CONDITIONS OF EMPLOYMENT

3.1 The hours of work shall be forty hours per week.

4. LATE FEES

4.1 Late fees shall not be payable.

BYLAE

NYWERHEIDSRAAD VIR DIE LEKKERGOEDNYWERHEID (KAAP)

OORENKOMS

oorenkomsstig die Wet op Arbeidsverhoudinge, 1956, gesluit deur en aangegaan tussen die

Western Cape Sweet Manufacturers’ Association (hierna die “werkgewers” of die “werkgewersorganisasie” genoem), aan die een kant, en die

Western Province Sweet Workers’ Union (hierna die “werknemers” of die “vakvereniging” genoem), aan die ander kant, wat die partye is by die Nywerheidsraad vir die Lekkergoednywerheid (Kaap),


1. GEBIED EN TOEPASSINGSBESTEK VAN OOREENKOMS

Hierdie Ooreenkoms moet in die Produktiesesie van die Lekkergoednywerheid nagekom word—

(1) deur alle werkgewers wat lede van die werkgewersorganisasie is en deur alle werknemers wat lede van die vakvereniging is;

(2) in die landdorstdistrikte Die Kaap, Wynberg, Goodwood en Bellville, in daardie gedeelte van die landdorstdistrikt Stellenbosch wat voor die publikasie van Goewermentskennisgewing No. 283 van 2 Maart 1962 binne die landdorstdistrikt Bellville geval het, in daardie gedeelte van die landdorstdistrikt Kuilsrivier wat voor die publikasie van Goewermentskennisgewing No. 661 van 19 April 1974 binne die landdorstdistrikt Stellenbosch maar voor 2 Maart 1962 binne die landdorstdistrikt Bellville geval het en in daardie gedeelte van die landdorstdistrikt Kuilsrivier wat voor die publikasie van Goewermentskennisgewing No. 1863 van 7 Augustus 1987 binne die landdorstdistrikt Bellville geval het, en in daardie gedeelte van die landdorstdistrikt Somerset-West wat voor 9 Maart 1973 (Goewermentskennisgewing No. 173 van 9 Februarie 1973) binne die landdorstdistrikt Wynberg geval het.

2. KLOUSULE 4: BESOLDIGING

(1) Vervang subklausule (1) (a) deur die volgende:

“(a) Andor werknemers as los werknemers:

| Weeklige lon | |
| Ambagsman | 279,25 |
| Assistent-versendingsklerk | 169,33 |
| Assistent-verkoper | 255,65 |
| Assistent-pakhuismann | 169,33 |
| Kleepramerinsigter | 155,76 |
| Versendingsklerk | 217,83 |
| Fabrieksboekhouer | 301,14 |
| Werknemer graad I, gekwalifiseerd | 169,33 |

Werknemer graad I, ongekwalifiseerd—

| Weeklige lon | |
| Gedurende eerste drie maande ondervinding | 158,47 |
| Gedurende tweede drie maande ondervinding | 161,50 |
| Gedurende derde drie maande ondervinding | 165,20 |
| Werknemer graad II, gekwalifiseer | 162,55 |
Grade II employee, unqualified—
- during first three months' experience ... 155,76
- during second three months' experience ... 157,83
- during third three months' experience ... 159,89

Grade III employee, general worker—
- Group leader ... 155,76
- Maintenance man ... 173,44
- Storeman ... 217,83
- Sweetmaker, qualified ... 204,03

Sweetmaker, unqualified—
- during first six months' experience ... 158,47
- during second six months' experience ... 161,20
- during third six months' experience ... 165,16
- during fourth six months' experience ... 168,15
- during fifth six months' experience ... 172,05
- during sixth six months' experience ... 176,02
- during seventh six months' experience ... 202,25
- during eighth six months' experience ... 211,93
- during ninth six months' experience ... 227,92
- during tenth six months' experience ... 243,52

Driver, light vehicle ... 169,33

Driver, heavy vehicle ... 185,67

Bakker attendant ... 162,55

Wachtmann ... 162,55

(2) Substitute the following for subclause (1)(c):
"(c) Guaranteed minimum increase: An employee, other than a casual employee, who immediately prior to the coming into operation of this Agreement was in receipt of a higher wage than that prescribed for an employee of his wage category, shall receive a weekly increment equal to 10% of the actual wages earned."

(3) Substitute the following for subclause (4):
"(4) Service allowance: In addition to the wage prescribed in subclause (1) of this clause, every employee shall be entitled to and be paid a service allowance subject to the following conditions:

<table>
<thead>
<tr>
<th>From the date of coming into operation of this Agreement</th>
<th>Per week</th>
</tr>
</thead>
<tbody>
<tr>
<td>After five years' continuous service with the same employer</td>
<td>R6,00</td>
</tr>
<tr>
<td>After ten years' continuous service with the same employer</td>
<td>R9,50</td>
</tr>
<tr>
<td>After fifteen years' continuous service with the same employer</td>
<td>R14,50</td>
</tr>
</tbody>
</table>

For the purposes of this subclause, 'continuous service' shall mean uninterrupted employment with the same employer: Provided that a break in service not exceeding one month, or a period not exceeding 13 weeks' absence due to pregnancy shall be deemed to be continuous service.

3. CLAUSE 6: HOURS OF WORK, ORDINARY AND OVERTIME AND PAYMENT FOR OVERTIME
(1) Substitute the following for subclause (1)(a)(i):
"(i) 44 in any week; and"

(2) Substitute the following for subclause (1)(b)(i):
"(i) 44 in any week from Monday to Friday, inclusive; and"

(3) In subclause (9)(a), substitute the figure "44" for the figure "45."

(4) Substitute the following for subclause (10)(c):
"(c) The provisions of this clause shall not apply to a watchman.

3. KLUOSULE 6: GEWONE WERKURE, OORTYD EN OORTYDBETALING
(1) Vervang subklausule (1)(a)(i) deur die volgende:
"(i) 44 per week; en"

(2) Vervang subklausule (1)(b)(i) deur die volgende:
"(a) 44 in 'n week van Maandag tot en met Vrydag; en"

(3) In subklausule (9)(a) vervang die syfer "45" deur die syfer "44."

(4) Vervang subklausule (10)(c) deur die volgende:
"(c) Hierdie subklausule is nie van toepassing op 'n wag nie."
The ordinary hours of work of a watchman shall not exceed 44 in any seven-day period. Meal intervals shall be regarded as time worked.

Hours in excess of 44 hours shall be paid for at 11 times his hourly rate.

A watchman's hourly rate shall be his weekly rate divided by 44.

A watchman shall be paid for Sunday work, in addition to the above, the sum equivalent to Sunday hours at his hourly rate.

4. CLAUSE 8: SICK LEAVE

(1) Substitute the following for subclause (4):

"(4) Maternity leave:

(a) All female employees shall be entitled to four months' maternity leave and be guaranteed re-employment after such leave at the same rate of pay as they were earning before commencement of such leave, subject to the employee being employed with the company for three months.

(b) Employees who have completed four or more years of service at commencement of maternity leave shall also be entitled to paid R500 at commencement of such leave."

Signed at Cape Town, on behalf of the parties, this 28th day of February 1991.

J. HEEGER,
Chairman.

K. BLUMBERG,
Vice-Chairman.

K. BARNES,
Secretary.

No. R. 1889
9 August 1991

LABOUR RELATIONS ACT, 1956

BORDERFURNITUREMANUFACTURINGINDUSTRY. AMENDMENT OF SICK BENEFIT SOCIETY AGREEMENT

1. Eli van der Merwe Louw, Minister of Manpower, hereby—

(a) in terms of section 48 (1) (a) of the Labour Relations Act, 1956, declare that the provisions of the Agreement (hereinafter referred to as the Amending Agreement) which appears in the Schedule hereto and which relates to the Undertaking, Industry, Trade or Occupation referred to in the heading to this notice, shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 20 March 1992, upon the employers' organisation and the trade union which entered into the Amending Agreement and upon the employers and employees who are members of the said organisation or union; and

(b) in terms of section 48 (1) (b) of the said Act declare that the provisions of the Amending Agreement, excluding those contained in clauses 1 (1) (a) and 2, shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 20 March 1992, upon all employers and employees, other than those referred to in paragraph (a) of this notice, who are engaged or employed in the said Undertaking, Industry, Trade or Occupation in the areas specified in clause 1 of the Amending Agreement.

E. VAN DER M. LOUW,
Minister of Manpower.

Die gewone werkry van 'n wag is hoogstens 44 in tydperk van sewe dae, etenspoues moet geag word tydgewerk te wees.

Vir ure wat langer as 44 is, moet teen 11 maal sy uurloon betaal word.

'n Wag se uurloon is sy weekloon gedeel deur 44.

'n Wag moet vir werk op Sondag, benewens bostanda, die bedrag gelyk aan Sondagure teen sy uurloon betaal word."

4. KLOOSULE 8: SIEKTEVERLOF

(1) Vervang subkloosule (4) deur die volgende:

"(4) Kraamverlof: (a) Alle vroulike werknemers is geregtig op vier maande kraamverlof, met die waarborg dat hulle weer in diens geneem sal word na dié kraamverlof teen dieselfde loonskaal as wat hulle vir die begin van hul verlof verdien het. Met dien verstande dat hulle drie maande in diens van die maatskappy was."

(b) Werknemers wat vier of meer jaar diens voltoo het, by die aanvang van dié kraamverlof, is ook geregtig op 'n bedrag van R500, by die aanvang van sodanige verlof."

Namens die partye op hede die 28ste dag van Februarie 1991 te Kaapstad onderteken.

J. HEEGER,
Voorzitter.

K. BLUMBERG,
Ondervoorsitter.

K. BARNES,
Sekretaris.

No. R. 1889
9 August 1991

WET OP ARBEIDSWERKINGE, 1956

MEUBELNIEKERWERKERY, GRENS: WYSIGING VAN SIEKTEBYSTANDSVERENIGINGSOREENKOMS

Ek, Eli van der Merwe Louw, Minister van Mannekrag, verklaar hierby—

(a) kragtens artikel 48 (1) (a) van die Wet op Arbeidsverhoudinge, 1956, dat die bispalings van die Ooreenkoms (hierna die Wysigingsoreenkoms genoem) wat in die Bylae hiervan verskyn en betrekking het op die Onderneming, Nywerheid, Bedryf of beroep in die opskrif by hierdie kennisgewing vermeld, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 20 Maart 1992 eindig, bindend is vir die werkgewersorganisasie en die vakvereniging wat die Wysigingsoreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasie of vereniging is; en

(b) kragtens artikel 48 (1) (b) van genoemde Wet, dat die bispalings van die Wysigingsoreenkoms, uitgesonder dit vervat in kloosules 1 (1) (a) en 2 met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 20 Maart 1992 eindig, bindend is vir alle ander werkgewers en werknemers as die genoem in paragraaf (a) van hierdie kennisgewing wat betrokke is by of in diens is in genoemde Onderneming, Nywerheid, Bedryf of Beroep in die gebiede in kloosule 1 van die Wysigingsoreenkoms gespesifiseer.

E. VAN DER M. LOUW,
Minister van Mannekrag.
BORDER INDUSTRIAL COUNCIL FOR THE FURNITURE MANUFACTURING INDUSTRY

SICK BENEFIT SOCIETY AGREEMENT

In accordance with the provisions of the Labour Relations Act, 1956, made and entered into by and between the

Border Furniture Manufacturers’ Association

(hereinafter referred to as the “employers” or the “employers’ organisation”), of the one part, and the

National Union of Furniture and Allied Workers of South Africa

(hereinafter referred to as the “employees” or the “trade union”), of the other part,

being the parties to the Border Industrial Council for the Furniture Manufacturing Industry,


1. SCOPE OF APPLICATION OF AGREEMENT

(1) The terms of this Agreement shall be observed in the Border Furniture Manufacturing Industry—

(a) by all employers who are members of the employers’ organisation and by all employees who are members of the trade union and who are engaged or employed in the said industry;

(b) within the Magisterial Districts of Albert, Alwal North, East London (excluding that portion which, prior to the publication of Government Notices Nos. R. 1877 of 4 September 1981 and R. 1079 of 10 June 1988, fell within the Ciskei), Fort Beaufort (excluding that portion which, prior to the publication of Government Notice No. 1904 of 30 August 1985, fell within the Magisterial District of Stockenström), Queenstown (excluding that portion which, prior to the publication of Government Notice No. R. 1904 of 30 August 1985, fell within the Magisterial District of Stockenström) and Stutterheim.

(2) Notwithstanding the provisions of subclause (1), the terms of this Agreement shall apply—

(a) only to employees for whom minimum wages are prescribed in the Main Agreement;

(b) to apprentices only in so far as they are not inconsistent with the provisions of the Manpower Training Act, 1961, or any contract entered into or any condition fixed thereunder.

2. SPECIAL PROVISIONS

The provisions contained in clause 27 of the Agreement published under government Notice No. R. 850 of 29 April 1983 (hereinafter referred to as the “Former Agreement”), as amended, extended and renewed from time to time, shall apply to employers and employees.

3. GENERAL PROVISIONS

The provisions contained in clauses 3 to 11 inclusive, 12 (as amended by clause 5 of the Re-enacting Agreement and as further amended by clause 4 hereunder), 13 (as amended by clause 6 of the Re-enacting Agreement), 14 (as amended by clause 7 of the Re-enacting Agreement and as further amended by clause 5 hereunder), 15, 16 (as amended by clause 8 of the Re-enacting Agreement and as further amended by clause 6 hereunder), 17 to 26 inclusive, 28 and 29 of the Former Agreement shall apply to employers and employees.

NYWERHEIDSRAAD VIR DIE MEUBELNYWERHEID, GRENS

OREENKOMS VIR DIE SIEKTEBLYSTANDS-VEREENIGING

oreenkomstig die Wet op Arbeidsverhoudinge, 1955, gesluit deur en aangegaan tussen die

Border Furniture Manufacturers’ Association

(hierdie die “werkgevers” of die “werkgeversorganisasie” genoem), aan die een kant, en die

National Union of Furniture and Allied Workers of South Africa

(hierdie die “werknermers” of die “vakvereniging” genoem), aan die ander kant,


1. TOEPASSINGSBESTEK VAN OOREENKOMS

(1) Hierdie Ooreenkoms moet in die Meubelnywerheid, Grens, nagekom word—

(a) deur alle werkgewers wat lede is van die werkgewersorganisasie en deur alle werknermers wat lede is van die vakvereniging en wat onderskeidelik betrokke is by of werkzaam is in genoemde Nywerheid;


(2) Ondanks subklausule (1), is hierdie Ooreenkoms van toepassing—

(a) slags op werknermers vir wie minimum lonne in die Hoof-orangeenkoms voorgeskryf word;

(b) op vakleerlinge slags in die mate waarin dit nie onbestaanbaar is met die Wet op Mannekragtoppleiding, 1981, of met ‘n kontrak daarkragtens aangegaan of ‘n voorwaards daarkragtens vastgestel nie.

2. SPESIALE BEPALINGS

Klausule 27 van die Ooreenkoms gepubliseer deur Goewermentskennisgewing No. R. 850 van 29 April 1983 (hierdie die “Vorige Ooreenkoms” genoem), soos van tyd tot tyd gewyis, verlang en herru, is van toepassing op sowel werkgewers as werknermers.

3. ALGEMENE BEPALINGS

Klausules 3 tot en met 11, 12 (soos gewyis by klausule 5 van die Herbekragtingsooreenkoms en soos verder gewyis by klausule 4 hieronder), 13 (soos gewyis by klausule 6 van die Herbekragtingsooreenkoms), 14 (soos gewyis by klausule 7 van die Herbekragtingsooreenkoms en soos verder gewyis by klausule 5 hieronder), 15, 16 (soos gewyis by klausule 8 van die Herbekragtingsooreenkoms en soos verder gewyis by klausule 6 hieronder), 17 tot en met 26, 28 en 29 van die Vorige Ooreenkoms is van toepassing op sowel werkgewers as werknermers.
4. CLAUSE 12: BENEFITS
In subclause (2), delete the words "and above" and insert the expression "R1 800 per annum for Group 9, R2 100 per annum for Group 8 and R2 400 per annum for Group 10."

5. CLAUSE 14: LIMITATION OF BENEFITS
Substitute the following for subclause (2):
"(2) Maximum benefits, excluding sick pay, shall not exceed:
Group 1–3: R600 per annum.
Group 4–6: R1 200 per annum.
Group 7: R1 500 per annum.
Group 8: R1 800 per annum.
Group 9: R2 100 per annum.
Group 10: R2 400 per annum."

6. CLAUSE 16: CONTRIBUTIONS
In subclause (1), substitute the following for the table of rates:

<table>
<thead>
<tr>
<th>Weekly wage</th>
<th>Member without dependants</th>
<th>Member with dependants</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>R</td>
<td>R</td>
</tr>
<tr>
<td>Group 1: Less than R50</td>
<td>1,65</td>
<td>2,15</td>
</tr>
<tr>
<td>Group 2: R50-R75</td>
<td>2,40</td>
<td>3,05</td>
</tr>
<tr>
<td>Group 3: R76-R100</td>
<td>3,15</td>
<td>4,25</td>
</tr>
<tr>
<td>Group 4: R101-R125</td>
<td>3,80</td>
<td>6,00</td>
</tr>
<tr>
<td>Group 5: R126-R150</td>
<td>4,65</td>
<td>6,75</td>
</tr>
<tr>
<td>Group 6: R151-R200</td>
<td>5,40</td>
<td>7,50</td>
</tr>
<tr>
<td>Group 7: R201-R250</td>
<td>7,25</td>
<td>9,25</td>
</tr>
<tr>
<td>Group 8: R251-R300</td>
<td>9,00</td>
<td>11,25</td>
</tr>
<tr>
<td>Group 9: R301-R350</td>
<td>10,75</td>
<td>13,25</td>
</tr>
<tr>
<td>Group 10: R351 and above</td>
<td>12,50</td>
<td>15,25</td>
</tr>
</tbody>
</table>

Sick Pay only:

<table>
<thead>
<tr>
<th></th>
<th>R</th>
</tr>
</thead>
<tbody>
<tr>
<td>Group 1–3</td>
<td>2,00</td>
</tr>
<tr>
<td>Group 4–6</td>
<td>3,00</td>
</tr>
<tr>
<td>Group 7</td>
<td>4,00</td>
</tr>
</tbody>
</table>

Signed at East London on behalf of the parties, this 11th day of April 1991.

P. W. MACKIE,
Chairman of the Council.

G. M. MANN,
Vice-Chairman of the Council.

W. J. CHERRY,
Secretary of the Council.

No. R. 1890
9 August 1991


dergarten-

laundering, cleaning and dyeing industry (natal): amendment of main agreement
i. eli van der merwe louw, minister of manpower, hereby—
(a) in terms of section 48 (1) (a) of the labour relations act, 1956, declare that the provisions of the agreement (hereinafter referred to as the amending agreement) which appears in the schedule hereto and which relates to the undertaking, industry, trade or occupation referred to in the heading to this notice, shall be binding, with effect from the second monday after the date of publication of this notice and for the period ending 9 february 1995, upon the employers' organisation and the trade union which entered into the amending agreement and upon the employers and employees who are members of the said organisation or union; and

4. KLOUSULE 12: BYSTAND
In subklausule (2), skrap die woorde "en daarbo wees" en voeg in die uitdrukking "R1 800 per jaar vir Groep 8, R2 100 per jaar vir Groep 9 en R2 400 per jaar vir Groep 10 wees".

5. KLOUSULE 14: BEPERKING VAN BYSTAND
Vervang subklausule (2) deur die volgende:
"(2) Maximun bystand, uitgesonderde siektebesoldiging, is hoogstens:
Groep 1–3: R800 per jaar.
Groep 4–6: R1 200 per jaar.
Groep 7: R1 500 per jaar.
Groep 8: R1 800 per jaar.
Groep 9: R2 100 per jaar.
Groep 10: R2 400 per jaar."

6. KLOUSULE 16: BYDRAES
In subklausule (1), vervang die tariewetabl deur die volgende:
"Weektoon | Lid sonder afhanklikes | Lid met afhanklikes
-------------|------------------------|------------------------|
Groep 1: Minder as R50          | 1,65          | 2,15                   |
Groep 2: R50-R75                  | 2,40          | 3,05                   |
Groep 3: R76-R100                 | 3,15          | 4,25                   |
Groep 4: R101-R125                | 3,80          | 6,00                   |
Groep 5: R126-R150                | 4,65          | 6,75                   |
Groep 6: R151-R200                 | 5,40          | 7,50                   |
Groep 7: R201-R250                 | 7,25          | 9,25                   |
Groep 8: R251-R300                 | 9,00          | 11,25                  |
Groep 9: R301-R350                 | 10,75         | 13,25                  |
Groep 10: R351 en meer            | 12,50         | 15,25                  |

Slegs siektebesoldiging:

<table>
<thead>
<tr>
<th></th>
<th>R</th>
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<tr>
<td>Groep 1–3</td>
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<tr>
<td>Groep 4–6</td>
<td>3,00</td>
</tr>
<tr>
<td>Groep 7</td>
<td>4,00</td>
</tr>
</tbody>
</table>

Namens die partye op hede die 11de dag van April 1991 te Oos-Londen onderteken.

P. W. MACKIE,
Voorsitter van die Raad.

G. M. MANN,
Ondervoorsitter van die Raad.

W. J. CHERRY,
Sekretaris van die Raad.

No. R. 1890
9 Augustus 1991

WET OP ARBEIDSPAPIERINGE, 1956

WASSERY-, DROOGSKOOMAAK- EN KLEURNY-
WEERING (NATAL): WYSIGING VAN HOOFOOR-
EENKOMS

Ek, Eli van der Merwe Louw, Minister van Manne-
krig, verklaar hierby—

(a) kragtens artikel 48 (1) (a) van die Wet op
Arbeidspapieringe, 1956, dat die bepalings van die
Ownenkoms (hierna die Wysigingsooreenkoms
genoem) wat in die Bylae hiervan verskyn en betrek-
kong het op die Onderening, Nywerheid, Bedryf of
Beroep in die opskrif by hierdie kennisgewing vereend,
met ingang van die tweede Maandag na die datum van
publikasie van hierdie kennisgewing en vir die tydperk
wat op 9 Februarie 1995 eindig, bindend is vir die werk-
gewersorganisasie en die vakvereniging wat die
Wysigingsooreenkoms aangegaan het en vir die werk-
gewers en werknemers wat deel van genoemde orga-
nisasie of vereniging is; en
Show and tell time

Unions say SA bosses pad their salaries — but world figures suggest otherwise

Sauntering into his club for a quiet drink last month, a JCI director (who shall remain nameless) was momentarily confused by the raucous welcome. This consisted largely of cries of "Make mine a Castlé!" Then the penny dropped. The Cosatu-affiliated Labour Research Service (LRS) had just revealed that he and his fellow directors took home an average R1 058 a week, compared with the R1 57 wage of a lowly minerwork.

Do SA public companies pay their executive directors too much? The subtext of the LRS survey, which analysed directors' remuneration at the Johannesburg Stock Exchange's Top 100 industrial companies, was that they do. Their figures, based on scanty disclosure by the companies themselves, will doubtless cause some poignant executive discomfiture during the next wage round.

Trade union politics aside, it is certainly time for a look at top executive pay — even if not for the reasons the LRS has in mind. High-level management skills will be a valuable and, sadly, all-too-scarce component of the intellectual capital resource in a new SA. The correct question, perhaps, may not be are we paying them too much but are we paying them enough?

Before that question can be answered fairly we need to know a lot more about what and how public companies pay their executive directors. They can no longer argue that this is nobody's business but their own.

Certainly, shareholders have a right to know whether their appointed representatives are being fairly rewarded. It could be argued that every insured or pensionable South African is an indirect shareholder in most of the largest SA companies. Either way, in a changing SA, apparently excessive remuneration is bound to be a matter of public concern. So demands for more information will inevitably come from beyond the shareholder constituency — from workers, from political parties and, ultimately, from government itself.

Disclosure obligations in the US and the UK are far more demanding than ours. Annual accounts of London-listed companies must detail the pay of the highest-paid director, together with the approximate income of all other directors and any employees paid above a certain level. They must also list, by name, all directors' shareholdings and share options. International Stock Exchange regulations require disclosure every time a director buys or sells shares in his or her own company.

In the US, enough information is available for Fortune magazine to publish an annual ranking of 200 best-and-worst-paid executives, comparing their pay with a computer model. The pay valuation includes an estimate for stock options, while the model takes into account company performance, size and industry.

SA public companies are obliged merely to publish an aggregate of directors' pay and stockholdings. Stock options, which usually make up a substantial part of a director's pay package, need not be made public at all. And so they never are. It is ironic that in a society where even a reluctant government is becoming more open, one of the last bastions of obsessive secrecy should be the business community.

Those directors awarding themselves pay rises while their profits and share prices fall and dividends are cut will not wish to abandon this veil of secrecy. They should not be afforded its protection. Those with more realistic pay policies have little to fear and something to gain. The obligation to disclose — which will eventually become mandatory — imposes a useful discipline. It forces directors to develop a rational compensation policy, which is properly suited to their industry and their pace of development — and which can be defended confidently in public.

If the international experience is anything to go by, the recent prod from the LRS will prompt more cathartic pressures to justify executive pay.

Elsewhere, we have already seen the kind of remuneration rumpus that companies prefer to live without. This year, at least the salaries of Rolls-Royce chairman Lord Toms. advertising mogul Maurice Saatchi and Prudential chief executive Mick Nev- march (not to mention the governor of the Bank of England) have caused commotions in newspaper columns and AGMs.

SA board members may view the prospect of such attention with alarm. But in each quoted corporate case, shareholder discontent was justified. While profits fell, executives were paying themselves more. SA directors can take comfort from the other side of this particular coin: none but the ideologi- cally jaundiced complain about high pay for high performance.

What shareholders do object to, more and more, is guaranteed high pay irrespective of corporate track record. This has not been entirely lost on local companies. Headhunters report a growing trend in SA to link directors' remuneration to performance. However, this has a lot further to run. One of the UK's best-known proponents of performance-related pay was Sir Ralph Halpern, former executive chairman of the Burton Group.

"The profit-related portion of a top executive's compensation may be three times the basic salary in a great year," he once said of his own team. "At times of recession there are interested parties who complain when pay does not fall with profit. A good scheme makes sure it does."

It is unlikely that many SA executives have the opportunity to triple their basic pay by bonus alone. Indeed, annual bonuses of local chief executives rarely amount to more than 30% of annual salary and most companies with incentive bonus schemes limit them to 25%-30%.

Top drawers
What senior executives get paid

<table>
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<th>After</th>
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<td></td>
<td>tax</td>
<td>employer</td>
</tr>
<tr>
<td></td>
<td></td>
<td>incentives</td>
<td></td>
<td></td>
<td></td>
</tr>
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<td></td>
<td></td>
<td></td>
<td>(R1 000)</td>
<td>(R1 000)</td>
<td>(R1 000)</td>
</tr>
<tr>
<td>Germany</td>
<td>871</td>
<td>658</td>
<td>475</td>
<td>961</td>
<td></td>
</tr>
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<td>Spain</td>
<td>684</td>
<td>608</td>
<td>433</td>
<td>710</td>
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<tr>
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<td>629</td>
<td>547</td>
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<td>Netherlands</td>
<td>597</td>
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<td>485</td>
<td>425</td>
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<tr>
<td>UK</td>
<td>404</td>
<td>359</td>
<td>265</td>
<td>443</td>
<td></td>
</tr>
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<td>South Africa</td>
<td>367</td>
<td>324</td>
<td>176</td>
<td>511</td>
<td></td>
</tr>
</tbody>
</table>

Conversion to rand as at August 2 1991

SA cost to employer figures exclude car

Source (excluding SA figures): MADEVG UK Source (SA figures): FSA-CONTACT

24 • FINANCIAL MAIL • AUGUST + 9 • 1991
Small salary, big purchasing power

Reg Rumney reports

On a straight rand-for-dollar basis (or most other currencies) South African executives seem to be hard done by compared with their counterparts in the industrialised world.

Compare the buying power of various execs in their own countries and you get a different picture entirely.

As The Weekly Mail indicated in its own survey — using information supplied by headhunting firm Woodburn Mann — some months ago (May 10), local executives are on a par with many of their counterparts elsewhere. In some cases they are better off.

Our survey roughly stripped out the undervaluation of the rand in terms of its buying power in South Africa to get a better basis for comparison than using remuneration in, say, dollars.

The Top Executive Survey soon to be published by human resource consultants FSA Contact more or less confirms our survey in that the decrease in buying power is not large.

But it does show US executives have the highest buying power, followed by Japan, with Australia last, below South Africa.

The buying power of local and UK execs are similar, and South Africans fall just below France and Germany.

Our survey attempted to use the total package, including perks. The presence of perks does distort an international salary survey. Non-taxable perks will give a bad impression of countries where they decrease the marginal tax rate. Pay in those countries which have decreased the marginal rate and clamped down on perks won't look as good.

A note of caution is that such surveys generally don't take into account another substantial form of remuneration, that is, share options.

Also, issues such as the cost of housing, transport, health care and to what degree there is a social welfare net come into play when comparing an executive's lifestyle here and abroad.

The execs polled by The Weekly Mail were largely positive, despite big drawbacks such as crime and political uncertainty.

Naomi Brehm, of PE Corporate Services, reckons the buying power of net disposable income (ie after tax and adjusted in terms of purchasing power parity) is about the best measure for comparison.

Brehm says PE Corporate Services' September 1990 survey, which had detailed comparison of executive pay in various countries, is out of date.

That survey found that in buying power of net disposable income local execs did as well as their counterparts in Holland and Belgium. And they did just as well as their counterparts in the UK, France and Germany.

But Brehm also stresses that comparisons are odious. "They don't tell you about the quality of lifestyle in different countries." They also leave out cultural differences. So a South African exec may live in a ranch-style house with four rooms, two cars, at least one servant etc. His counterpart in France will not have these possessions, but will be living well anyway, with the rich culture of France and Europe available to him.

What is important, Brehm notes, is the relative quality of life of the exec in comparison with other wage earners in the same country.

All other things being equal, much better off an executive is than, say, a labourer is important.

Balancing this to a certain extent is the common wealth of the citizens in a country represented by social security and general environment.

So in social democratic Sweden directors earn only five times as much as labourers as opposed to 20 times in South Africa. But the benefits for both exec and worker of the Swedish state, even shunned down from their present high levels, far outstrip anything South Africa has to offer.

The relative earnings within a country are the real focus of interest — and one which international comparisons may be used to fudge.

Differences in incomes and wealth in South Africa may not be as great as some people imagine, given the degree of redistribution of wealth that has occurred since the spotlight first fell on those inequalities. But they are big enough to cause the "haves" a great deal of discomfort. In the end this must mean, as we have stressed (Aug 2) that there will be pressure for redistribution, either through increased tax or some other means. And executives will indubitably suffer.

However, countering the extent to which the disposable income of executives will fall is their high mobility.

Many white South African executives are believed to have dual passports. Professional skills, as has been shown by "chicken runs" in the past are passports in themselves.
Car workers end their strike

BY THEMBA KHUMALO

The two-week strike by thousands of motor manufacturing industry workers ended this week.

The National Union of Metalworkers of South Africa (Numsa) agreed to a minimum R1.13 an hour wage increase for all workers.

The strikers, all members of Numsa, returned to work on Thursday after a wildcat strike which cost the car companies about R800 000-million in lost turnover.
The Gold Award, which recognises South African companies that offer women the fairest deal in the corporate world, turns 10 this year.

SOUTH Africa lacks trained managers and skilled professionals, and could be short of about 400,000 managers by the year 2000. One way of solving the problem is for companies to change their priorities and management styles with regard to women.

So says management consultant Tony Manning, who says that too few companies have realised that by promoting women they greatly enhance their productivity.

“Benefits such as maternity leave, child care and counselling might seem like unnecessary expenses, but in two or three years no firm will be competitive unless it provides these support systems,” he says.

Advancing

There are some companies that are already advancing and providing support for working women, and this does not go unnoticed.

The Gold Award, given annually for the past nine years by the SA Federation of Business and Professional Women (SAFBPW) to the company which best encourages women’s equal opportunity and advancement in business, is instrumental in promoting recognition of this trend, says Mr Manning.

SAFBPW president Sharon Lain says the first Gold Award, in 1981, came at a time when there was a great deal of negativity among working women and endless problems with discrimination, heavy taxation and harassment.

“There were, however, many companies which had positive policies. So we decided to try to recognise and promote the image of firms that were doing something, instead of attacking those which were not.”

Ms Lain says the award does not go to “women’s companies.” Equal opportunity policies for women in the workplace have been adopted by many companies which have not traditionally employed women over the years.

