UNEMPLOYMENT.

17/1/81 — 31/12/81

335

'Third window' for world loans plan

STAR 9/6/75

The Star Bureau

NEW YORK — World finance ministers are likely to approve next week a new lending "window" for the World Bank that would provide an additional 1 000m dollars (R667m) in low-interest loans for the world's poorer countries.

Whether the decision to go ahead will be made by the 20-nation development committee, due to meet in Paris next week, will depend on whether the World Bank can obtain pledges of contributions for the purpose of subsidising interest rates on the new loans, amounting to about 225m dollars from oil-producing and industrial countries.

The United States almost certainly will not make a contribution, though it is expected to support the adoption of the new "third window" in the World Bank.

The United States' reluctance to contribute is based heavily on the problem of obtaining congressional approval, though the amount would not be large.

The bank now makes loans on normal "hard" terms with an interest rate of 8¼ percent, and also makes "soft," zero-interest loans to the very poorest countries through its affiliate, the International Development Association.

The third window would make loans at 4¼ percent, some to the very poorest countries and some to what are known as the "middle income," less developed countries.

The funds would be raised in the world's capital markets — as is the case for the bank's normal "hard" loans — and the interest rate would be subsidised by government contributions from oil-producing and industrial countries.

The hope is to lend 1 000m dollars a year, though next week's decision will involve only the first year.

WHO'LL GIVE US THE BEST SECURITY?

(230A) (TA)

S Trib 29/2/76.

S_Trib
29/2/76
(235)

Denis Worrall

I WELCOME this opportunity of presenting my basic political positions, and I thank the editor of the **Sunday Tribune** for giving us an open forum like this. I wish also at the outset to say that I am going to rely heavily on the traditional open-mindedness of English-speakers, both in our discussions here and in the by-election. Durban North is, after all, an overwhelmingly English-speaking constituency.

In 1946 General Smuts returned from the UN a bitter and angry man. The reason was that, at one of the first meetings of the international body to which he had contributed so greatly, South Africa and its internal policies had been harshly criticised. That was the start of international criticism of this country. By far the loudest and most numerous of our critics have been the Soviet Union and its puppets, and a lot of so-called Third World countries — countries which don't even know the meaning of democracy, never mind practise it.

And the reason for their hostility is that they want to control us because of our strategic position; they want our uranium and our gold; and they want to impose their ideologies on us regardless of our wishes. This would be so whether we had a National, United or Progref government.

Now the question my UP opponent asks boils down to this: which of the three parties can continue to guarantee South Africa's survival in present times? This is a fair question. We live in challenging times, indeed threatening times, and a heavy responsibility rests on whoever is Prime Minister.

I have no difficulty in answering this question for myself. Obviously, if I did not believe that the National Party is the only party which can meet the challenges which face us I would not be in politics on the governing party's side. And if I did not know that, as an English-speaker, I can contribute to the solution of our problems in this way, I would not be in the National Party.

I KNOW all this because this has been my experience. But I suggest that you answer the question of the week by putting it to a three-way test.

To stand up to the demands of our time we need three things: (1) A strong party with a wide appeal; (2) Sound policies; (3) Leadership. Now I suggest that you match the three parties against these requirements.

Solidly united

Let's take the first one: The NP is a winning party, solidly united behind its leader, which draws support from Afrikaans-speakers and English-speakers — some 23 percent of English-speakers, according to a recent newspaper poll, now support the NP — and it does not look like being dislodged in the foreseeable future. The UP draws its support from both language groups, has a reasonably solid base in urban English-speaking areas, but is in a constant state of internal warfare over policy. The PRP has very limited appeal to Afrikaans-speakers and its strength in urban areas is uncertain — remember that six of its 13 parliamentary representatives were elected by UP voters. However, its ideology is clear.

The same test can be applied to policies. Every country buys its security with sound diplomatic, military and economic policies. But in our society security in the long run will depend on whether we can maintain political stability while meeting the political expectations of all our peoples. As we will be coming back to this aspect, all I wish to say today is that in this regard the UP is in a muddle; and if the Progrefs had been in control it is difficult to see how we would have avoided the Rhodesian kind of stalemate.

On leadership it is surely John Vorster all the way. It is not even a match. He has both the toughness and the idealism that we need to see us through. And this explains why he is everywhere recognised as a leader of international stature.

Harry Pitman

ANGOLA taught South Africa one lesson with an ice cold shock: the world, and the African states in particular, given the choice between Communism and apartheid, will choose Communism.

As long as we pursue the policy of apartheid we will always be isolated and threatened.

The question we must ask ourselves is "What is this apartheid?" What is this monster that has caused the whole of the 4 000 million people on this earth to reject us?

There are South Africans who think that the rest of the world is unfair and that we are no worse than other countries. The answer to these people is that they are wrong.

We are the only country on earth in which a whole system of law denies four out of five of its own citizens the right to work, to live and to participate as ordinary people.

It is only our laws that the world has attacked. It is only the laws of apartheid that isolate and threaten our extinction.

It is NOT the fact of our wealth and our potential that has excited the world's attention. Nigeria is a very wealthy country, with millions of poor, but it is not attacked by the whole world.

Do we need these apartheid laws? We do not. What we need is the opposite.

We can eliminate these laws. We can eliminate and cut out the cancer that isolates and threatens us. We can cut out apartheid.

Clear choice

The choice for South Africa is a clear one: either we live at peace with Africa or we Whites will not live here at all.

The PRP says, as do the heads of our Defence Force, that our real and serious war is here, at home, in South Africa. If we can accommodate the needs and rights of all our people we can live together more prosperously and happily.

And so, the PRP says, our great need is there should be more Black people taking a proper part in our economy. There should be more Black builders, teachers, doctors, lawyers and businessmen.

And as we have greater participation by all citizens there will be a greater number of citizens who will exercise the vote — when they attain Standard 8. And this is as it should be.

But while the United Party has recognised the need for participation by all people, it has produced a policy with a central flaw, a central principle, that creates the greatest danger that South Africa could face. In its Federal Assembly the different representatives will represent only their own race groups. Africans will represent only Africans and Whites only Whites.

In that way you are creating the very racial conflict which you should have avoided. It needs no genius to envisage the insecurity of minority groups in that situation where African representatives are pushing only for the rights of Africans and White representatives only for the rights of Whites.

Parliament should be the place where the serious conflicts of society are resolved, not created. Parliament should be the place where the conflicts of "interest groups" — not racial groups — are resolved: the interests of commerce vs. industry, employer vs. employee and lessor vs. lessee, for example.

Under PRP policy representation will not be on the basis of race. As more people qualify for the vote they will take their part in the democratic process through the existing framework, and the whole question of race will be defused and diffused.

In this way only is there a clear hope for the future, a raising of living standards, a greater participation by all and elimination of South Africa's isolation and insecurity, AND, let me say it clearly, a hope for Whites.

S. Trib
29/2/76
2351

Ron Reynolds

FAIR PLAY, loyalty, security. I believe these three factors are absolutely interdependent. Without fair play you cannot have loyalty; without loyalty you cannot have security; and security dominates our thinking. The National Party I do not believe can offer lasting security because:

● Baasskap, apartheid and separate development have estranged us from nations who used to be our proud allies.

● No nation will support us militarily or supply us with sophisticated arms.

● Even trade is conducted in the face of mounting hostility.

● Our once proud motto Out of Unity comes Strength is history. Today we are to be cut up into independent homelands, each with its own inward-looking loyalty. The grand concept of one loyalty for one South Africa is officially dead.

● The Coloured people — once the White man's ardent supporter — have been removed from the voters' roll, fobbed off with a "council" which has failed, have no "homeland" and today their bitterness is reflected in their identification with the anti-White MPLA. A tragic change.

Worldwide habit

● In Natal the Nats propose that 4,5 million Zulus — more than all South Africa's Whites — will be granted an independent KwaZulu representing only 3 percent of the area of South Africa.

KwaZulu boundaries almost envelop Durban, and enclaves have a worldwide habit of being absorbed into the surrounding state. Will Durban be any different? No wonder Chief Buthelezi says if a "homeland" is forced on the Zulus, they "want be bit which contains Durban". Security or future strife?

The Progressive Reform Party: Idealism lacking in realism. I don't believe the PRP can offer security because:

● It places great reliance on a "Bill of Rights" to protect the rights of individuals. However, one must accept that any such document remains a piece of paper and a glance at recent African history will convince even the most trusting that such "bills" have a habit of being torn up.

● PRP policy envisages the vote being given to all race groups provided persons have "basic literacy". In terms of UN interpretation this means only three years of schooling. I cannot accept such minimum education as being an adequate criterion for the vote. Minority groups, including Indians, Coloureds and Whites, would be swamped at the first election.

The United Party: We accept that:

● True security can only be achieved in a unitary South Africa with one common loyalty.

● An evolving pattern of political participation must be granted. I stress that they must be evolutionary if minority groups are not to be politically swamped.

● Where authority can be granted on a basis which recognises existing racial composition, such as KwaMashu or Chatsworth, the UP will encourage each group to elect its own town council, mayor, etc.