“Last year’s winner, Anglo-Alpha, is certainly not female-dominated,” she points out.

Other previous winners are: Nestle (twice), Gilbey’s Distillers and Vintners, The Carlton Hotel, Arthur Anderson and Company, Thomas Cook Renneys Travel, Murray and Roberts Properties (TV and OFS), and Pick’n Pay.

Ms Lain says: “The award tells able, serious-minded career women that if they go into such companies they are least likely to be discriminated against.”

Things have improved dramatically over the last 10 years, says Ms Lain.

“Now, for the first time, women are not only increasingly accepted in the corporate world but they are also moving into traditionally male lines, such as building supplies, steel manufacturing and the oil industry.

“This is a big breakthrough. Of course we would still like to see more women sitting on company boards of directors — that is final, total recognition of what a woman can offer in the corporate world.

“We haven’t reached that stage yet, but there is certainly evidence it is happening more and more all over the world,” she says.

The Gold Award is made by an independent panel of judges after detailed consideration of a nominated company’s response to a SAFPW questionnaire.

Only companies with more than 50 employees qualify for nomination.

Choosing

Ms Lain says the questionnaire is particularly concerned with percentages of women in the four broad company strata: standard employee, senior, management and executive.

“We also ask about levels of pay, fringe benefits and opportunities for training and development.”

From that the judges choose six finalists and one winner, she says.

The Gold Award will be presented at a gala evening at the Carlton Hotel, Johannesburg, in October.
Ongoing strike hits supply of new tyres

By Helen Grange  
Pretoria Bureau  1811

A shortage of new tyres for certain passenger vehicles has resulted from an ongoing strike in the tyre industry, tyre companies said yesterday.

The three-week strike, coupled with the resumption of production in the car manufacturing industry last week after a lengthy work stoppage, means tyre companies are unable to meet the demand by car manufacturing plants which are working overtime to make up for lost production.

Talks to end the strike have been referred to mediation following a meeting at the weekend between the New Tyre Manufacturers Association, the National Union of Mineworkers of South Africa and the South African Iron and Steel Workers Union.

The strike at Firestone, Gentyre Industries and Tyrecon — formerly Goodyear — began on July 22.

Dunlop is unaffected, and according to a spokesman, the company is not experiencing any shortage.

"The Government's permission to allow imported tyres into the country is killing the local industry, which is overstocked at the moment," the spokesman said.

However, Gentyre (General Tyres) and Tyrecon (Goodyear) have reported that there is a shortage of tyres for certain passenger vehicles while larger tyres are in good stock.

Industry sources maintained that tyre shortages were far from being critical.
Mediation being considered

VERA VON LERES

TWO dispute meetings last Friday failed to end a wage deadlock in the motor industry and employers are now considering mediation in a bid to resolve the dispute.

SA Motor Industry Employers’ Association (SAMIEA) executive director Vic Fourie said yesterday talks between the National Union of Metalworkers (Numsa) and employers ended inconclusively and SAMIEA was now considering a union proposal for mediation.

The dispute affects about 200 000 workers at petrol stations, garages, component manufacturers, vehicle body building and automotive engineers countrywide.

Employers will respond to the union by next month. Numsa chief negotiator Les Kettledeas said last week the dispute arose from employers’ call for a wage freeze until the end of August next year. Employers also refused to negotiate on Numsa demands including the elimination of area differentials in relation to wages.

Fourie said the motor industry was “in a difficult state”. Employers also felt the effect of wage increases granted last December was still very relevant.

Numsa is demanding an across-the-board hourly increase of R2 or 25% on the minimum wage — whichever is the greater.
Tyre sector talks: mediators called in

DEADLOCKED talks in the tyre manufacturing industry, which have led to a three-week strike by about 5 000 workers, were referred to mediation yesterday after a meeting between employers and unions at the weekend.

National Union of Metalworkers of SA (Numsa) chief negotiator Les Kettle says mediation started yesterday morning in an effort to end the strike over pay and job security at three tyre plants in the Port Elizabeth area.

This followed a meeting between the New Tyre Manufacturers Employers' Association Numsa and the SA Iron and Steel Workers Union on Sunday.

Moratorium

Kettle says the strikes at Firestone, Gentyre Industries and Tycoa — formerly Goodyear — started on July 22.

"Wages and a moratorium on retrenchments and wage increases are central to the resolution of the strike. The parties have made some progress on the Numsa demand on training, and settlement is possible on that issue," Kettle said.

However, talks on Sunday ended in a stalemate on the question of a moratorium.

VERA VON LERES

Numsa entered wage negotiations earlier this year with a demand for an hourly across-the-board increase of R2 or 25% — whichever was the greater — and the retention of the current R8.50 minimum.

The Independent Mediation Service of SA (Immsa) had been approached for a third time in the past month to help resolve the dispute. Last week, Immsa director Charles Nupen was active in achieving settlement in the vehicle assembly industry. Immsa also assisted metal industry employers and unions to an agreement at the end of last month.

Sapa reports that New Tyre Manufacturers Employers Association chairman Bill Vos confirmed yesterday that employers, Numsa and the SA Iron and Steel Workers had reached stalemate over wages and job security.

The association called a special meeting of the Port Elizabeth-based tyre industrial council on Sunday, where it was decided to refer the dispute to mediation, he said.

Numsa represents about 5 000 striking workers out of a total workforce of 8 000, he added.
Death toll in Alex fighting now at 23

A total of 23 people have been killed and 53 injured since violence broke out between Zulu hostel dwellers and squatters in Alexandra on Saturday, police said yesterday.

Police and SADF reinforcements had been sent to the township in a bid to keep fighting factions apart and to monitor the situation, Witwatersrand police spokesman Capt Eugene Opperman said.

### Attacked

The Pretoria police liaison directorate said most of the dead had been shot. Of the injured, 25 had been shot, 26 hacked or stabbed and two treated for burns.

The directorate said SAP members had been attacked 23 times, but did not say how many policemen had been injured.

"The SAP deplores the unnecessary loss of life and damage to property and will not hesitate to take action against those who are responsible for these senseless attacks," the directorate said.

### Groups meet to evaluate stayaway

Political groupings, including the ANC, would meet today to evaluate the effects of the two-day stayaway which ended in the Vaal Triangle yesterday, Vaal Civic Association chairman Malik Madise said.

Madise said the stayaway — called by the association, the local branches of the ANC, Cosatu, Nactu, Azapo and the PAC — was more than 50% effective.

Businesses canvassed yesterday said they had suffered.

SA Breweries (Vereeniging depot) manager Andre le Roux said no disciplinary action would be taken against any worker for honouring the stayaway, but a no work, no pay policy would be enforced.

Le Roux said the depot had minimised the effects of the stayaway by stepping up production last Friday and turnover had dropped 15% to 20%.

Iscor said only 20% and 10% of its black work force stayed away on Monday and yesterday respectively.

A Vanderbijlpark Sakekamer spokesman said the stayaway and the week-long consumer boycott in the area were crippling businesses. He said his organisation had a long-standing policy of "no work, no pay".

Madise said towns in the Vaal Triangle were quiet yesterday following sporadic incidents of violence on Monday.

The stayaway and the consumer boycott were called to demand the immediate reconnection of electricity to the townships in the Vaal Triangle, the closure of Sekhekeng's Ermadale Hostel, an end to the violence, the need for a constituent assembly and an interim government, and the release of all political prisoners.

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**Wilson Zwane**

Opperman said Alexandra was quiet yesterday and there had been no fresh outbreaks of violence.

An official of the Alexandra ANC branch said a news conference would be held at which the violence "would be put into perspective".

He did, however, say his organisation had received reports that some of the people involved in the violence had been white gangs.

"Our people tell us that although these gangs were balaclavas, it was evident from their hands, eyes and the way they spoke English, that they were white."

Alexandra Civic Organisation official Richard Mokhane this week alleged that the attacks were launched by "hostel vigilantes who are directly or indirectly linked to Inkatha".

Inkatha has denied the allegation saying it was "typical of the bankrupt politics of the cívics".

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Revised proposals in tyre sector dispute

VERA VON JEURES

MEDIATION aimed at settling the tyre and rubber industry dispute in the Eastern Cape ended this week with employers and unions agreeing to approach their constituencies with revised proposals.

Independent Mediation Services of SA (Imsia) mediator Mark Anstey said yesterday the National Union of Metalworkers (Numsa), representing about 5 000 workers in the industry, expected to report back to employers by Friday.

Anstey said proposals report-backs would cover included wages, job grading, the viability of the industry, a moratorium on retrenchments and training.

Numsa members have been on strike at Firestone, General Tyre and Tycon — formerly Goodyear — since July 22.
Company car still ahead in vehicle benefit stakes

MARC HASENFUS

The company car still remains the predominant form of vehicle benefit despite a decrease from 95% in 1988 to 83% in corporate car buying this year, an independent survey released this week shows.

However, the trend towards car allowance schemes intensified during the last 12 months mainly due to off balance sheet funding benefits and reaction to last year's perks tax hikes on company cars, the FSA-Contact annual survey showed.

A 45% increase in the incidence of car allowance schemes since 1988 was recorded.

FSA-Contact said that from a company's point of view the introduction of VAT seemed to favour the travelling allowance as there was no disallowed input tax and no fringe benefit subject to VAT.

"From an individual's point of view, the tax amendments mean that he will in most cases pay more tax on his fringe benefit whichever option chosen."

The survey pointed out that most organisations allowed unlimited downgrading, and to a lesser extent, unlimited upgrading from the benchmark vehicle.

There had been a significant 27% increase in the number of organisations which paid out the difference between the benchmark allowance and actual cost in cash where an employee downgraded his vehicle.

The survey also showed that 22% of participants with company car policies indicated that more than one company car was provided to the most senior employees. This was a 38% increase over last year.

The FSA-Contact survey samples vehicle buying schemes in 200 major organisations countrywide.
Typically, if an individual is interested in becoming a police officer, they might begin by exploring the police department in their local area. This involves researching the requirements for entry, such as age limits, educational qualifications, and any physical fitness standards. The process often involves completing an application, passing a background check, and possibly undertaking training or exams. Once accepted, the individual will undergo comprehensive training that covers various aspects of law enforcement, including criminal law, interrogation techniques, and de-escalation strategies.

The training phase is crucial for developing the skills needed to perform effectively as a police officer. It typically involves a mix of classroom instruction, practical exercises, and simulations designed to prepare the officers for real-world situations. The training period can last several weeks to months, depending on the jurisdiction and the nature of the training.

After completing the training, the newly trained police officers are often assigned to a specific area of responsibility within the department. This could be a patrol unit, a detective squad, or another specialized division. The assignment is based on the needs of the department and the specific qualifications and interests of the officer.

Throughout their career, police officers continue to develop their skills through ongoing training and professional development. This includes staying updated with the latest legal and procedural changes, as well as participating in regular drills and simulations to maintain their readiness.

In conclusion, becoming a police officer is a significant career choice that requires dedication, training, and a commitment to serving the community. It is a profession that offers valuable opportunities to make a positive impact and contribute to public safety.
Three petroleum companies have been hit by nationwide legal strikes at more than 30 depots.

Chemical Workers Industrial Union (CWIU) spokesman Martin Jansen said the strike by about 1,000 workers at Caltex, BP and Total Oil had started at two depots in the western Cape on Tuesday and spread to other depots yesterday.

Workers are demanding monthly rises ranging from R250 to R320 (20 to 25 percent), a centralized bargaining forum for all oil companies, and a moratorium on retrenchments and contract labour.

"Having separate negotiations at the different oil companies does not make much sense as there is strong cooperation among the companies on marketing and strategies in dealing with the union," Mr Jansen said.

Separate wage negotiation was time-consuming and impractical, he added. The union had recently started wage talks with Shell, and the same demands had been tabled.

Workers at the Milnerton plant of BP in Cape Town had held a "successful demonstration" and blocked the entrance to the plant, Mr Jansen said.

Caltex Oil spokesman Mike Maxwell said the firm had offered fair and competitive increases including an across-the-board raise of R200, or 13.2 percent, whichever was greater.

Regarding industry bargaining, Mr Maxwell said Caltex was not prepared to sacrifice its independence and flexibility to negotiate what was in the best interests of employees and the company.

Total refused to confirm the strike.
scars will take longer to heal.

Not only did the strike occur at a time when the industry is in the depths of a drawn-out market recession, but there is more than a suspicion among some employers that the strike was a carefully timed flexing of union muscle.

They point out that the build up to the strike began soon after Numsa finally forced employers to bow to central industry bargaining. When, in May, Delta Motor Corp became the last assembler to join the National Bargaining Forum (NBF), the time was ripe for action, it has been suggested.

The effects of the strike have been felt not only in the assembly industry, but also among motor component suppliers, some of whom have faced closure. Turnover losses among assemblers amounts to about R800m — but at least some of that should be recouped once production losses have been made up. Unions have agreed to overtime to make up the production deficit.

In terms of the mediated agreement, which runs to June 1992, not only must unions ensure that their members make up lost production and meet ongoing production schedules, but they must also be prepared to negotiate shift patterns to secure "competitiveness" on local and foreign contracts.

If not, the moratorium on industry retrenchments (contained in the package) could be in jeopardy. A clause in the agreement states that repeated failure to meet production targets through "unprocedural industrial action" will entitle an employer to scrap the moratorium.

Nor is there any guarantee workers won't be put on short time or unpaid leave, or even be temporarily laid off. Employers say all these are acceptable means of avoiding retrenchment.

Talks to end another motor industry strike continued this week. The strike by workers at tyre manufacturers has not yet affected car and truck companies, which had ample stocks before the strike began. As the FM went to press, negotiators were optimistic that the dispute would be over this week.
Tyre industry mediation

The three week old tyre industry strike was taken to mediation in Port Elizabeth this week (SM) (SSS)
Talks on demands for training had made sufficient progress, but wage demands and the call for a moratorium on retrenchments were still contested areas. Sources said that settlement was imminent. 

Reports from Weekly Mail staff
Oil workers strike

ABOUT 1,000 employees of BP, Caltex and Total have gone on strike to support demands for wage increases of between 21% and 23%, job security and centralised bargaining for the petroleum industry. The companies offer between 5% and 16%. (13)

An industry source says offers for most jobs exceed the inflation rate. The offer for the lowest-paid job is a 16% increase to R1,445 a month.

In addition one company subsidises its employees' home loans to bring interest rates down to an effective 4%. It pays for group life assurance amounting to 26 times gross monthly salary of each employee and has a subsidised pension and medical aid scheme. (18/10/91)

The trade union says workers are particularly angry about the multinationals investing millions in upgrading refineries, marketing networks and improving their images.
Staff cut after scandal at NEI

By DIRK TIEMANN

NORTHERN Engineering Industries Africa (NEI) is cutting staff after disclosures about an accounting scandal.

Group managing director Lawrence Hyslop admits the layoffs, saying: "Executive layoffs at our Propower subsidiary are the result of the company's having been grossly mis-managed. "People resigned at the beginning of the year and now we are right-sizing." NEI Group's interim results, to have been published last week, have been delayed because international shareholders must approve them, says Mr Hyslop. They are not expected to be good.

Skulduggery

Propower has lost the Atlantic Diesel Engine franchise and closed a factory in Isando.

The accounting frauds discovered in May did not show bank borrowings as liabilities and overvalued stock. The result was that the 1990 recorded profit of R21-million was a R4.3-million loss.

NEI says the skulduggery was restricted to Propower. But talk is that what it called the "disturbing breakdown in accounting controls" affected several subsidiaries.

Tough business conditions are given as the reason why 2% of the 2,500 staff members of International Combustion Africa (ICAI) were laid off.

ICAI contributed almost 30% to group turnover last year. It made tube boilers for Eskom and the drilling derricks for Mossgas.
Caltex locks out strikers at two depots

STRIKING petroleum workers were locked out at Caltex Oil (SA) depots in Durban and Germiston yesterday as their national strike entered its third day, union officials said.

Chemical Workers' Industrial Union (CWIU) spokesman Martin Jansen said about 100 workers were locked out at the Island View depot in Durban and at Airdale in Germiston.

More than 1,000 union members have downed tools.

A Caltex Oil (SA) spokesman said the company believed that, technically, its activities did not constitute a lock-out.

"Employees who are prepared to work, and to sign an undertaking to that effect, are being allowed into company premises to carry out their normal duties," a company statement said.

Nevertheless, the company was perfectly entitled to lock-out union members as all statutory dispute resolution mechanisms had been exhausted.
The month-long strike by 8,000 workers at eastern Cape tyre plants would not cause new tyre supply shortages or leave the industry more vulnerable to the influx of imported tyres, tyre industry sources said yesterday.

Strike action, which ended last week, disrupted production at Gentyre and Firestone plants in Port Elizabeth and the Tycom (formerly Goodyear) plant in Uitenhage. Dunlop, which is not party to the National Bargaining Forum, was not affected.

Sources said that demand for new car, truck and industrial vehicle tyres had declined in line with the slump in new vehicle market.

Tyre Manufacturers Conference chairman Gert Fischer said the inventory position of most tyre manufacturers was sufficient to fill orders from existing stock in the short-term.

Tyre industry sources said the strike action would result only in minor shortages in certain tyre makes.

One source said the industry was overstocked and the work stoppages benefited tyre makers in that excessive stock levels could be reduced.

Limited production was maintained at most plants throughout the strike and groups used small production runs to bolster stock levels in tyre ranges that were in short supply.

This would prevent cheaper imported tyres from gaining a firm grip on SA's tyre market.
Housing subsidies look set to change

Housing subsidies provided by employers could look drastically different by the year's end, says Rode Report director Erwin Rode.

While the tax benefit on these subsidies has been effectively phased out over the past seven years, employees still enjoy a slight tax advantage when they receive a mortgage bond subsidy rather than cash, he says.

This arises from the fact that the official rate for the calculation of the taxable value of such a subsidy is 19%, compared with a market rate of 19.75%,” Rode says.

About 70% of employees currently receive a mortgage bond subsidy, with the subsidised rate of a large percentage of these not rising with market rates. “The moment tax subsidies become tax neutral or punitive, employees will seek to have this fringe benefit quantified and turned into cash,” Rode says.
900 workers down tools at AECI plant

PRETORIA — About 900 chemical workers at AECI Bophuthatswana, near Mogwase, are on strike over wages and working conditions, union and management spokesman said yesterday.

Chemical Workers' Industrial Union branch secretary Jackie Masemola said the workers had been out since August 15.

Management and the union had been involved in negotiations during the past two months, but had failed to reach an agreement.

He said the union demanded a minimum monthly wage of R1 075 which was in line with most AECI plants and a R200 across-the-board increase, while the company offered a minimum of R943.80 a month.

He alleged that the company was shielding behind the "terrible" working conditions and low wages in the homeland to justify its refusal to accede to union demands.

AECI spokesman Andre Botha issued a statement last night saying the strike followed a deadlock in wage negotiations.

"Company management also confirms that mediation as an appropriate means of solving the dispute is being considered," he said. — Sapa.
Oil strikers in 'sleep-in'

VERA VON LIEBES

THE Chemical Workers' Industrial Union (CWIU) national strike involving three major petroleum companies entered its fourth day yesterday, with union members engaging in a “sleep-in” and placard demonstrations. Workers slept overnight at a BP (SA) Cape Town depot on Monday in a protest action as part of the strike by about 1,000 workers.

A union spokesman said yesterday about 1,000 members were still striking for improved wages and conditions of service at BP (SA), Total (SA), and Caltex Oil (SA).

Workers are demanding increases of between 21% and 25%, job security and centralised bargaining in the petroleum industry.

A Caltex spokesman said yesterday the situation was unchanged since Monday. About 300 workers were striking at 12 Caltex depots, mainly in the Transvaal but also the Northern OFS and Natal.

A BP spokesman yesterday confirmed the "sleep-in." He said the company was offering a monthly rise of 16.5% on payroll.

Total declined to comment.
Engineers advised to head into Africa

CAPE TOWN — South African consulting engineers could generate millions of rands in export earnings through marketing their expertise in Africa, says SA Association of Consulting Engineers president Ian Scott.

The 1,609 members of the association in 369 firms were involved in capital works with an estimated value of R16bn in the year to end-February, he says in a statement, adding that this amount could increase considerably by getting involved in projects in Africa.

"The continuing improvement in the climate towards South Africa certainly extends to our profession," says Scott.

He attended a meeting of African member associations of the International Federation of Consulting Engineers (Fidic) in Nairobi earlier this year and is hoping an Africa-based member of Fidic's executive will attend the SA association's convention in October in Somerset West.

"The areas in which the South African profession could serve the continent span the spectrum from housing developments and the related infrastructure through to projects such as Mossgas, Lesotho Highlands water scheme and electrification," Scott says.

He adds that overseas experience has shown that the export of engineering designs for projects invariably leads to growth in the manufacturing and contracting industries in the exporting country.

He said it was not uncommon for governments to encourage their consulting engineers to take on such assignments because of the spin-offs for the economy.
Union members picket petrol firms in Jo'burg

By Abel Mushiri

About 200 members of the Chemical Workers Industrial Union (CWIU) picketed outside the Johannesburg headquarters of three major petroleum firms yesterday. The workers — from depots and refineries in the PWV area — marched on the headquarters of Total in Braamfontein, BP in Parktown and Caltex in Rosedale.

They were demanding a across-the-board wage increase of between 20 and 28 percent, job security and the formation of a centralised national bargaining forum of all the major petroleum companies to discuss workers' problems with the union.

"We are not submitting any lists of grievances as the companies already have our demands," said CWIU Transvaal education officer John Appolos, adding that the pickets were meant to highlight the workers' plight and that CWIU workers countrywide had been on strike since last Wednesday.

• About 600 workers belonging to Cosatu held a picket outside Sun couriers in Bedfordview yesterday to demand a R250-a-month across-the-board increase.
No. R. 2047 23 August 1991

LABOUR RELATIONS ACT, 1956

HAIRDRESSING TRADE, NATAL: RENEWAL OF MAIN AGREEMENT

I, Dennis van der Walt, Director: Labour Relations, duly authorised thereto by the Minister of Manpower, hereby, in terms of section 48 (4) (a) (ii) of the Labour Relations Act, 1956, declare the provisions of Government Notice R. 993 of 30 April 1987 to be effective from the date of publication of this notice and for the period ending 30 June 1992.

D. VAN DER WALT,
Director: Labour Relations.

No. R. 2048 23 August 1991

LABOUR RELATIONS ACT, 1956

ELECTRICAL INDUSTRY (NATAL): AMENDMENT OF MEDICAL AID FUND AGREEMENT

I, Eli van der Merwe Louw, Minister of Manpower, hereby, in terms of section 48 (1) (a) of the Labour Relations Act, 1956, declare that the provisions of the Agreement (hereinafter referred to as the Amending Agreement) which appears in the Schedule hereto and which relates to the Undertaking, Industry, Trade or Occupation referred to in the heading to this notice, shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 30 June 1993, upon the employers' organisation and the trade unions which entered into the Amending Agreement and upon the employers and employees who are members of the said organisations or unions.

E. VAN DER M. LOUV,
Minister of Manpower.

SCHEDULE

INDUSTRIAL COUNCIL FOR THE ELECTRICAL INDUSTRY (NATAL)

MEDICAL AID FUND AGREEMENT

in accordance with the provisions of the Labour Relations Act, 1956, made and entered into by and between the

Electrical Contractors' Association (South Africa)
(hereinafter referred to as the "employers" or the "employers' organisation"),

and the

South African Electrical Workers' Association

and the

Metal and Electrical Workers' Union of South Africa
(hereinafter referred to as the "employees" or the "trade unions"),

of the parties to the Industrial Council for the Electrical Industry (Natal),


No. R. 2048 23 August 1991

WET OP ARBEIDSVERHOUDINGE, 1956

HAARKAPPERSBEDRYF, NATAL: HERNUWING VAN HOOFOOREENKOMS

Ek, Dennis van der Walt, Direkteur: Arbeidsverhoudinge, behoorlik daartoe gemagtig deur die Minister van Mannekrag, verklaar hierby, kragtens artikels 48 (4) (a) (ii) van die Wet op Arbeidsverhoudinge, 1956 dat die bepalings van Goewermentskennisgewing No. R. 993 van 30 April 1987 van krags is vanaf die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 30 Junie 1992 eindig.

D. VAN DER WALT,
Direkteur: Arbeidsverhoudinge.

No. R. 2048 23 August 1991

WET OP ARBEIDSVERHOUDINGE, 1956

ELEKTRONEGIENE NYWERHEID (NATAL): WYSIGING VAN MEDIESE HULPFONDOOREENKOMS

Ek, Eli van der Merwe Louw, Minister van Mannekrag, verklaar hierby, kragtens artikels 48 (1) (a) van die Wet op Arbeidsverhoudinge, 1956, dat die bepalings van die Ooreenkoms (hierna die Wysigingsooreenkom met in die Bylae hiervan verskyn en betreklik het op die Onderneming, Nywerheid, Bedryf of Beroep in die opskryf by hierdie kennisgewing vermeld, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 30 Junie 1993 eindig, bindend is vir die werkgewersorganisasie en die vakverenigings wat die Wysigingsooreenkom aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasies of verenigings is.

E. VAN DER M. LOUV,
Minister van Mannekrag.

BYLAE

NYWERHEIDSRAAD VIR DIE ELEKTRONEGIENE NYWERHEID (NATAL)

MEDIESE HULPFONDOOREENKOMS

ooroekomstig die Wet op Arbeidsverhoudinge, 1956, gesluit deur en aangegaan tussen die

Electrical Contractors' Association (South Africa)
(hierna die "werkgewers" of die "werkgewersorganisasie" genoem), aan die een kant, en die

South African Electrical Workers' Association
en die

Metal and Electrical Workers' Union of South Africa
(hierna die "wknmers" of die "vakverenigings" genoem), aan die ander kant
wat die partye is by die Nywerheidsraad vir die Elektroregniese Nywerheid (Natal),

1. SCOPE OF APPLICATION OF AGREEMENT

(1) Except as otherwise provided in this clause, the terms of this Agreement shall apply to and be observed in the Electrical Industry (Natal) by all employers and employees who are members of the employers' organisation and the trade unions, respectively and who are engaged or employed in the Industry in the Province of Natal, excluding any portions of that area falling within the Self-governing Territory of KwaZulu.

(2) The terms of this Agreement shall not apply to employers and their employees who are participants with the employers in any scheme providing medical benefits, in existence on 3 January 1986, to which the employer concerned contributes not less than 45 cents per week for each employee who is a member of the scheme and is otherwise covered by this Agreement, while such scheme continues to operate and the said employers and employees continue as participants in the scheme and the employers continue to pay a contribution of not less than 45 cents per week for each such employee.

(3) Notwithstanding the provisions of subclause (2), the terms of this Agreement shall apply to employers and employees in respect of any employee who is not covered by, or ceases to be covered by, a fund or scheme referred to in that subclause.

2. GENERAL PROVISIONS


3. CLAUSE 9: CONTRIBUTIONS

In subclause (1), substitute the expression “R20,00” for the expression “R12,00”.

4. CLAUSE 10: BENEFITS

In subclause (1) (d), substitute the expression “R10,00” for the expression “R5”.

Signed at Durban, as authorised, for and on behalf of the parties, this 7th day of May 1991.

T. EVANS,
Chairman of the Council.

B. CARR,
Vice-Chairman of the Council.

L. A. DICKASON,
Secretary of the Council.
LABOUR RELATIONS ACT, 1956

IRON, STEEL, ENGINEERING AND METALLURGICAL INDUSTRY: RE-ENACTMENT OF METAL INDUSTRIES MEDICAL AID FUND

I, E. Eli van der Merwe Louw, Minister of Manpower, hereby, in terms of section 48 (1) (a) of the Labour Relations Act, 1956, declare that the provisions of the Agreement which appears in the Schedule hereto and which relates to the Undertaking, Industry, Trade or Occupation referred to in the heading to this notice, shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 31 December 1995, upon the employers’ organisations and the trade unions which entered into the said Agreement and upon the employers and employees who are members of the said organisations or unions.

E. VAN DER M. LOUW,
Minister of Manpower.

SCHEDULE

NATIONAL INDUSTRIAL COUNCIL FOR THE IRON, STEEL, ENGINEERING AND METALLURGICAL INDUSTRY

METAL INDUSTRIES MEDICAL AID FUND

AGREEMENT

in accordance with the provisions of the Labour Relations Act, 1956, made and entered into by and between the

Automotive Parts Production Engineers’ Association
Border Engineering Industries Association
Cape Engineers’ and Founders’ Association
Constructional Engineering Association (South Africa)
Covered Conductor Manufacturers’ Association
Domestic Appliance Manufacturers’ Association of South Africa
Electrical Engineering and Allied Industries Association
Electronics and Telecommunications Industries Association
Engineers’ and Founders’ Association (Transvaal, Orange Free State and Northern Cape)
Fire Protection Industries Association of South Africa
Gate and Fence Association
Hand Tool Manufacturers’ Association
Heavy Engineering Manufacturers’ Association
Iron and Steel Producers’ Association of South Africa
Lift Engineering Association of South Africa
Light Engineering Industries Association of South Africa
Materials Handling Association
Natal Engineering Industries Association
Non-Ferrous Metal Industries Association of South Africa
Plastics Manufacturers’ Association of South Africa

2050
23 August 1991
WET OP ARBEIDSVERHOUDINGE, 1956

YSTER-, STAAL-, INGENIEURS- EN METALLURGIESE NYWERHEID: HERBEKRAGTIGING VAN MEDIESE HULPFONDSOREENKOMS VIR DIE METAALNYWERHEDE

Ek, E. Eli van der Merwe Louw, Minister van Mannekrag, verklaar hierby, kragtens artikel 48 (1) (a) van die Wet op Arbeidsverhoudings, 1956, dat die bepaalings van die Ooreenkomst wat in die Bylae hiervan verskyn en betrekking het op die Onderneming, Nywerheid, Bedryf of Beroep in die opskrif by hierdie kennisgewing vermeld, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 31 December 1995 eindig, bindend is vir die werkgewerorganisasies en vakverenigings wat genoemde Ooreenkomst aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasies of verenigings is.

E. VAN DER M. LOUW,
Minister van Mannekrag.

NATIONALE NYWERHEIDSRAAD VIR DIE YSTER-, STAAL-, INGENIEURS- EN METALLURGIESE NYWERHEID

MEDIESE HULPFONDS VIR DIE METAALNYWERHEDE OOREENKOMS

oordrag komstig die Wet op Arbeidsverhoudings, 1956, geskik en aangegaan tussen die

Automotive Parts Production Engineers’ Association
Border Engineering Industries Association
Cape Engineers’ and Founders’ Association
Constructional Engineering Association (South Africa)
Covered Conductor Manufacturers’ Association
Domestic Appliance Manufacturers’ Association of South Africa
Electrical Engineering and Allied Industries Association
Electronics and Telecommunications Industries Association
Engineers’ and Founders’ Association (Transvaal, Orange Free State and Northern Cape)
Fire Protection Industries Association of South Africa
Gate and Fence Association
Hand Tool Manufacturers’ Association
Heavy Engineering Manufacturers’ Association
Iron and Steel Producers’ Association of South Africa
Lift Engineering Association of South Africa
Light Engineering Industries Association of South Africa
Materials Handling Association
Natal Engineering Industries Association
Non-Ferrous Metal Industries Association of South Africa
Plastics Manufacturers’ Association of South Africa
Plumbers and Engineers Brassware Manufacturers' Association
Port Elizabeth Engineers' Association
Precision Manufacturing Engineers' Association
Pressure Vessel Manufacturers' Association of South Africa
Radio, Appliance and Television Association of South Africa
Sheetmetal Industries Association of South Africa
S.A. Agricultural Machinery Association
S.A. Association of Shipbuilders and Repairers
S.A. Electro-Plating Industries Association
S.A. Fasteners Manufacturers' Association
S.A. Foundry Association
S.A. Industrial Refrigeration and Air Conditioning Contractors' Association
S.A. Machine Tool Manufacturers Association
S.A. Radio and Television Manufacturers' Association
S.A. Reinforced Concrete Engineers' Association
S.A. Tube Makers' Association
S.A. Wire and Wire Rope Manufacturers' Association

(hereinafter referred to as the "employers" or the "employers' organisations"), of the one part, and the
Amalgamated Engineering Union of South Africa
Amalgamated Society of Woodworkers of South Africa
Engineering Industrial and Mining Workers' Union of South Africa
Iron Moulders' Society of South Africa
Metal and Electrical Workers' Union of South Africa
Mineworkers' Union
Radio, Television, Electronics and Allied Workers' Union
S.A. Boilermakers', Iron and Steel Workers', Shipbuilders' and Welders' Society
S.A. Electrical Workers' Association
S.A. Yster-, Staal- en Verwante Nwywerhede-Unie
(hereinafter referred to as the "employees" or the "trade unions"), of the other part,
being the parties to the National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industry.

1. SCOPE OF APPLICATION OF AGREEMENT

(1) Except as otherwise provided in this section, the terms of this Agreement shall apply to and be observed throughout the Republic of South Africa, excluding the port and settlement of Walvis Bay, by all employers and employees in the Iron, Steel, Engineering and Metallurgical Industries who are members of the employers' organisations and the trade unions respectively.

(2) The terms of this Agreement shall not apply to employers and their employees who are participating in the employer in any scheme providing medical benefits in existence as at 18 July 1966, to which the employer concerned contributes part of the contributions for each employee who is a member of the scheme and otherwise covered by this Agreement, while such scheme continues to operate and the said employer and employees continue as participants in the scheme and the employer continues to pay part of the contributions for each such employee.

Plumbers and Engineers Brassware Manufacturers' Association
Port Elizabeth Engineers' Association
Precision Manufacturing Engineers' Association
Pressure Vessel Manufacturers' Association of South Africa
Radio, Appliance and Television Association of South Africa
Sheetmetal Industries Association of South Africa
S.A. Agricultural Machinery Association
S.A. Association of Shipbuilders and Repairers
S.A. Electro-Plating Industries Association
S.A. Fasteners Manufacturers' Association
S.A. Foundry Association
S.A. Industrial Refrigeration and Air Conditioning Contractors' Association
S.A. Machine Tool Manufacturers Association
S.A. Radio and Television Manufacturers' Association
S.A. Reinforced Concrete Engineers' Association
S.A. Tube Makers' Association
S.A. Wire and Wire Rope Manufacturers' Association

(hierna die "werkgewers" of die "werkgewersorganisassies" genoem), aan die een kant, en die
Amalgamated Engineering Union of South Africa
Amalgamated Society of Woodworkers of South Africa
Engineering Industrial and Mining Workers' Union of South Africa
Iron Moulders' Society of South Africa
Metal and Electrical Workers' Union of South Africa
Mineworkers' Union
Radio, Television, Electronics and Allied Workers' Union
S.A. Boilermakers', Iron and Steel Workers', Shipbuilders' and Welders' Society
S.A. Electrical Workers' Association
S.A. Yster-, Staal- en Verwante Nwywerhede-Unie
(hierna die "werkners" of die "vakverenigings" genoem),
an die ander kant,
wat die partye is by die Nasionale Nwywerhede raad vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nwywerhede.

1. TOEPASSINGSBESTEK VAN OORENKKOMS

(1) Behoudens andersluidende bepalinge in hierdie klousule, is hierdie Ooreenkoms van toepassing op en moet dit oral in die Republiek van Suid-Afrika, uitgesonder die hawe en nedersetting van Walvisbaai, nagekom word deur alle werkgewers en werkners in die Yster-, Staal-, Ingenieurs- en Metallurgiese Nwywerhede wat lede van onderskeidlike die werkgoederorganisasies en die vakverenigings is.

(2) Hierdie Ooreenkoms is nie van toepassing nie op werkgewers en hul werkners wat saam met die werkgoeder deelnemers is aan 'n skema wat mediese bystand verskaf en wat bestaan het op 18 Julie 1966, en waardeer die betrokke werkgoeder 'n gedeeltelike bydrae maak ten opsigte van elke werkner wat lid is van die skema en andersins deur hierdie Ooreenkoms gedeel word terwyl sodanige skema in werk by en genoemde werkgoeder en werkners voortgaan om 'n gedeeltelike bydrame ten opsigte van elke sodanige werkner te betaal.
(3) Notwithstanding the provisions of subsection (2), the terms of this Agreement shall apply to employers and employees in respect of any employee who is not covered by, or ceases to be covered by, trade union referred to in that subsection.

2. PERIOD OF OPERATION OF AGREEMENT

This Agreement shall come into operation on such date as may be fixed by the Minister of Manpower in terms of section 48 of the Labour Relations Act, No. 28 of 1956, and shall remain in force until 31 December 1995 or for such period as the Minister may determine.

3. GENERAL PROVISIONS


4. SECTION 9: CONTRIBUTIONS

(1) In subsection (1):
(a) Substitute the following for paragraph (a):
"(a) whose trade union subscriptions are deducted in terms of an agreement of the Council; or";
(b) delete paragraph (b);
(c) re-number paragraph (c) as paragraph (b).

(2) In subsection (2), substitute the following for the existing table:
"Contributions per week:

<table>
<thead>
<tr>
<th>Dependant category</th>
<th>Wage group 1 (Up to R285 per week)</th>
<th>Wage group 2 (Over R285 and up to R415 per week)</th>
<th>Wage group 3 (Over R415 per week)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Member only</td>
<td>R20,20</td>
<td>R23,85</td>
<td>R26,60</td>
</tr>
<tr>
<td>Member plus 1 dependant</td>
<td>R27,55</td>
<td>R31,15</td>
<td>R33,90</td>
</tr>
<tr>
<td>Member plus 2 dependants</td>
<td>R29,25</td>
<td>R33,10</td>
<td>R35,90</td>
</tr>
<tr>
<td>Member plus 3 dependants</td>
<td>R30,75</td>
<td>R35,00</td>
<td>R37,70</td>
</tr>
<tr>
<td>Member plus 4 or more dependants</td>
<td>R31,75</td>
<td>R36,60</td>
<td>R39,40</td>
</tr>
</tbody>
</table>

5. SECTION 10: BENEFITS

(1) Substitute the following for subsection (1)(a):
"(a) Payment of expenses for services, other than services under (b) and (c) below, not exceeding the amount of R50 000 in the aggregate for the member and his dependants, which shall include—
(i) conservative dental services (such as fillings, X-rays, extractions, prophylaxis, etc.) not specified under (b) below and where performed by a dental practitioner, and hospital and anaesthetic services in all dental cases;
(ii) prescribed medicines, excluding medicines received whilst confined in hospital, not exceeding the following maximum limits:
- Member only (no dependants): R1 900;
- Member plus 1 dependant: R3 200;
- Member plus 2 dependants: R3 800;
- Member plus 3 dependants: R4 000;
- Member plus 4 or more dependants: R4 200;
(iii) medicines received whilst in hospital;"

(3) Ondanks subklusule (2) is hierdie Ooreenkom van toepassing op werkgevers en werknemers ten opsigte van werknemers wat nie gedek word deur 'n fonds wat in daardie subklusule bedoel word nie, of wat ophou om daardeur gedek te word.

2. GELDIGHEIDSDUUR VAN OOREENKOM

Hierdie Ooreenkom treed in werking op 'n datum wat die Minister van Mannelkg te kragtens artikel 48 van die Wet op Arbeidsverhoudinge, No. 28 van 1956, vaststel, en by van krag tot 31 Desember 1995 of vier dié tydperk wat die Minister bepaal.

3. ALGEMENE BEPALINGS


4. KLOUSULE 9: BYDRAE

(1) In subklusule (1):
(a) Vervang paragraaf (a) deur die volgende:
"(a) wie se vakvereniginggedeelde afgetrek word kragtens 'n ooreenkom van die Raad; of"
(b) skrap paragraaf (b);
(c) hernummer paragraaf (c) as paragraaf (b).

(2) In subklusule (2), vervang die bestaande tabel deur die volgende:
"Bydrae per week:

<table>
<thead>
<tr>
<th>Afhanklikhekategorie</th>
<th>Loongroep 1 (Tot en met R285 per week)</th>
<th>Loongroep 2 (Oor R285 en tot en met R415 per week)</th>
<th>Loongroep 3 (Oor R415 per week)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Lid alleen</td>
<td>R20,20</td>
<td>R23,85</td>
<td>R26,60</td>
</tr>
<tr>
<td>Lid plus 1 afhanklike</td>
<td>R27,55</td>
<td>R31,15</td>
<td>R33,90</td>
</tr>
<tr>
<td>Lid plus 2 afhanklikes</td>
<td>R29,25</td>
<td>R33,10</td>
<td>R35,90</td>
</tr>
<tr>
<td>Lid plus 3 afhanklikes</td>
<td>R30,75</td>
<td>R35,00</td>
<td>R37,70</td>
</tr>
<tr>
<td>Lid plus 4 of meer afhanklikes</td>
<td>R31,75</td>
<td>R36,60</td>
<td>R39,40</td>
</tr>
</tbody>
</table>

5. KLOUSULE 10: BYSTAND

(1) Vervang subklusule (1) (a) deur die volgende:
"(a) Betaling van koste vir ander dienste as dienste onder (b) en (c) hieronder wat die bedrag van allesaam R50 000 nie oorskry nie vir die lid en sy afhanklikes, insluitend—
(i) konservatiewe tandheelkundige dienste (soos vulsel, X-strelaatjes, voorspraakjies, ens.) nie gespesifiseer of (ii) hieronder vennig beproef 'n tandheelkundige, en hospitaal- en narkotiese dienste in alle tandheelkundige gevalle;
(ii) voorgeskrywde medisynes, uitgesonderlik medisynes verskaf gedurende hospitaalsui, wat nie die volgende maksimum percyk oorskry nie:
- Slegs lid (geen afhanklikes): R1 900;
- lid plus 1 afhanklike: R3 200;
- lid plus 2 afhanklikes: R3 800;
- lid plus 3 afhanklikes: R4 000;
- lid plus 4 of meer afhanklikes: R4 200;
(iii) medisynes toegediend tydens hospitaalsui;"
(2) Substitute the following for subsection (1) (b):

“(b) payment of expenses for dental services in respect of gold, metal and porcelain inlays and gold foils; crown and bridge work; dentures, including metal based dentures; prosthetic, orthodontic and periodontal services, not exceeding the following maximum limits:

Member only (no dependants): R660;

Member plus 1 dependant: R1 200;

Member plus 2 dependants: R1 300;

Member plus 3 dependants: R1 400;

Member plus 4 or more dependants: R1 500.”

(3) Substitute the following for subsection (1) (c):

“(c) payment of expenses for optical services not exceeding R225 for any one member of dependant, subject to an overall limit of R400 in the aggregate for a member and his dependants.”

Signed at Johannesburg, for and on behalf of the parties, this 8th day of May 1991.

W. P. COETZEE,
Chairman.

J. DE W. TROTSKIE,
Vice-Chairman.

D. G. LEVY,
General Secretary.

No. R. 2051 23 August 1991

LABOUR RELATIONS ACT, 1956

CHEMICAL INDUSTRY, CAPE: AMENDMENT OF MAIN AGREEMENT

I, Elie van der Merwe Louw, Minister of Manpower, hereby—

(a) in terms of section 48 (1) (a) of the Labour Relations Act, 1956, declare that the provisions of the Agreement (hereinafter referred to as the Amending Agreement) which appears in the Schedule hereto and which relates to the Undertaking, Industry, Trade or Occupation referred to in the heading to this notice, shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 31 December 1991, upon the employers’ organisation and the trade union which entered into the Amending Agreement and upon the employers and employees who are members of the said organisation or union; and

(b) in terms of section 48 (1) (b) of the said Act, declare that the provisions of the Amending Agreement, excluding those contained in clause 1 (1) (a) shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 31 December 1991, upon all employers and employees, other than those referred to in paragraph (a) of this notice, who are engaged or employed in the said Undertaking, Industry, Trade or Occupation in the areas specified in clause 1 of the Amending Agreement.

E. VAN DER M. LOUW,
Minister of Manpower.

(2) Vervang subklusule (1) (b) deur die volgende:

“(b) betaling van koste vir tandheelkundige dienste ten opsigte van goud-, metaal- en porseleinruisels en goudoëlieherstellings; kroning en brugwerk; kunstande, met inbegrip van kunstande met ‘n metaalbasis; prostodontiese, ortodontiese en periodontiese dienste, wat nie die volgende maksimum parke oorskry nie:

Sleg lid (geen afhanklikes): R660;

lid plus 1 afhanklike: R1 200;

lid plus 2 afhanklikes: R1 300;

lid plus 3 afhanklikes: R1 400;

lid plus 4 of meer afhanklikes: R1 500;

(3) Vervang subklusule (1) (c) deur die volgende:

“(c) betaling van koste vir optiese dienste van hoogstens R225 per lid of afhanklike, onderworpe aan ‘n bedrag van altesaan hoogstens R400 vir ‘n lid en sy afhanklikes.”

Namens die partye op hede die 8ste dag van Mei 1991 te Johannesburg onderteken.

W. P. COETZEE,
Voorsitter.

J. DE W. TROTSKIE,
Ondervoorsitter.

D. G. LEVY,
Hoofsekretaris.

No. R. 2051 23 August 1991

WET OP ARBEIDSVERHOUDINGE, 1956

CHEMIKALIEËNYWERHEID, KAAP: WYSIGING VAN HOOFCOOREENKOMS

Ek, Elie van der Merwe Louw, Minister van Mannekrag, verklaar hierby—

(a) kragtens artikel 48 (1) (a) van die Wet op Arbeidsverhoudinge, 1956, dat die bepalings van die Ooreenkombs (hierna die Wysigingsooreenkomens genoem) wat in die Bylae hiervan verskyn en betrekking het op die Onderneming, Nywerheid, Bedryf of Beroep in die opskrif by hierdie kennisgewing vermeld, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 31 Desember 1991 eindig, bindend is vir die werkgewersorganisasie en die vakvereniging wat die Wysigingsooreenkombs aangaan het en vir die werkgewers en werknemers wat lede van genoemde organisasie of vereniging is; en

(b) kragtens artikel 48 (1) (b) van genoemde Wet, dat die bepalings van die Wysigingsooreenkomst, uitgesondeer die vervat in klousule 1 (1) (a) met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 31 Desember 1991 eindig, bindend is vir alle ander werkgewers en werknemers as dié genoem in paragraaf (a) van hierdie kennisgewing wat betrokke is by of in diens is in genoemde Onderneming, Nywerheid, Bedryf of Beroep in die gebiede in klousule 1 van die Wysigingsooreenkomst gespesifiseer.

E. VAN DER M. LOUW,
Minister van Mannekrag.
(i) R3,00 per month in respect of all employees whose gross wage is more than R400,00 per month but not more than R600,00 per month;

(ii) R3,00 per maand ten opsigte van alle werknemers wie se bruto loon meer as R400,00 per maand maar hoogstens R600,00 per maand beloop;

(iii) R3,50 per month in respect of all employees whose gross wage is more than R600,00 per month but not more than R850,00 per month;

(iv) R3,50 per maand ten opsigte van alle werknemers wie se bruto loon meer as R600,00 per maand maar nie hoogstens R850,00 per maand beloop;

(iv) R4,50 per month in respect of all employees whose gross wage is more than R850,00 per month but not more than R1 500,00 per month;

(v) R4,50 per maand ten opsigte van alle werknemers wie se bruto loon meer as R850,00 per maand maar hoogstens R1 500,00 per maand beloop;

(v) R12,00 per month in respect of all employees whose gross wage is more than R1 500,00 per month.

In the case of a weekly-paid employee, the contributions to be made by the employer in respect of his employee shall be weekly at the rate of 3/13ths of the monthly contribution specified above.".

Signed at Cape Town this 14th day of February 1991.

D. VAN DER WESTHUIZEN,
Chairman.

MRS P. LAMPRECHT,
Vice-chairman.

K. L. BARNES,
Secretary.

No. R. 2078 23 August 1991
LABOUR RELATIONS ACT, 1956
BORDERFURNITUREMANUFACTURINGINDUSTRY:
AMENDMENT OF MAIN AGREEMENT

I, Eli van der Merwe Louw, Minister of Manpower, hereby—

(a) terms of section 48 (1) (a) of the Labour Relations Act, 1956, declare that the provisions of the Agreement (hereinafter referred to as the Amending Agreement) which appears in the Schedule hereto and which relates to the Undertaking, Industry, Trade or Occupation referred to in the heading to this notice, shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 20 March 1992, upon the employers’ organisation and the trade union which entered into the Amending Agreement and upon the employers and employees who are members of the said organisation or union; and

(b) terms of section 48 (1) (b) of the said Act, declare that the provisions of the Amending Agreement, excluding those contained in clause 1 (1) (a), shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 20 March 1992, upon all employers and employees, other than those referred to in paragraph (a) of this notice, who are engaged or employed in the said Undertaking, Industry, Trade or Occupation in the areas specified in clause 1 of the Amending Agreement.

E. VAN DER M. LOUW,
Minister of Manpower.

No. R. 2078 23 August 1991
WET OP ARBEIDVERHOUDINGE, 1956
MEUBELNYWERHEID, GRENS: WYSIGING VAN HOOFDOOREENKOMS

Ek, Eli van der Merwe Louw, Minister van Mannekrag, verklaar hierby—

(a) kragtens artikel 48 (1) (a) van die Wet op Arbeidverhoudinge, 1956, dat die bepaling van die Ooreenkomms (hierna die Wysigingsoordeelkoms genoem) wat in die Bylae hiervan verskyn en betrekking het op die Onderneming, Nywerheid, Bedryf of Beroep in die opskrif by hierdie kennisgewing vermeld, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk op 20 Maart 1992 eindig, bindend is vir die werkgewersorganisasie en die vakvereniging wat die Wysigingsoordeelkoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasie of vereniging is; en

(b) kragtens artikel 48 (1) (b) van genoemde Wet, dat die bepaling van die Wysigingsoordeelkoms, uitgeonder dié vervat in kulusle 1 (1) (a), met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 20 Maart 1992 eindig, bindend is vir alle ander werkgewers en werknemers as die genoem in paragraaf (a) van hierdie kennisgewing wat betrokke is by of in diens is in genoemde Ondermoming, Nywerheid, Bedryf of Beroep in die gebiede in klosule 1 van die Wysigingsoordeelkoms gespesifiseer.

E. VAN DER M. LOUW,
Minister van Mannekrag.
2. GENERAL PROVISIONS

Substitute the following for clause 4 of the Re-enacting Agreement:

"4. GENERAL PROVISIONS

The provisions contained in clauses 3 to 9 (4) (b) inclusive, 9 (4) (d) to 19 inclusive, 21, 24 to 27 inclusive and 29 to 39 inclusive of Part I, Part II, and clauses 1 to 3 (6) (a) inclusive and 3 (6) (c) to 12 inclusive of Part III of the Former Agreement, as re-enacted and amended, extended and renewed time to time shall apply to employers and employees."

3. CLAUSE 24: WAGES

(1) In subclause (2) (a), substitute the expression "20 March 1991" for the expression "20 March 1989" in the first two instances in which it occurs and substitute the expression "20 March 1990" for the expression "20 March 1989".

(2) In subclause (2) (b), substitute the expression "20 March 1991" for the expression "20 March 1990" and substitute the expression "20 March 1991" for the expression "20 March 1989".

4. CLAUSE 30: ABATEMENT OF WAGES

(1) In subclause (2), delete the expression "Subject to the provisions of the Blacks (Urban Areas) Consolidation Act, 1945."

5. CLAUSE 34: SUBSISTENCE ALLOWANCE

(1) In paragraph (a), substitute the expression "R20,00" for the expression "R15,00."

(2) In paragraph (b), substitute the expression "R20,00" for the expression "R15,00."

(3) In paragraph (c), substitute the expression "R20,00" for the expression "R15,00."

6. PART II OF THE FORMER AGREEMENT

Substitute the following for Part II:

"PART II

WAGES

Grade I

1. Employees engaged in any or all of the operations performed in the Furniture Manufacturing Industry, with the exception of the employees referred to in clauses 5 to 15 of this Part, but including foremen and supervisors:

<table>
<thead>
<tr>
<th>Cents per hour</th>
</tr>
</thead>
<tbody>
<tr>
<td>During period ending 20 March 1992</td>
</tr>
</tbody>
</table>

2. Learners employed in learning the operations covered by clause 1:

\[\begin{align*}
\text{Grade 1L1: For the first year of employment: 424 cents per hour} \\
\text{Grade 1L2: For the second year of employment: 449 cents per hour} \\
\text{Grade 1L3: For the third year of employment: 475 cents per hour} \\
\text{Grade 1L4: For the fourth year of employment: 498 cents per hour}
\end{align*}\]

thereafter, the wage prescribed in clause 1.

3. (a) Juvenile male employees engaged in a trade or branch of a trade designated under the Manpower Training Act, 1981, shall be paid the wage prescribed in terms of that Act for the appropriate year of apprenticeship.

(b) All other juveniles: The minimum wage prescribed for adult employees employed on the same class of work.

4. (a) Employees engaged in the welding of metal, other than spot welding; and

(b) employees engaged in the maintenance of machinery:

<table>
<thead>
<tr>
<th>Cents per hour</th>
</tr>
</thead>
<tbody>
<tr>
<td>During the period ending 20 March 1992</td>
</tr>
</tbody>
</table>

2. ALGEMENE BEPALINGS

Vervang klousule 4 van die Herbekragligingsoorcreenkos oor die volgende:

"4. ALGEMENE BEPALINGS

Klousules 3 tot en met 9 (4) (b), 9 (4) (d) en met 19, 21, 24 tot en met 27 en 29 tot en met 39 van Deel I, Deel II en klousules 1 tot en met 3 (6) (a) en 3 (6) (c) en met 12 van Deel III van die Vorige Ooreenkomos soos van tyd tot tyd herbekraglik en gewysig, verleng en hernieu, is van toepassing op werkgewers en werknemers."

3. KLOUSULE 24: LONE

(1) In subklousule (2) (a), vervang die uitdrukking "20 Maart 1990" waar dit die eerste keer voorkom deur die uitdrukking "20 Maart 1991", en vervang die uitdrukking "20 Maart 1989" deur die uitdrukking "20 Maart 1990".

(2) In subklousule (2) (b), vervang die uitdrukking "20 Maart 1990" deur die uitdrukking "20 Maart 1991" en die uitdrukking "20 Maart 1990" deur die uitdrukking "20 Maart 1991".

4. KLOUSULE 30: LOONKORTING

(1) In subklousule (2), skrap die uitdrukking "Behoudens die Swartes (Stadsgebiede) Konsolidisiewet, 1945."

5. KLOUSULE 34: ONDERHOUDSTOELAE

(1) In paragraaf (c), vervang die uitdrukking "R15,00" deur die uitdrukking "R20,00."

(2) In paragraaf (b), vervang die uitdrukking "R15,00" deur die uitdrukking "R20,00."

(3) In paragraaf (c), vervang die uitdrukking "R15,00" deur die uitdrukking "R20,00."

6. DEEL II VAN DIE VORIGE OOREENKOMS

Vervang Deel II deur die volgende:

"DEEL II

LONE

Grade I

1. Werknemers in diens en in enige van of al die werkzaamhede wat in die Meubelsnijverheid verig word, uitgesonder die werknemers in klousules 5 tot 15 van hierdie Deel bedoel, maar met inbegrip van voornamme en/of toesiighoeks:

<table>
<thead>
<tr>
<th>Sent per uur</th>
</tr>
</thead>
<tbody>
<tr>
<td>Gedurende die tydperk eindigende 20 Maart 1992</td>
</tr>
</tbody>
</table>

2. Leerlinge in diens om die werkzaamhede te leer wat deur klousule 1 gedek word:

\[\begin{align*}
\text{Grade 1L1: Vir die eerste jaar diens: 424 sent per uur} \\
\text{Grade 1L2: Vir die tweede jaar diens: 449 sent per uur} \\
\text{Grade 1L3: Vir die derde jaar diens: 475 sent per uur} \\
\text{Grade 1L4: Vir die vierde jaar diens: 498 sent per uur}
\end{align*}\]

daarna, die loon by klousule 1 voorgeskryf.

3. (a) Juugdige manlike werknemers in diens in 'n ambag of tak van 'n ambag aangewys kragtens die Wet op Mannekragopleiding, 1981, moet die loon betaal word wat ingevolge daardie Wet vir die toepaslike leerjaar voorgeskryf word.

(b) Alle ander juugdige: Die minimum loon voorgeskryf vir volwasse werknemers werkzaam in diezelfde klas werk.

4. (a) Werknemers wat metaalweisswerk verrig, uitgesonder puntweisswerk; en

(b) werknemers wat masjinerie onderhou:

<table>
<thead>
<tr>
<th>Sent per uur</th>
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</thead>
<tbody>
<tr>
<td>Gedurende die tydperk eindigende 20 Maart 1992</td>
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</tbody>
</table>
2. GENERAL PROVISIONS

Substitute the following for clause 4 of the Re-enacting Agreement:

"4. GENERAL PROVISIONS

The provisions contained in clauses 3 to 9 (4) (b) inclusive, 9 (4) (d) to 19 inclusive, 21, 24 to 27 inclusive and 29 to 39 inclusive of Part I, Part II, and clauses 1 to 3 (6) (a) inclusive and 3 (6) (c) to 12 inclusive of Part III of the Former Agreement, as re-enacted and amended, extended and renewed time to time shall apply to employers and employees."

3. CLAUSE 24: WAGES

(1) In subclause (2) (a), substitute the expression "20 March 1991" for the expression "20 March 1990" in the first two instances in which it occurs and substitute the expression "20 March 1990" for the expression "20 March 1991".

(2) In subclause (2) (b), substitute the expression "20 March 1991" for the expression "20 March 1990" and substitute the expression "20 March 1991" for the expression "20 March 1990".

4. CLAUSE 30: ABATEMENT OF WAGES

(1) In subclause (2), delete the expression "Subject to the provisions of the Blacks (Urban Areas) Consolidation Act, 1945."

5. CLAUSE 34: SUBSISTENCE ALLOWANCE

(1) In paragraph (a), substitute the expression "R20,00" for the expression "R15,03."

(2) In paragraph (b), substitute the expression "R20,00" for the expression "R15,03."

(3) In paragraph (c), substitute the expression "R20,00" for the expression "R15,03."

6. PART II OF THE FORMER AGREEMENT

Substitute the following for Part II:

"PART II

WAGES

Grado I

1. Employees engaged in any or all of the operations performed in the Furniture Manufacturing Industry, with the exception of the employees referred to in clauses 5 to 15 of this Part, but including foremen and/or supervisors:

Cents per hour

During period ending 20 March 1992............. 527

2. Learners employed in learning the operations covered by clause 1:

Grado I/1: For the first year of employment: 424 cents per hour;
Grado I/2: For the second year of employment: 449 cents per hour;
Grado I/3: For the third year of employment: 475 cents per hour;
Grado I/4: For the fourth year of employment: 498 cents per hour;

thereafter, the wage prescribed in clause 1.

3. (a) Juvenile male employees engaged in a trade or branch of a trade designated under the Manpower Training Act, 1981, shall be paid the wage prescribed in terms of that Act for the appropriate year of apprenticeship.

(b) All other juveniles: The minimum wage prescribed for adult employees employed on the same class of work.

4. (a) Employees engaged in the welding of metal, other than spot welding; and
(b) employees engaged in the maintenance of machinery:

Cents per hour

During the period ending 20 March 1992..... 527

2. ALGEMENE BEPALINGS

Vervang klusule 4 van die Herbekraggingsoorwerkoms deur die volgende:

"4. ALGEMENE BEPALINGS

Klusules 3 tot en met 9 (4) (b), 9 (4) (d) tot en met 19, 21, 24 tot en met 27 en 29 tot en met 39 van Deel I, Deel II en klusules 1 tot en met 3 (6) (a) en 3 (6) (c) tot en met 12 van Deel III van die Vorige Ooreenkoms soos van tyd tot tyd herbekragt en gewysig, verleng en hernieu, is van toepassing op werkgevers en werknerms."

3. KLOUSULE 24: LONE

(1) In subklusule (2) (a), vervang die uitdrukking "20 Maart 1990" waar dit die eerste keer voorkom deur die uitdrukking "20 Maart 1991", en vervang die uitdrukking "20 Maart 1990" deur die uitdrukking "20 Maart 1991".

(2) In subklusule (2) (b), vervang die uitdrukking "20 Maart 1990" deur die uitdrukking "20 Maart 1991" en die uitdrukking "20 Maart 1990" deur die uitdrukking "20 Maart 1991".

4. KLOUSULE 30: LOONKORTING

(1) In subklusule (2), skrap die uitdrukking "Behoudens die Swartes (Stadsgebiede) Konsolidasiewet, 1945."

5. KLOUSULE 34: ONDERHOUDSTOELAERE

(1) In paragraaf (a), vervang die uitdrukking "R15,00" deur deur die uitdrukking "R20,00."

(2) In paragraaf (b), vervang die uitdrukking "R15,00" deur deur die uitdrukking "R20,00."

(3) In paragraaf (c), vervang die uitdrukking "R15,00" deur deur die uitdrukking "R20,00."

6. DEEL II VAN DIE VORIGE OOREENKOMS

Vervang Deel II deur die volgende:

"DEEL II

LONE

Grado I

1. Werknermers in diens in enige van of al die werksame-
hede wat in die Meubelwerflik verlig word, uitgesonderd die werknermers in klusules 5 tot 15 van hierdie Deel bedoel, maar met inbegrip van voornamme en/of toegelhoeders:

Sent per uur

Gedurende die tydperk eindigende 20 Maart 1992.............................................. 527

2. Leerlinge in diens om die werksamehede te leer wat deur klusule 1 gedeel word:

Grado I/1: Vir die eerste jaar diens: 424 sent per uur;
Grado I/2: Vir die tweede jaar diens: 449 sent per uur;
Grado I/3: Vir die derde jaar diens: 475 sent per uur;
Grado I/4: Vir die vierde jaar diens: 498 sent per uur;

daarna, die loon by klusule 1 voorgeskryf.

3. (a) Jeugdige manlike werknermers in diens in 'n ambag of tak van 'n ambag aangeweys kragtens die Wet op Mannek-
grapoleiding, 1981, moet die loon betaal word wat ingevoel deur die Wet vir die toepaslike leerjare voorgeskryf word.

(b) Alle ander jeugdige: Die minimum loon voorgeskryf vir volwasse werknermers werkzaam in dieselde klas werk.

4. (a) Werknermers wat metaalweswerk verrig, uitgeson-
derd puntweswerk; en
(b) werknermers wat masjinerie onderhou:

Sent per uur

Gedurende die tydperk eindigende 20 Maart 1992.............................................. 527
Grade II

5. (a) Employees engaged in—

(1) bedding-making, which means the manufacture by hand or mechanical appliance, either in whole or in part, of all types of mattresses filled with coir, hairlock, flock, kapok, cotton wadding, hair, fibre, wool, feathers, grass, chaff, straw, rubber of any other similar materials; or any combination of spring interior, all types of wire springs, chain and/or spiral springs full spiral springs, mesh springs, helical springs, all types of springs and/or spring units; pillows, cushions, bolsters, overlays, quilts; knocking on and/or hooking on spring mattress wires, chain spring meshes, spiral springs and helical springs to frames for bedding, but excluding the sundry operations referred to in subclauses (b) and (c);

(2) weaving of spring mesh;

(3) stuffing filling into mattress cases, whether by hand or machine;

(4) side stitching;

(5) tufting, whether by hand or machine;

(6) operating a border quilting machine;

(7) operating a top quilting machine;

(8) preparing frames and rollers for the top quilting machine;

(9) securing, sewing or stapling interfacial pads to spring units, whether by hand or machine;

(10) filling of cushions with spring interiors and/or spring units;

(11) laying out filling material upon a spring unit;

(12) securing mattress tops, whether quilted or not, in a position for building a prebuilt interior or spring mattress;

(13) tape ending a spring interior mattress;

(14) roll edging by hand or machine:

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<tr>
<th>Cents per hour</th>
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<tr>
<td>During the period ending 20 March 1992</td>
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</table>

(b) Employees engaged in spot welding:

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<th>Cents per hour</th>
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<td>During the period ending 20 March 1992</td>
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</table>

(c) Employees employed as despatch clerks or storemen:

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<th>Cents per hour</th>
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<tr>
<td>During the period ending 20 March 1992</td>
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</table>

(d) Learners employed in learning the classes of work referred to in clause 5 (a);

During the first year in which this Agreement comes into operations:

Per week:

- Grade 2L1: For the first six months of employment: 334 cents per hour;
- Grade 2L2: For the second six months of employment: 365 cents per hour;

thereafter, the wage prescribed for an employee engaged on work referred to in clause 5 (a).