Legislative assemblies

● At the equivalent of provincial council level, each race will elect its own representatives to legislative assemblies. These assemblies will control such affairs as affect that race group in education, hospitals, housing, social welfare, etc.

● The senior body, the federal assembly, will be racially mixed but its numbers will be largely controlled by the economic contribution each racial group makes to the State.

● For the foreseeable future control will thus be in the hands of the Whites, but as the non-Whites develop entrepreneurial expertise and increase their contribution to the State, their membership will increase.

● Defence, internal and external affairs and overall finance will be retained by the existing Parliament until the existing electorate decides otherwise.

The UP policy is moderate, permits an evolving pattern of political participation of all race groups, but avoids the dangers of "instant solutions".

Bureaus to handle black unemployed

CAPE TOWN. — Unemployed blacks will in future be able to lodge applications with the Unemployment Insurance Fund at one of the 365 labour bureaus under the control of administration boards.

This gives effect to a recommendation of the Riekert Commission that labour bureaus should deal with the applications and payment of unemployment insurance benefits.

The Minister of Manpower Utilisation, Mr Fanie Botha, said this in Cape Town yesterday. The new measure came into effect on January 1.

At present, unemployed blacks register at the labour bureaus. If they qualify, males apply for UIF benefits at an office of a commissioner of the Department of Co-operation and Development; females apply at an office of the Department of Manpower Utilisation or, where no such office exists, to a magistrate.

Applications for illness benefits, maternity benefits and payments to dependants of dead contributors are currently lodged at the latter offices.

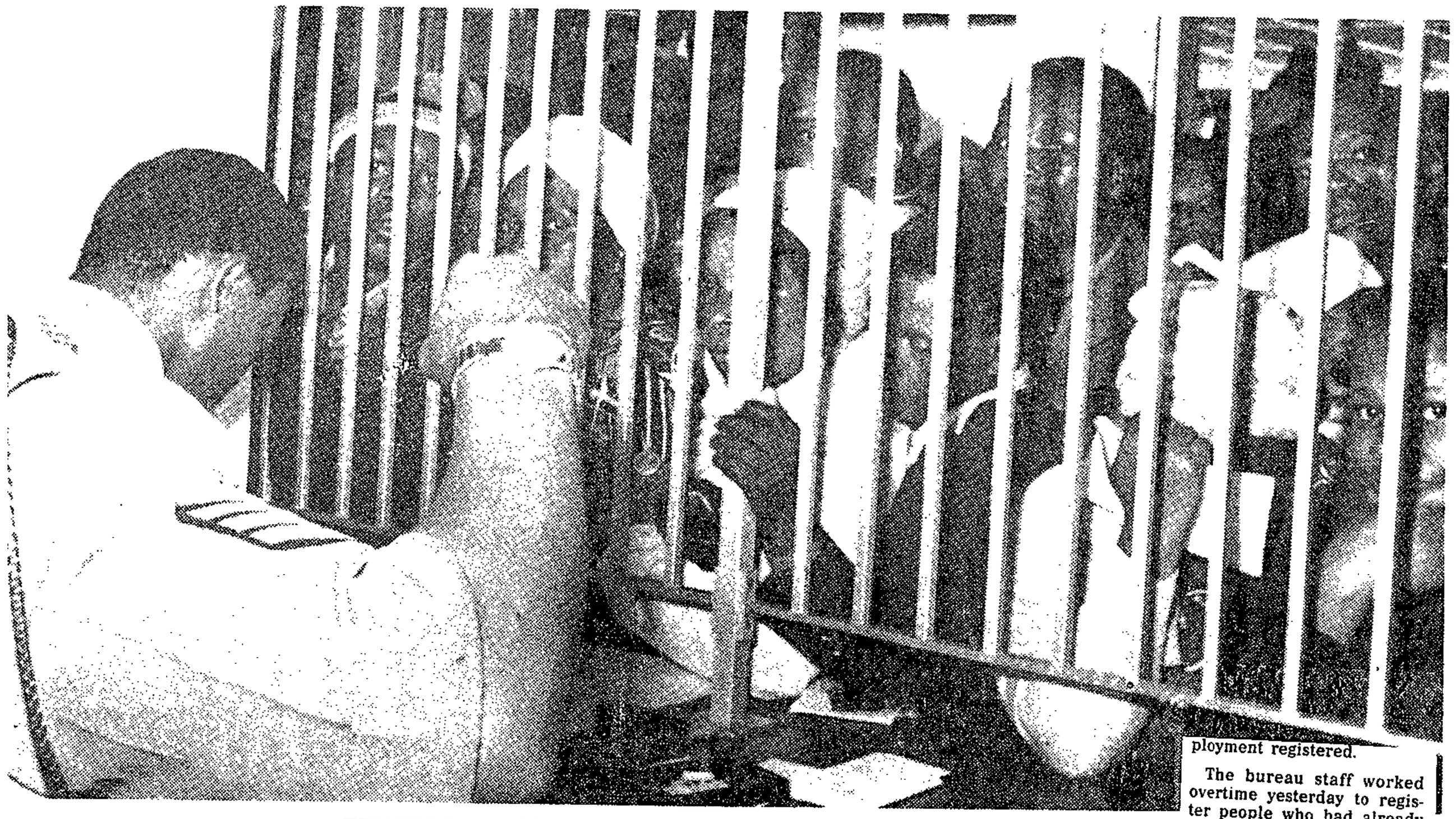
Mr Botha said yesterday that blacks would, in areas where labour bureaus had not yet been established, lodge their applications at the nearest office of a magistrate or commissioner.

"The 365 labour bureaus controlled by the 14 administration boards in the Republic will, as agents of the Unemployment Insurance Fund, deal with all application in terms of the Unemployment Insurance Act in respect of black males and females," Mr Botha said.

"For administrative reasons, however, it has been decided that, insofar as Johannesburg is concerned, my department will continue to deal with applications for benefits by black males and females who register for employment at the labour bureaus at New Canada and Polly Street, Johannesburg."

Applications for all types of benefits, by both sexes, were to be lodged at his department's office at 15 Market street, Ferreirasdorp, he said. — Sapa.

'We want to work'



TEMPERS run high as prospective employees are turned away.

Rowdy scenes as angry black crowd demands an explanation

African Affairs Reporter

THERE were rowdy scenes in the Umlazi Magistrate's Court building yesterday as a crowd challenged officials of the Port Natal Administration Board labour bureau on their ruling that workseekers would not be registered if they found jobs for themselves.

More than 1 000 people converged on the labour bureau offices early yesterday armed with papers signed by prospective employers, but officials refused to register their employment.

Tempers ran high and the impatient crowd surged forward demanding to be registered.

At one stage Mr Winnington Sabelo, a member of the KwaZulu Legislative Assembly, appealed for the crowd to be calm. He held talks with the white labour bureau official and the Magistrate, Mr V A Patterton.

The latest labour regulations issued by the Department of Co-operation and Development state: 'Should you find employment on your own, you will not be issued with a registration form.'

Mr Sabelo appealed to the officials for a period of grace on the grounds that there had been a breakdown of communication between the labour bureau and community leaders regarding the new regulations.

The workseekers were then given until the end of ployment registered.

The bureau staff worked overtime yesterday to register people who had already found employment of their own.

Mr Sabelo told the Mercury that he would refer the matter to the KwaZulu Cabinet.

DESPERATE JOBLESS SQUATTING AT SECUNDA

S Tribune 25/1/81 (335) 256

By CHRIS VICK

HORDES of desperate construction workers have set up home in the bush around Sasol 2 where they wait, penniless, until they can find a job on the world's largest construction site.

Like 20th Century Dick Whittingtons, young construction workers from all over South Africa have flocked to Secunda, home of the country's ambitious oil-from-coal project, in search of their fortune.

For them, home is a hollowed-out haven in the middle of the bush. A rock is their pillow and a nearby strean their bathroom.

Most of the young men are qualified construction workers who gave up steady jobs in the Cape and Natal because of the money they heard could be earned at Sasol 2 and 3.

Evert Smith, a 24-year-old matriculant from George, is typical of the kind of man who gave up security to find his fortune.