6. Employees engaged in—

operating all machines where such machines have been set by a setter or supervisor, all repetitive upholstery work (but excluding re-upholstery, prototype and one off work), operating spray guns, curtain and roller castors and all repetitive assembly operations:

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<tr>
<th>Cents per hour</th>
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<tr>
<td>During the period ending 20 March 1992</td>
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</table>

Grade II

5. (a) Werknemers wat die volgende werk verrig:

(1) Beddegoedmakery, d.w.s. die vervaardiging met die hand of 'n meganiese toestel, hetsy met die geheel of gedeeltelik, van alle soorte matrasse gevul met kiapperhaar, haarkloks, wikkels kapok, katoenwatte, hare, vesel, wol, vee, gras, kaf, strooi, rubber of 'n ander soortgelyke stof; of 'n kombinasie van veerbinnewerk, alle soorte draadverre, ketting-en/of spiraalverre, volspiraalverre, maasverre, heliese verre, alle soorte verre en/of veereenhede; kopplussings, stoelkussings, peluwe, bomratrassie, kwilie die vaslaan en/of vasaak van veermaatsadrade, kettingveremasse, spiraalverre en heliese verre aane rame vir beddegoed, maar uitgesonderd die diverse werkseamhede in subklausules (b) en (c) bedoel:

(2) veermaaswerk vleg:

(3) vupsel in matrasslope instop, hetsy met die hand of 'n masjien;

(4) sye stik;

(5) kwassiesmaak, hetsy met die hand of 'n masjien;

(6) 'n randkwiwtmasjien bedien;

(7) 'n bo-kwiwtmasjien bedien;

(8) rame en rollers vir die bo-kwiwtmasjien gereed maak;

(9) vervlegte kussinkies aan veereenhede vassit, -stik of kram, hetsy met die hand of 'n masjien;

(10) stoelkussings met veerbinnewerk en/of veereenhede vuit;

(11) vupsel op 'n veereenhed uitsprei;

(12) matrasbolstukke, hetsy gekwik of nie, in 'n posisie vassit om 'n vooraf geboude binnewerk of veermaats te bou;

(13) bande aan die kante van 'n binneveerematras stik;

(14) Rolomrandwerk met die hand of 'n masjien:

Sent per uur

Gedurende die tydperk eindigende 20 Maart 1992 .......................................................... 405

(b) Werknemers wat puntswaarselsewerk verrig:

Sent per uur

Gedurende die tydperk eindigende 20 Maart 1992 .......................................................... 405

(c) Werknemers in diens as versendingsklarke of maagdynammane:

Sent per uur

Gedurende die tydperk eindigende 20 Maart 1992 .......................................................... 405

(d) Leerlinge in diens om die klasse werk bedoel in kluosule 5 (a) te leer:

Gedurende die eerste jaar waarin hierdie Ooreenkoms in werkende tree:

Per week:

Graad 2L1: Vir die eerste ses maande diens: 334 sent per uur;

Graad 2L2: Vir die tweede ses maande diens: 363 sent per uur;

daarna, die loon voorgeskryf vir 'n werknemer in diens in werk in kluosule 5 (a) bedoel.

6. Werknemers wat die volgende werk verrig:

Alle masjienne bedien waar sodanie masjienne deur 'n masjie estellener of 'n toegewythe ingestel is, alle herhalingsstoerewerk (maar nie hersostoerewerk, prototype en enkelte werk nie), spesiaal bedien, gordynrolletjies ten rolwietjies aanbring en alle herhalingsmotoerwerkseamhede:

Sent per uur

Gedurende die tydperk eindigende 20 Maart 1992 .......................................................... 405
7. Learners employed in learning the operations referred to in clause 6:

During the first year in which this Agreement comes into operation:

Per week:

Grade 2L1: For the first six months of employment: 334 cents per hour;
Grade 2L2: For the second six months of employment: 363 cents per hour;

thereafter, the wage prescribed for an employee engaged on work referred to in clause 6.

Grade III

8. Employees engaged in—

(1) any operation or process, in whole or in part, performed by hand or mechanical appliance, in slipstitching, sewing and/or joining covers, flaps, cushions, cords, pelmets or bolsters, but excluding the cutting of covers;
(2) buttoning of removable and/or loose cushions;
(3) affixing gimp and/or braid and/or box pleating, but excluding the stapling and/or tacking thereof:

Cents per hour

During the period ending 20 March 1992........... 319

9. Employees engaged in—

(1) all sewing required in the manufacture of tops, borders, mattress cases, studio couch covers and component parts;
(2) sewing mattress handles to border;
(3) sewing quilted borders onto mattress units prior to tape edging;
(4) closing up by hand or machine the mouth of a mattress;
(5) joining border lengths;
(6) closing pillows, cushions and bolsters;
(7) cutting tops, borders and cases:

Cents per hour

During the period ending 20 March 1992........... 319

10. Learners employed in learning the classes of work referred to in clauses 8 and 9:

Per week:

Grade 3L1: For the first six months of employment: 302 cents per hour;
Grade 3L2: For the second six months of employment: 359 cents per hour;

thereafter, the wage prescribed for an employee engaged in work referred to in clauses 8 and 9.

11. Employees engaged in—

(1) fixing up of ready-made cane mats;
(2) setting up and operating single-drum sander, open disc sander, bobbin sander and air-filled sander;
(3) boring holes;
(4) morticing on the mortice machine only;
(5) operating the hinge recessing machine for the purpose of cutting recesses for locks and hinges;
(6) fitting cushions with spring interior and/or spring units;
(7) cutting heads and corners of covers;
(8) cutting up of covers;

Cents per hour

During the period ending 20 March 1992........... 359

12. Learners employed in learning the operations referred to in clause 11:

Per week:

Grade 4L1: For the first six months of employment: 272 cents per hour;
Grade 4L2: For the second six months of employment: 309 cents per hour;

thereafter, the wage prescribed for an employee engaged in work referred to in clauses 11 and 12.

13. Employees engaged in—

(1) hand sewing of tops, borders, mattress cases, studio couch covers and component parts;
(2) sewing mattress handles to border;
(3) sewing quilted borders onto mattress units prior to tape edging;
(4) closing up by hand or machine the mouth of a mattress;
(5) joining border lengths;
(6) closing pillows, cushions and bolsters;
(7) cutting tops, borders and cases:

Cents per hour

During the period ending 20 March 1992........... 359

14. Learners employed in learning the classes of work referred to in clauses 13:

Per week:

Grade 5L1: For the first six months of employment: 260 cents per hour;
Grade 5L2: For the second six months of employment: 309 cents per hour;

thereafter, the wage prescribed for an employee engaged in work referred to in clauses 13 and 14.

15. Employees engaged in—

(1) hand sewing of tops, borders, mattress cases, studio couch covers and component parts;
(2) sewing mattress handles to border;
(3) sewing quilted borders onto mattress units prior to tape edging;
(4) closing up by hand or machine the mouth of a mattress;
(5) joining border lengths;
(6) closing pillows, cushions and bolsters;
(7) cutting tops, borders and cases:

Gedurende die eerste jaar waarin hierdie Ooreenkoms in werk tree:

Per week:

Graad 2L1: Vir die eerste ses maande diens: 334 sent per uur;
Graad 2L2: Vir die tweede ses maande diens: 363 sent per uur;

Graad III

8. Werknemers wat die volgende werk verrig:

(1) 'n Werksaamheid of proses, hetwy in die geheel of gedeeltelik, met die hand of 'n meganiëse toestel, in giltsteek; stik en/of aamkaawerk van oortreksels, teenstroke, stoelkussings, koorde, gordynkappe of peule, maar nie die sny van oortreksels nie;
(2) knoppe aan verwysbare en/of los stoelkussings vas;
(3) gimp en/of galon en/of stolplhosiel vas te, maar nie vastkram en/of met hegspyer vaslaan nie:

Sent per uur

Gedurende die tydperk eindigende 20 Maart 1992.................. 319

9. Werknemers wat die volgende werk verrig:

(1) Alie stikwerk nodig by die vervaardiging van bostukke, rande, matratstople, atelierbankoortreksels en komponente;
(2) matrashandvateels aan rande stik;
(3) gekwiste rande aan matraasehende stik vör die vasstik van kantbande;
(4) die bek van 'n matras met die hand of 'n masjien toe;
(5) randlengtes aamkaawerk;
(6) kopkussings, stoelkussings en peule toewerk;
(7) bostukke, rande en slope uitsny:

Sent per uur

Gedurende die tydperk eindigende 20 Maart 1992.................. 319

10. Leerlinge in diens om die klasse werk bedoel in klou-
sules 8 en 9 te leer:

Per week:

Graad 3L1: Vir die eerste ses maande diens: 302 sent per uur;
Graad 3L2: Vir die tweede ses maande diens: 309 sent per uur;
daam, die loon voorgeskry vir 'n werknemer in diens in werk in klou-
sules 8 en 9 bedoel.

11. Werknemers wat die volgende werk verrig:

(1) Klaregemake rottangmatte vas vit;
(2) 'n enkelslukwerder, oppaksfluwerder, tolkruwer en kuggevolde skruwer opset en bedien;
(3) gate boor;
(4) sigs met die tepmaskien tagate sny;
(5) die skameruithoorns bedien om uithollings vir slote en skamiere te sny;
(6) stoelkussings met veerbinnewerk en/of veereenhede vut;
(7) operating a dowel insertion machine;
(8) inserting hanger bolt, and bolting on or screwing in of a leg, but excluding the affixing of the plate and/or attachment to the carcass to take the hanger bolt;
(9) operating an edge veneering machine, but excluding edge banding;
(10) machine sanding, excluding double and triple drum and combination drum and belt sander;
(11) positioning of wooden and metal laths and cross bars to frames for upholstery:

<table>
<thead>
<tr>
<th>Cents per hour</th>
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<td>During the period ending 20 March 1992</td>
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**Grade IV**

12. Employees engaged in—

(1) bolting;
(2) making and/or pointing of wooden dowels and pins by hand and/or machine;
(3) sandpapering by hand and/or portable sander, regardless of whether the articles sandpapered are stationary or rotating;
(4) bending of solid timber by hand or mechanical process;
(5) filling of holes or cracks in furniture with wood filler or similar substances;
(6) fixing bed irons, domes and sockets for castors;
(7) applying wax;
(8) painting and/or filling edges;
(9) removing doors and fittings prior to preparation for polishing;
(10) filling in with plaster of Paris or any other filling material;
(11) bleaching furniture with acids or any other bleaching agent;
(12) stippling polished surface;
(13) staining, filing and/or reviving by hand only;
(14) fixing of webbing and/or substitutes, but excluding the lashing of coil springs;
(15) tacking of plywood or hardboard onto loose seats for upholstery purposes;
(16) spraying of metal;
(17) riempie work;
(18) hooking on of helical springs and/or chain and/or zigzag or no-sag type of springing;
(19) seating cast or other materials by machine;
(20) stitching and punching the background ready of carving;
(21) knocking on of T and G edge strips by hand, excluding mitered corner sections;
(22) tacking on of bottoms to upholstered articles;
(23) work in connection with any of the processes in the construction of spring interior and/or spring units and the manufacture of their component parts;
(24) punching away protruding panel pins and/or nails and/or staples in the hand-sanding section;
(25) breaking up and/or cutting from selfedge to selfedge by hand of rolls of upholstery material, hessian, calico, crownelex and similar materials, but expressly excluding the cutting to size of pattern and/or shape ready for upholstery;
(26) fixing of handles by screws, bolts and nuts, and screwbolts through prebored holes;
(27) affixing of mirrors by the use of adhesive tape;
(28) touching up at the point of loading and/or offloading:

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<th>Cents per hour</th>
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<tbody>
<tr>
<td>Gedurende die tydperk eindigende Maart 1992</td>
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</table>
13. Employees engaged in—

(1) bolting by hand of bed mattress frames, studio couch frames and cots;
(2) preparing spools for a border quilting machine;
(3) cutting quilted borders to length;
(4) punching holes in mattress borders;
(5) fitting ventilators and handles to mattress borders;
(6) feeding the interlacing machine;
(7) cutting and making of pads, irrespective of materials used;
(8) positioning of laths and cross-bars, or fixing webbing to mattress or bed frames;
(9) staining mattress frames;
(10) affixing lugs to mattress frames;
(11) positioning and securing mesh to a mattress frame;
(12) hanging loops on needles in compression tufting;
(13) loading, wheeling and operating a cloth-spreading machine;
(14) operating a teasing machine;
(15) attending a loop machine;
(16) attaching loops or buttons or tufts;
(17) staining and/or varnishing frames for bedding by hand;
(18) assembling, knocking or hooking on woven wire mesh and chain spring mashes to frames for bedding, irrespective of the materials of which such frames are made;
(19) fixing bed irons;
(20) attaching spring units to bed frames;

Cents per hour

During the period ending 20 March 1992........... 295

14. Employees engaged in—

(1) cleaning and sweeping of premises;
(2) cleaning machinery, plant, tools, spray guns and utensils;
(3) oiling and greasing machines and/or vehicles;
(4) time-washing;
(5) loading and/or unloading vehicles;
(6) handling materials;
(7) pushing or pulling a vehicle or handcart;
(8) delivery by manually propelled vehicles;
(9) unpacking, bailing and unbailing raw materials;
(10) cleaning and blowing down of equipment;
(11) attending boiler, incinerator and/or oven;
(12) loading and unloading kilns;
(13) making tea or other similar beverages;
(14) treating timber for preservation;
(15) packing articles into cartons and/or cardboard containers;
(16) packing articles into cartons and/or cardboard containers and thereafter filling and closing such cartons and containers;
(17) washing and/or wiping off glue;
(18) stripping second-hand upholstery and bedding;
(19) assisting a furniture machinist in handling materials before and after machining;
(20) cutting metal rods, hinges, metal tubes, metal strips, chain, wire, hoop-iron and similar materials;
(21) riveting or making threads on iron bolts and rods;

13. Werknemers wat die volgende werk verrig:

(1) Bedmatrasse, setleersbankrame en bababeddens met die hand vasbou;
(2) spoele vir 'n randwitmasjien gereedmaak;
(3) gekwilte rande volgens lengte sny;
(4) gate in matrasrande pons;
(5) ventileers en handvatsels aan matrasrande aanbring;
(6) die vervaagmasjien vor;
(7) kussinkies uitsny en maak, ongeag die materiaal wat gebruik word;
(8) latte en dwarststawe in posisie plaas op webbaan aan matras- of bedrame heg;
(9) matrasse balts;
(10) ore aan matrasse vasheg;
(11) maas aan 'n matrasraam in posisie plaas en vasheg;
(12) lusse aan naalde by drukweerstelwerk;
(13) 'n materiaaleimasjien laai, stoot en bedien;
(14) 'n pluismasjien bedien;
(15) 'n lusmaakmasjien bedien;
(16) lusse, knoepe of kwassies vasheg;
(17) rame vir bedgedoeg met die hand balts en/of vernis;
(18) geweefde draadmaas en kettingveermasse aan rame vir bedgedoeg monteer, vesaal of vashaak, ongeag die materiaal waarvan die rame gemaak is;
(19) bedysters aanbring;
(20) veereenhede aan bedrame vasheg:

Sent per uur

Gedurende die tydperk eindigende 20 Maart 1992 .......................................................... 295

14. Werknemers wat die volgende werk verrig:

(1) Persele skoonmaak en vee;
(2) masjinerie, uitrusting, gereedskap, sporescopte en werktuie skoonmaak;
(3) masjie en/of voertuie olie smeer;
(4) afwit;
(5) voertuie laai en/of aflaai;
(6) materiaal hanteer;
(7) 'n voertuig of handkar stoot of trek;
(8) met handvoertuie afliever;
(9) grondstowwe uitpak, baal en onbaal;
(10) uitrusting skoonmaak en skoonblaa;
(11) 'n stoomketel, verbrander en/of oond bedien;
(12) drooggroonde laai en ontsai;
(13) tee of ander dergelijke drankie maak;
(14) hout vir preservering behandel;
(15) artikels in kartonne en/of kartonhouers verpak;
(16) artikels in kartonne en/of kartonhouers verpak en daarna die kartonne en kartonhouers vul en toekom;
(17) lyn afwas en/of afvee;
(18) gebruikte stofferwerk en bedgedoeg uitmekaarhaal;
(19) 'n meubelmasjienwerker help om materiale voor en na masjienbewerking te hanteer;
(20) metaalstawe, skamiere, metaalbuise, metaalstrose, ketting, draad, hopelpyste en dergelike materiale sny;
(21) ysterboute en -stawe vasklink of skroefdraad daarin sny;
(22) operating presses of any type;
(23) baling and dipping of upholstery springs;
(24) attending to dust bags and/or cyclones of sanding machines;
(25) gluing sandpaper discs;
(26) wrapping in paper or cardboard;
(27) inserting rubber units into mattress cases;
(28) cutting and gluing together of rubber or substitute materials;
(29) taping of veneers and attending veneers press;
(30) removing, washing and/or cleaning off glue and paper from pressed veneers;
(31) straightening and/or cutting hoop-iron used for webbing;
(32) filling of pillows, cushions and bolsters with substances or materials other than spring interiors and/or spring units;
(33) beating and/or teaging coir by hand;
(34) cleaning metal rods;
(35) mass-measuring pillows, bolsters, quilts and cushions;
(36) teaging coir or any other materials by hand;
(37) stripping bedding;
(38) removing glue from furniture.
(39) bending, punching, riveting, drilling and/or assembling metal parts;
(40) mixing, mass-measuring and preparing glue;
(41) applying and/or spreading glue and glue hardeners by hand, brush or machine, but expressly excluding the putting together or assembling of furniture parts except in the case of the employees referred to in subclause (45) hereunder;
(42) operating tenon squashing machine;
(43) marking off by template, patterns and/or jig in preparation for machining;
(44) marking pattern, template and/or jig;
(45) putting together or assembling furniture parts which are to be cramped, clamped or pressed: Provided that the ratio of employees performing this operation to employees in receipt of the wage prescribed in clause 1 of this Part who are engaged in cramping, clamping or pressing shall not exceed two to one;
(46) making and jointing sandpaper or discs and belts for open belt sanders;
(47) straining of materials;
(48) taping, stapling and/or tacking veneers, plywood and hardboard only to frames or core material for pressing;
(49) tapeless jointing by machine;
(50) loading and unloading vacuum bag and press of any kind;
(51) washing off gum or other tapes;
(52) stacking parts after pressing;
(53) assisting upholsterers in holding cover;
(54) rubbing on glue blocks;
(55) inserting corrugated fasteners in the process of assembling frames;
(56) trimming away by hand or hand tool of excess veneer after affixing of veneer;
(57) inserting screws into pre-bored holes preparatory to screwing;
(58) affixing nuts and/or nut covers to bolts;
(59) bolting handles;
(60) enige soort pers bedien;
(61) stoffeererre baal en indompel;
(62) stofskakke en/of siklene van suurmmäjene versorg;
(63) skurupiperskywe vaslym;
(64) in papier of karton toedraai;
(65) rubbereenheid in matrassslope insit;
(66) rubber of plaasvervangers daarvan uitsny en aan mekaar vaslym;
(67) finere met kleefband vassit en 'n fineerpers bedien;
(68) lyn en paper van geperste fineer verwyder, afwas en algee;
(69) hoepelyster wat vir webband gebruik word, reguit mask en/of sny;
(70) kopkussings, stoelkussings en peule met stowwe of materiaal vul, maar nie met veertinnwerk en/of veereenhede nie;
(71) klapperhaan met die hand uitklop en/of pluis;
(72) metaalstawe skoonmaak;
(73) die massa van kopkussings, peule, kwite en stoelkussings bepaal;
(74) klapperhaan of ander materiaal met die hand pluis;
(75) bedegedo uitmekaarhaal;
(76) lyn van meubels verwyder;
(77) metaaldele buig, pons, vasklink, boor en/of innekaarsit;
(78) lyn meng, massameet en voorberei;
(79) lyn en lynverharders met die hand, 'n kwas of masjien aanwend en/of sprei, maar uitdruklik nie meubelonderdele innekaars sit of monter nie behalwe in die geval van die werknemers in subklausule (45) hieronder bedoel;
(80) 'n tapatladruksamien bedien;
(81) met 'n patroonplaat, patrone en/of 'n setmaat afmerk ter voorbereiding vir masjinerie;
(82) 'n patroon, patroonplaat en/of setmaat afwerk;
(83) meubelonderdele wat geklem, geklomp of gepers moet word, innekaars of montageer: Met dien verstande dat die getalsverhouding van werknemers wat hierdie werkzaamheid verrig tot werknemers wat die loon ontvang wat by klausule 1 van hierdie Deel voorgeskryf word en wat klekm- klamp- of perswerk verrig, hoogstens twee tot een mag wees;
(84) skuurpapier of -skrywe en -bande vir oppbandsku- ders maak en las;
(85) materiale deursyg;
(86) finere, iaaghot en hardebord met kleefband, kramme en/of hegspykers aan rame of kermateriaal vassit vir perswerk;
(87) bundelose laswerk met 'n masjien;
(88) enige soort vauumsak en -pers laai en ontlaa;
(89) gom- of ander bandes afwas;
(90) onderdele na perswerk opstapel;
(91) 'n stoffeerder help deur die kortekesel vas te hou;
(92) lymblokte aanvry;
(93) karteikramme insit in die proses van rame innekaarsit;
(94) korttige fineer met die hand of 'n handwerktydig werk nadat fineer aangestel is;
(95) skrweu in vooraf geboorde gale insit voordat vasgeskroef word;
(96) moere en/of moerdoppe aan boute vassit;
(97) handvatsels vassout;
(60) dropping glass into pre-made grooves or rebates, but excluding the affixing of glass in position with beading and/or securing glass in any other manner;

(61) edge veneering by hand;

(62) cutting foam rubber and/or similar substances to shape and/or size;

(63) operating a foam mincing machine;

(64) cutting cardboard in the upholstery section by hand and/or guillotine, but excluding the use of any other machine or the cutting of cardboard in any other department;

(65) filling loose cushion cases with filling material;

(66) knocking in wooden dowels by hand;

(67) gluing foam rubber and/or similar substances to cover material for quilting only:

<table>
<thead>
<tr>
<th>Cents per hour</th>
</tr>
</thead>
<tbody>
<tr>
<td>During the period ending 20 March 1992...........</td>
</tr>
</tbody>
</table>

15. (a) Employees employed as caretakers or watchmen:

<table>
<thead>
<tr>
<th>Rand per week</th>
</tr>
</thead>
<tbody>
<tr>
<td>During the period ending 20 March 1992...........</td>
</tr>
</tbody>
</table>

(b) (i) Employees employed as packers;
(ii) employees employed as office messengers;
(iii) casual employees:

<table>
<thead>
<tr>
<th>Cents per hour</th>
</tr>
</thead>
<tbody>
<tr>
<td>During the period ending 20 March 1992...........</td>
</tr>
</tbody>
</table>

PART III OF THE FORMER AGREEMENT

7. CLAUSE 2: WAGES

(1) Substitute the following for subclause (1) (a):

"(1) (a) Employees, other than casual employees.—An employee who drives a vehicle, other than a steam-wagon, the unladen mass of which, together with the unladen mass of a trailer drawn by such vehicle—

(i) does not exceed 2 722 kg:

322c per hour during the period ending 20 March 1992;

(ii) exceeds 2 722 kg but does exceed 4 536 kg:

380c per hour during the period ending 20 March 1992;

(iii) exceeds 4 536 kg:

376c per hour during the period ending 20 March 1992.".

(2) In subclause (4) (a), substitute the expression "R20,00" for the expression "R15,00".

(3) In subclause (4) (b), substitute the expression "R20,00" for the expression "R15,00".

(4) In subclause (4) (c), substitute the expression "R20,00" for the expression "R15,00".

Signed at East London on behalf of the parties this 11th day of April 1991.

P. W. MACKIE,
Chairman of the Council.

G. M. MANN,
Vice-Chairman of the Council.

W. J. CHERRY,
Secretary of the Council.

(60) glas in voreaf gemaakte groewe of spanningt laat sak, maar nie glas by kraalsywerk in posisie van vasst en/of glas op 'n ander manier vasst nie;

(61) rantineerwerk met die hand;

(62) skuimrubber en/of dergelijke stowwe na fatsoen en/of grootte sny;

(63) 'n skuimmaalmasjien bedien;

(64) karton in die stoffeerskesie met die hand en/of 'n valmes sny, maar nie 'n ander masjien gebruik of karton in 'n ander afdeling sny nie;

(65) los stoelkussingslope met vulmateriaal vul;

(66) houtappen met die hand instal;

(67) skuimrubber en/of dergelijke stowwe aan oortrekmateriaal vaslym slegs vir deurstukwerk:

<table>
<thead>
<tr>
<th>Sents per uur</th>
</tr>
</thead>
<tbody>
<tr>
<td>Gedurende die tydperk eindigende 20 Maart 1992</td>
</tr>
</tbody>
</table>

15. (a) Werknemers in diens as opsigers of wagte:

<table>
<thead>
<tr>
<th>Rand per week</th>
</tr>
</thead>
<tbody>
<tr>
<td>Gedurende die tydperk eindigende 20 Maart 1992</td>
</tr>
</tbody>
</table>

(b) (i) Werknemers in diens as verpakkings;
(ii) werknemers in diens as kantoorbodes;
(iii) los werknemers:

<table>
<thead>
<tr>
<th>Sents per uur</th>
</tr>
</thead>
<tbody>
<tr>
<td>Gedurende die tydperk eindigende 20 Maart 1992</td>
</tr>
</tbody>
</table>

DEEL III VAN DIE VORIGE OOREENKOMS

7. KLOUSSULE 2: LONE

(1) Vervang subklausule (1) (a) deur die volgende:

"(1) (a) Werknemers, uitgesonderd los werknemers.—'n Werknemer wat 'n voertuig, uitgesonderd 'n stoomwag, dryf waarvan die onbelegde massa, tams soos die onbelegde massa van 'n slaapwag, wat deur sodanige voertuig getrek word—

(i) hoogstens 2 722 kg is:

322c per uur gedurende die tydperk eindigende 20 Maart 1992;

(ii) meer as 2 722 kg maar hoogstens 4 536 kg is:

360c per uur gedurende die tydperk eindigende 20 Maart 1992;

(iii) meer as 4 536 kg:

376c per uur gedurende die tydperk eindigende 20 Maart 1992.".

(2) In subklausule (4) (a), verwag die uitdrukking "R15,00" deur die uitdrukking "R20,00".

(3) In subklausule (4) (b), verwag die uitdrukking "R15,00" deur die uitdrukking "R20,00".

(4) In subklausule (4) (c), verwag die uitdrukking "R15,00" deur die uitdrukking "R20,00".

Namens die partye op hede die 11de dag van April 1991 te Oos-Londen onderteken.

P. W. MACKIE,
Voorsitter van die Raad.

G. M. MANN,
Ondersetters van die Raad.

W. J. CHERRY,
Sekretaris van die Raad.
(2) Substitute the following for subsection (1) (b):

"(b) payment of expenses for dental services in respect of gold, metal and porcelain inlays and gold foil; crown and bridge work; dentures, including metal base dentures; prosthodontic, orthodontic and periodontic services, not exceeding the following maximum limits:

Member only (no dependants): R660.
Member plus 1 dependant: R1 200;
Member plus 2 dependants: R1 300;
Member plus 3 dependants: R1 400;
Member plus 4 or more dependants: R1 500;"

(3) Substitute the following for subsection (1) (c):

"(c) payment of expenses for optical services not exceeding R225 for any one member of dependant, subject to an overall limit of R400 in the aggregate for a member and his dependants;"

Signed at Johannesburg, for and on behalf of the parties, this 8th day of May 1991.

W. P. COETZEE,
Chairman.

J. DE W. TROTSKIE,
Vice-Chairman.

D. G. LEVY,
General Secretary.

No. R. 2051 23 August 1991

LABOUR RELATIONS ACT, 1956

CHEMICAL INDUSTRY, CAPE: AMENDMENT OF MAIN AGREEMENT

I, Eli van der Merwe Louw, Minister of Manpower, hereby—

(a) in terms of section 48 (1) (a) of the Labour Relations Act, 1956, declare that the provisions of the Agreement (hereinafter referred to as the Amending Agreement) which appears in the Schedule hereto and which relates to the Undertaking, Industry, Trade or Occupation referred to in the heading to this notice, shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 31 December 1991, upon the employers' organisation and the trade union which entered into the Amending Agreement and upon the employers and employees who are members of the said organisation or union; and

(b) in terms of section 48 (1) (b) of the said Act, declare that the provisions of the Amending Agreement, excluding those contained in clause 1 (1) (a) shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 31 December 1991, upon all employers and employees, other than those referred to in paragraph (a) of this notice, who are engaged or employed in the said Undertaking, Industry, Trade or Occupation in the areas specified in clause 1 of the Amending Agreement.

E. VAN DER M. LOUW,
Minister of Manpower.

No. R. 2051 23 August 1991

WET OP ARBEIDSVERHOUDINGE, 1956

CHEMIKALIEÉNWERERDIE, KAAP: WYSIGING VAN HOOFPOOREENKOMS

Ek, Eli van der Merwe Louw, Minister van Mannekrag, verklaar hierby—

(a) kragtens artikel 48 (1) (a) van die Wet op Arbeidsverhoudinge, 1956, dat die bepalinge van die Ooreenkoms (hierna die Wysigingsoorenkoms genoem) wat in die Bylale hiervan verskyn en betrekking het op die Onderneming, Nywerheid, Bedryf of Beroep in die opskrif by hierdie kennisgewing vermeld, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 31 Desember 1991 eindig, bindend is vir die werkgewersorganisasie en die vakvereniging wat die Wysigingsoorenkoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasie of vereniging is; en

(b) kragtens artikel 48 (1) (b) van genoemde Wet, dat die bepalinge van die Wysigingsoorenkoms, uitgesonder die vervat in klousule 1 (1) (a) met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 31 Desember 1991 eindig, bindend is vir alle ander werkgewers en werknemers as die genoem in paragraaf (a) van hierdie kennisgewing wat betrokke is by of in diens is in genoemde Onderneming, Nywerheid, Bedryf of Beroep in die gebiede in klousule 1 van die Wysigingsoorenkoms gespesifiseer.

E. VAN DER M. LOUW,
Minister van Mannekrag.
SCHEDULE

INDUSTRIAL COUNCIL FOR THE CHEMICAL INDUSTRY (CAPE)

MAIN AGREEMENT

in accordance with the provisions of the Labour Relations Act, 1956, made and entered into by and between the Cape Manufacturing Chemists’ and Druggists’ Association (hereinafter referred to as the “employers” or the “employers’ organisation”), of the one part, and the Chemical and Allied Workers’ Union (hereinafter referred to as the “employees” of the “trade union”), of the other part, being the parties to the Industrial Council for the Chemical Industry (Cape), to amend the Main Agreement published under Government Notice No. R. 1452 of 7 July 1989 (hereinafter referred to as the Re-enacting Agreement), and extended by Government Notices Nos. R. 2576 of 29 December 1993, R. 1040 of 11 May 1990 and R. 100 of 18 January 1991.

1. AREA AND SCOPE OF APPLICATION OF MAIN AGREEMENT

(1) The terms of this Agreement shall be observed in the Chemical Industry (Cape)—

(a) by all employers who are members of the employers’ organisation and are engaged in the Chemical Industry and by all employees who are members of the trade union and are employed in the said Industry;

(b) in the municipal area of Cape Town, as it existed on 19 October 1986, and in the Magisterial Districts of Goodwood (excluding those portions which in terms of Government Notice No. 1882 of 3 October 1975 were transferred from the Magisterial District of The Cape and excluding those portions which in terms of Government Notice No. 1611 of 3 September 1976 were transferred from the Magisterial District of The Cape and Wynberg) and Bellville (excluding those portions which in terms of Government Notices Nos. 2102 and 173 of 2 November 1945 and 9 February 1953, respectively, were transferred from the Magisterial District of Wynberg), in that portion of the Magisterial District of Stellenbosch which, prior to the publication of Government Notice No. 283 of 2 March 1962, fell within the Magisterial District of Bellville and in that portion of the Magisterial District of Kuils River which, prior to the publication of Government Notice No. 661 of 19 April 1974, fell within the Magisterial District of Stellenbosch but which, prior to 2 March 1952, fell within the Magisterial District of Bellville, in that portion of the Magisterial District of Kuils River which, prior to the publication of Government Notice No. 1683 of 7 August 1987, fell within the Magisterial District of Bellville and in the Magisterial District of Malmesbury.

(2) Notwithstanding the provisions of subclause (1), the terms of this Agreement shall only apply in respect of employees for whom wages are prescribed in this Agreement.

(3) Notwithstanding anything to the contrary in this Agreement, nothing herein contained shall be construed as affecting or applying to employees earning not less than R34 000 per annum, nor to workers commonly known within the Chemical Industry as sales representatives: Provided that the provisions of this subclause shall not affect the provision of clause 16.

2. CLAUSE 1: AREA AND SCOPE OF APPLICATION OF AGREEMENT

In subclause (3), substitute the figure “R34 000” for the figure “R29 000”.