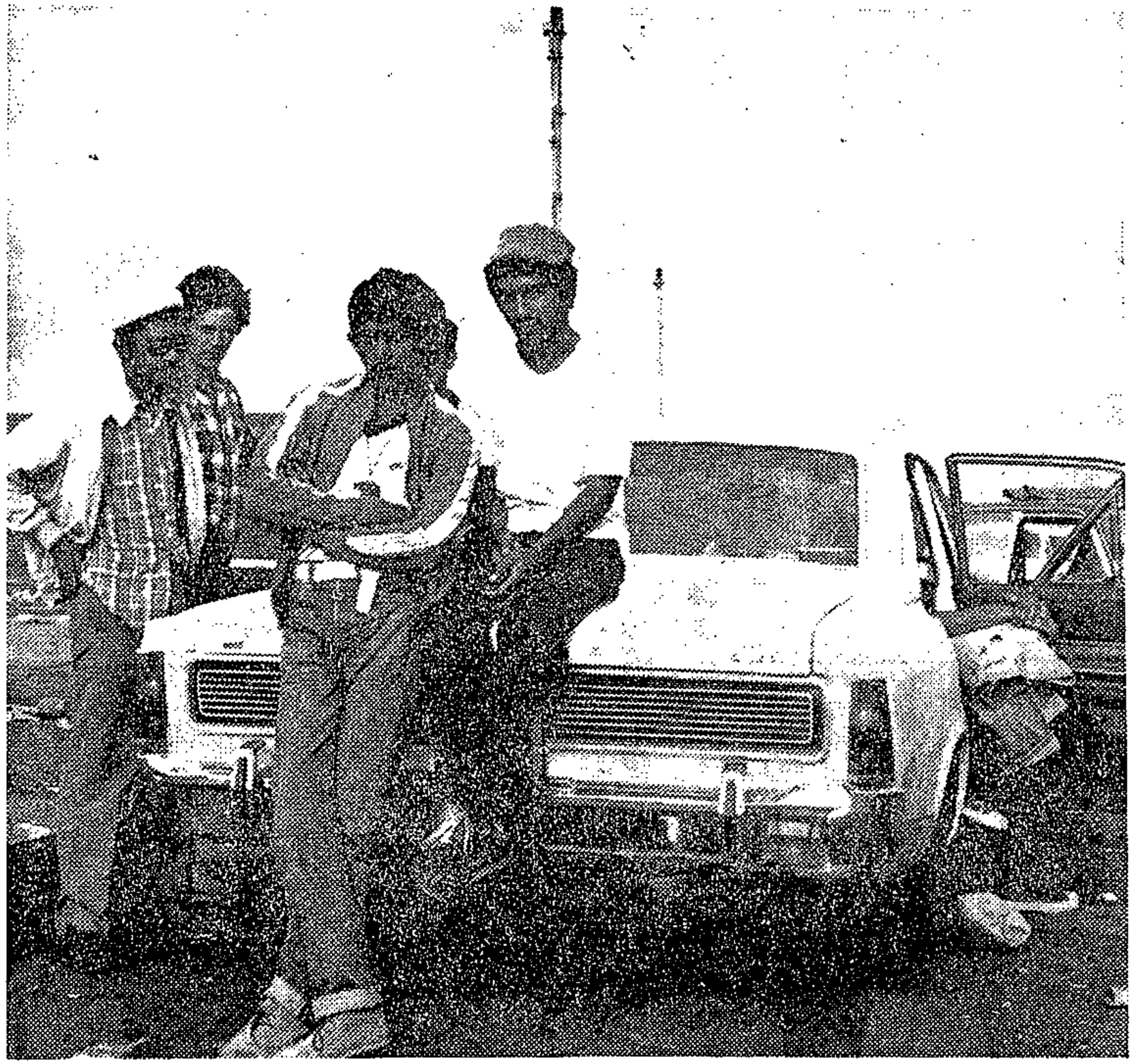
He left his parents' home just after New Year, using his thumb to hitch an endless number of lifts to Secunda. Now, after three weeks of bush life, he's a changed man.

His clothes are damp, his fair is filthy and he's very, very angry

By day he stands in the heat of the Eastern Transvaal sun, along with more than a hundred fellow job-seekers. At the end of the day he crawls into a hole in the ground for some sleep hoping that tonight, just for once, the Sasol security staff will leave him alone.

"It's a disgrace," sais Brian Jacobs, a sheet-metal worker from Cape Town. "They're treating us like dirt."

"Everybody stands around next to their c...



Desperate young men waiting outside the gates of Secunda lured by advertisements telling of the "great life" in the growing town

FINE ART & ARCHITECTURE

Cape Provincial Institute of Architects' Prize For the best student in :- Sixth Year

P F Dunckley

Helen Gardner Travel Prize

or with friends, waiting for the personnel guy to come out," Brian explains.

"When the man appears, he asks if anyone can do welding. If you've got papers, you stand a chance. If you do some other trade, you wait until they need someone else."

"The wit ous" got the red carpet, they said. If a young white man stood at the fence, they said, he was invited inside. But the rest of them — mainly coloureds and Indians — had to stand outside.

One man claimed the personnel staff **took** bribes. Another complained because there was no water for them to drink. "We have to beg for water from the security staff," he said.

"We're just looking for work—all we want is to be treated like people," said Robert Cornelius, another Cape Town man.

Mr Cornelius claimed their bush-homes were often raided by the gun-toting security staff, even when they slept far way from the Sasol site. Others said they had friends who had been hauled in for "squatting" while they slept under a nearby bridg. The penalty — R30 or 30 days, according to the "squatters".

The people I met outside the hiring office were far from happy. They were desperate. They had spent their last cent to get to Secunda, lured by advertisements telling of the "great life" in the growing town.

But what can they do? Where can they go? They can't afford to stay there any longer, yet none of them has the money to get home again.

There's also fair room for a bit of free enterprise. The city-slickers from Jo'burg have muscled in on the desperados, bringing in car-loads of women for some night-time diversion. And even the penniless manage to scrape something together when the "lovemobiles" come around.

However, when the fun is over it's back to your hole in the ground. Tomorrow? Who knows? Perhaps a job offer or even a lift home.

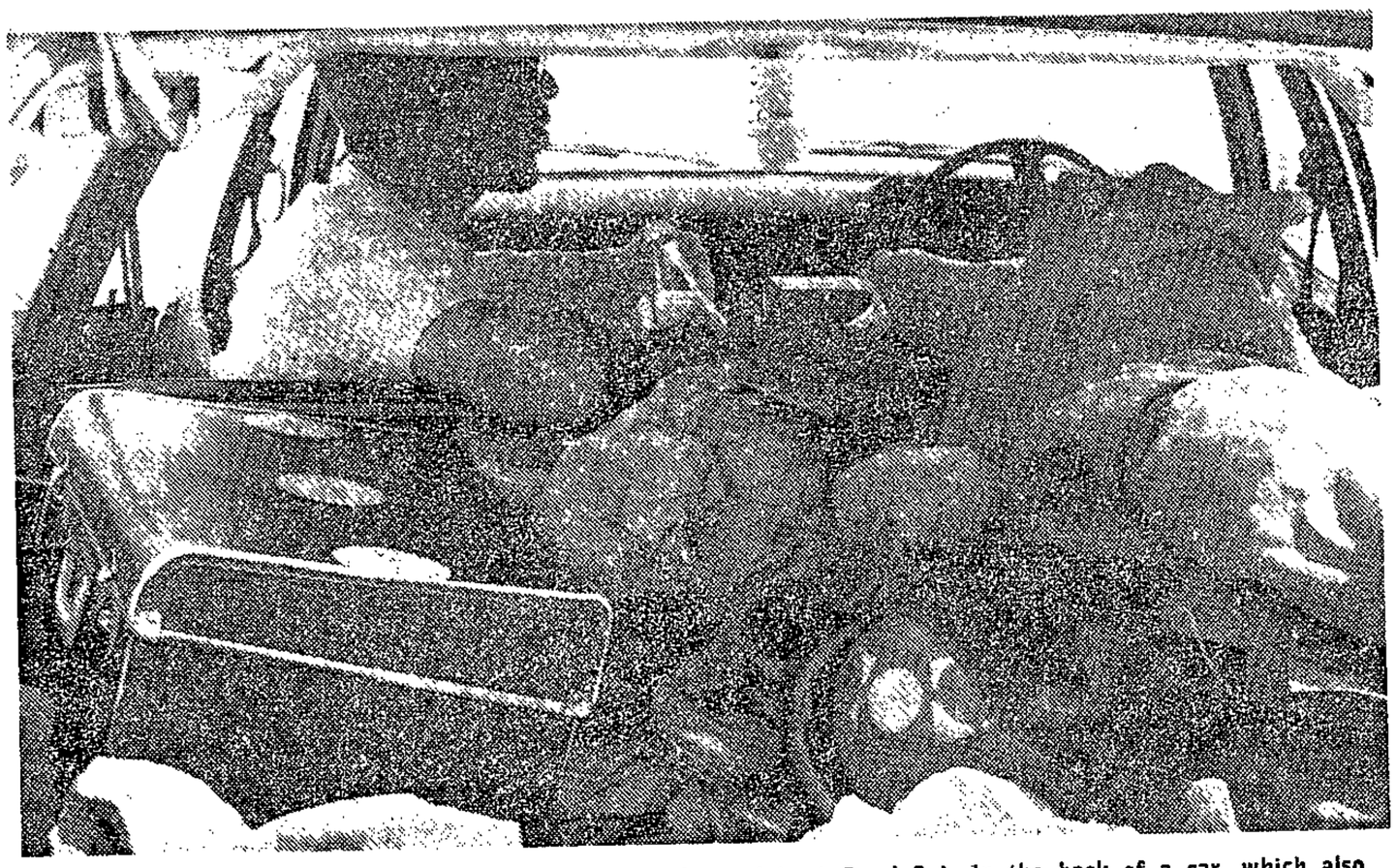
If they had a choice, most of them would probably take the lift home.