BYLAE

NYWERHEIDSRaad VIR DIE CHEMIkALIE-
NYWERHEID (KAAP)

HOOFOOREENKOMS

ooreenkomstig die Wet op Arbeidsverhoudinge, 1956, gesluit deur en aangegaan tussen die Cape Manufacturing Chemists’ and Druggists’ Association (hierna die “werkgewers” of die “werkgewersorganisasie” genoem) aan die een kant, en die Chemical and Allied Workers’ Union (hierna die “werknemers” of die “vakvereniging” genoem), aan die ander kant, wat die partye is by die Nywerheidsraad vir die Chemikalie-nywerheid (Kaap), om die Hoofooreenkomst, gepubliseer by Goewermentskennisnissgewing No. 1452 van 7 Julie 1989 (hierna die Herbegrading genoem), en verleng deur Goewermentskennisingsgewings Nos. 2878 van 29 Desember 1989, R. 1040 van 11 Mei 1990 en R. 100 van 18 Januarie 1991 te wys.

1. TOEPASSINGSBESTEK VAN OOREENKOMS

(1) Hierdie Ooreenkomst moet in die Chemikalieënwyerheid (Kaap) nagekom word—

(a) deur alle werkgewers wat lede van die werkgewersorganisasie is en by die Chemikalieënwyerheid betrokke is en deur alle werknemers wat lede van die vakvereniging is en in genoemde Nywerheid werkzaam is;

(b) in die munisipale gebied van Kaapstad, soos dit op 19 Oktober 1986 bestaan het, en in die landdorstdistrikte Goodwood (uitgesonderd daardie gedeeltes wat inheemse Goewermentskennisnissgewing No. 1882 van 3 Oktober 1975 vanaf die landdorstdistrikt Die Kaap oorgeplaas is en uitgesonderd daardie gedeeltes wat inheemse Goewermentskennisnissgewing No. 1611 van 3 September 1976 vanaf die landdorstdistrik Die Kaap en Wynberg oorgeplaas is) en Bellville (uitgesonderd daardie gedeeltes wat inheemse Goewermentskennisnissgewings Nos. 2102 en 173 van onderskeidelik 2 November 1945 en 9 Februarie 1973 vanaf die landdorstdistrikt Wynberg oorgeplaas is), in daardie gedeelte van die landdorstdistrikt Stellenbosch wat voor die publikasie van Goewermentskennisnissgewing No. 283 van 2 Maart 1952 binne die landdorstdistrikt Bellville geval het en in daardie gedeelte van die landdorstdistrikt Kuilsrivier wat voor die publikasie van Goewermentskennisnissgewing No. 661 van 19 April 1974 binne die landdorstdistrikt Stellenbosch geval het, maar wat voor 2 Maart 1952 binne die landdorstdistrikt Bellville geval het, in daardie gedeelte van die landdorstdistrikt Kuilsrivier wat voor die publikasie van Goewermentskennisnissgewing No. 1683 van 7 Augustus 1987, binne die landdorstdistrikt Bellville geval het en in die landdorstdistrikt Malmesbury.

(2) Ondanks subklousule (1) is hierdie Ooreenkomst van toepassing slegs op werknemers vir wie lone in hierdie Ooreenkomst voorgeskryf word.

(3) Ondanks andersluitende bepalings in hierdie Ooreenkomst moet niks hienn vervat so uitgelê word dat dit die werknemers wat minstens R34 000 per jaar verdien of werkers wat in die algemene in die Chemikalieënwyerheid as verkoperswoordwoorde behou, raak of op hulle van toepassing is nie: Met dié verstande word dié subklousule nie klousule 16 raak nie.

2. KLOUSULE 1: TOEPASSINGSBESTEK VAN OOREENKOMS

In subklousule (3), vervang die syfer “R29 000”, deur die syfer “R34 000”.
### 3. Clause 4: Wages

(1) Substitute the following for subclause (1) (a):

"(a) Employees other than casual employees:

<table>
<thead>
<tr>
<th>Category</th>
<th>Per Hour</th>
<th>Weekly</th>
<th>Monthly</th>
</tr>
</thead>
<tbody>
<tr>
<td>I</td>
<td>4,3474</td>
<td>182,59</td>
<td>791,16</td>
</tr>
<tr>
<td>II</td>
<td>4,6521</td>
<td>195,39</td>
<td>846,62</td>
</tr>
<tr>
<td>III</td>
<td>4,7510</td>
<td>201,22</td>
<td>871,89</td>
</tr>
<tr>
<td>IV</td>
<td>4,9871</td>
<td>209,46</td>
<td>907,59</td>
</tr>
<tr>
<td>V</td>
<td>4,5374</td>
<td>228,37</td>
<td>999,53</td>
</tr>
<tr>
<td>VI</td>
<td>6,4476</td>
<td>270,80</td>
<td>1,173,38</td>
</tr>
<tr>
<td>VII</td>
<td>6,8083</td>
<td>285,95</td>
<td>1,239,02</td>
</tr>
<tr>
<td>VIII</td>
<td>10,2036</td>
<td>428,55</td>
<td>1,856,91</td>
</tr>
<tr>
<td>IX</td>
<td>12,0945</td>
<td>507,98</td>
<td>2,201,08*</td>
</tr>
</tbody>
</table>

(2) Substitute the following for subclause (9) (a):

"(9) (a) Calculation of wages: An employee, other than a casual employee, falling within any of the employment categories I to VIII, who immediately prior to the coming into operation of this Agreement was in receipt of a higher wage than that prescribed for an employee of his wage category shall receive an increment equal to 17 per cent of his actual weekly wage: Provided that the employee shall earn not less than the new minimum wage for the category in which he is employed."

### 4. Clause 5: Payment of Remuneration

Substitute the following for the subclause (7) (e) (ii):

"7. (e) (ii) in the case of short-time due to slackness of trade consultation with the trade union shall take place prior to the introduction of such short-time, and no deductions shall be made unless the employer has given his employee no less than 24 hours notice of his intentions to introduce short-time: Provided that if an employer is not a member of the employers' organisation which is a party to the agreement, such consultation shall take place with the employees or their recognised representatives."

### 5. Clause 6: Annual Bonus

(1) Substitute the following for subclause (1) (a):

"(1) (a) two weeks basic wage in respect of employees with more than one year's service within the industry;"

(2) Substitute the following for subclause (1) (b):

"(1) (b) all other employees with less than one year's service shall be entitled to a pro rata bonus based on the number of completed months of service.""

### 6. Clause 7: Hours, Ordinary and Overtime, and Payment for Overtime

In subclause (7) (b), substitute the figure "R4,00" for the figure "R3,00".

---

### 3. Clause 4: Lone

(1) Vervang subklusule (1) (a) deur die volgende:

"(a) Werknemers, uitgesonder die werknemers:

<table>
<thead>
<tr>
<th>Category</th>
<th>Per uur</th>
<th>Weeklik</th>
<th>Maandlik</th>
</tr>
</thead>
<tbody>
<tr>
<td>I</td>
<td>4,3474</td>
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<tr>
<td>II</td>
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<td>1,856,91</td>
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<td>IX</td>
<td>12,0945</td>
<td>507,98</td>
<td>2,201,08*</td>
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</table>

(2) Vervang subklusule (9) (a) deur die volgende:

"(9) (a) Loondberekening: 'n Werknemer, uitgesonder 'n los werk- namer, wat binne enge genoeg van die wolkategorie 1 tot VIII val en wat onmiddellik deur die inwerkkingtreding van hierdie Ooreenkomst in ontvang was van 'n loon wat hoër as die loon wat vir 'n werk- namer in sy kategorie voorgeskryf word, moet 'n loonverhoging ontvang gelyk aan 17 persent van sy werlike weeklikse loon. Met dien verstande dat die werknemer nie minder mag ontvang nie as die nuwe minimum loon vir die kategorie waarin hy werksaam is."

### 4. Clause 5: Betalings van Besoldiging

Vervang subklusule (7) (e) (ii) deur die volgende:

"7. (e) (ii) in die geval van kortyd wat deur 'n slappe in die bedryf veroorsaak word konsultasie met die vakvereniging moet plaasvind voordat sodanige kortyd ingewer word en geen bedrag afgetrek mag word nie teeny die werkgever se werknemer minstens 24 uur vooraf gekies mag word van sy voorneme om kortyd in te voeg. Met dien verstande dat indien 'n werkgever nie 'n lid is van die werkge- wersorganisasie wat 'n party by die ooreenkomst is nie, dan moet, sodanige konsultasie met die werknemers of hul erkende verteenwoordigers geskied."

### 5. Clause 6: Jaarlikse Bonus

(1) Vervang subklusule (1) (a) deur die volgende:

"(1) (a) twee weke se basiese loon, in die geval van 'n werknemer wat meer as een jaar diens in die Nyeerheid het."

(2) Vervang subklusule (1) (b) deur die volgende:

"(1) (b) alle ander werknemers met minder as een jaar diens is gereig op 'n pro rata-bonus wat gebaseer is op die aantal voltooi de maande diens."

### 6. Clause 7: Werkure, Gewone en Oortydse, en Besoldiging Vir Oortyd

In subklusule (7) (b) (ii), vervang die syfer "R3,00" deur die syfer "R4,00".
7. CLAUSE 9bis: MATERNITY LEAVE

(1) Substitute the following for subclauses (1), (2) and (3):

(1) All female employees who have had a minimum of 24 months’ continuous service with the same employer as at the date of the commencement of the maternity leave shall be entitled to three months’ paid maternity leave.

(2) All employees who proceed on maternity leave in terms of subclause (1) shall be guaranteed re-employment after the expiry of the three months’ paid maternity leave at the same job grade that was applicable to the employee immediately prior to the commencement of maternity leave and at the same rate of pay or the new minimum wage for that grade, whichever is the greater.

(3) An employee who proceeds on maternity leave shall be paid 33½% of her basic wage for the three months’ maternity leave. Such payment shall be made to the employee immediately prior to her proceeding on maternity leave.

2. Renum the subclauses “3”, “4” as “5”, “6” and “5”.

8. Insert the following new clause 13ter:

“13ter. DISCIPLINARY CODE AND PROCEDURE AND GRIEVANCE PROCEDURE

(a) Disciplinary Code and Procedure:

1. Introduction:

1.1 It is Management’s right to take disciplinary action and the disciplinary code and procedure are a guide to both Management and employees to ensure that disciplinary action is fair.

1.2 Disciplinary action will, wherever possible, consist of instruction and assistance to the employee in order that the required standard of behaviour or performance may be attained and surpassed. Such action will be taken as soon after the event as possible.

1.3 Wherever the possibility of severe disciplinary action exists, a full disciplinary enquiry will be held.

1.4 Employees subject to disciplinary action may be assisted, or represented, by a fellow employee, a shop steward or a trade union official.

2. Disciplinary code:

Examples of minor work problems which may result in disciplinary action:

Unsatisfactory work; poor timekeeping; use of abusive language etc.

Examples of more serious work problems which may result in disciplinary action:

Using, possessing or being under the influence of alcohol or other non-prescribed drugs; theft or unauthorised possession of Company property; unauthorised absence; failure to obey safety rules; assault etc.

3. Disciplinary procedure:

3.1 Wherever possible, progressive discipline will be applied: verbal counselling will be given and if no improvement is forthcoming, more severe disciplinary action will then be taken.

3.2 However, when more serious work problems have arisen, disciplinary action is likely to be more severe and could on the first occasion be a final written warning or even dismissal.

7. KLOUSSULE 9bis: KRAAMVERLOF

(1) Vervang subklausule (1), (2) en (3) deur die volgende:

“(1) Alle vroulike werknemers wat op die datum waarop dié kraamverlof begin ‘n minimum van 24 maande ononderbroken diens by diéselfde werkgever het, is geregeld op drie maand- betaalde kraamverlof.

(2) Alle werknemers wat ingevolge subklausule (1) me kraamverlof gaan, moet gewaarborg word dat hulle na verstryking van die drie maande betaalde kraamverlof hierin diens geneem sal word in diezelfde werkgraad as die graa waarin hulle in diens was onmiddellik voordat hulle kraamverlof geneem het, en teen diezelfde loon of die nuwe minimum loon vir die graa, gewoonlik die grootste bedrag.

(3) ‘n Werknemer wat met kraamverlof gaan, moet 33½% van haar basiese loon vir die drie maande kraamverlof betaal word. Hierdie betaling moet aan die werknemer gemaak word onmiddellik voordat sy met kraamverlof gaan.”

2. Hemmer subklausules “3”, “4” en “5” om te lei “4”, “5” en “6”.

8. Voeg die volgende nuwe klausule 13ter in:

“13ter. DISCIPLINÆRE KODE EN PROCEDURE EN GRIEWEPROCEDURE

(a) DISCIPLINÆRE Kode en Procedure:

1. Inleiding:

1.1 Dit is die Bestuur se reg om tugstappe te doen, en die disciplinaire kode en procedure is ‘n handleiding vir sowel die Bestuur as vir die werknemers, om te verseker dat die tugstappe blyklik is.

1.2 Tugstappe moet, waar moontlik, voorligting en bystand aan die werknemer verleen, sodat die nodige gedragstandaard of werkverligting verkry of verbeter kan word. Sodanige stappe moet so spoedig moontlik na die gebeure gedaan word.

1.3 ‘n Volledige disciplinaire verhoor moet gehou word waar die moontlikheid van ernstige tugstappe bestaan.

1.4 Werknemers wat onderworpe is aan tugstappe, kan deur ‘n medewerker, ‘n werkwinkeleenvoorwinder of ‘n vakvereniging beaamde bygestaan of verteenwoordig word.

2. Disciplinaire kode:

Voorbeelde van geringe werksprobleme wat tot tugstappe kan lei:

Onbevredigende werk; swak bywoning; gebruik van beledigende taal, ensovoorts.

Voorbeelde van ernstige werksprobleme wat tot tugstappe kan lei:

Die gebruik of besit van, of onder die invloed wees, van alcohol of ander nie-voorskriftslike middel; diefstal of die onwettige besit van dié bestemmings die enkend; ongemagte afwesigheid; versuim om veiligheidsregte na te kom; aanranding, ensovoorts.

3. Disciplinaire procedure:

3.1 Waar ook al moontlik, moet toezeggingdiscipline toegpas word: Mondelinge voorligting moet gegee word en as geen verbetering vorende kom nie, moet strenger tugstappe dan gedoen word.

3.2 Indien ernstiger werksprobleme egter ontstaan, kan ernstiger tugstappe waarskynlik gedoen word wat by die eerste geleentheid dat dit aanleiding kan gee tot ‘n finale skriftelike waarskuwing of seifs ontslag kan lei.
3.3 Types of disciplinary action/Responsible person
Formal reprimand—Supervisor.
Verbal counselling—Supervisor/Department head.
Written warning—Department head.
Final written warning—Manager.
Disciplinary enquiry—Manager.
Dismissal—Manager.

Warnings will remain valid for 12 months.

3.4 No dismissal shall take place unless the employee has had a full and fair disciplinary enquiry. Any employee required to attend a disciplinary enquiry shall be given advance notice of the allegations, and advised that he will be allowed to be represented or assisted by a fellow employee, shop steward or trade union official and may call witnesses and cross-examine other witnesses. The enquiry shall be chaired by the Manager.

4. Appeals:
An employee wishing to appeal against disciplinary action may do so within 48 hours. Appeals will be made to the Manager but should be heard ideally by his supervisor.

WRITTEN WARNING

Employee

Date

Warning for

Corrective action agreed upon

Follow up date

Signature of employee

Signature of Manager/Supervisor

DISCIPLINARY ENQUIRY SUMMARY

To be kept on file by Managers

Employee

Date

Employees given advance warning of allegations, right to representation, right to call witnesses and to cross examine those of Management.

(Time, date).

Evidence brought by company

Witness

Witness

Witness

3.3 Soorie tussentappe/Verantwoordelike persoon
Formele terwyging—Toesighehouer.
Mondelinge voorligting—Toesighehouer/Departementshoof.
Skritelike waarskuwing—Departementshoof.
Finale skritelike waarskuwing—Bestuurder.
Disisiêre onderzoek—Bestuurder.
Ontslag—Bestuurder.
Waarskuwinge sal vir 12 maande geldig wees.

3.4 'n Werknemer sal nie ontslaan word nie ten sye hy 'n volledige en billike disisiêre verhoor gehad het, 'n Werknemer wat versoek word om 'n disisiêre verhoor by te woon, moet vooraf van die aanligging teen hom in kennis gestel word, en meegedeel word dat hy geregtig is om deur 'n medewerker, 'n werkwinkeleerling of 'n vakverenigingsteam verteenwoordig word, en dat hy getuie kan roep en ander getuies onder kruis verhoor kan hê. Die Bestuurder moet as voorsetter by die verhoor optree.

4. Appêl:

'n Werknemer wat teen die tussentappe wil appelleer, moet dit binne 48 uur doen. Apêl moet aan die Bestuurder gereg word, maar moet, ideaal gesien, deur die toesighehouer aangehooir word.

SKRIFTELIKE WAARSKUWING

Werknemer

Datum

Waarskuwing vir

Korrektiewe stappe waaroor ooreengemoes is

Opvolgdatum

Handtekening van werknemer

Handtekening van Bestuurder/Toesighehouer

OPSOMMING VAN DISSIÊRE ONDERSOEK
(Moet deur die Bestuurders op leê gehou word)

Werknemer

Datum

Werknemers voordat van bewingswaarsku, reg tot verteenwoordiging, reg om getuies te roep en om getuies van die Bestuur onder kruisverhoor te neem.

(Tyd, datum).

Bewyse deur die firma voorgelê.

Getuie

Getuie

Getuie
Evidence brought by employee

Witness

Witness

Witness

Decision of enquiry Chairman

Evidence of mitigation

Action taken

Employee advised of right of appeal within 48 hours.

Signature of Chairman

(b) Grievance procedure:

1. Introduction:

1.1 It is in the interests of both Management and employees that grievances are resolved as speedily as possible through the grievance procedure.

1.2 A grievance is any dissatisfaction or feeling of injustice which an employee may feel and which arises from the work situation.

1.3 In submitting a grievance an employee may be assisted by a fellow employee.

1.4 An employee will not be victimised for submitting grievances and his normal basic wage, etc., shall be paid to him while he is participating in the resolution of a grievance during normal working hours.

1.5 The grievance procedure shall not be invoked by an employee for the purpose of—

1.5.1 amending any agreement entered into between the Company and the trade union, or the Disciplinary Code of Procedure;

1.5.2 collective bargaining on remuneration or the conditions of service;

1.5.3 processing a disciplinary or dismissal matter;

1.5.4 raising any matter relating to the Machinery and Occupational Safety Act.

1.6 A grievance should be lodged within five days of the occurrence which gave rise to it.

2. Stages of the grievance procedure:

2.1 The employee raises the grievance with his immediate superior.

2.2 The employee’s immediate superior shall complete the grievance form and attempt to resolve the matter within two days or a mutually acceptable longer period.

2.3 If the employee’s immediate superior cannot resolve the matter, the grievance shall be referred to the Manager.

Bewyse deur werknemer

Getuie

Getuie

Getuie

Getuie

Getuie

Beslissing van Voorsitter van die ondersoek

Getuienis ter versigting

Stoppe gedaan

Werknemer in kennis gestel van sy reg om appel binne 48 uur aan te teken.

Datum/tyd

Handtekening van Voorsitter

(b) Grieweprocedure:

1. Inleiding

1.1 Dit is in belang van beide die Bestuur en die werk- nemers dat griewe so spoedig moontlik, deur die grieweprocedure opgelos word.

1.2 ’n Grief is enige ontevredenheid of gevoel van onreg deur ’n werknemer, en wat uit ’n werksituasie spruit.

1.3 By die indiening van ’n grie, kan ’n werknemer deur ’n medewerker bygestaan word.

1.4 ’n Werknemer sal nie deur die indiening van ’n grie gevëndis meeste word nie, en sy gewone basisloos, ongevoors, moet aan hom betaal word terwyl hy gedurende gewone werkdag aan die oplossing van ’n grie deelneem.

1.5 Die grieweprocedure moet nie deur ’n werknemer gebruik word vir die doel om—

1.5.1 ’n ooreenkoms wat tussen die Maatskappy en die vakvereniging aangegaan is, of die prosedure van die Dissiplinaire Kode, te wysig nie;

1.5.2 kollektywe bedinging van basdigidig of diensvoorwaardes te verkry nie;

1.5.3 ’n dissiplinaire of onslaggaansendheid te verwerk nie;

1.5.4 enige aangeleendheid met betrekking tot die Wet op Masjinerie en Beroepsveiligheid te ope nie.

1.6 ’n Grief moet ingediend word binne výf dae, vanaf die gebeure wat aanleiding gee het tot sodanige grie.

2. Stoppe van die grieweprocedure

2.1 Die werknemer moet die grie by sy onmiddellike meedere opper.

2.2 Die werknemer se onmiddellike meerdeer moet die griewevoorvolgorde en probeer om die saak binne tweé dae, of ’n langer wederspreekbaar tydperk, op te los.

2.3 Indien die werknemer se onmiddellike meedere nie die saak kan oplos nie, moet die saak na die Bestuurder verwys word.
2.4 If the grievance has not been resolved within two days, any further investigations and the reasons for the failure to resolve the grievance shall be set down in writing for the Departmental Manager concerned who, in taking all necessary steps to resolve the grievance, may hear evidence from or convene meetings with, any or all of the parties who are relevant to its resolution and will attempt to resolve the grievance within five working days of the previous hearing.

2.5 If the grievance is not resolved within five working days, the Departmental Manager shall set down in writing any further allegations and the reasons for the failure to resolve the grievance, and refer the matter to a senior management representative of the Company, who in taking all necessary steps to resolve the grievance, may hear evidence from or convene meetings with any or all of the parties who are relevant to its resolution.

2.6 The final decision shall be reduced to writing and a copy thereof shall be given to the employee who raised the grievance.

GRIEVANCE FORM

Employee

Date

Details of grievance

Action agreed upon

Signature of Supervisor

Signature of employee

9. CLAUSE 21: PENSION FUND

In subclause (2), substitute the figure “6” for the figure “5”.

Signed at Cape Town, on behalf of the parties, this 18th day of December 1990.

S. PENNEY,
Chairman.

J. HEEGER,
Vice-Chairman.

K. L. BARNES,
Secretary.

No. R. 2077

LABOUR RELATIONS ACT, 1956

HAIRDRESSING TRADE, CAPE PENINSULA: AMENDMENT OF MAIN AGREEMENT

I. Eli van der Merwe Louw, Minister of Manpower, hereby—

(a) in terms of section 48 (1) (a) of the Labour Relations Act, 1956, declare that the provisions of the Agreement (hereinafter referred to as the Amending Agreement) which appears in the Schedule hereto and which relates to the Undertaking, Industry, Trade or Occupation referred to in the heading to this notice, shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 31 March 1992, upon the employers' organisation and the trade union which entered into the Amending Agreement and upon the employers and employees who are members of the said organisation or union; and

2.4 Indien die grieef nie binne twee dae opgelos is nie, moet enige verdere ondersoek en die redes vir die mislukking om die grieef op te los, op skrif gestel en aan die departementsbestuurder oorhandig word, wat weer op sy beurt in 'n poming om die grieef op te los, getuigen kan aan- hoor van, of 'n vergadering kan belû met elkeen van of al die partye wat betrokke is by die soort en wat dan moet probeer om die grieef binne vyf werkdage na algemeen van die vorige vergadering, op te los.

2.5 Indien die grieef na vyf werkdage onopgelos is, moet die departementshoof enige byspreklike besluitings t.o.v. die redes vir die mislukking om die grieef op te los, op skrif stil en die saak na 'n seniour bestuursvertegenwoordiger van die Maatskappy verwys, wat dan weer al die nodige stappe moet doen om die grieef op te los, en elkeen kan aanhoor, van of 'n vergadering belû met elkeen van of al die partye wat by die saak betrokke is.

2.6 Die finale besluit moet op skrif gestel en 'n afskryf aan die werknemer, wat die grieef aanhangig gemaak het, gegee word.

GRIEVEVORM

Werknemer

Datum

Besonderhede van grieef

Optrede waartoe ooreengekom

Handtekening van Toesighouer

Handtekening van werknemer

9. KLOUSULE 21: PENSIOENFONDS

In subklousule (2), vervang die syfer “5” deur die syfer “6”.

Geteken by Kaapstad op hede die 18de dag van Desember 1990.

S. PENNEY,
Voorsitter.

J. HEEGER,
Ondervoorsitter.

K. L. BARNES,
Sekretaris.

No. R. 2077

LABOUR RELATIONS ACT, 1956

HAARKAPPERSBEDRYF, KAAPSE SKIERELAND: WYSIGING VAN HOOFOOREENKOMS

Ek, Eli van der Merwe Louw, Minister van Manne- krag, verklaar hierby—

(a) kragtens artikel 48 (1) (a) van die Wet op Arbeidsverhoudinge, 1956, dat die bepalings van die Ooreenkoms (t.h.a. die Wysigingsooreenkomms genoem) wat in die Bylae hiervan verskyn en betrek- kends op die Onderemming, Nywerheid, Bedryf of Beroep in op die skrif by hierdie kennisgewing vermeld, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 31 Maart 1992 eindig, bindend is vir die werkge- wersorganisasië en die vakvereniging wat die Wysigingsooreenkomms aangegaan het en vir die werkge- wers en werknemers wat lede van genoemde organisa- sie of vereniging is; en
Sparks fly in petrolium dispute

By Fenval Haufise

Workers went into action at the front line of the operation to protect and defend their jobs

Workers' job security was under threat.

Workers involved in the strike action.

Workers have voted to reject the latest proposal.
By ADRIAN HERSCH

THE Food and Allied Workers Union (Fawu) has declared a dispute in its annual wage negotiations with SA Breweries over the kind of issue that should be referred to compulsory arbitration.

SA Brews spokesman Adrian Botha says the company has no problem in referring "rights issues", such as dismissals, to compulsory arbitration.

Patterns

But he considers it impractical for operational matters that are decided on by business expertise.

Mr Botha says: "For example, when shift patterns are changed it is done by people with intimate knowledge of the business. We believe it is unsuitable for a third party, who is not in the business, to make a decision on such an issue."

In 1987 a change from ordinary shift work to continuous shifts at the Roslyn plant resulted in a strike which spread to other plants countrywide.

SA Brews and Fawu have agreed in principle on an average wage increase of 10.5% off a high base. It takes the wage for the lowest-paid worker to R7.40 an hour.

Mr Botha says this will not be confirmed until the compulsory arbitration issue has been resolved.
Secretaries in a changing role

By SOPHIE TEMEA

IN the past secretaries were believed to be fit only to answer telephones and take messages for their managers. Now most secretaries realise that today's managers cannot make all the decisions and they have taken on some of the tasks of managers.

Transworld Promotional Services is offering a bridging course for secretaries in conjunction with Secretaries' Day on October 5, formulated to help them get the most out of new office technology and upgrade their skills.
Engineers in line to earn millions for SA

Finance Staff

Members of the SA Association of Consulting Engineers could generate millions in export earnings for South Africa through marketing their expertise in the rest of Africa, says association president Ian Scott.

He says the 1,000 members in 360 firms were involved in capital works worth an estimated R16 billion in the year to February.

"This could increase markedly through involvement in projects in the rest of Africa. The continuing improvement in the climate towards South Africa certainly extends to our profession."

Mr Scott attended a meeting of African member associations of the International Federation of Consulting Engineers (FIDIC) in Nairobi earlier this year and is hoping an Africa-based member of FIDIC’s executive will attend the SA association’s convention in October in Somerset West.

To focus attention on export earnings potential, the theme of the convention forum will be "South African technology — we serve our continent."

"The areas in which the South African profession could serve the continent span the spectrum from housing developments and the related infrastructure through to projects such as Mozgas, the Lesotho Highlands water scheme and electrification."

Overseas experience has shown that the export of engineering designs for projects invariably leads to growth in the manufacturing and contracting industries in the exporting country.

"It is not uncommon for governments actively to encourage their consulting engineers to acquire this kind of assignment because of the tremendous spin-off for the economy as a whole.

"SA’s readmission to the international community presents a tremendous opportunity for South African consulting engineers to export their technology to Africa and to the world."
Entrepreneurs needed to solve jobles:

The world average of entrepreneurs in total labour force came out at between 10 and 15 percent. The South African average trailed at 2 percent.

SBDG managing director Dr Ben Veloo argues that the generation of more entrepreneurs must be regarded as a top priority in the formulation of new economic policies.

The urgency of new thinking, he says, is underscored by the growing size of unemployment queues in South Africa, now standing at between four and five million.

Job opportunities offered by the formal business sector are too small to cope with only 125 of every 1 000 school-leavers pouring into the labour market.

This leaves 875 with no option but self-employment or the informal sector.

What worries Dr Veloo is whether most of them have been prepared to cope with this reality. He says only radical changes in the entire education system can provide solutions.

"It would be tragic if we had to admit that billions of rand of taxpayers' money is spent on educational products which cannot be used by society. It would be equally tragic if the education system were not capable of delivering the sort of school-leavers that society needs."

New studies estimate unemployment in South Africa at nearly 5 million, MICHAEL CHESTER reports.

Dr Veloo, whose own pro gramme at the SBDG has already plugged more than R1 billion into loans to encourage new small businesses which have created a stagger ing 200 000 new job opportuni ties since it started 10 years ago, proposes a plan to tackle the problem. It includes:

- More effective and continu ous communication between educators, business leaders and the world, to spell out in unambi guous language what society expects from the education system.
- More moves to make classroom curricula more relevant to the needs of society.
- More assistance by taxpayers for the money spent on education, to guard against wastage on a bloated education bureaucracy.
- Gearing the education curricula towards the stimulation of attitudes such as individualism, sense of independence, achievement, optimism and competitiveness.
- Focus on career information programmes tailored to alert young people to the opportunities of self-employment and business entrepreneurship as career choices.
- Better evaluation of the role of part-time study, work pro grammes and post-experience training.

"It is clear that education is the key to a better future," says Dr Veloo. "A society which cultivates a strong entrepreneurial culture is bound to set off on a road to progress and economic growth."
Bosal gets order against strikers

The National Union of Metalworkers of South Africa and striking employees of Bosal have been interdicted from inciting industrial action at several Transvaal plants.

Bosal yesterday obtained an interim interdict after an urgent application in the Pretoria Supreme Court.

The union and workers, who struck on Monday, were ordered by Mr Justice van der Merwe to show cause on September 9 why a final order declaring the strike unlawful, and restraining them from entering Bosal’s premises, should not be made.

Bosal executive director D G Renecke said in an affidavit that employees at the company’s six Transvaal plants had started a strike which was part of a national action.

The strike began peacefully, but protests were later organised and staff cars damaged.

“I have received reports of intimidation of employees to participate in the strike action.”

The dispute is over pay and procedures.
New import duties could cost clothing industry 20,000 jobs

By Tom Hood 29/8/91

CAPE TOWN — More than 20,000 jobs in the clothing industry are at risk and hundreds of small firms could be put out of business by proposals to double import duties on fabrics.

This was claimed yesterday by Dr Aaron Searl, president-designate of the National Clothing Federation.

The duties are estimated to add at least R380 million a year to the clothing industry’s costs and push up shop prices by about 30 percent. Consumers could not afford hikes of this size and the result would be a big drop in business, he said in Cape Town yesterday.

“This has horrific implications for the inflation rate and the cost of clothing.

“One cannot think of a worse time to gazette proposals that simultaneously represent such serious threat to immediate jobs, the inflation rate, consumers and exports.”

The Board of Trade also proposed to withdraw export concessions, which threatens clothing exports estimated to be worth about R400 million this year — half of them made in the Western Cape.

Dr Searl, chairman of Sear-del Investment Corporation, the country’s largest clothing group, said many of the country’s 1,500 clothing firms would be put out of business. There could be an immediate loss of about 20,000 jobs and the potential for many more.

Mr Stewart Shub, chairman of Rex Trueform, the country’s leading menswear exporter, said a significant drop in exports would have a major impact on jobs.

“If our internationally competitive position is eroded, as it must be, how can we export and compete internationally.”

“I believe the government has had complaints from companies suffering from the competition which the government wanted to encourage.”

The federation is to mount a campaign to persuade the Board of Trade and Industry to drop or modify the proposals, due to come into force on January 1, 1992.

Clothing manufacturers claimed the higher duties were the result of complaints by loss-making textile companies whose powerful lobbies had pressured the government.

The government proposals also boost duties on imported clothing to 60 from 35 percent.

“We didn’t ask for an increase. We were happy with the 35 percent rate,” said Dr Searl.
TURNOVER totalling R8 billion was generated in the fairly new plastics industry, which employed about 43 000 people last year, Manpower Minister Mr Eli Louw said yesterday.