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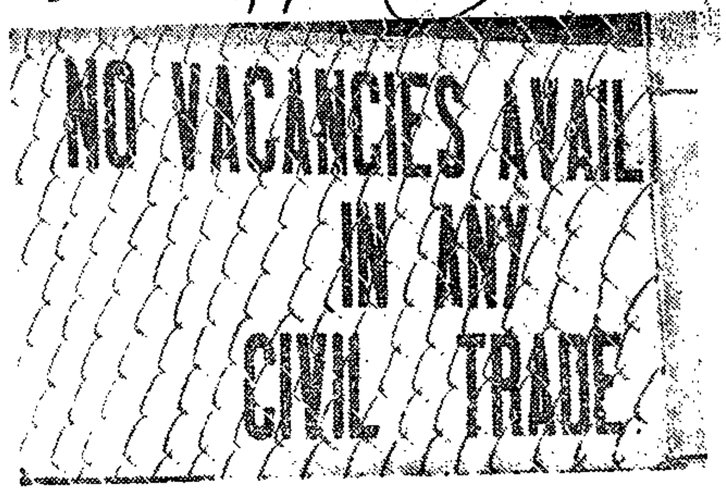
TV, radio ads draw dozens of young men to Sasol 2 in search of jobs

A fading dream of work...

STAR 29/1/81 (335)



The bed for this unemployed coloured worker looking for a job at Sasol 2 is in the back of a car, which also serves as his home during the day.



By Tony Davis, Labour Reporter

At night they sleep under trees, a nearby bridge, in large construction pipes, or even in their own cars.

But sometimes there is a rude awakening in the shape of a security policeman who will take them to the nearby police station and give them the choice of R30 or 30 days.

"They" are some of the dozens of coloured men who can be seen daily — from dawn until dusk — at the hiring office at Sasol 2 near Secunda hoping to find jobs.

They are mostly young, many of them married, and they have come to Sasol 2 from as far as Cape Town and Port Elizabeth in order to find work.

But now there is a "no vacancies" sign on the wire fence, and they are just standing around hoping some sub-contractor will come by, requiring personnel.

Several have been standing around from 6.30 in the morning until dusk for a month now with no job prospects.

"We saw the ads on the TV and heard them on the radio that jobs were available here. And now that we are here there are no jobs," one man complained.

They are running low on cash, they have no place to stay, no toilets, and they plead with hiring staff to give them water during the day.

SECURITY

Because the Sasol 2 installation is security-conscious, guards will pick up the unemployed men from time-to-time for trespassing and hand them over to the Secunda police where they receive a R30 fine or 30 days ultimatum.

"I was caught again last Sunday," one man says, and produced his fine slip from appearing before a magistrate.

"We have come here to look for jobs and we end up in jail. Many are already in jail serving out the term.

"We wouldn't have come here if jobs weren't advertised, and we don't want to go to jail, we just want to work," he says.



With no work vacancies, coloured job-seekers from Cape Town and Port Elizabeth have nothing to do except to meander about, read, and hope tomorrow may bring employment. ● Pictures by Alf Kumalo

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FREE LODGING

Several complain that white job-seekers are allowed to have free lodging for a short period and they also complain about overseas workers taking their jobs.

"Many do go back home to their families, but return to try their luck," one young man says.

There are several fence-enclosed coloured communities for workers in the Sasol 2 area and they sometimes help the men out with some food.

"But the security guys there tell the people they can't take us food and they take it away from them.

"Many of us have trade papers, so why can't we have jobs?"

SIGN

And they sit there in their cars, all lined up by the hiring office, some stand around and talk, others just look at the ground or the "no vacancies" sign and wonder where they will sleep that night.

A spokesman for Sasol said they had a very low turnover.

Contractors and sub-contractors accounted for most of the employment at the sites and there were vacancies only for skilled workers.

Sasol did not advertise employment for construction, the spokesman stressed.

There were sometimes jobs for permanent staff — engineers, plant operators, electricians, and so on.

About 10 000 unskilled workers had been trained since Sasol 2 opened in March 1976, and thousands more had been trained as semi-skilled workers, he said.

TRADE PAPERS

There was a training centre for staff, although several of the unemployed men complained that people with trade papers were taught other skills instead.

There was even talk from workers inside the plant about drawing up a petition against wages being paid to overseas staff.

The Sasol spokesman pointed out that by 1983 they would have spent an estimated R63-million on training at Sasol 2 and 3.

Unemployed persons

4. Mr. N. E. WOOD asked the Minister of State for ...

Whether surveys were conducted ... 1966 to establish the number of (a) Coloured, (b) Indian and (c) Black unemployed, if so, what were the figures in each case?

The MINISTER OF STATISTICS:

(a) Yes.

(b) No.

(c) Yes.

	(a)	(c)
January	58 000	450 000
February	60 000	479 000
March	58 000	462 000
April	59 000	464 000
May	58 000	482 000
June	54 000	479 000
July	56 000	462 000
August	51 000	476 000
September	48 000	478 000
October	46 000	476 000

November and December not available as yet.

Administration Boards: unemployed

Hans 3 Ques col 143 (335)

171. Mrs. H. SUZMAN asked the Minister of Co-operation and Development:

How many Black males and females, respectively, were registered as unemployed in the area of each Administration Board as at 31 December 1979 and 1980, respectively?

13/2/81

The MINISTER OF CO-OPERATION AND DEVELOPMENT:

ADMINISTRATION BOARD	MALES		FEMALES	
	31/12/79	31/12/80	31/12/79	31/12/80
Western Cape	4 555	4 416	157	337
Eastern Cape	36 230	38 182	16 113	16 880
Northern Cape	1 712	1 043	660	375
Southern Orange Free State	3 051	1 860	574	624
Oranje-Vaal	11 009	8 271	441	262
Port Natal	1 959	1 107	365	254
Drankensberg	1 812	1 654	1 118	677
West Rand	21 078	7 191	30 394	22 644
East Rand	12 051	7 585	1 715	3 153
Highveld	1 215	680	296	201
Eastern Transvaal	107	71	77	38
Northern Transvaal	42	23	110	21
Central Transvaal	960	268	270	151
Western Transvaal	775	793	326	381

90 fired at sweet factory says workers' chairman

EAST LONDON — About 90 workers at the Wilson-Boyentree factory here have been laid off, according to the chairman of the workers committee, Mr Enoe Mntonga.

Mr Mntonga said the 90 workers had been fired for downing tools in sympathy with three operators in the toffee department who they felt had been unfairly dismissed.

He said the three operators had been sacked last Sunday night for refusing to repair machinery which they had not been trained to fix.

"Last October when these men did the same job, they were reprimanded by management," Mr Mntonga said.

"Now they are fired for refusing to do that very work."

Mr Mntonga said about 50 workers in the toffee department and another 40 in the moulding department had downed tools on Monday until such time as the three workers were reinstated. Management had reacted by laying them off as well.

"We spoke to management about the situation on Tuesday, demanding that all the workers be reinstated," he said, and we gave them until Friday to reply.

"On Friday they said we must wait until Monday, when they would give us a proper reply to our demand."

Mr Mntonga said if the matter was not resolved today the workers would have to consider other means of expressing their grievances.

A spokesman for the management of Wilson-Boyentree was approached for comment last night but said he would not issue a statement until today.

FACULTY OF ENGINEERING

Corporation Medals
For the best student in each of the 2nd, 3rd and final years.

Second Year (Bronze Medal)

Miss G C Littlewort

Third Year (Silver Medal)

Miss N C Davidson

Fourth Year (Gold Medal)

P M Salmon
T J Cumming
D P Weeks
J H Rens
B F McCleland

Professor George Menzies Prize
Awarded on results of final examinations to the best male student in Land Surveying or Civil Engineering.

J H Rens

Sammy Sacks Memorial Prize
Awarded to the student with the best classwork in Engineering Drawing.

L Menegaldo

CHEMICAL

A E & C I Prize
For the first year student

Fewer idle blacks

Political Staff

THE number of black people registered as unemployed at the 14 administration boards in South Africa dropped by more than 20% in 1980.

A total of 119 142 black women and men were registered as unemployed at the end of last year compared to the 149 172 registered at the end of 1979.

The number of unemployed men dropped from 96 556 to 73 144 and the number of women from 52 616 to 45 998.

The only administration board where no significant reduction was recorded was the Western Cape, where the number of unemployed men dropped from 4 555 to 4 416 and the number of women increased from 157 to 337.

These figures were revealed by the Minister of Co-operation and Development, Dr Piet Koornhof, when he replied to a question which had been tabled in Parliament by Mrs Helen Suzman (PFP Houghton).

1970 WHITES

	MALE							FEMALE						
	0	1-4	5-24	25-44	45-64	65+	ALL	0	1-4	5-24	25-44	45-64	65+	ALL
1	0.00	0.01	0.00	0.01	0.08	0.32	0.04	0.05	0.01	0.00	0.01	0.03	0.09	0.02
2	0.64	0.05	0.02	0.03	0.10	0.31	0.07	0.31	0.09	0.02	0.03	0.07	0.24	0.06
3	1.74	0.10	0.00	0.01	0.03	0.30	0.08	1.48	0.07	0.00	0.00	0.01	0.31	0.07
4	2.15	0.18	0.05	0.17	1.72	12.64	1.14	1.67	0.18	0.04	0.20	0.86	7.15	0.83
5	0.23	0.05	0.07	1.14	10.65	48.58	4.96	0.19	0.02	0.04	0.55	4.71	37.49	3.92
6	0.07	0.08	0.08	0.31	3.40	13.64	1.49	0.02	0.09	0.05	0.34	2.55	8.55	1.25
7	0.00	0.01	0.01	0.14	0.87	2.21	0.32	0.02	0.01	0.01	0.13	0.51	1.81	0.27
8	0.18	0.21	0.66	0.74	0.73	0.33	0.66	0.10	0.18	0.22	0.23	0.29	0.42	0.24
9	0.48	0.31	0.37	0.77	0.85	1.59	0.63	0.38	0.19	0.07	0.17	0.25	1.01	0.22
10	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.01	0.02	0.00	0.13	0.01
11	14.73	0.01	0.00	0.00	0.00	0.00	0.34	11.14	0.01	0.00	0.00	0.00	0.00	0.25
12	4.85	0.30	0.07	0.21	1.05	5.70	0.73	4.40	0.21	0.08	0.18	0.77	4.59	0.69
ALL	25.06	1.32	1.33	3.53	19.48	86.11	10.45	19.76	1.05	0.55	1.87	10.05	61.67	7.82

1941 COLOURED

	MALE							FEMALE						
	0	1-4	5-24	25-44	45-64	65+	ALL	0	1-4	5-24	25-44	45-64	65+	ALL
1	1.24	2.07	1.92	5.35	6.60	5.23	3.39	1.11	1.86	3.11	5.38	3.37	4.07	3.46
2	18.76	6.10	0.74	1.15	1.71	1.92	2.36	18.95	6.10	0.78	0.71	1.00	1.65	2.23
3	45.94	8.										0.10	0.25	1.43	2.87
4	59.18	11.										0.98	1.86	12.80	5.13
5	0.00	0.										0.27	7.44	36.52	2.36
6	0.00	0										0.47	2.65	5.80	0.61
7	0.94	0										0.30	1.33	2.79	0.47
8	0.00	0										0.06	0.06	0.60	0.08
9	1.29	0										0.19	0.33	0.83	0.34
10	0.00	0										0.37	0.16	0.00	0.47
11	30.59	0										0.00	0.00	0.00	0.93
12	39.12	1										0.02	2.32	26.28	3.19
ALL	197.06	32										0.85	20.77	92.7722.13

Drop in registered black job seekers

THE ASSEMBLY — The number of black people registered as unemployed at the 14 administration boards in South Africa dropped by more than 20 per cent in 1980.

A total of 119 142 black women and men were registered as unemployed at the end of last year compared to the 149 172 registered black people out of work at the end of 1979.

The drop in registered unemployed people was reflected in the numbers for both women and men.

The number of unemployed men dropped from 96 556 to 73 144 and the number of unemployed women dropped from 52 616 to 45 998.

The only administration board where no significant reduction was recorded was the Western Cape where the number of unemployed men dropped from 4 555 to 4 416 and the number of unemployed women increased from 157 to 337.

And the East Rand Administration Board recorded an increase in unemployed women from 1 715 to 3 153.

These figures were revealed by the Minister of Co-operation and Development, Dr Piet Koornhof, when he replied to a question tabled by Mrs Helen Suzman (PFP Houghton). — PC.

Bb 17/8/81 (335)

Nothing to show after 9 years' service

Labour Reporter

Mr Prince Makete, who was retrenched from the Bull Brand meat company in Krugersdorp, has nothing to show for almost nine years of service.

Officials had no complaints about his work, but when he received notice on December 10 no reason was given.

He had worked there from 1972.

"No one ever told me why I was retrenched. Even my own boss tried to find out," Mr Makete said.

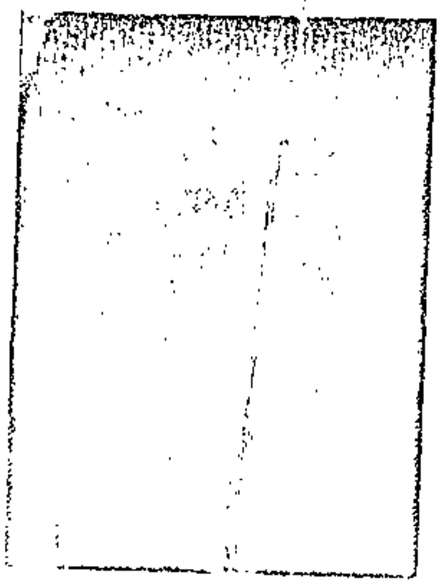
To compound his unemployment, he received a cheque for his pension contributions — R236,29.

The pension scheme for black employees had started only recently and that is why his pension payout was so low.

Bull Brand management could not comment when it was asked why a man after almost nine years' service would not receive any other pay-out from the company for good work.

Mr Makete was a shop steward for the Food Beverage Workers' Union at the company and was trying to obtain union support in the plant.

He was one of five union men who were dismissed in December without any reason given.



MR MAKETE

Hans. 4 Questions Col. 170.

19/2/81

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Work opportunities

172. Mrs. H. SUZMAN asked the Minister of Co-operation and Development:

(a) How many new work oportunities were created for Blacks in each employment sector by each of the development corporations in 1979-'80 and (b) what was the cost per opportunity in each sector?

The MINISTER OF CO-OPERATION AND DEVELOPMENT:

(a)	Agriculture	Industry	Commerce	Transport	Mining
(i) Corporation for Economic Development	4 158	1 639	36	507	—
(ii) Ciskeian National Development Corporation	212	653	273	64	—
(iii) Shangaan/Tsonga Development Corporation	—	165	481	—	—
(iv) Lebowa Development Corporation	—	37	118	—	—
(v) QwaQwa Development Corporation	—	—	25	—	—
(vi) kwaZulu Development Corporation	—	21	151	—	—
(vii) KaNgwane Development Corporation	—	28	28	—	—
(viii) Mining Corporation	—	—	—	—	250

(b) Cost per work opportunity:

(i) Industry	R6 500
(ii) Agriculture	R2 600
(iii) Transport	R5 400
(iv) Commerce	R6 800
(v) Mining	R4 300

Unemployed persons

206. Mr. H. E. J. VAN RENSBURG asked the Minister of Co-operation and Development:

(1) (a) How many Black males and females, respectively, were registered as unemployed at the (i) Randburg and (ii) Sandton offices of the West Rand Area Administration Board at the latest date for which figures are available and (b) in respect of what date are the figures given;

(2) how many of these males and females, respectively, were registered in respect of employment (a) in the private sector and (b) by local authorities?

The MINISTER OF CO-OPERATION AND DEVELOPMENT:

			Males	Females
(1)	(a)	(i)	Nil	Nil
		(ii)	Nil	Nil
	(b)	31 January 1981.		
(2)	Falls away.			

Employed/unemployed persons

274. Mr. H. E. J. VAN RENSBURG asked the Minister of Statistics:

What was the number of (a) White, (b) Black, (c) Coloured and (d) Indian persons employed and unemployed, respectively, as at 31 December 1980 in the work categories of (i) mining, (ii) construction, (iii) manufacturing, excluding the motor industry, (iv) the motor industry and (v) the retail trade?

The MINISTER OF STATISTICS:

The latest available information for 1980 is as follows:

Number of employed		(a)	(b)	(c)	(d) Asians
(i)	Nov	72 268	631 497	10 666	726
(ii)	Nov	57 100	302 000	63 200	8 300
(iii) Manufacturing excluding transport equipment	Nov	283 200	729 500	228 800	86 800
(iv) Transport equipment	Nov	33 100	53 000	20 800	3 500
Motor trade	Sept	44 300	50 200	12 800	4 700
(v)	Sept	138 700	168 900	48 600	20 100

Unemployment statistics according to work categories are not available.

200 lose jobs in EL dispute

EAST LONDON — More than 200 workers who downed tools at Wilsonia-Rowntree here yesterday said they were told to leave the factory premises because they had dismissed themselves.

The stoppage followed a protracted dispute which has seen more than 350 workers lose their jobs since February 9.

Workers maintained they had been fired but said management contended that by not obeying instructions, they had dismissed themselves.

Yesterday's confrontation followed a meeting held at the weekend when workers decided to down tools until 154 other workers dismissed earlier were reinstated.

Tracing the trouble that led to yesterday's impasse, workers said that the factory's toffee department used machines for which some belts had not been adjusted or replaced regularly.

Some time last year workers were asked by fitters and turners to fit the belts themselves.

At one time in October last year, they said, a belt was not fitted properly and when management learnt it had been fitted by an operator, workers were ordered not to fit the belts.

"On February 9 there was a problem with a machine in the same department and a Mr Stanley Kumm told three workers to fit the belt but they referred him to the October decision.

They asked for written authorisation before fitting the belt.

Mr Kumm rejected this and when the workers again refused to fit the belt, he fired them.

The workers said 49 others in the department protested and were similarly fired by the night shift superintendent.

He said the matter was referred to management the same night and the 49 workers were told they should return to work and that they should elect representatives to put their case to management the following day. They were also told the three who had been fired would not be reinstated.