Louw was addressing a function celebrating the accreditation of the Plastics Training Board at the Johannesberg Country Club.

He said the R8 billion turnover contributed about four percent of the South African gross domestic product.

"The industry is a very diversified one, spreading right across the South African economy," he said.

Louw said the industry was "fairly young with no comparison to others".

"Therefore one of the main tasks of the new Plastics Industry Training Board will be to define, categorise and set standards for various job categories.

"Amendments to the Manpower Training Act enabled industries to establish training boards in order to facilitate training and to provide the needs for training labour.

"Training boards will have to undertake surveys and indepth training analyses with regard to present and future skills requirements in order to ensure proper apprenticeship and other training," Louw added.

He also called for the amendment of the constitutions of the training boards so that they could also provide for employee representation."
Jam factory closes after union clash

LANGEBERG factory, where seven employees have been gunned down in clashes between rival unions, was yesterday closed while management discussed the situation with union representatives. (See page 16)

It was reported yesterday that Inkatha representatives had met a delegation from the factory. (See page 16)

Inkatha spokesman Mr Humphrey Nkwele could not comment on the meeting as he was “still waiting for a report from his delegation”.

The factory’s head office in Cape Town could also not release a statement.

Sunday 29/11/92

The East Rand police had by yesterday not made arrests on the shooting incidents.

Captain Ida van Zweel of the East Rand police could also not comment on the condition of two employees who were injured in a lunchtime ambush on Tuesday.

The clashes are reported to have been sparked by the firing of members of the United Workers Union of South Africa and their replacement by members of the Food and Allied Workers Union at Langeberg Canning Factory (known as Jam factory) in Boland.
Workers to get jobs back at Langeberg

Production at the Langeberg Factory — scene of fierce inter-union clashes which left seven employees dead — is expected to resume soon after yesterday's undertaking by the company to reinstate all dismissed workers.

A battle for jobs led to fights between members of the Food and Allied Workers' Union and the United Workers' Union of SA (Uwusa).

Uwusa's public relations officer, Duke Sennakgomo, said after two days of negotiations, management said they would reinstate dismissed workers.

Captain Ida van Zweel, East Rand Police spokesman, said police had made no arrests in connection with the killings.
Provision

After violence, deaths
Langlebury Shus Factory

Invective: Exception

WILSON ZANUE

ADDS case: Doctor warned colleagues

'Big drive to woo'
Zulus hounded, claim

THE United Workers Union of South Africa has threatened to take Langeberg Canning to court for allegedly dismissing all Zulu-speaking workers at its Boksburg factory.

A spokesman for the Inkatha Freedom Party-aligned Uwusa, Mr Duke Sennaqgono, said the clashes at the factory were a sequel to the dismissal of 38 Zulu workers following a complaint by a rival union, the Food and Allied Workers Union.

He said Fawu members had refused to work with Uwusa members and pressured management to dismiss Zulu-speaking workers. "Not all Zulu-speaking workers at the factory are members of Uwusa," he said. But some members had been affected by the decision - Sapa.
Bursary perks go

THE tax exemption on bursary schemes offered by companies to the children of employees will be withdrawn from March 1 next year. Speaking at a "New Tax Legislation and You" seminar, Pat McGark, a partner in KPMG Aiken and Peat tax practice, said: "Any bursary offered after this date will be taxable, although bursaries awarded before March 1 for the 1992 academic year may still escape tax if they are awarded in terms of the approved rules."

"In some instances it still be possible to award the bursary in advance without contravening the new legislation," he said.

Tax-free grants towards the cost of studying for a diploma or a degree also fall away from March 1. A company can pay the fees of bona fide students studying towards qualifications useful to the company.

"Thereafter, a student failing his or her exams could be obliged to refund the bursary money."

"Occasional Bursaries" of R750 a year awarded to children of workers with incomes below the tax return threshold would also become redundant.
Pact puts an end to Caltex depot strikes

WILSON ZWANE

WORKERS at Caltex Oil (SA) depots are expected to return to work today following an agreement between the Chemical Workers' Industrial Union (CWIU) and Caltex Oil (SA) on wages and terms and conditions of employment. CWIU spokesman Martin Jansen said at the weekend the agreement was reached on Friday afternoon after the petrol company had imposed a lockdown on striking workers two days previously.

Jansen said mediation between his union and two other petrol companies - BP and Total - would begin today.

"The strike action at these companies was suspended on Wednesday pending the outcome of mediation," he said.

Agreement

About 1 000 Caltex workers downed their tools 13 days ago in a legal strike for higher wages, job security and centralised bargaining.

Caltex Oil (SA) said in a statement at the weekend CWIU shift workers at its depots were expected to return to work today following the agreement between it and CWIU.

Workers at the Cape Town refinery were due to return to work on Friday night, Caltex said.

Caltex said the union accepted its final offer of a 16% increase.

The union also accepted Caltex's position on centralised bargaining and agreed that plant level negotiations would continue, Caltex said.

The CWIU also agreed to submit proposals on job security to the petrol company.
Violence-hit firm resumes operation

LANGEBERG Corporation and Canning's Boksburg factory, which closed down last week following violence which left seven people dead, is back in operation.

Langeberg spokesman Dev du Toit said at the weekend the factory was operating "at a reasonable rate" on Friday after more than 70% of the workers reported for work.

The factory stopped operating on Wednesday after workers belonging to the Cosatu-affiliated Food and Allied Workers Union (Fawu) said they feared for their lives.

At least seven people were killed and two seriously injured when fighting broke out between members of Fawu and Inkatha-supporting United Workers Union of SA (Uwusa) more than two weeks ago.

Du Toit said Langeberg management had agreed to let the workers stay away until discussions on security between it and Fawu had been concluded.

But the workers had been told that they were free to come to work if they chose to do so, Du Toit said, adding "that is exactly what happened on Friday".

Langeberg management and Fawu were, however, still working on security measures, he said.

Fawu's Ernest Buthelezi said the clashes began after Langeberg management dismissed Uwusa workers.

Uwusa spokesman Duke Sennakgomo said his union would soon negotiate the reinstatement of its members.
PRETORIA — More than 40 000 workers lost their jobs in SA’s four main employment sectors earlier this year, Central Statistical Service (CSS) figures show.

Compared with previous CSS figures, the latest statistics show that unemployment has continued to accelerate. Between January and March, the number of people employed in the mining and quarrying industry declined by 21 362 to 630 481.

Employment in the manufacturing sector fell by 10 390 to 1 430 000 in the four months to end-June, and construction industry jobs dropped by 5 300 to 391 000.

Even the relatively stable electricity industry shed 700 jobs in the four months to end-May.

This brought the sector’s employment to 48 100.

The total number of jobs lost in the four sectors was 43 962.

The CSS’s previous employment report, covering the period between December and the end of March, found that 23 000 jobs were lost in the four industries — just more than half the latest figures.

GERALD REILLY

During that period, 3103 jobs were lost in the mining and quarrying industry and 3 999 in manufacturing.

In construction, 7 400 workers lost their jobs.

Employment in the electricity industry remained static.

Exports

Volkskas chief economist Adam Jacobs said there were no indications that the growing unemployment trend would slow down this year. Behind the trend was a weak domestic demand for consumer goods and tough international trading conditions which affected exports and the manufacturing industry in particular.

Corporate profits were down almost across the board.

Companies viewed labour as a prime target when looking for ways to reduce costs.

Jacobs said less than 10% of the 300 000 people who entered the job market each year actually found jobs in the formal sector.
Rising imports may hit 15,000 workers

SIX thousand jobs had been lost and a further 15,000 were threatened as a result of rocketing imports of jerseys and sweaters, the South African Worsted Spinners and Garment Knitters Association claimed yesterday.

At the same time the association called on the authorities to ignore last week’s objections by the National Clothing Federation on the latest Board of Trade and Industry (BTI) proposals for restructuring the textile and clothing industries.

The proposals, gazetted in August, include increasing the tariffs on imported textiles and clothing, withdrawing rebates and reducing the incentives for clothing exports.

By siding with the textile industry, known to support the BTI proposals for increased protection, the association had created a major rift in the clothing industry, analysts said.

Association chairman Peter Jacobson said that apart damaging local businesses and jobs, the duty-free structural adjustment programme had done "horrendous damage to the fiscus and done nothing to alleviate inflation".

He said "the BTI proposals can be combined with a more meaningful anti-dumping duty which has the teeth to ensure prompt action before irreparable damage is done".
Langeberg's reward

LANGEBERG Corporation and Canning has offered a reward of R10 000 for information leading to the arrest and conviction of people responsible for the killings of at least seven workers at its Roodeburg factory.

The factory was closed last week after members of the Food and Allied Workers' Union (Fawu) said they feared for their lives. This followed fighting between members of Fawu and the Inkatha-aligned United Workers' Union of SA.
Labour costs blamed for high food prices

Labour costs were a major cause for increasing food prices, Anthon Yannakou, Fedfood’s general manager (planning), said at a meeting in Pretoria of the South African National Consumer Union.

He said the consumer price index for food remained above the overall CPI.

However, wages had risen at an alarming 17 percent a year, lowering productivity to an “abysmal” 40 percent of that in the developed world.

Other cost inputs in the R14 billion-a-year food industry that had increased were transport, packaging and distribution.

“In the retail trade, large increases were recorded in rentals and shrinkage, while sales had declined due to the recession.”

The country’s food industry was mostly domestically orientated. Only five percent of production was exported.

The industry did not make unreasonable profits.

Figures relating to the four major participants (Tiger, Premier, ICS and Fedfood) showed shareholders had received 1.1 percent of sales as dividends, 2.3 percent of sales had been retained for future expansion and R352 million had gone into capital expenditure.

— Sapa.
Tek Industrials plans further staff cuts

BELEAGUERED printed circuit board (PCB) manufacturer Tek Industrials is cutting staff a further 20%, bringing numbers down from 550 to 300 in two years.

MD Wallace Roome says the company, jointly owned by Siemens and Tek Corporation, is in the process of rationalising its manufacturing operation.

"This includes rationalising the MSN PCB operation, which became part of Tek Industrials about two years ago."

"Our major customers are in the telecommunications and armaments supply industries, and spending by these two industries has been cut back severely during the past four years.

"The direction of our clients will determine our future."

"At our present size, it’s now financially viable for Tek to service the industry — provided there is no more shrinkage in demand."

He says the company no longer exports because its products cannot compete with those from the Far East.

"Fortunately, we are not affected by the growing trend among government entities to open their doors to private sector work; Tek is the only facility of its kind in SA."
The cure for high inflation is to hold down labour costs, say the Randists.

And this is exactly what manufacturers — the second-largest employers of labour after the public service — are doing, an analysis of the latest wage and employment figures show.

They show that not only have they been reducing their labour complements, but have been keeping increases in wages and salaries well below the inflation rate.

This helps explain the cold breeze the retail trade is now feeling.

According to Central Statistical Service's figures, manufacturers' monthly wage bills in the 11 months to May grew by only 4.6 percent, from R2.24 billion to R2.45 billion.

In the same period, the Consumer Price Index rose by around 12 percent.

This means that when adjusted for inflation, manufacturing wages dropped eight percent in real terms between June last year and May this year.

Employment in manufacturing dropped 27 000 to 1,45 million in this period after a wholesale shedding of labour throughout the manufacturing sector.

The food industry shed 3 000 people, the textile industry 3 163, industrial chemicals 1 708, timber 1 209, cement and lime 1 500, metal products 2 600, machinery and equipment 3 300 and motor vehicle assembly 2 520.

Several other sectors shed 500 to 900 people.

It is disturbing to note that the number of people employed in the manufacturing sector at the end of May was only 3 083 higher than in 1985 when, according to Reserve Bank figures, manufacturing employed 1,450 million, and about 40 000 fewer than in 1984, immediately before sanctions and other trade restraints were imposed.

Had manufacturing been able to maintain at least a three percent growth rate in employment in the troubled 1980s, some 700 000 more people would be in jobs today.

Moving to the wages paid in manufacturing, the average was R1 708 a month — an increase of 6.6 percent on the R1 622 paid last July.

The average white wage rose 8.2 percent in this 11-month period from R3 474 to R3 758 and the average coloured wage 6.9 percent from R1 104.70 to R1 186.

The average Indian wage rose a somewhat exceptional 15.9 percent from R1 476 to R1 702 and the average black wage 1.7 percent from R1 062 to R1 074.

Adjusted for inflation, the average manufacturing wage dropped 6.2 percent, the average white wage 4.6 percent, the average coloured wage 6.2 percent, the average Indian wage 1.5 percent. The average black wage fell 10.5 percent.

These are not particularly pleasant figures for the average worker in manufacturing.

But they hold out considerable hope that South Africa can eventually bring down its high inflation rate.

It shows that some manufacturers are adjusting to the tougher economic conditions and are preparing to be more aggressive and competitive.

If the Government could persuade the public sector that the next wage increase should be in line with those in the private sector, the outlook for curbing inflation would be bright indeed.
‘Murder’ scam is exposed

SIX whites have been arrested and charged with the murder of a black worker initially believed to have died of natural causes.

The whites are charged with the murder of Mr Phineas Mnethi, a member of the Steel, Engineering and Allied Workers Union of South Africa and an employee of the Pietersburg company NTY.

Nacu regional spokesman Mr Theophilus Ramahamula said the company informed Mnethi’s family that he fainted and fell while working on March 8 last year.

The union had called for a post-mortem, which the local district surgeon had at first agreed to do. He later reneged on the agreement.

The post-mortem was eventually done by Dr LL Monyamane, who took the corpse to Lebowakgomo after the Pietersburg government mortuary refused to allow him to do it there.

Monyamane’s report led to a police investigation that ended with the arrest of the six whites, who were employed at NTY.

The six are Mr James van der Merwe (35), Mr Willem Burger (32), Mr Abel Pienaar (30), Mr Jacobus Schutte (20), Mr John Jones (22) and an underage youth. They appeared before Mr MJ du Toit on Monday.

The case was postponed to September 30 for the Attorney-General’s decision. All except Van der Merwe pleaded not guilty to the charge.

In testimony during the preparatory examination, Van der Merwe said he had been told that Mnethi was a member of the Mafia and possessed a “pink letter” authenticating his membership.

He said he had gone with the other accused to Mnethi to demand the letter. He admitted to slapping Mnethi and being present while the man was assaulted. But he said he did not intend to kill Mnethi.
Protest is biggest yet

By DICK USHER

At least 136,000 workers from 1,400 factories in 73 areas took part in the SA Clothing and Textile Workers’ Union (Sacatu) “human chain” in Cape Town this week, making it by far the biggest protest staged in South Africa by a single trade union.

The protest reflects deeply-felt worker concerns about factory closures, retrenchments and short-time working, which the union estimates have seen about 10,000 jobs disappear in the past 12 months.

Besides protesting over the job losses, workers were calling attention to the imminent introduction of VAT and to the union’s demand for national forums at which industry-wide problems can be dealt with.

Sacatu assistant general secretary Ebrahim Patel said there were two roots to the problem – inconsistent government policies and inconsistent attitudes from employers.

Patel said apartheid policy had resulted in a poor climate for investment, which in turn led to limited industrial growth and job creation.

In addition, the government’s structural adjustment policy had resulted in substantial job losses in the textile industry. It had now decided to reverse this policy, which would also cause further job losses.

The structural adjustment policy had permitted manufacturers to import cheap textiles, provided the goods made from them were exported. This had lost local textile jobs which would not be restored easily.

But reversing the policy now meant that clothing employers would be unable to fulfil export orders, and would have to lay off workers.

“Either they want more protection, or they want free trade – but you can’t have both,” said Patel.

“Sacatu wants to restructure the industry in co-operation with employers.

But this has to be done on a national basis, involving all stakeholders in the industry – not as a series of ad-hoc actions by employers.”

Sacatu is currently involved in discussions with clothing employers at a national forum and is trying to create a similar body with textile employers.

But clothing employers in the Western Cape, the most important section of the industry, have so far refused to enter the forum. In the textile industry the union held discussions with employers last week from which it hopes progress will be made.

“What we are looking for are training programmes structured on a national basis in which the union will have an important voice in deciding policy and a stronger emphasis on exports,” said Patel.

Education and training were at the heart of creating a more efficient and productive industry, he said, while raising the level of exports required increased investment.
Graduates are getting a raw deal - ANC

A LARGE number of qualified black graduates have been barred from being employed in the country by companies practising apartheid policies, according to Mr Tito Mboweni of the ANC's economic unit.

Mboweni was addressing the formal launching of South African Students Internship Foundation which was formed with the aim of providing returning graduates with job placements in the country.

He said the private sector needed to take full advantage of skilled black graduates who were unemployed.

"The country has to move in a direction of national interest while getting rid of sectional interests, and Sasif's role is of vital importance in moving towards that direction," said Mboweni.
Now firms try to place retrenched employees

VERA VON LIERES

OUTPLACEMENT — or helping retrenched employees find new work — is becoming an increasingly popular management tool in SA, according to a UK human resource consultant.

MD of Pauline Hyde & Associates Christopher Blasdale, the guest speaker this week at a two-day conference on corporate restructuring, said yesterday outplacement held many benefits for SA companies.

"Currently, in the UK, management (turnover) is taking place at the rate of between 20% and 25% per year. We are there to help managers to meet that change," Blasdale said in an interview.

He explained that outplacement, in its simplest form, was a method to help people leaving a company find good new careers quicker than if they were left to their own devices.

Shopfloor

Outplacement was not exclusively for senior management. While it originally started with top management, the service had been extended to middle management, junior management and shopfloor workers.

Counselling management and shopfloor workers was the same discipline and only the style was different.

The concept originated in the US in 1975 and came to the UK in about 1977. More than 90% of big companies overseas use outplacement and it was likely to become a standard practice in SA.

"When companies restructure, which generally means downsizing, they have a tremendous morale problem. One of the best ways of restoring the morale of the company is by placing employees in new jobs — which is the real reason why companies find it cost-effective using our services."

The conference, which starts at the Indaba Hotel today, is organised by Executive Seminars.
Textile chief seeks to appease garment makers

By Des Parker 169 91

DURBAN—Textile Federation president chairman Wallace Grace has sounded a conciliatory note as fabric producers and clothing manufacturers continue to tear into one another in their seemingly endless battle over the issue of trade protection.

Grace, Promising to promote discussion and appreciation of opposing points of view, Mr Grace, who is also chairman of Tongaat Textiles, stresses the need for give and take on both sides.

In his inaugural presidential column in the federation's Textile Topics newsletter, he warns that the demise of the textile sector in Western economies has in all cases been followed by running down garment industries.

With the passing of sanctions, export opportunities — particularly for clothing manufacturers — have seldom been better.

"We will need to work closely with our clothing partners if we are to take full advantage of the situation," says Mr Grace.

While the clothing factory bosses need to be aware of their reliance on a healthy textile sector, "we (textile producers) will need to improve our own performance."

"If each textile company takes a critical look at its own performance over the past year, it will no doubt recall many occasions when — had it been on the receiving end — it would have been dissatisfied."

Mr Grace's advice is all the more piquant, given an examination of the state of the textile sector.

Employment in its mills has declined by 19 percent over the past 10 years — from a peak of 115,000 to about 93,000 at present.

Last week, textile giant Consolidated Frame announced the retrenchment of 1,000 workers at the East London spinning plant it plans to close next month.

Subsequently, group executive chairman Mervyn King said a proposed cut in the import duty rate on yarns in the Board of Trade and Industry (Bti) prospective textile pipeline development plan — which generally has been welcomed by the sector — would spell an end to cotton farming, ginning and spinning in SA.

For the past two years, however, since the introduction by the Government of a Bti-engineered structural adjustment programme for the two industries, the textilers have been under the gun as their customers in the clothing industry made use of special duty-free import-for-export permits to bring in textiles.

Last month, the Bti published for comment a new nine-year development plan, which reins in the use of import permits and gives the textile sector increased — but reducing — tariff protection while it gears up to confront international competition.

Both sides have until October 15 to make their feelings known.
South African MDs riding the gravy train

By Derek Tommey

When it comes to reading the figures on the salary cheque, managing directors in South Africa are among the worst paid in the Western world, according to a survey by the London-based management consultants P-E International.

But do not shed too many tears for South Africa's business high-flyers.

After taking into account the tax they pay and more importantly, the differences in living costs (excluding housing) in South Africa and other countries, the survey found that our chief executives were not doing too badly after all.

In fact, it found that their living standards were higher than those in similar jobs in 11 major Western countries and were not too far below those of their counterparts in a another seven.

Only chief executives in New York and Toronto are substantially better off than in Johannesburg when tax and living costs are considered.

The survey was of managing directors of manufacturing companies in annual turnover equivalent in British pounds to R250 million a year and employing about 500 workers.

New Yorkers had the biggest pay cheque. They received on average about R868 000 a year, or about three times what a Johannesburg MD received.

- Toronto MDs ranked next with the equivalent of R676 000 a year.

Average gross earnings slowly dwindle as one works through executive pay in Europe, Australia and Tokyo, until fourth from the bottom of the list of the 21 major cities surveyed you find Johannesburg.

Here the average earnings of MDs is estimated at R288 800 a year.

Smaller annual emoluments are received only by executives in Oslo (R266 000), Athens (R204 000) and Lisbon (R128 000).

But after adjusting these figures for tax and differences in living costs a very different picture emerges.

Chief executives in New York are still the best off, but now receive just over twice the sterling equivalent of a Johannesburg MD.

The net earnings of a New York MD are estimated at £1 123 000 a year, while the Johannesburg MD receives the equivalent of £247 000 a year.

This compares with the £230 000 earned by a Rome MD, the £262 000 by a London MD and the £51 100 by a Madrid MD.

MDs in Vienna, Paris, Zurich and Frankfurt have slightly higher level of earnings, receiving on average just over £56 000 a year.

On the other hand, Tokyo MDs, despite Japan's reputed wealth, earn only £47 300 a year.

Worst off of the lot is the Oslo MD; his earnings work out at about half those of a Johannesburg MD.

The fact that the net earnings of a Johannesburg MD compare favourably with those of counterparts elsewhere might come as a surprise to some people, particularly as the economy has been suffering the depressing effects of sanctions for some years and has recently been restrained by the Reserve Bank's tight money policy.

But management consultants point out that as the world increasingly becomes a global village, and people find it easier to move from one country to another, a "rate for the job" tends to be established.

This is especially so for those people with high-level skills and specialist experience because there is a significant shortage of people in these categories.

Such knowledge is spread by surveys of the kind prepared by P-E International.

These surveys ensure that local executives know what their counterparts are receiving.

The existence of international head-hunters such as P-E International also makes it fairly easy for local chief executives who believe they are not getting a fair deal at their present companies to move elsewhere or to another country.

The result of this is that boards of directors who want to retain their skilled and experienced people have to offer them a living standard reasonably commensurate with what they could get overseas.

This is something that should also be borne in mind by those politicians who are critical of what they consider the excessively high salaries paid to top executives and who are calling for a redistribution of wealth in the "New South Africa".

They must be aware that any move to reduce the living standards of top earners who are also its most highly skilled and experienced people - could see many of them quickly moving overseas to countries where they believe their abilities will be fairly rewarded.

That development would have serious repercussions on the South African economy.
Economy could decline further

CAPE TOWN — The economy has not bottomed out yet and a lower turning point could be reached during the fourth quarter, a manufacturing survey conducted by Stellenbosch University's Bureau for Economic Research (BER) suggests.

The survey, conducted among 635 manufacturers representing 21 sub-sectors, also forecast a further decline in the number of factory workers employed and in the average hours worked per worker in the third and fourth quarters.

"It needs to be stressed that expectations of short-term manufacturing leading indicators such as new orders received, unfilled orders and general business conditions were not realized in the third quarter and forecasts for the fourth quarter indicate lower levels than last year," BER says.

It forecasts that new orders received and unfilled orders will remain in the doldrums for a while, though it expects the bottoming out in general business conditions over the next 12 months to be rapid.

Levels of manufacturing production and sales are likely to continue to be relatively low until the end of the year, especially in view of the decline in real consumer spending and the relative lack of anything in the manufacturing pipeline to boost sales in the short term.

"Currently 13% net of our respondents are experiencing worse conditions than during the same period of last year. It is significant, however, that the number of respondents satisfied with business conditions has not declined further."

The poor conditions are, however, not evenly spread with eight of the sectors on higher levels compared with the first quarter of 1991 and some sectors still continuing to project erratic growth.

"Projections are that production in 10 sectors could be on higher levels at the end of the year," BER adds.

The durable goods sector has seen a 12.7% decline in production volumes since the start of the recession in late 1988 compared with the pre-recession levels.

Utilisation of production capacity has dropped to 82.7% from 84.5% with only 19% gross of those surveyed using their full capacity. Current stocks of both raw materials and finished goods remain too high.

During the recession the manufacturing workforce has dropped by 0.8% while overtime worked has fallen by 9%. Most of the layoffs were in the unskilled category.

BER expects the trend for the volume of manufactured exports to increase at a faster rate than imports of manufactured goods to continue over the next 12 months, despite the fact that sanctions are being experienced as a constraint by 48% of the manufacturers surveyed.
OUTWARD Bound — the international organisation which works towards realising people's potential and removing barriers between individuals — will officially launch its SA centre today.

Outward Bound has had centres in Lesotho and Ciskei since the 1970s but has stayed out of SA proper because of the organisation's non-racial policy.

Outward Bound's SA marketing spokesman Philip Kantor says the organisation has 46 training programmes worldwide and SA companies have made extensive use of its courses to improve communications between employees.

Companies which have used Outward Bound training programmes include First National Bank, Sasol, De Beers, Anglo American, Anglovaal, Rand Mines and Young & Rubicam.

The aim of the organisation is to "foster personal growth and the fulfillment of one's potential in a challenging environment," Kantor says.

Participants in Outward Bound courses are required to interact in unfamiliar and challenging social environments which present a range of tasks, problems and obstacles.

Tasks include expedition work or community service placement over several days and call for group organisation, teamwork as well as physical and intellectual effort.

"SA is faced with a rapidly changing environment. There is an immediate need for all its people and language groups to meet, communicate, and develop mutual respect," Kantor says.

As a non-discriminatory, educational institution based in neutral and challenging surroundings, Outward Bound was well equipped to provide an ideal platform for self-development and social growth, he said.

Courses — which include full expeditions, sailing, sideling or caving — were challenging and often involved difficult judgment decisions, sharing, and responsibility, Kantor said.

Today's launch is scheduled to take place at the First National Bank Training Centre in Sandown.
New company will focus on training and education

George Gericke, full-time credit training executive for Credit College.
The company runs courses nationwide.

Buitendag says: “Our courses are structured in accordance with UICM requirements and Credit College diplomas are recognised nationally.

“We offer day and evening courses as well as consultancy and in-house training customised for specific needs.”

Credit College distinguishes between skills training and education.

Its daytime skills courses cover issues such as customer communication, collections and financial statements and focus on the practical use of theoretical knowledge.

The educational courses are run in three categories: intermediate, advanced and higher.

Experience

“All Credit College lecturers are practising credit managers and lecturers with many years’ experience,” Gericke says.

“The content of our courses is designed to be dynamic, stimulating and demanding.

“Students are guaranteed the ability to optimise their potential.”

It is Credit College’s objective to assist the employer in his responsibility of creating the environment, structure and systems to enable credit staff to function effectively.

ABOUT R183bn in credit was owed in SA at the end of 1990.

This credit is the core asset of most organisations and probably the most difficult to control.

If poor control results in a large portion of this debt being written off, the country’s standard of living and economic growth will drop and prices will escalate.

Many organisations don’t place sufficient emphasis on the importance of credit control.

Specialise

With this in mind, Credit College, the first company in SA to specialise in credit education and training, has been established.

Although the official launch of the company is scheduled for October 16, Credit College has been in operation since April this year and has already signed its first major contract.

The company was formed by experienced credit specialists, all of whom have lectured for Credit Management Education Associates (CMEA), a subsidiary of the United Institute of Credit Management (UICM).

Phillips group credit manager and past president of the UICM Pieter Buitendag was elected managing director by the shareholders.

Additional directors include John Downie, credit manager for 3M, and ...
Awesome shift in unions' role

SOUTH African trade unions face tough new challenges.

Their job is to defend workers' rights, and so far they've done a pretty good job. But new realities are likely to cut their membership in the years ahead. And the harder they struggle for their members, the more jobs will be lost.

Several forces are at work in international business that are changing the role of unions, what they stand for and the way they operate.

These new conditions are affecting workers in every country. But their impact will be especially serious here.

The South African work force is too unskilled to attract high-tech jobs and too expensive for low-tech industries.

**Competition**

Technology has made the world a global village, so our workers are now in competition with workers everywhere.

Because it's easy to fax instructions to Barbados, Calcutta or Hong Kong, companies now go "body shopping" for labour, buying it wherever it's cheaper and most productive.

And since about four billion of the world's five billion people live in conditions of poverty, there are plenty of hungry foreigners who don't care about our "living wage". They snap up jobs at virtually any wage.

Here, the average black factory worker earns around R1 250 a month. In Taiwan, that worker gets R50. But Taiwan is currently exporting factories at a furious rate because there's cheaper labour elsewhere.

In Malaysia, for example, the same job commands about R3,50 a month, including an allowance for travel and food. And in Shanghai, it's worth just R1,20 a day - and only 10 percent of the population earn that much.

These are the facts, and we'd better face them. For too long we've buried our heads in the sand. Now, for the first time, we face the chill winds of global competition - in a time of unprecedented global change.

Black unions have played a transforming role in South African politics. They led a lot to force a quiet revolution from within commerce and industry, mining and construction, when other movements were banned.

But from now on, with apartheid dying and with a new black government likely in a very short time, the focus of the workers' struggle will shift more and more from politics to economics.

Unfortunately, the very success of union actions so far could frustrate their efforts to get a better deal for their members.

Escalating wage demands with little improvement in productivity have helped to keep the economy in recession and made South African companies uncompetitive in world terms.

The result has been tougher bargaining by bosses and tens of thousands of lay-offs.

Companies are now extremely careful about who they hire, the contracts they sign and what benefits they offer.

Today, 43 percent of the formal work force is unemployed. Only about 12 of every 100 work seekers can find a job. There is no reason to believe that this tragic situation will improve any time in the foreseeable future, with the population growing about three times faster than the economy.

**Violence**

Criminal violence is thus likely to rise to horrific levels in the next few years. That, in turn, will confirm the view of many foreign investors that South Africa's risks outweigh its possible rewards. Instead of putting their money, their skills and their technology into this country, they'll simply go elsewhere.

The worldwide recession has forced businessmen to watch their pennies. South Africa is a small target of opportunity. The big attractions are Europe, the Americas and the Pacific Rim.

If once we could expect easy handouts from the world's do-gooders, that time is now past.

The new South Africa is not an attractive moral issue. What's more, aid to almost all African countries is now under review, and almost all of it comes with strings attached.

**Failed**

If once we could rely on gold to save our hides, that day is also past.

In the past year, a major international war and a revolution in the Soviet Union have both failed to push its price up.

Nor are our other natural resources - for so long our great source of pride and hope - of much use right now.

Commodity prices are depressed everywhere. Any they're likely to rise much for some years, and then only too slowly to give us the urgent boost we need.

If we want to share wealth, we have to start by creating wealth. And the only way to transform this economy is by making our workforce world class in terms of both quality and cost.

In this new climate, organized labour has an awesome responsibility. Quite simply, it can encourage business and help attract investment, or it can guarantee that the new South Africa will never feed and clothe and house the millions of people who've suffered so terribly, who've struggled so long and hard, and who now expect so much.
Sacob predicts more job losses

CAPE TOWN — Uncertainty over the timing of the next upturn was permeating the economy and could result in further job losses, Sacob economist Keith Lockwood told a Cape Town Chamber of Commerce seminar earlier this week.

Businessmen were uncertain over the state of the economy, possible labour action and political developments.

Lockwood said that over the next few months businessmen would be unsure whether any increases in sales were the result of pent-up demand pending the introduction of VAT or signs of a genuine recovery.

It is widely accepted that the economic recovery will be export led.

Lockwood said those businesses involved in the export market should see an increase in sales and profitability next year. However, domestically orientated manufacturers would continue to experience problems.

Export volumes excluding gold had increased by about 100% over the last eight years, though had tapered off in the last six months because of the fall in the world economy. From a 3.25% world economic growth rate in 1989 and 2% in 1990, a rate of 1.25% was forecast for 1991.

However, there were signs that the world economy, and particularly the US economy, had turned the corner which boded well for SA exports of manufactured goods. A world economic growth rate of 2.8% has been forecast for 1992.

"There is no reason to expect a big turnaround in commodity prices this year so export-led growth will be problematic if reliant only on commodities," Lockwood said.