"The workers said they would only return to work when the other three had been given back their jobs."

This had not happened and when time allowed for the workers to return to their jobs or leave had expired, they were told they were trespassing and that by not sending representatives to plead their case, they had dismissed themselves.

At about that time 40 other workers in the moulding department downed tools.

The workers said more trouble started on Thursday, February 19, when 62 day-shift workers were fired when they downed tools and refused to return to work until their grievances about the others had been met.

Firm: workers broke job terms

EAST LONDON — The management of Wilson Rowntree, where 200 workers downed tools on Monday, said yesterday the workers had broken their terms of employment by refusing to return to work and so had dismissed themselves.

More than 350 workers are reported to have lost their jobs since February 9 following a protracted dispute which workers said was caused by conflicting instructions in the toffee department.

In a statement, the company said:

"Management has adopted an understanding attitude towards union activities within the factory, as it was obvious that with the new changes in labour legislation, some teething period of disruption and muscle flexing could be expected.

"On Monday, the company was presented with an ultimatum by certain workers who downed tools and demanded that the company re-instate those workers who have staged "wild cat" strikes during the past few weeks.

"Management will not be influenced by threats of this nature and, therefore, categorically rejected the demand. The workers refused to go back to work, effectively breaking their terms of employment and have thus dismissed themselves.

"Those involved were, in the main, the instigators of the irresponsible November 1980 strike and subsequent numerous work stoppages, breaches of discipline, pension demands and unauthorised meetings.

"Their blatant disregard for correct channels of communication on all these occasions and the inability of their workers' central executive to exercise control, culminating in Monday's strike, is completely unacceptable, particularly as at a meeting of the Industrial Council for the Sweetmaking Industry, the company's actions were completely accepted and could not be faulted, while the allegations of the three machine operators in the toffee department were disproved." — DDR.

Jobless union move gains momentum

RDM 25/2/81

335 139 152

By STEVEN FRIEDMAN
Labour Reporter

ATTEMPTS to form an unemployed workers' union — chiefly as a defence against employers who dismiss striking workers — gained new impetus at a meeting of the South African Allied Workers Union at the weekend, according to the union's general secretary, Mr Samuel Kikine.

Saawu's East London branch has already announced the formation of an organisation for unemployed workers

However, Mr Kikine said that a union meeting at the weekend had resolved to intensify efforts to form the unemployed workers' union.

Such a union would cater primarily for workers who lost their jobs after taking industrial action. He said it would enable them to remain members of the union movement even if they could not find jobs

Other jobless workers could also join.

Another aim would be to prevent employers from using unemployed workers to take the place of those who lose their jobs.

Unemployed workers who joined the union would be encouraged not to take the jobs of union members who were fired.

"We hope the time will come when employers will not be able to break the union by hiring new workers because they will find they that the new workers they want to hire are also union members," he said.

Saawu claims that employers — particularly in the East London area — are using the large pool of unemployed workers to thwart trade unionism by threatening to replace union activists with the unemployed.

Mr Kikine said the union would mobilise unemployed workers to pressure the Government to improve conditions for the jobless.

The meeting had also resolved "unanimously" to boycott the Hulett's sugar company after a labour dispute at one of its subsidiaries.

Organisations from Natal, the Cape and the Transvaal had agreed to support this call, he said.

He added that Saawu would soon begin to focus attention on the Pass laws.

The meeting had also been devoted in part to a memorial service for the "workers and poor people" killed in the SADF raid on ANC centres in Maputo.

"We believe politics and labour are inseparable and that there should be more politics in labour," he said.

1 000 jobs a day needed

26/2/81 RDM 335

By GERALD REILLY

MORE than 1 000 new jobs a day would have to be created between now and the end of the century if adequate work opportunities were to be provided in SA, said the Deputy Minister of Finance, Mr D W Steyn, in Pretoria yesterday.

He told the innovation in industry conference that to provide these jobs and to upgrade the quality of life for all sections of the population, it was essential to maintain a high rate of economic growth.

Industrial innovation included innovation in management, administration and the use of manpwer.

The steel, metals and electrical industries were a major and growing sector of the South African economy.

In 1976 the output of theses industries amounted to R3 000-million, which represented 9,2% of the gross domestic product. At present these industries emplyed more than 480 000 people — 29,2% of those working in the manufacturing sector in 1979.

Annual new capital investment had averaged more that R500-million a year for the past six years.

These industries would have an important share in investments of more than R10 000-million planned for the next five years in power stations, mines, paper, chemical and electronics factories, as well as improved telecommunications and transport systems.

These industries had a vital role to play in the development and improvement of the infrastructure affecting all sections of the population.

Traditionally, the manufacturing engineering industries tended to rely on imported equipment and know-how.

This had been made easy for them by the close ties with parent or affiliated companies in the older industrialised countries.

However, these relatiionships were becoming more difficult, not only for political reasons, but because of the need to develop exports and because know-how agreements often limited the areas to which products might be exported.

As gold was a wasting asset, "we have to look towards the manufacturing industries of the country to develop products from our other abundant raw materials".

SA had a comparative cost advantage with excellent opportunities for increasing the value of exports through beneficiation and even the manufacture of fininished products.

"This is our best insurance for the future as it not only creates increased wealth but provides more job opportunities. Success will depend on the innovative capability of our industries," Mr Steyn said.

Relief work programmes

41. Mr. N. B. WOOD asked the Minister of Co-operation and Development:

(1) Whether his Department is planning any relief work programmes for unemployed Blacks; if so, what is the nature of such plans; if not,

(2) whether he will consider initiating such programmes; if not, why not?

The MINISTER OF CO-OPERATION AND DEVELOPMENT:

(1) Although my Department does not undertake relief work programmes on an organized basis to combat unemployment, funds were made available from the South African Development Trust to the following instances to combat drought conditions, such as the supply of water, and which could also result in the provision of work to the unemployed:
Ntambana: R720 000 for relief work and water.
Groutville: R170 000 for water.
Inanda: R55 000 for water.
Goedverwagting: R11 000 for water.
Newton: R55 000 for water.
In addition the following national states have made funds available to combat drought and other conditions:
kaNgwane: R259 200 for drought conditions; R210 000 for combating Cholera and the provision of purified water.
kwaNdebele: R100 000 for drought conditions.
kwaZulu: R3 200 000 for relief work, mainly agricultural, in tribal areas: R1 740 000 for water.
It lead to 28 000 people from kwaZulu being drawn into projects from which they derived an income for themselves.
Ciskei: R7 000 000 for drought conditions, the purchase of cattle fodder and relief work
It lead to 13 000 people from the Ciskei receiving income for jobs performed.
At the request of the national states and the Community Councils my Department has made available an amount of R8 000 000 for the purpose of involving the Black youth in a variety of meaningful projects which are directly or indirectly aimed at combating unemployment.

(2) Relief measures on the same basis as above will be continued in future, where necessary.

Unemployed

341. Dr. A. L. BORAINE asked the Minister of Manpower Utilization:

(a) How many Whites, Coloureds and Asians, respectively, were registered as unemployed in each inspectorate area as at the latest date for which figures are available and (b) in respect of what date are the figures given?

The MINISTER OF MANPOWER UTILIZATION:

(a) Inspectorate	Whites	Coloureds	Asians	Total
Johannesburg	2 240	1 182	183	3 605
Cape Town	998	2 484	20	3 502
Durban	1 491	722	2 751	4 964
Pretoria	552	88	16	656
Port Elizabeth	797	1 899	23	2 719
Bloemfontein	363	164	—	527
East London	301	267	12	580
Kimberley	173	1 227	—	1 400
George	106	224	—	330
Total	7 021	8 257	3 005	18 283

(b) The figures are for January 1981.

Work-seekers

252. Dr. A. L. BORAINE asked the Minister of Co-operation and Development:

How many Black males and females, respectively, were registered as work-seekers in the White areas of the Republic in each month of 1980?

The MINISTER OF CO-OPERATION AND DEVELOPMENT:

1980	Males	Females
January	109 876	58 876
February	108 898	59 472
March	112 705	52 113
April	102 431	57 281
May	100 039	54 913
June	97 375	53 905
July	91 062	53 883
August	87 976	55 339
September	80 537	54 795
October	82 941	51 379

November	76 651	48 580
December	73 144	45 998

Note: The above figures represent the actual number of registered work-seekers at the end of each month and are arrived at by bringing forward the figures for registered work-seekers from previous months plus the total of those registered during the month minus the total of those placed in employment during the month.

WESTERN CAPE

A cruel policy

A new survey of the coloured labour preference policy in the western Cape emphasises the resentment it causes among blacks (*Current Affairs* February 6).

The policy, probably one of the cruellest of the government's array of discriminatory systems, applies to an area representing about 40% of SA and affects at least 360 000 blacks. It seeks to restrict the number of Africans living in the region, prevent them from living there permanently, and restricts the scope of their employment in favour of coloureds.

The preference area -- all land to the west of a line running from the Botswana border, west of Kimberley and west of Port Elizabeth -- is the only area of SA in which Africans are a minority.