"SA has increasing exposure to world markets and is enjoying significant growth in exports into Africa. Exports of its manufactured goods will probably be more easily absorbed in developing countries."

The outlook for investment spending was not optimistic as gross fixed investment had tended downwards for the last six quarters, he said.
Iscor pay settlement avoids strike action
Cut car prices and educate

NEARLY R10-billion could be released for training and education in the next five years if the average price of company-owned cars can be cut by R10 000, according to John Newbury, MD of Nissan SA.

Speaking at the launch of the new Nissan luxury vehicle, Mr Newbury says that traditionally, about 70% of passenger cars are sold to companies each year, representing about 255 000 in 1991.

If the price could be reduced by R10 000 each unit, R25 billion could be released for investment in productive assets or for training and education.

This, he says, is vital for the future of the country and the economy, which has seen the population grow from 22 million in 1970 to 37 million last year. Of these, 57% are under the age of 15, 48% are urbanised and 41% are unemployed.

In 1960, it was possible to find jobs for 350 out of each 1 000 school leavers, but today only 125 can be offered jobs, he says. "This is a real nightmare."

To overcome this, the motor industry, the second largest employer in SA, must be encouraged to expand, improve productivity and enter global markets. It must also overcome unrealistic labour demands and absenteeism.

Painting a gloomy picture about the economy, Mr Newbury says that he is concerned about the state of industry, labour disruption, political instability and the controversial Phase Six local content programme.

The major problem facing SA is political instability.

The recent comments of ANC secretary-general Cyril Ramaphosa can only drive down investment in SA and severely damage the country's credibility internationally.

Referring to Phase Six, Mr Newbury says that all manufacturers accepted the Board of Trade and Industry's concept that it should reduce foreign exchange expenditure, develop exports and produce affordable vehicles.

But under pressure from German manufacturers, the BTI is moving away from this. Low-cost motoring does not only involve the price of the car but also low cost maintenance, running costs, finance charges and insurance.

Mr Newbury questioned the concept of fringes benefits, which a Pint Uno, manufactured by Nissan, carries the same 1.2% tax as a BMW 635.

"Is this logical, can it continue? The Ministry of Finance must address this point."
Labour is showing a spirit of consultation

DEVELOPMENTS on the labour scene during the past year have seen dynamic changes, Sacob says in its annual report released this week.

"The adversarial climate has abated and there is a new spirit of consultation arising out of the successful conclusion of the Saccola/Cosatu/Nactu accord of last year, which culminated in the Labour Relations Act of May, 1991."

"The past year has seen a continuation of the trend for social policy issues to become part of the relationship between employees and employers."

"This has led to the addressing of issues such as AIDS, a new strategy for urbanisation, health care and social responsibility."

"The supply of skilled manpower to meet the challenge of SA's need for economic growth continues to be cause for concern," Sacob says.

"Changes in manpower policy on a broad front will be to address this problem." Sacob is also strongly promoting the closer integration of education, training and career guidance.

"As it is unlikely, however, that a restructured education and training system will meet certain immediate manpower needs, Sacob has proposed changes to current immigration policy designed to encourage those immigrants with qualifications, skills and capital that are needed to come to SA."
Manufacturing sector has vital employment role

THE SA economy's performance over the past decade has been disappointing, with growth in real gross domestic product significantly lower than the growth in the population.

"As a result, the ability of the economy to provide employment and improve the standard of living has been limited and poverty and economic inequality have become pronounced.

A failure of the economy to achieve higher levels of growth will make it difficult to address these problems and will tend to promote instability, according to a recent report by Sacob on the development of a new industrial policy for SA.

"While there are numerous reasons for the poor economic performance, recent political initiatives have made it possible for the country to shift its economic focus from the inward-oriented policies of the past to ones more outward-oriented in order to maximise the growth opportunities."

As the biggest single sector of the economy and the biggest employer outside of the public sector, the manufacturing sector has an important role to play in generating wealth and providing employment in the new SA, the report says.

"However, it will be necessary to create an environment conducive to the sustained expansion and development of the manufacturing sector."

Research by Sacob shows the manufacturing sector's poor performance over the past few years has "probably" made a considerable contribution to the lack of performance in the economy as a whole.

Investment, the report says, declined so the volume of output remained static and the productive capacity decreased.

"An analysis of the competitiveness of the manufacturing sector shows in almost all areas of inputs it is at a competitive disadvantage cost-wise."

The report says if the country is to regain some of its lost market share in world markets and get manufacturing back on a growth curve, these factors are going to have to be addressed.

While some of the factors can be addressed immediately, others can only be rectified over the medium to long term.

The Sacob report says an analysis of inputs to the manufacturing sector show that 70% of these are at a competitive disadvantage when compared to other countries, and only electricity and mining inputs provide a competitive advantage.

"However, they only make up 6% of total inputs. A quantification of the competitive position appears to show the SA manufacturing industry is at about a 25% cost disadvantage compared to other countries."

The four main areas which need immediate re-focus are cost of capital, productivity of capital, productivity of labour and cost of intermediate inputs.
The right environment can create jobs. Or will it?

Either we lose jobs or we lose the environment.

There’s a temptation to sum up the great ecology debate with those two simple opposite.

But a recent Worldwatch paper, “Jobs in a Sustainable Economy” by Michael Renner, argues that the ever-changing interplay between jobs and the environment is far too complex to be reduced to slogans. He throws up interesting points for economic debate.

However, the paper itself makes some questionable assumptions that will associate with followers of the free lunch approach to economics.

Renner’s thesis is the movement towards an environmentally sustainable global economy will create far more jobs than it eliminates.

“Less damaging ways of producing, consuming, and disposing of goods can translate into the goal of full employment because they tend to be more labour intensive.”

He goes on to say that governments will have to show the way. A host of government policies both encourage pollution and discourage job creation, he says. “By shifting the tax burden away from labour and toward capital and energy, job creation can be spurred.”

South Africans are familiar with the perennial problem of drive towards high productivity costing bigger and bigger lumps of capital without creating more jobs. Capital productivity in South Africa is worse than labour productivity, a common scapegoat for our economic problems. The West reflects the same phenomenon.

Renner’s observation that high unemployment stems from the same economic choices that cause industries to destroy the environment deserves some attention. He contends the quest for labour productivity lies at the root of structural unemployment as well as unsustainable levels of resource use and environmental destruction.

But he arrives at this conclusion by defining labour productivity increases as the substitution of capital and energy for human labour. This is not the only definition. Labour productivity can be increased in two ways. Either you can cut the number of labourers producing X number of widgets or the same number of labourers produce more than X widgets in the same amount of time. The second option may use more energy and capital — but it doesn’t lose jobs.

Looking too narrowly at the interplay between capital and labour also creates a misconception. Take an example closer to home, such as the pending Columbus Stainless Steel project. The project only creates 1,500 jobs for a cost of up to R3-billion. Moreover, the production of stainless steel is the kind of necessarily polluting, materials-intensive technology Renner would probably want the world to move away from.

“If environmental degradation is to be reversed we’re talking about much bigger economic changes than ‘tailpipe’ controls like smokestack scrubbers — we’re talking about fundamental changes in the way products are manufactured, used, and disposed of.”

Renner goes on to argue that the mainstream industries of manufacturing, transportation, and energy will undergo pronounced change and create substantial new employment opportunities as they restructure every stage of their operations to minimize the input of natural resources and the output of pollution.

Just as automobiles, synthetic chemistry, and throw-away products have characterized life during much of the 20th century, so will the features of a sustainable economy — energy efficient appliances and homes, bike paths, solar power plants, and recycling centres — reshape life in the 21st.

However, Renner fails to address the role of materials production in the industrial life of any country. The Columbus project, for example, will benefit South Africa in earning much needed foreign exchange. Whether it should be subsidized by the taxpayer is another issue. And yet to be proved is that the availability of stainless steel will spur downstream production of value-added products, for example, surgical instruments. Nevertheless, without foreign exchange we would have to borrow to buy the stainless steel to produce those products.

So South Africa is faced with a seemingly intractable problem. Labour-intensive projects are desirable, but they may not be international competition. However, internationally competitive industries will bring in foreign exchange.

For South Africa, where pollution is not yet as much an issue as the developed world, the question is rather how trends in the developed world will affect us.

Renner’s sustainable technologies such as windpower are not starry-eyed visions of a far-off future. The sceptical response is that if they were commercially attractive, they would already have been adopted.

But let’s assume the First World does swing to labour-intensive, earth-friendly industries like recycling and away from steel and chemicals production. That will hand the developing countries a gift in the form of new opportunities to build such plants. While products are becoming less materials intensive, cars, for example, still need metal, plastic, and glass.

In effect, the First World will be exporting pollution abroad, just as electric cars shift pollution from cities to the power stations.

Clearly, this will help cut down on noxious emissions at home but will leave intact the greenhouse effect.

Renner seems aware of this in arguing that the world community must work “co-operatively to create new industries that will both enhance the environment and provide millions of rewarding new jobs”.

Quite how this will be done is not explained, for Renner’s focus is on the industrialized countries. But it sheds light on the difficulties of grand plans to combat pollution, especially those that involve international effort.
Do company directors deserve their huge salaries?

AMID appalling poverty (and declining profit) should directors award themselves pay increases?

Recently, there has been much debate about director remuneration. There are two issues involved. The first is that directors earn too much; the other is that directors do not earn enough.

The former argument stems from the recent Labour Research Service (LRS) study into director salaries. The latter is a pro-corporatist reaction to the report. The LRS is a union-affiliated body; no doubt it has its own agenda.

The strategic impact of directors is well known and understood by most. Marxists are the exception — they do believe that directors create value as they do not produce tangible goods.

There are several determinants of directors' salaries. Human capital is scarce in South Africa; given this scarcity it can be argued that scarcity and the monopoly rents attach themselves to director salaries. The average director's value to the

Are South African directors overpaid for our economic structure?

Sinclair Davidson argues for big pay packs for the people at the top

The firm is far greater than that of the average worker, so we expect that they earn more than workers.

A major consideration is the fact that there's an important variable in the South African economy. If directors are not compensated for their human capital then various exit options are available — not least of these is emigration. At best, the director will be tempted away from the firm by competitors.

In economics, the concept of economic rent is well established. This is the payment that a factor of production receives in excess of the market rate necessary to retain that factor within a particular occupation. Ensuring that the director's services are retained is ensuring that the assets of the firm are maintained. After all, good management is probably the most important variable in the South African economy. A director's compensation should be based on the earnings per share.

We should not fall into the trap of thinking that this opportunity cost is constant. When the profits of the firm decline (as a result of the director's decisions), the opportunity costs for the director increase. This is especially so when the director owns shares in the firm — a pay increase will partially offset losses on the market.

Once the director is earning enough with the firm, we can then consider the effect of incentive structures on the firm's performance. This is where the pay-for-performance debate enters the picture.

Directors' remuneration can be divided into two components: the amount necessary to retain their services and the amount necessary to provide incentives. Incentives should include both the directors' and the shareholders' interests.

It has been argued that director remuneration should be tied to performance — but how to do this? An obsession with accounting profits can and does lead to that favourite bogeyman of the corporate critic — short-termism.

On the other hand, if performance is measured by the stock market's reaction, a problem arises. The most important consideration is that the market evaluates the firm as a whole, it does not evaluate the performance of individual directors. Discounting for the firm's capital is not possible for the asset's market price is not well developed.

The whole debate in South Africa is exacerbated by the lack of shareholder power. If there were constraints on directors, or at least, if constraints on directors were perceived to exist, then the debate would be much more intense. It is the very reason that investor power is not well developed.

Facing the challenges of the future today.

WITS UNIVERSITY

Admissions Research Officer (contract Post)

if you are interested in issues involved in identifying academic potential, and aware of the importance of developing a more representative student body at South African universities, you may wish to apply for this challenging new position. We are seeking a person seeking with intellectual creativity and administrative ability, to assume responsibility for planning and developing admissions procedures in the Humanities and Social Sciences. In addition, the position involves the management of student records and administration of selection procedures.

Duties Include:
- Comprehensive research into present procedures.
- Investigating and piloting revised procedures.
- Co-ordinating and running all admission tests.
- Monitoring the progress of students admitted through selection tests.
- Liaising with schools.
- Co-operating with cognate faculties in the development of selection procedures.

Requirements:
- Suitable academic qualifications.
- Knowledge of basic statistics.
- Computer skills.
- Experience preferable.

The appointment could take the form of a secondment from an academic post, or a casual appointment as it will depend on the qualifications of the applicant, for a period of 2/3 years.

An administrative appointment would also be considered.

Salary: Senior Lecturer - R 52 182 - R 67 864 p.a.
Special Lecturer - R 38 808 - R 59 110 p.a.

Conditions of service include generous leave, bonus, medical aid (if eligible) and the possibility of a temporary pension scheme. Secondments would retain existing benefits.

Applications, including a detailed CV with the names and addresses of three referees should be sent to: University of the Witwatersrand, Personnel Office, Private Bag 3, Wits 2050, by 8 November 1991 or fax 011/359-2273. Quota ref W152.
Justine pays attention to benefits for staff

JUSTINE is a South African direct selling company that manufactures and markets a wide range of skin care, body care, sun care and beauty care products, as well as fragrances and products for men.

It was founded in 1973 by Veronica Devine and has grown to become one of the largest skin-care houses in the country.

It has around 10,000 consultants, 400 area managers, 82 regional managers and 16 controllers in the field.

There are two sales executives, two black market developers, 60 factory staff, 30 administration staff and 20 branch offices around the country.

All the key positions are held by women.

Because of the company’s focus on women – both in its product range and staff – particular attention has been paid to employment benefits and opportunities for women.

In the case of maternity leave, for example, mothers-to-be are entitled to six months paid leave, while fathers have 10 days.

In addition, the company allows staff 10 days compassionate leave, full flexible time, determined by staff (within reason), on-going free training in all aspects pertaining to their profession, free motivational and image building courses, free counselling regarding professional, career and personal life.

The need to enhance and assist the development of black women in the new SA was recognised as far back as 1986 with the launch of the Secretary of the Year award and the Black Secretaries Forum, sponsored by Justine.
Entries for Gold Award point to growing stature

MORE than 60 entries were received for this year’s Federation of Business & Professional Women’s Gold Award, given annually to a company deemed to have done the most to further the status of women in the workplace.

This marks the highest ever number of entries received for the award, a sign of its growing stature.

There were also more finalists — 31 — than ever before.

Chief adjudicator, Nedbank executive GM Philip Bacchioni, says the quality of entries was the best yet.

“Not only were certain trends significant, but the completion of entry forms had obviously been done with a great deal of care and thought, a sign of growing regard for the award.”

Choosing a winner, he says, is becoming more and more difficult.

“We are finding there are an increasing number of companies being short-listed — around eight or nine this year compared with three or four in past years.

“This year, we had a difficult time picking a winner.”

Fellow judge and Fair Lady associate editor Sue Grant Marshall says it was exciting to see companies taking cognisance of the female workforce and the demands made on them by families and careers.

“I felt, after reading the entries, that a tremendous effort has been made to accommodate women.

Salute

“I salute the progressive companies and to the non-progressive companies I say, ‘wake up!’ or their women will end up sparkling in someone else’s orbit.”

Criteria used by the judges to evaluate the entries included:

- Considering the nature and complexity of the business and the level of sophistication of personnel policies;
- Compromise of the workforce, taking into account the percentage of males and females in senior and executive posts. The increase of women into senior and/or executive posts is also considered;
- Salaries, and differences that may exist between male and female staff;
- Range of fringe benefits offered to female employees, considering equality in things like medical aid, pension funds and housing allowances;
- Maternity benefits, compared to the 1983 Basic Condition of Employment Act;
- Training and equality in opportunities in all aspects of training, including the participation of women in management training;
- Attitudes of a company. The judges looked for a discernable change in attitude and policies among management toward women in the motivation each applicant for the Gold Award was required to complete.

Having been a judge for the past five years, Bacchioni is in a good position to determine trends emerging from the applications.

“More companies are conscious of female advancement and benefits than in the past.”

Maternity

“This is particularly noticeable in areas like pension funds and maternity benefits.”

A number of companies now offer paid maternity leave, he says.

But while fringe and maternity benefits are generally of an acceptable standard, a new problem was exposed this year.

“It is clear that there is not enough movement of women up the corporate ladder,” he says.
Glaxo is blind when it comes to gender.

GLAXO is an integrated research-based group of companies whose corporate purpose is the discovery, development, manufacture and marketing of safe, effective medicines.

It is one of the world's largest and fastest growing pharmaceutical companies.

Its international sales totalled £3.4bn last year and some 44,000 people work for the company in 78 countries.

In South Africa, there are around 400 employees, of which 46.3% are women.

Of these, two serve in executive positions: Lyn Walsh and Vicki Freeman, both marketing executives appointed in January this year.

This equal opportunity company has for many years appointed, developed and promoted women who meet set criteria, says corporate affairs manager Martin Jennings.

"Glaxo's readiness to preserve jobs until women return from three months maternity leave, equality of pension fund rules and equal pay structures indicate a blindness in sex status," he says.

"The number of women involved in production at most levels and those active in sales and marketing, registration, and as regional managers, product managers and divisional heads refutes any minority perceptions," Jennings says.

Among the perks enjoyed by staff are study and exam leave, payment for studies, training courses, flexi-time and involvement in strategic planning.
ICL SA lays off staff, keeps up market share

SOUTHERIN Reporter

SOUTH African computer company ICL has been laying off staff. (1)

But it is maintaining its market share, says chairman and chief executive of London-based ICL plc Peter Bonfield, who visited the country this week. (2)

ICL SA is jointly owned by the UK company and Malabak, which acquired its stake during divestment in the 1980s.

Mr Bonfield says that after decades when annual growth in the business worldwide was 15% to 20%, the figure for 1991 should be about 5%. Hurt bottom lines have been hurt, forcing wholesale layoffs. One company alone shed 40,000 employees. SA has followed the trend.

Another factor hurting established computer companies is the international swing from mainframes to small machines.

Mr Bonfield says ICL, once regarded as a predominantly mainframe company, now gets only 25% of its revenue from this sector.

FUTURE BONFIELD: Growth say

"I am pleased with our operation in SA. It has maintained market share. It is profitable, although less so than in 1990, has a positive cash flow and is growing.

"I am also pleased with our Malabak link because it helps our credibility."

Mr Bonfield says ICL has been the most profitable of European computer companies which endured hard times in recent years.

Last year Japan’s Fujitsu bought an 85% stake in ICL from sole shareholder STC. Before that, Fujitsu had a technology exchange agreement with ICL and used to make components for its mainframe machines.

Listing

It is intended to float ICL on the London Stock Exchange in the next two to five years and Fujitsu will reduce its stake.

"The technology links will remain. Because Fujitsu is a major backer, nobody asks any more if we are going out of business," says Mr Bonfield.

ICL bought Finnish computer company Nokia Data this month for $1.2-billion. Mr Bonfield says the acquisition brings ICL’s annual turnover to $4-billion and makes it the 15th biggest computer company in the world.

Fujitsu is second to IBM. Mr Bonfield says: "It is good news that sanctions against SA are being lifted. But many companies are still wary of investing here because of uncertainty about political stability and possible future restrictions on foreign exchange."

Rusfurn

So Rusfurn returns to the Sankor fold it left two years ago. Sankor has 90% of Senbank parent Bankorp and until a week ago controlled Tradegro, which sold Rusfurn in 1989.
Unions warn employers over stayaway

EMPLOYERS who took action against workers participating in next week’s anti-VAT stayaway would be blacklisted and face “the organised power of workers”.

Cosatu and Nactu warned yesterday.

VAT Co-ordinating Committee member and Cosatu general secretary Jay Naidoo told a news briefing companies which took disciplinary action, including dismissals, would be blacklisted.

“Lists of companies embarking on disciplinary action will be distributed locally and internationally, to facilitate solidarity action against such companies,” Cosatu and Nactu said in a joint statement.

The trade union groupings also called on employer bodies such as Sacob, Sacola and Sefisa to accept workers’ right to embark on the action and to advise employers of the consequences of victimisation.

Socab chairman Bokkie Botha said yesterday the committee could not prescribe to its member organisations how to advise companies but said they should take into account past lessons.

Socab labour affairs manager Gerrie Benuldenhout said the organisation’s policy in dealing with stayaways was based on a no work, no pay principle. Any disciplinary measures would be taken by companies at their discretion.

SA Institute of Race Relations executive director John Rane-Berman, speaking at the Johannesburg Country Club, said yesterday people in Soweto had been threatened with death if they went to work during the November 4-5 strike.

He said the institute had received reports from Soweto that people in vehicles were “going around with loudspeakers threatening to hack people to death and burn their houses if they go to work”.

Cosatu and the ANC yesterday distanced themselves from the threats, saying they were an attempt to discredit the “general strike”. They challenged the police to arrest those engaged in the criminal activity.

Naidoo said more than two million workers were expected to heed the stayaway call. Cosatu and Nactu had appealed to all to act with discipline and restraint.

He said the strike was the consequence of government’s unilateral decision to impose VAT on the people of SA. It was clear that even employers had failed to convince government to enter into bona fide negotiations on the issue, Naidoo said.

The United Front of Independent Trade Unions of SA announced yesterday it had withdrawn from all structures of the co-ordinating committee in protest against “Cosatu national leadership’s big federation chauvinism and sectarianism”. But its members would support the stayaway.

The co-ordinating committee and Deputy Director and Order Minister Johan Sheepers agreed yesterday to set up a liaison structure to facilitate communication with regard to incidents that might occur on the days in question.

Both parties agreed to adhere to the national peace accord.
Investment and skills needed — Ramaphosa

South Africa would be unwise to alienate investors or drive out skills, says ANC secretary-general Cyril Ramaphosa.

He told the conference: “The ANC has been unwavering in its commitment to a non-racial, non-sexist South Africa.

“It is these commitments plus our acceptance of the link between investment and redistribution being critical for future stability that will enable the ANC as a political organisation to unify a divided society around common objectives.”

Mr Ramaphosa said South Africa had a potentially dynamic private sector and that the government of the future had a duty to ensure the potential was fulfilled.

“But this is not an invitation to complacency on the part of the private sector. It does not mean business as usual.

“It means we have to face new challenges and find new ways of meeting those challenges.

“The private sector, in co-operation with the public sector, must go out and create job opportunities, especially for those people, the black people of South Africa, who through no fault of their own were sent off the field before the economic game started.”

Mr Ramaphosa added: “At present in the public debate one side fears that redistribution will stop investment, while the other side fears the pursuit of investment will be at the expense of redistribution.

“Both are legitimate fears, but we must go beyond expressing our fears as if they were iron laws of economics.”

Mr Ramaphosa told the delegates that the ANC was concerned about the additional and potentially serious long-term obstacles to investment.

“This is a concern that is very strongly shared by our alliance partners,” he said.

Participation

“Addressing these problems requires a very high degree of participation by all the key actors in society and the economy.

“The Nationalist Government is not capable of either addressing these problems alone or of involving all the key actors.”

Mr Ramaphosa said that the overwhelming proportion of investment in South Africa came from domestic sources and that this would continue for economic reasons.

“However, foreign investors can, and we hope will, play a valuable role in taking a democratic SA along the path to prosperity.

“Our general objective is to revive investment within a framework that maximises our capacity to eradicate poverty.” — Sapa.
OFTENEMPLOYEES for employers to help provide staff housing will be examined at a seminar in Connecticut on November 7. It
is sponsored by the Institute of Personnel Management and the
Social Involvement Association. Subjects will include sources
of finance, education, and community needs and concerns.
Business losses varied 'from thousands to millions'

By Louise Burgers and Helen Grange

Losses to business during the strike varied from millions to a few thousand rands.

The motor manufacturing industry alone suffered production losses of about R135 million, sacrificing another 3,000 vehicles to the backlog, according to the National Association of Automobile Manufacturers of South Africa (Naamsa).

Sacomb economist Keith Lockwood said it was difficult to quantify the cost to the economy, as it was possible for business to make up losses in time.

"The economy did not close down for two days. Every business would have been hit in a different way. The real loss was in worker salaries and job opportunities."

The Johannesburg City Council transport department was hard-hit, losing close to R2 million. Transport director Stan Verrier said about 70 percent of bus drivers took the time off, leaving the council with only about 50 percent of its service.

Many passengers were transported on the municipal buses for free, as relief drivers did not know how to operate the ticket machines, he said.

Putco was virtually non-operational, said managing director Dr. Jack Visser. Losses in turnover totalled R3 million in the two days.

Rail Commuter Corporation manager Roelie Snyders estimated that the company lost less than R500,000 in fares during the strike as a high percentage of regular passengers had weekly or season tickets.

Pick ’n Pay director Mike van der Merwe said the company had lost about R5 million in sales, but this would be offset by savings in staff wages.

Those that incurred the most losses were small businesses, forced to close early as they had no customers.

Dions marketing manager Howard Davidson said, however, that his stores showed no losses during the strike.

Motor manufacturing plants will be shutting down over four weeks in December, causing a further backlog in certain vehicle models, according to Naamsa spokesman Nico Vermeulen.

"It may be difficult to make up the production losses."

According to Sacomb, a long weekend would have more impact on the national economy than the two-day stayaway.

A public holiday on a working day costs the economy between R400 million and R600 million, Sacomb estimates.
Time to show some action in affirmative process

"DEPEND upon it sir, when a man knows he's to be hanged in a fortnight, he concentrates his mind wonderfully." The likelihood of affirmative action legislation in the future is causing companies to have a hard look at their employment profiles.

There are precedents. In Zimbabwe, affirmative action was directed at the public sector rather than the private and today most jobs in the public service are occupied by blacks. In Namibia, draft legislation proposes affirmative action in both sectors.

The most well-known case of affirmative action legislation has been in the US, where it dates back to 1965. The presidential directives aimed to make up for past injustices, overcome continuing discrimination, and ultimately to provide equal job opportunities for blacks and whites.

Today the issue is still debated hotly in the US, but many would argue that affirmative action has produced mixed gains for blacks. The percentage of blacks in the US workforce has risen by half in the past 25 years. About 5% of all managers in the US are black, representing a fivefold increase since 1966 and a 30% increase since 1978.

Given these precedents and a need to do something deliberate to normalise occupational structures in SA, opposition groups are calling for affirmative action.

The ANC argues that legislation is needed to redress imbalances and inequities imposed by apartheid. Affirmative action is seen as a process "which would make black economic empowerment a reality".

The possibility of affirmative action legislation is only one reason why SA companies are looking seriously, perhaps for the first time, at the need to integrate their workforce. But it is a particularly compelling reason and is prompting companies to debate in earnest the need to pre-empt legislation by starting to act "affirmatively" sooner rather than later. This is particularly noticeable in some of the parastatsals — perhaps not surprisingly.

Other reasons are also persuasive. Some of them are "business" reasons. Black consumers represent a dominant share of the market for many products. Companies realise that to understand and have credibility in those markets their structure has to be more representative of that society. Another reason is that black supervisors and managers argue they have many advantages over whites in managing a predominantly black workforce.

Companies also recognise that as other sectors such as health, the church, sport, and government itself become fully integrated, business will be out of step and a target for legislation if it does not adapt. A company which finds itself out of step with more progressive rivals also runs the risk of becoming a target for consumer boycotts or action by a future government.

The leadership of some companies accepts that the viability of a new society depends not only on a more widely accepted constitution and a stronger economy, but also on the advancement and incorporation of blacks into the mainstream of business at all levels. This makes integrated employment a strategic necessity for the survival of business and the economy as a whole.

The need for integrated employment is pressing. Over the years there has been considerable rhetoric but very little has changed. Blacks still occupy only 2.4% of management posts and less than 1% of executive positions. There has been almost no change in these statistics in the past five years.

In their responses to the problem, some companies have recognised the need to apply "affirmative action" although many of them prefer to call it something else. They realise that "equal opportunity" is not enough.

If a company has a policy of "promotion on merit" without affirmative action, then the many advantages enjoyed by whites will ensure that they continue to be promoted ahead of blacks. Thus these companies' plans include targets and increased training for employees who have been disadvantaged. Some are actively recruiting black graduates.

KARL HOFMEYR

LETTERS

Companies which are integrating their workforce are adopting a holistic and participative approach. Top management is committed and line managers are responsible for developing their employees. They are setting goals and holding managers accountable. They have abandoned the arrogant view that "blacks know what is best for blacks" and are involving black employees, unions and community groups in drawing up plans.

These companies are still in the minority. And it still has to be seen whether the companies which are formulating affirmative action policies and plans have the perseverance and creativity to make them work. What is clear, however, is that the debate within companies has a new urgency. But words must be translated into action if the business sector is to be part of the solution and not part of the problem.

Hofmeyr is Professor of Organisational Behaviour at the School of Business Leadership, Unisa.
Metal workers to get 15% pay rise

SHARON SOROUR
Labour Reporter

IMPROVED conditions of employment for the metal industry’s 350,000 workers and wage increases of up to 15 percent will be gazetted this week.

The amendments to the main agreement negotiated at the metal industry wage talks in July will be published in the Government Gazette tomorrow.

The executive director of the Steel and Engineering Industries Federation of SA (Seifisa), Mr Brian Angus, said the comprehensive range of improvements would be legally binding on all employers and employees from November 18.

Mr Angus said: “Many employers in the industry will by now have awarded the negotiated wage increases effective from July 1 as agreed between employers and unions in July.

“Employers who have not yet implemented these increases, or who have only implemented a portion, will have to implement the full increase or balance backdated to July 1.”

This payment had to be made by March 9 next year, and applied to all employers in the industry irrespective of whether they were Seifisa members, Mr Angus said.

“The reduction of the working week to 44 hours, without the additional special overtime hour a week, provided for in the previous agreement, will be made legally binding on all employers in the industry,” Mr Angus said.

Any extra hours worked would be regarded as normal overtime, he said.

But leave pay and bonuses would be calculated on the basis of an ordinary working week of 45 hours. In cases where normal hours of work constituted fewer than 44 hours, leave would be calculated on the basis of the normal hours worked.

“Employers will have to pay retrenched employees a minimum severance payment of one week’s pay for each completed year of service, up to a maximum of four weeks’ pay after four completed years,” he said.

Employers would also have to “consult in good faith” at plant level to reach agreement on higher severance payment, at the request of a trade union.

However, this did not mean the parties had to agree to a higher severance payment.
Getting at the problem

Bad service does not make good business sense. Yet SA is notorious for bad or even no service. At almost every turn the poor customer must deal with rude receptionists, incompetent clerks, unco-operative bureaucrats and lazy and devious sales staff.

Don Nel, professor of marketing in RAU's Department of Business Management, says, "Companies know what their customers want but fail to deliver what they expect." He blames the inability and sometimes the unwillingness of employees to offer the service that customers desire.

However, the blame also lies with management. According to Don Caldwell, an author on customer service, the rot starts at the top. He says: "If bosses never thank employees who do good work, what is the point of being lively and helpful if nobody notices?"

Caldwell says another explanation is that
EXECUTIVE RETRENCHMENTS

More executives have been retrenched in this recession than in any other in the past 15 years, but it's an exaggeration to say scores of them are walking the streets looking for work.

To be sure, some are looking for new positions and sounding out employment agencies. But there are also some who can afford to sit back and ride out the recession. They firmly believe that there will be a demand for their skills when the economy turns around.

Edwin Baxson, head of the SBDC's information bank, says many have opted to start their own businesses: "The pace of applications we're getting from people wanting assistance to start on their own is hotting up. It's a fact of life that the number of applications we get increases whenever there's an economic downturn."

Roly Boardman, senior member of Impact Human Resources, specialists in placing financial personnel, says there are more financial executives on the market now than two years ago, but a 2% growth rate would absorb everyone on offer.

"We are having some difficulty placing people. It isn't so much that there is a significant increase in the number of applicants, but those with jobs to offer have become terribly choosy. They perceive, wrongly, that there are lots of good calibre people out there scrumming for jobs.

"There have been few retrenchments in the financial sector, particularly at senior or top management level. Those looking for jobs are mainly at middle-management level. In fact, if the economy grew by only 2% we'd be scraping the bottom of the barrel, as we were two years ago."

Paul Tingley of Paul Tingley Management Services, which caters for a wider spectrum, takes a more pessimistic view. He says the situation is becoming more serious by the day across the commercial and industrial sectors.

"The political situation is stifling investment, which means a lack of jobs and many losing their jobs. Emigrating won't solve their problem. They can't pack their bags and look for jobs in the countries we trade with, such as France, Germany and Britain, as they did in previous recessions, because those countries also are in deep recession. "We not only get letters daily from highly qualified out-of-work people in those countries looking for work in SA, but we have actually had highly skilled people from Denmark, New Zealand, Australia and the Americas pay their way out here, walk into our office and say they're looking for work. That has never happened before."

He expects that there won't be full employment for executives for another two or three years, but the news is not all bad. "The current recession has forced companies to reduce their complements and become leaner and healthier, which will be good for them when they have to compete in the world's markets."

Gordon Whitaker, a senior consultant with PE Corporate Services, a Price Waterhouse subsidiary, says: "Economists say this recession is not as deep as others, but it is lasting longer and it's affecting the man in the street much more seriously. People further up the line are being retrenched.

"We cannot place them in jobs because very few in jobs are resigning and plans for expansion have, in most cases, been put on the backburner. The only alternative for some who have lost their jobs, if they can indentify a niche market, is to go to the

SBDC, ask for assistance and start a small business."
Nats won’t give up - De Klerk

Employers should motivate and discipline their workers against succumbing to intimidation by radical trade union leaders, State President FW de Klerk said last night.

Addressing the Transvaal National Party congress in Pretoria, De Klerk lashed out at the African National Congress and said the NP was not prepared to allow any other party or movement to take over power in South Africa.

“The NP has never asked for a mandate to transfer all the power to the ANC or anybody else.

“We are not at all prepared to exchange one form of domination for another.”

Black domination is as unacceptable as white domination. The NP rejects both. Power-sharing is the answer. Domination spells disaster,” De Klerk said.

"Illegal"

Referring to this week’s two-day stayaway, De Klerk warned that if organised commerce and industry and individual employers did not stand firm they and the country would pay a high price.

"Only if employers act purposefully and in an organised manner to ensure that trade unions act within the law, will they be able to retain their rightful independence,” he said.

He added: “Only if employers help motivate and discipline their workers against succumbing to intimidation will they be able to help prevent radical trade union leaders from gaining a stranglehold.”

De Klerk lashed out at the ANC “and its ally,” the Congress of SA Trade Unions, accusing them of staging illegal strikes, threats and stayaways.

He said the government had succeeded in breaking the ANC’s grip on sanctions.

The ANC had now changed its strategy, he said.

“As responsible governments throughout the world began to dissociate themselves from the ANC’s irresponsible utterings, and even exert pressure on it, the ANC began seeking new domestic power bases. In sports and culture it saw an opportunity.”

His Government had kept its word and had removed from the Statute Book all forms racial discrimination not linked to the Constitution.
Nats won’t give up - De Klerk

By MONK NKOMO

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Bosses threaten mechanisation

Soweto By JOE MURHELELA 8/11/71

EMPLOYERS may consider using machinery than people if the strikes continue at the prevailing rate, a spokesman for the South African Chamber of Business, Mr Gerrie Bezuidenhout, said yesterday.

Bezuidenhout was reacting to the two-day national strike organised by the anti-VAT Co-ordinating Committee. By mechanising jobs it was possible that less employment opportunities would be created, he explained.

Figures varying from 80 to 100 percent were given as representing workforce that took part in the stayaway on Monday and Tuesday.

Organisers regarded the strike action as a huge success, a show of strength which kept more than 3 million workers away from the work-place.

Bezuidenhout said workers in the private sector lost more than R200 million in wages over two days.

"This figure negates to a very large extent any potential burden that may have been imposed on workers by the introduction of VAT," Bezuidenhout said.

He said by making contingency plans the private sector has demonstrated its capacity to maintain a reasonable level of activity despite the incidence of absenteeism.

Bezuidenhout said employers would in future step up efficiency and stop relying on the abundance of labour.
Companions attacked over VAT
New employment won't take off soon

NEW employment was not likely to take off until the second half of next year despite the expected early recovery in the economy, recruitment specialists said yesterday.

However, economists and personnel agents expected the dramatic decline in new employment over the past two years to level off and retrenchments to cease.

Bureau of Economic Research economist Martin Hugo said employment in the formal sector was unlikely to deteriorate further during 1992. Although the expected upturn in the economy would result in a slight 0,1% improvement in employment next year, he did not expect new recruitment to pick up substantially before 1993.

Hugo said the economic downswing had persisted for more than 31 months, making the recession one of the longest in the postwar period. Employment in the formal sector this year dropped by 1,7% on the previous year.

Econometrix economist Tony Twine said the public sector had maintained its employment drive throughout the recession: "The public sector seems to continue employing new people regardless of economic conditions. It has grown by over 70% since the beginning of 1980."

Twine said he expected the public service to provide some relief to the poor employment situation in 1992.

Churchill Personnel MD Don Jennings said employment opportunities in his books had declined by 25% last year compared with a 10% drop in the first 10 months of this year. He expected employment — depending on the strength and timing of the economic recovery — to improve by about 10% next year.

However, he said the traditional recruitment period of January/February would be slow due to the private sector's cutback on development training programmes.

Although there would still be strong demand for highly qualified professionals, new jobseekers would have a tough time finding employment, Jennings said.

Career Vision spokesman Jeanne White said companies had rationalised employment this year and were unlikely to take on additional "fat" by recruiting new people regardless of the economic recovery. She said companies had consolidated employment positions thereby reducing labour costs.

However, White said remuneration packages had increased considerably over the past year due to a shortage of experienced and qualified management personnel.

Central Statistical Service figures for the first quarter of this year showed a 1,5% drop in employment while salary and wage costs climbed by 15,1%.

Although employment conditions would be tight in the first half of next year, White said black management development programmes were expected to come on line during the year.
Complaints over VAT dealings

THE South African Chamber of Business says it is concerned by the fact that it continues to receive complaints from several quarters regarding the attitude of some big companies in their dealings with smaller businesses that are not registered for VAT purposes.

The chamber said at a Press conference that in most of the cases brought to its attention such businesses had issued statements to their suppliers that either explicitly, or implying, that businesses will only be conducted with, and payments made to, suppliers that were able to furnish the enterprise with a valid tax invoice.

It said: “Such statements are playing into the hands of VAT’s opponents, who are arguing, among other things, that the introduction of the new tax will succeed in decimating a large number of small business that have developed in recent years.

“The statements also tend to reinforce the view held in some quarters that VAT was introduced for the benefit of big business at the expense of small business and the man in the street.”

“While there may be little or no foundation to these views, the perceptions still exist and are being reinforced by the inflexible stance adopted by some businesses.”

Sacob urged all its members to re-examine their policies towards dealing with small, unregistered businesses, and to make their business decisions on the basis of the quality and price of the goods and services that they receive from such businesses, and not whether they are registered for VAT purposes.

“Where statements have been issued which imply that the company will only deal with registered vendors, Sacob requests that such statements be retracted and rephrased so that unregistered suppliers are not discriminated against.”

“The chamber also urges its members to assist those businesses with which they have dealings that have to, or wish to, register wherever possible,” Sacob said.
Major sectors
cut 112,000 jobs

PRETORIA — Almost 112,000 jobs were lost in the mining, quarrying, manufacturing and construction industries and Eskom in the 12 months to end-August, latest Central Statistical Service figures show.

The mining industry shed almost 49,000 workers during the period. The total number of people employed in the industry at the end of August was 637,931.

The next biggest loss was in manufacturing, where 33,300 jobs disappeared, reducing total employment to 1,425,592.

In construction 26,000 jobs were cut, reducing the workforce to 379,300. Eskom’s staff numbers fell 3,360 to 47,700.

The same trend was apparent in the wholesale and retail trade and in the motor trade and hotel industries.

Total job loss in the four sectors amounted to almost 11,000 between June last year and end-June this year, when the total number of jobs was almost 735,000.

Retail trade employment dropped 5,135 to 391,456, wholesale trade personnel numbers fell 1,702 to 210,415, hotel worker figures lost 2,702 to 45,197, and in the motor trade, 1,270 jobs were lost, bringing the total down to 117,392.
'Racist shot me for no reason'

By ELIAS MALULEKE

A BOILERMAKER'S assistant employed by A-Leita Steel Construction in Pretoria was allegedly shot and injured at work by a "racist" white supervisor, and claims no disciplinary action has been taken since the incident two months ago.

Ben Kanyane, 29, a Mamelodi hostel inmate who has been in the employment of A-Leita in Silverton for eight years, alleged he was shot at and injured for no apparent reason when Jan Henning, a supervisor, opened fire on him without any provocation on September 18.

The bullet struck him in the arm, went into his right rib cage and came out through the back.

He alleged the gun-toting Henning had threatened to shoot "kaffirs", but that management had done nothing to stop him from carrying the weapon at work.

Henning and his employers have not responded to various requests for comment.

Apart from reporting the matter to the police, Kanyane has also instructed Lawyers for Human Rights (LHR) to claim for damages against his employer and colleagues.

Police confirmed they were investigating a charge of attempted murder, but they added that no arrests have been made.

Kanyane told City Press he was working at the plant when Henning came to him and ordered him to sit down. He refused as he was working and it was not time yet for his break.

"He then pulled out his firearm and said he would shoot me if I did not sit.

NO STEPS . . . victim

Ben Kanyane says no action has been taken against the man who allegedly shot him. In the inset he shows the wounds he got from a single bullet.

Before I could do or say anything, a shot went off.

"I fell down in pain, my body became hot and, as I closed my eyes, I saw him smile like an evil-minded person," Kanyane said.

He lay there for a while before his colleagues came to offer assistance, but none of the directors, who were in the office, came to investigate.

"I was taken to the Mamelodi Day Hospital where I was kept until the following day. On my discharge, I went to work and one of the directors said he was sorry about the incident, but I should not take it further," he said.

However, he reported the matter to the police and the LHR that day.

LHR Regional Director Lucretia Seafeld confirmed that the organisation was to institute claims on behalf of Kanyane, but summonses have not yet been served.
Marais in bid to save 60,000 jobs

TRADE and Industry Minister Org Marais will meet representatives of the clothing and textile industries tomorrow in an effort to thrash out an agreement on new tariff proposals which could forestall the loss of up to 60,000 jobs.

The tariff proposals are aimed at simplifying the industries' import tariff structure and giving them an opportunity to become profitable and internationally competitive over the next three years.

But the clothing industry has objected to the proposals because they will increase duties on imported fabric from the higher cost producing centres such as Europe.

National Clothing Federation executive director Hennie van Zyl says the changes constitute increased protection for the textile industry and are contrary to an agreement in 1989 that the structural adjustment programme for the industries remain in force for five years.

Marais is keen to resolve the battle between the two industries. He is concerned that unless the industries reach an agreement which provides a degree of relief for some sectors, between 40,000 and 60,000 jobs could be lost.

"There are unlikely to be any big winners at tomorrow's meeting, but we need to reach an agreement which will save jobs and enable the industry to become stronger and internationally competitive in the longer term," Marais said in an interview on Friday.

In an effort to make the agreement as comprehensive as possible, Marais has asked the Board of Trade and Industry to invite the SA Clothing and Textile Workers' Union to the meeting.

Commenting on an indication by President F W de Klerk in Israel last week that government intended removing the import surcharges imposed in the 1980s to protect the balance of payments, Marais said this would depend on the amount of revenue collected under the new taxation system.

"The lifting of the 40% surcharge on imported consumer goods and the 5% on imported capital and intermediate goods will result in a revenue loss of more than R1bn. We will have to see what VAT brings in before we start removing the surcharges or adjusting taxes," he said.

The various policy documents on a new industrial strategy would soon be completed and handed over to the Cabinet,"
R400m in clothing exports protect industry workers

By Tom Hood

CAPE TOWN — Exports of clothing worth R400 million this year have protected 10,000 workers and their dependants in the worst recession in recent history, says Dr Aaron Searl, the new president of the National Clothing Federation.

However, the industry is concerned at sustained pressure being exerted to undermine its export effort and he warns that this must be resisted with vigour.

"Our resolve must not be under-estimated," said Dr Searl after his election.

The threat of increased duties and import parity were grave issues for clothing manufacturers. If the latest Board of Trade proposals were implemented, they would raise clothing prices, which would result in consumer resistance and lead to less business for the textile industry.

Other critical issues faced by the industry were the need for more job creation, increasing exports and improving relationships between management and the trade unions.

Dr Searl also welcomed a statement by Dr Org Marais, Minister of Trade and Industry and Tourism, that protection in the form of import tariffs would have to be phased out and that a revised set of proposals for a development plan for the clothing and textile industries would be discussed soon.

"This is good news and this view is clearly in agreement with the recommendations of the Industrial Development Corporation, which has also called for the lowering of customs duties and removal of import duties."

Guest speaker Dr Marais told federation members the South African clothing and textile industries would have to become locally and internationally competitive.

The alternative of becoming more protectionist in trying to prevent these forces from having an impact on the SA economy "is not open to us."

"We have pursued a protectionist policy for 70 years and as a policy it is now obsolete," he said.

Amendments to legislation were being considered to ensure efficient action against real cases of "dumping" of textiles and clothing.

However, all low-priced imports could not be classified as dumping — "elsewhere in the world there are more competitive producers against which we will have to learn to compete," said Dr Marais.
Wages fall below the inflation rate

THE position of the South African consumer has steadily worsened as average wage increases have dropped below the inflation rate for the first time since 1986. According to Old Mutual’s latest economic monitor the increase in the wage bill was 14.5 percent by the second quarter, with inflation over the corresponding period 15 percent.

At the same time the level of employment in the mining, manufacturing and construction sectors has reached its lowest point since the early 80s.

Chief economist Deve Mohr does not foresee any marked improvement in the consumer’s position in the near future and believes the economic recovery will be sluggish.

He says: “We do not expect employment and per capita wage rates to improve before profit and production levels have recovered. This will depend on rising exports, increased public sector spending on social infrastructure and some renewed private sector activity. The low level of inventories relative to sales should also assist. Consumers are under increased pressure as interest rates and debt levels remain high against a historically low personal saving ratio. This leaves consumers with very little room for raising their real expenditure levels significantly in the near future.”

He expected a mild upswing during the course of next year, but that the financial position of most consumers would not improve much in the early stages.

On a more positive note he said once the economy started its recovery, a number of factors would sustain the growth.

The scenario for exports looks more positive for 1992 as sanctions are gradually lifted, the international economy starts recovering and the recently introduced policy aimed at promoting exports takes effect.

“Another positive aspect is that the relaxed sanctions pressure against South Africa reduces the need to stockpile oil,” said Mohr.
Wage Production Limits from BHP-Hillards, 1050 by Yen, and 650 by Yen. The Prime Minister, Mr. Whitlam, has indicated that these are interim set production limits, and that the government will review these limits after the next election. The company has decided to shut down the nickel operation at the mine and reduce production to levels that are expected to meet the U.S. market demand.
Middelburg Steel HQ under fire

Top staff face axe

By IAN ROBINSON

SENIOR head-office staff at Middelburg Steel & Alloys (MS&A) are among 100 staff members facing retrenchment after the sale of the company by Barlow Rand to an Anglo American, De Beers and Gencor consortium.

Among those leaving are two MS&A directors, senior managers and highly qualified technical staff.

Samancor managing director Hans Smith says he will not confirm the retrenchments until after the signing of the final agreement between the Columbus stainless-steel consortium and Barlows in the next few days.

But he says about 90% of employees in middle and senior management positions have been "informed of their situation".

Mr Smith describes the retrenchment terms for those who will go as "fair and reasonable".

Business Times has been told by an MS&A employee that some will go at the end of the year and others next April.

Win

He says some of those staying until April were warned they would be dismissed without severance benefits unless they "pull their weight".

Severance terms will be based on the number of years' service times a percentage of annual salary in the 8% to 17% range.

Mr Smith says MS&A's Sandton head office will be closed in the middle of 1992.

The plight of MS&A employees is in contrast with Barlow vice-chairman Derek Cooper's brave words after the takeover of MS&A.
Strikes at Nampak hinder production

PACKAGING group Nampak lost more than 150,000 man days mostly due to strike action in the year under review, chairman Brian Connellan said in his 1991 report.

A strike on the issue of central bargaining was the major factor behind the lost time.

He also said 1992 earnings from the group — which was the largest packaging operation in SA — would probably be below those in 1991.

Connellan believed the critical need for better productivity remained a tremendously difficult ethic to establish in SA.

“The message that unless SA industry can become world competitive in every sense, inflation will not be defeated and real growth will not eventuate, has yet to gain broad acceptance.”

Lost wages — resulting from the lost man days — amounted to R7.5m which he believed contributed in a small way to the nation’s downward economic spiral.

“The responsibility that rests with management, workers and unions to understand the real dynamics of an economy and to jointly and actively promote growth is enormous,” he said.

Connellan said that despite predictions of an economic upturn developing by mid-1991, reality saw continuing and steepening decline in growth across the entire spectrum of the economy.

This saw demand drop in most markets served by the packaging industry although, he added, the beverage sector remained reasonably impervious to the economic decline until the last quarter, when it also began to show signs of weakening.

“Margins came under severe pressure as market share were vigorously defended as part of our strategy to maintain our pre-eminence in the packaging industry.”

He said several new entrants to the already overtraded packaging market, together with the existing surplus in productive capacity in several key areas, further complicated matters for the industry.

However, he said one pleasing trend was the low level of increase in many raw material prices as a result of weak world market demand.

With world economies in recession, he was not bullish on export opportunities.

But Nampak’s faith in the long term future of the packaging industry remained at a high level as shown by the R286m of capital expenditure spent this past year.

Of this, R206m was targeted at new capacity and new projects. Significant undertakings completed during the year on schedule were the new R56m glass plant in Durban and the new R110m tissue mill at Klipriver.

Planned capital expenditure for 1992 exceeded R506m and included the new R122m beverage can plant at Springs where work had already commenced and which was scheduled to be commissioned late next year.

On prospects for the coming year he said despite economists and politicians attempting to “talk the economy up”, Nampak’s reading of the present economic scenario remained pessimistic, with too many factors currently present that militate against any major upturn during 1992.

While operating profit was expected to show modest improvement, higher interest charges and an increased effective tax rate would probably reduce the rate of growth in earnings to below last year’s.
US firms urged to pep up aid schemes

WASHINGTON — The collapse of formal apartheid notwithstanding, US companies in SA must redouble their social responsibility efforts, even though they are already "at the forefront" of businesses seeking to facilitate change.

So contends auditor Arthur D Little Inc in its latest annual report on how signatory firms are complying with the so-called Statement of Principles, formerly known as the Sullivan Code.

"The need for such programmes is more urgent today than ever before to meet the growing expectations and opportunities of the majority of the population," the report states.

"If collective pressure for change is halted, social tensions will increase and hurt the efforts of all parties working towards a unified, non-racial democracy." After a decade of precipitate decline due mostly to disinvestment, the number of signatories has stabilised at 52, a marginal drop from 54 last year.

Despite deepening recession, the 52, representing 17 633 employees, increased their social expenditures inside and outside the workplace to R74m over the past year, up from R67m in 1990.

Of this more than R33m went towards educational assistance for non-employees.

Man-days devoted to social responsibility activities also increased from 64 000 to 70 650.

All but four of the companies were "making progress" or better. Donaldson Co, Harnischfeger Industries, Ingersoll Rand and Joy Technologies were told they needed to become "more active" in the fields of education for non-employees, training and advancement, community development and social justice.

For the first time since the principles were established in 1977, companies were required to provide employees with AIDS and family planning counselling and annual TB tests. All complied.

The companies' performance in filling white-collar vacancies with blacks improved quite markedly — from 20% to 27% at the managerial level — the only exception being supervisory positions. Here the proportion slipped from 63% to 60%.

Overall, the proportion of whites supervised by blacks in signatory firms is 10.5%, up from 6.2% five years ago.

Several firms reported that their efforts to advance blacks was being hampered by unions and workforce peer pressure.

One said "the trade unions are prepared to allow their members to be trained at various skilled jobs, but not supervisory and managerial jobs".

Several companies indicated they were engaging more deeply than ever before in efforts to desegregate schools and help community groups counteract violence.
Metalworkers call off strike

The 4,000 employees of Anglo American's Highveld Steel Corporation in Witbank who were given an ultimatum to return to work on Tuesday or face dismissal returned to work yesterday, an Anglo spokesman said.

The spokesman said this followed an agreement reached with management on Tuesday.

In terms of the agreement, Tuesday's talks continued until yesterday and management and employees' representatives agreed to hold further talks today to resolve the situation, the spokesman added.

All employees would return for their respective shifts, the statement added.

The illegal strike by the workers, in defiance of a court interdict obtained by the company which ordered them back to work by Monday morning, affected the vanadium and ferro-alloy operations.

The spokesman said the strike's impact on Highveld's ability to market its products had not been seriously affected.

The spokesman denied claims by National Union of Metalworkers regional secretary Frank Boshielo that the union was forced to act immediately as management had informed the union of its intention to retrench workers only on November 12, three weeks before they were due to lose their jobs.

He said that in terms of the agreement with the union, employees were given three weeks' notice of the retrenchments, which were also discussed at several meetings. In addition, severance pay had been paid.

Mr Boshielo said workers went on strike in an attempt to block the retrenchments.

The strike is a sequel to the downing of tools by workers at the mine last Tuesday in protest against the retrenchment of 600 employees.
Economic growth should be targeted on job creation area

Finance Staff

Economic growth should be aimed at sectors where employment can best be created, says Sanlam in its December Economic Survey.

Chief economist Johan Louw says both the extent and the quality of economic growth over the past six years has been disappointing.

Total real growth averaged about one percent annually — 6.4 percent over the past six and a half years — and was concentrated in a few sectors.

Agriculture made up most of the growth, accounting for some 39 percent, while the public sector accounted for 32.9 percent. Finance contributed 32.1 percent, electricity 16.1 percent and transport 10.5 percent.

On the other side of the coin, commerce reported no growth, while the construction and manufacturing industries had a negative growth rate of 8.1 and 9.7 percent respectively. The worst performer was the mining sector, where growth fell by 22.9 percent.

The most worrying aspect, Sanlam says, was that sectors which should have made important contributions to job creation — commerce, manufacturing, mining and construction — actually retrenched workers.

With soaring unemployment it is essential drastically to increase economic growth and to aim economic expansion specifically at sectors best able to create employment, Mr Louw says.

Although GDP rose by 0.5 percent in the third quarter, initial indications reveal that economic activity in the fourth quarter remained sluggish and may have worsened in several sectors.

In all, Sanlam says a negative real growth rate of 0.5 percent is expected for 1991 and a positive real growth rate of about two percent for 1992.

Regarding inflation, Sanlam expects increases in the CPI to decline slowly from the present high of 16.8 percent to an average increase of about 14 percent in 1992.

As a result of the continued high level of inflation, no drop in interest rates is expected before the first quarter of 1992.
Small business with big influence

Small is beautiful, but big is meaningfully? PEG HUMANEY reports on a new study of small and medium-sized businesses in South Africa.

There is a tendency to think of small business in South Africa as insignificantly small. Anglo American is real business, the thinking goes; Joe’s Cafe isn’t.

A study commissioned by the Small Business Development Corporation (SBDC) should go some way towards changing people’s misconceptions. The University of Pretoria’s economics department has taken a cut focus theme, the role of small and medium-sized businesses (SMBs) in the South African economy.

The study shows that in many cases SMBs are an economic force to be reckoned with. It also shows that the contribution of SMBs to the economy rises along with the value-added chain. Exempting raw materials (the primary sector) offers few opportunities for SMBs. Manufacturing (the secondary sector), on the other hand, offers more opportunities and small and medium-sized retailers are common.

SMBs don’t stand out in farming, for instance. Agriculture also illustrates the difficulty of defining small. Around 40 percent of farms are smaller than 50ha. And they employ 37 percent of agricultural labour. But since land fertility is often the deciding factor in farming, land size doesn’t mean much.

If yearly income is used as the yardstick, which means small and big are in agriculture, only 25 percent of all farms have yearly income of less than R100,000, employing only 4.2 percent of agricultural labour.

In mining and fishing, SMBs don’t count for much of total employment and income generation in those sectors. Small mining establishments and fishing are prolific, however, suggesting that mining and fishing provide a home for small entrepreneurs.

In manufacturing, SMBs are numerous and they account for about a third of total manufacturing activity. A telling figure is that of the increase in SMBs in manufacturing between 1972 and 1985.

Small businesses accounted for around 22 percent of all new manufacturing businesses born in these 13 years. Medium-size businesses are most concentrated in small and medium-sized business (SMBs) created around 43 percent of all new jobs created in manufacturing during that period.

SMBs are typically concentrated in informal sectors. In order of importance the sectors in which small manufacturing businesses are concentrated are: metal products, machinery, printing, food, furniture, other manufacturing, non-metal mineral products and clothing.

Medium-size businesses are typically found in the same sub-sectors, plus textiles and other chemical products.

SMBs are not to be found in the manufacture of motor vehicles, electrical machinery, plastic products and other important small and medium-sized enterprises.

This suggests economics of scale are essential for certain businesses, and so they are unsuitable for small-scale entrepreneurs.

The smaller businesses, interestingly enough, seem to be concentrated in those activities that are complementary to, rather than competitive with, the activities where the larger businesses are typically found,” says the report.

Most businesses in construction are small. Small businesses, in those employing less than 10 workers, constitute around 88 percent of all construction businesses in 1982. Medium-size businesses constitute another nine percent.

In terms of manufacturing, SMBs provided almost 50 percent of all employment opportunities and the total wages paid by the sector in 1982.

Most commercial establishments, according to 1983 census data used in the study, are SMBs. Farms with fewer than 50 employees represented 90 percent of all commercial establishments.

Big firms, capital intensive and with economies of scale, play a more important role in the economy of South Africa.

In conclusion, the study shows that whatever the percentage it was all additional to GDP. Seeing that small and medium businesses are so important to our economic life, what are the implications of the study?

The importance of small business may, for instance, have implications for government spending. Small Business Development Corporation managing director Ben Vosloo, in a statement accompanying the release of the study, points out that the money spent on export incentives far outweighs any government spending on small business.

Vosloo says that in the 1991/92 Budget a total of R1 411.5 million was budgeted for export trade promotion.

This will be distributed, he says, to around 2 500 beneficiaries under the 1990 Export Incentive Scheme. Most of the beneficiaries are large firms and those employing less than 50 workers each constituted around 88 percent of all construction businesses in 1982. Medium-size businesses constituted another nine percent.

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Road to a social contract

15/12/97

SEVERAL corporations are considering agreements at plant level to provide for shared decision making with trade unions in exchange for worker compromises.

If such agreements are concluded, says Andrew Levy & Associates (ALA) in its annual report, they could provide the clues about the form of "social contract" that could emerge in SA.

Whereas the social contract process in Western Europe was initiated at national level, this is unlikely in SA.

There are widely differing viewpoints about what a social contract should comprise — and even its desirability.

"The agreements which stick are likely to be negotiated at company or industry level.

"A national level strategy only is likely to delay or even end the process since the agreements are unlikely to stick."

If unions and management in specific industries begin to develop a working relationship which delivers benefits to both, it will provide the right climate for a national social contract.

But ALA warns that the process could take several years to achieve, if at all.
SAMANCOR is expected to retrench about 400 employees at the Middelburg Ferrochrome plant—previously Middelburg Steel & Alloys Chromium.

The plant has a complement of about 3,000. MS&A was taken over by Samancor in September.

Notice of retrenchment was given to more than 100 employees at MS&A head office in November.

Samancor declines to confirm the scale or terms of retrenchments as no finality has been reached.

Samancor general manager, Wilrich Schroeder says "discussions with employees and employees’ representative organisations regarding rationalisation are under way".

**Losses**

Mr Schroeder says the rationalisation of its operations is “due to market conditions prevalent in the ferrochrome industry”. These have forced producers to explore all possible avenues in order to remain alive.

It is believed that the primary objective of the retrenchments is to reduce the staff complement at Middelburg to one comparable with other Samancor ferrochrome operations—Parramalas and Tubatsi.

However, shelving of the Chrome Direct Reduction (CDR) plant and persistent losses at the low-carbon factory have aggravated the problem. The scale of the retrenchments reflects the different business philosophies of MS&A and Samancor.

John Hall, director of Barlow Rand and former chairman of MS&A, says he introduced a no-retrenchment policy in 1978 which took into account the cyclical nature of the business. This resulted in a stable labour force.

In spite of overstaffing in times of depressed demand, MS&A’s production costs were compared favourably with other ferrochrome producers.

A Middelburg employee who has been given notice of retrenchment expresses anger about Barlows’ alleged indifference to the fate of its former employees. He says he feels like "a puppet on a string".

Mr Hall denies that Barlows is indifferent and says the “welfare of people who would inevitably be retrenched was of primary concern to Barlows and they were involved with the new owners (of MS&A’s stainless-steel and ferrochrome companies) to achieve generous retrenchment packages”.

However, he declines to say how generous because this could set a precedent. He says head-office employees who declined offers of transfers to Middelburg still received retrenchment packages.

Retrenchment terms at the plant are believed to be similar to those offered to MS&A head-office employees—9% to 10% of annual remuneration packages times the number of years' service.

There is dissatisfaction about the basis of selection of employees to be retrenched. It is also alleged that no company contributions to the pension fund will be paid out to retrenched employees. The employees’ contribution will be repaid at an accrued rate of interest of only 2%.

**Hardship**

Mr Hall says negotiations were held with each employee and every attempt is being made to avoid hardship. A list of MS&A retrenchedes has been circulated throughout the Barlow group in an attempt to place them.

A labour lawyer consulted by some head-office retrenchedes describes the terms as “quite generous”. But the retrenchments, from the procedural point of view, were handled badly in the early stages. Employees were faced with a fait accompli and there was inadequate consultation.
Codesa asked to guard small firms

THE National Industrial Chamber has called on the Convention for a Democratic South Africa to consider a ministry to protect the small business sector which could save the country from massive poverty and unemployment.

NIC, the industrial arm of NAFCOC, believes the creation of a new ministry charged with creating a favourable climate for small business was a potential solution to South Africa's economic woes.

The plan was based on successful experiments both in the East and West, where the growth of small business has alleviated unemployment.

According to NIC president, Mr Joe Mogodi, during the 80's small firms in Britain created more than a million jobs, twice as many as larger firms.

"In South Africa, where 40 percent of all adults have no recorded employment and seven out of eight school leavers cannot find jobs, our biggest problem is job creation. Yet the Government remains intransigent to our pleas - hence our appeal to Codesa," Mogodi said.

By SONTI MASEKO

Dynamic

"Democracy does not thrive in the midst of poverty and politics alone will not overcome the twin evils of unemployment and poverty. A dynamic small business sector, however, will."

"The UK has a small firm minister whose task it is to create a supportive climate for small firms. He is the political champion of small firms and ensures the legislative framework is appropriate for their growth.

"With the help of a sympathetic government we can work this miracle in South Africa as well. The whole structure of the economy must be overhauled if a healthy small firms sector is to arise.

The sector has no champion at cabinet level. Policy decisions are taken with little or no thought of their impact on small firms. Their potential is largely ignored," the NIC said.

Revised

Areas of legislation that the NIC envisages could be revised are:

- The amendment of restrictive and inappropriate legislation that discourages business growth;
- Training for adults in both job skills and entrepreneurship;
- Changing the emphasis in secondary education from academic to technical skills;
- The introduction of entrepreneurship as school subjects - according to NIC, 25 percent of people have entrepreneurial skills and education must help those children with the talent to create their own jobs;
- Providing "safety net" finance for small businesses;
- Intervention by the ministry on behalf of small business where payments are unduly delayed; and
- Legislation making it illegal to withhold payment to small firms for periods longer than 30 days.
Grim outlook for wages in '92 - experts
By Shareen Singh

If wage increases this year were disappointing, next year would be worse, according to labour experts.

Brian Allen, director of Andrew Levy and Associates, said he could not see the recession lifting before the completion of the traditional wage round for 1992. Wage negotiations would be as intense, if not worse.

Wage increases below the inflation rate were possible next year, he added.

The commercial sectors and the motor industry would be hardest hit as a result of the recession. Low wage increases could also be expected in the public sector, he said.

In the mining industry, the shared-responsibility bargaining, which resulted in productivity and profit-linked wage increases, had to a large degree set a base for next year, Mr. Allen said.

A similar pattern would follow unless major unforeseen problems arose in the administration and application of these agreements.

He dismissed the possibility of wage freezes, saying he could not see unions accepting this.

PEIE Corporate Services managing consultant Naomi Brehm said many companies were looking at the possibility of productivity bargaining and that this could become a trend next year. Most wage increases were expected to be between 3 and 5 percent below the inflation rate, she said.

Labour consultant Theo Hefer said the current trend of lower increases would continue next year, but increasing pressure would come from workers at the lower levels to get higher percentage increases.

"It would be necessary for lower-paid workers to get higher percentage increases than white-collar workers in order to narrow the wage curve, which is abnormally steep in most companies," he said.

"Many companies have recognised the importance of more equitable wealth distribution, and a trend in this direction could be seen next year," Mr. Hefer added.

"It would be unfair and wrong to expect lower-paid workers to absorb the pain of recession," he said.