In the Cape Peninsula, where the policy is applied most strictly, a recently published survey, conducted in 1978 by Professor Simon Bekker and Koos Coetzee of Rhodes University's Institute of Social and Economic Research, shows that the policy is deeply resented.

Black residents of Guguletu and Langa were presented with a list of 24 possible grievances, including items like transport and the availability of commercial outlets in the townships. Almost unanimously, the respondents identified "jobs" as their major problem. Nine out of 10 said their people found difficulty in finding work.

The youth, with substantially higher qualifications than their elders, felt most strongly about the jobs issue -- particularly because very few jobs were available for the better educated.

Said one respondent: "First preference in the allocation of jobs is given to the coloured community. This results in widespread unemployment, particularly among our educated people, who end up being useless drunkards."

Say Bekker and Coetzee: "The black youth, in particular, explain their partial and differential access to the labour market in explicitly political terms."

The survey shows that in Cape Town's sophisticated manufacturing-orientated economy demand is for highly-qualified workseekers. One out of four employers interviewed said, however, that they received regular job applications from black workseekers who were too highly qualified for the jobs available, and many in fact employed blacks overqualified for their positions.

The majority of the black workforce was employed in unskilled and semi-skilled work -- categories in which the preference policy generally does not apply. The survey showed that about half of employers preferred black to coloured labour in unskilled and semi-skilled categories -- a preference reflected in the large numbers of blacks employed in the construction and manufacturing sectors.

Again, half the employers preferred coloureds to blacks in skilled and clerical positions. However, the other half -- employers with no particular colour preference -- would generally employ coloureds because the procedure involved in employing blacks is cumbersome and time-consuming, and the outcome uncertain. In fact, 60% of employers interviewed said they would employ more blacks if the preference system was abolished.

Bekker says it is doubtful whether the policy benefits the coloured people: it often means they are excluded from unskilled and semi-skilled positions because blacks are preferred and they work for lower wages. Thus the "protection" of the policy falls away.

NO. 19600 15374 ALL CAUSES
2828 1967 16632 12847 18348 13062
8,03 5,51 14,62 11,00 8,11 5,45

TABLE II

	COLOURED		BLACK	
	Male	Female	Male	Female
Rheumatic Heart Diseases (390-398)	120 3.9%	139 4.4%	49 2.1%	56 2.9%
Hypertensive Diseases (400-404)	190 6.1%	276 8.8%	273 11.4%	212 11.0%
Ischaemic Heart Diseases (410-414)	845 7.1%	566 18.0%	148 6.2%	66 3.4%
Cerebrovascular Diseases (430-438)	939 0.2%	1278 40.7%	772 32.3%	749 39.0%
Total Circulatory Diseases (390-458)	114 100%	3140 100%	2390 100%	1921 100%
Motor Vehicle Accide			282 15.1%	59 18.2%
Suicide (E950-E959,			76 4.1%	11 3.4%
Homicide (E960-E969)			806 43.1%	89 27.5%
Total Accidents, Poi (E800-E999)			1868 100%	324 100%

S. Tribune 1/3/81

NEW UNION FOR JOBLESS TO BE FORMED

UNION activity in East London, the scene of 10 strikes in the past 14 months, will take on a new dimension on March 15 when an entirely new concept in labour relations, a union for the unemployed, is formed.

The union, aimed at preventing industry hiring "scab" labour during strikes and at bringing the plight of fired striking labourers home to those who may be taking their jobs, could become a major force in industrial relations in the city.

With unemployment running at 25 percent of the economically active black population in the area, industry has had little difficulty in recruiting new labour following factory unrest and has been able to take a tough line in firing strikers.

In reply the national organiser for the South African Allied Workers Union, Mr Thosamile Gqweta, and his branch chairman, Mr Sisa Njikelana plan to launch a union for the unemployed which could attain a membership of 30 to 40 000 if the concept is favourably received.

Representatives of the new union would approach management together with the union involved in any factory dispute. "The determining factor of success will be the co-operation they receive from management."

While there are no plans at this stage to establish unions for the unemployed elsewhere, this is on the cards for the future.

'Help the unemployed by buying their goods'

By ELLIOT TSHINGWALA

SPEAKERS at a Johannesburg Organisation to Boost Self-help (Jobs) meeting urged the community to help unemployed people by buying their goods.

"Our goods are of the same quality as those sold in the city and besides you would be helping your neighbour if you buy an article," said Mr Moses Mablane speaking on community involvement at the function held at Entokozweni Early Learning Centre in Moletsane, Soweto on the weekend.

Various articles including shirts, table cloths and indigenous dresses were displayed at the function. They were mainly the work of Self-Help United, an organisation supported by Jobs.

Mrs Magauta Mofokeng, co-ordinator of Jobs blamed the country's labour laws for unemployment in black society.

"Because of unequal distribution of wealth and poor education most of our people cannot be employed and thus resort to begging and excessive drinking," she said.

She added that Jobs will help all self-help organisations who seek technical or financial help, but stressed that they will have to prove that they are committed to their work.

Meanwhile Mr Mablane, the programme organiser at Entokozweni, says they are organising a giant trade fair in Mofolo Park in April.

SOWETAN 4/3/81

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Tembisa work queues

By CHARLES MALOKO

HUNDREDS of Xhosa-speaking men are spending many hours of boredom outside the Transkei Consulate in Tembisa looking for jobs.

Because of the scarcity of jobs, the many men spend days at the offices with the hope that they may be employed.

Some locals are at the offices to take out Transkei documents, after being refused South African citizenship at pass offices in the Witwatersrand.

The men hang around the Transkei offices the whole day. One young man told **SOWETAN** he is staying there unofficially. Some of the men sit around outside the building during the day with their blankets wrapped around suitcases.

The Xhosa-speaking people going to these offices are seeking passports for the first time, renewing passports or are looking for employment in the urban area.

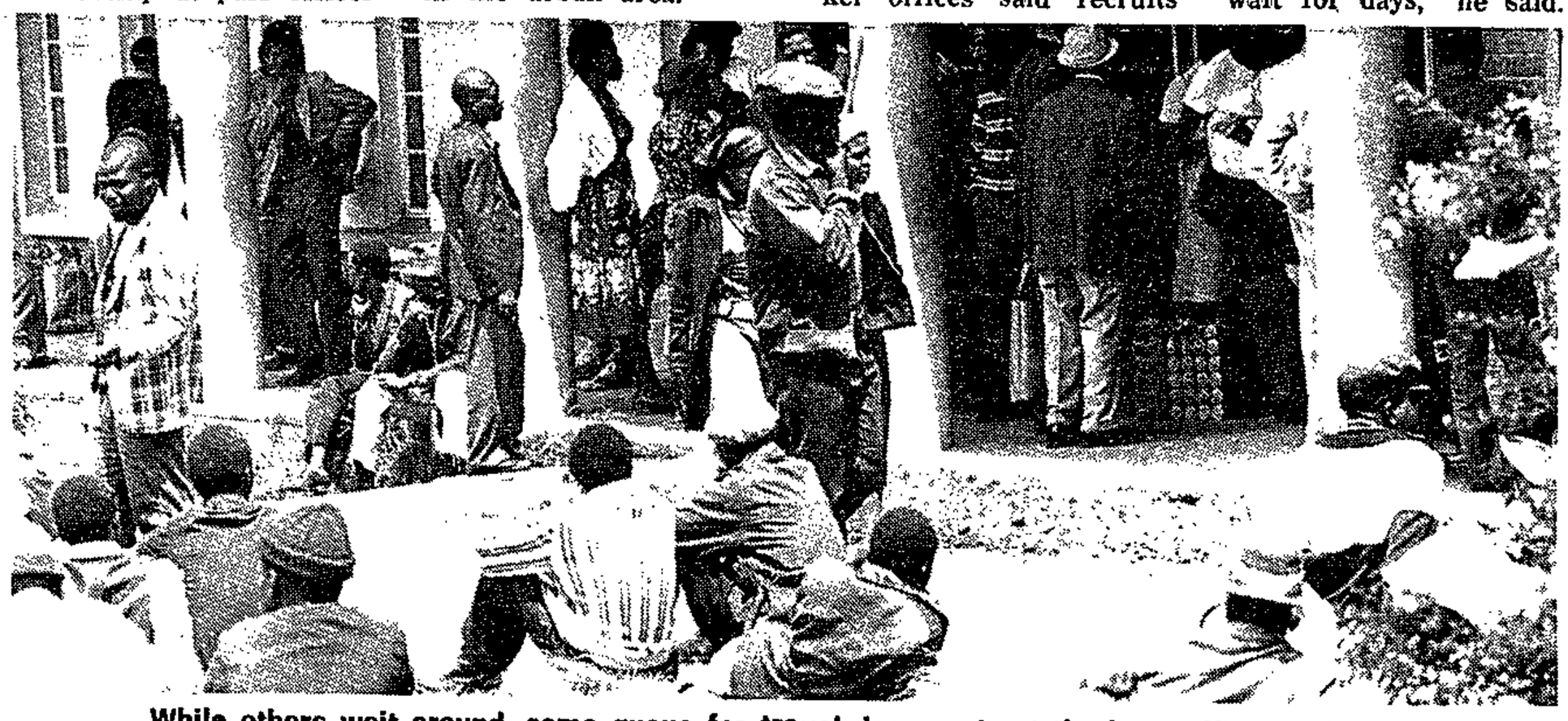
They come from either other magisterial areas in the Transvaal or straight from the Transkei.

The offices have an official living room on the upper storey and on the lower storey are offices where clerks work.

The waiting men have attracted the attention of passers-by on the busy tarred road in front of the offices in the middle of the township.

An official at the Transkei offices said recruits from the Transkei as well as other Xhosa-speaking people were advised not to come and hang around at the offices if they have no official accommodation and are not sure if employment will be offered to them.

"I agree it is very unsatisfactory for the men to stay around in these offices as they frustrate themselves because no proper arrangements for accommodation are offered here and they may wait for days," he said.



While others wait around, some queue for travel documents at the busy offices in Tembisa.

Union to be launched for unemployed

CT 14/3/81

335

Own Correspondent

PORT ELIZABETH. — Organizers of a union for unemployed workers, to be launched in East London tomorrow, are considering opening an office here.

The union, believed to be the first of its kind in South Africa, will operate under the aegis of the South African Allied Workers' Union (Saawu), the national organizer, Mr Thozamile Gqwetha, said.

He said the union, which would accommodate workers from all industries, was being formed to counter the "systematic victimization" of workers by employers.

"We want to keep people unionized. Even if they are out of their jobs, they should not lose track of the union movement.

"The function of the union will be to educate workers and workseekers generally and keep them unified."

Mr Gqwetha said it was the employers' "dismiss-and-rehire" system — put to frequent use in East London's industrial unrest — which had prompted formation of the union.

Flock to gates

"This area is inundated by so many workseekers from neighbouring rural areas. Where there is a strike and workers are dismissed, hundreds of these people flock to the gates to grab strikers' jobs. The only reason for this is that these people are not unionized.

"Employers exploit the opportunity, and in most cases do not even listen to the strikers' grievances. They simply dismiss today and employ tomorrow."

Mr Gqwetha said that apart from the workseekers from rural areas, there were hundreds who had lost their jobs through industrial disputes. Recently some 700 found themselves jobless after confusion surrounding the proposed pension legislation.

"We want to regroup these people, give them an office and a constitution of their own and Saawu will be there all the time to assist them."

He said workers affiliated to Saawu and the African Food and Canning Workers' Union would automatically belong to the unemployed workers' union if they lost their jobs.

Resume membership

On becoming re-employed they would then resume membership of their former unions.

Mr Gqwetha said Saawu, which organized workers of various trades, had gained recognition at a number of East London firms. Other firms were in the process of recognizing the union.

Saawu would negotiate with employers to re-employ the union's members when there were vacancies.

Although the union was still in its formative stages, a number of other trade unions had shown keen interest, Mr Gqwetha said.

TABLE 6

Distribution of workers according to paid leave granted (days per year)

Paid leave (days per year)	Number of workers	Cumulative %
0 - 7	29	24,37
8 - 14	55	70,59
15 - 21	32	97,48
> 21	3	100,00
total	119	
unknown	7	

Of the 29 workers in the lowest leave category, 16 (on two farms) were granted no paid leave at all.

Farmers were reluctant to estimate number of days unpaid leave extended to workers, saying that unless there was urgent work to be done they normally allowed workers several days off during the year without pay.

The Unisa survey found that for the four areas taken together, 5[illegible] no leave at all and averages we[illegible] 2 days unpaid.(6)

3. Wages

(a) Cash wages:

The tabl[illegible]ution of workers according to c[illegible]

"Millions spent, jobs neglected"

The Department of Co-operation and Development spent more than R217-million during the last financial year on the homelands, yet only 0,3 percent went into the creation of new jobs for blacks.

This figure, from the department's South African Development Trust, was tabled at the conference yesterday. The figures showed that expenditure for "development of areas for blacks" was R95 596 574.

Of that, only R660 657 went into "creation of employment and generation income" (compared with R195 675 for the 1978/79 financial year); provision of social services received R9 986 961 (R7 911 165 the previous year); and "development of human potential" accounted for R2 478 781 (R2 848 100 in 1978/79).

By contrast, "Settlement of Population" cost the trust R56 027 211.

33 000 jobless in Eastern Cape

Argus 16/3/81

335

Labour Reporter

FIGURES published at the weekend disclosed alarming unemployment levels in the Port Elizabeth-Uitenhage areas of the Eastern Cape.

The figures, gathered by the local branch of Manpower 2000, the Government-initiated labour and training awareness campaign, show more than 33 000 people are jobless.

Manpower also found that the situation is deteriorating rapidly.

The number of registered work-seekers in Port Elizabeth is 23 816. In Uitenhage work-seekers number 9 277.

By far the majority of registered unemployed are black — 30 263. In the past two months alone, the unemployment rate of blacks rose 17 percent.

Labour Bureau officials in the Eastern Cape attribute part of the unemployment problem to the scant support they receive from local employers.

Recent surveys indicate that only 44 percent of employers use Labour Bureau facilities — even though a Human Sciences Research Council study has shown that of those who do, nearly 90 percent are satisfied with the services provided.

The Director of Manpower Administration for the Eastern Cape, Mr H J Swanepoel, appealed to local employers yesterday to report any vacancies for blacks to labour bureaux.

The Argus Port Elizabeth Bureau reports that a dispute over workers' union representation at a large motor component plant is posing a serious threat to labour peace in the Eastern Cape — the most serious threat since last year's wave of strikes here, say experts.

Industrialists in the Eastern Cape view the situation at Hella Automotive Lighting Equipment in Uitenhage, with so much concern that the Minister of Manpower Utilisation, Mr S P Botha, has been informed about developments.

Meeting to help the jobless

SOWETAN 26/3/91 335

By ELLIOT TSHINGWALA

UNEMPLOYMENT is one of the main issues to be discussed at the community concern meeting which will be held this Saturday.

The meeting, which will be at Entokozweni Early Learning Centre, is organised by the Johannesburg Organisation to Boost Self-Help (Jobs).

Among the invited guests in the Reverend Jeff Moselane who will talk on the role of the church in society. Mrs Magauta Molefe, the co-ordinator will talk on "unemployment and its consequences in our society." Self-help and community involvement will be dealt with Mr Moss Mabalane.

"Items made by unemployed people will be displayed at the meeting to show what the unemployed can do with their hands and also to get support from the community," said a spokesman. Everybody is welcome. Food and drink will be served.

White unemployed are lazy says Pik

Own Correspondent

KIMBERLEY — If a white man could not find work in South Africa it was because he was either lazy or a drunkard, the Minister of Foreign Affairs and of Information, Mr Botha, said in Kimberley last night.

Addressing a National Party meeting attended by about 800 people in the City Hall, Mr Botha —referring to HNP accusations against the NP that it was "doing everything for the black man" Mr Botha said unemployment figures among whites were the lowest in the world.

One of the main causes of inflation in the country was a shortage of manpower and the shortage of skilled manpower was also one of the main reasons why less privileged whites were struggling.

Mr Botha said blacks, who comprised four times as many people as whites, received four times less from the Treasury.

"Is this fair and is it fair in the light of such statistics to say everything is being done for the black man", he asked.

"There comes a time that one gets tired of such childishness".

Mr Botha said that, if the National Party fell, South Africa would fall as well.

"If the NP is in a dead-end street, we will have to fight it out because the paths of the other parties lead over the cliffs" he said.

There were more than 600 organisations in the world who were working towards the undermining of South Africa and the ability of the United Nations to sow evil should not be underestimated.

Turning to the Press, Mr Botha said one never read criticism in the English-speaking opposition newspapers about what was happening north of the Limpopo.

(News by D C W van Zyl, 1 Woodley Street, Kimberley.)

Unemployment is already a worldwide problem

What will our children do in the next century?



Between 1980 and 2000 the world's work force will increase more than 40 percent from 1,8-billion to more than 2,5-billion. The number of job seekers will double within 20 years. Can the developing world create more than one-billion new jobs in the coming two decades to improve current employment? Report from The New York Times.

Star 1/4/81

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There are in the world 1,6-billion young people who are 15 years old or under, and they will be in their prime at the turn of the century. Most of them — 1,3-billion — live in Third World countries.

They are the survivors, born with one chance in six of not lasting a year. For every three of them who has managed to reach 15, another has fallen along the way, at the rate of about 17-million a year.

For many of these young people and their families, getting the money each day for an adequate diet is a challenge, and their protein intake is inadequate for normal physical or mental development. They have had limited chances at education: one out of four boys, and one out of five girls, reaches secondary school. As for higher education, the number who have had access to this rare opportunity is so small as to be statistically insignificant. The generation of those under 15 — the vast majority born in underprivileged countries — is functionally illiterate by the hundreds of millions.

Yet, these stubborn survivors press on — ill-fed, poorly sheltered and poorly clothed, uneducated, but nevertheless hopeful. They are aware of the inequities in their own societies and increasingly are becoming aware of the inequities among other societies.

It is already evident as they grow into adulthood that hundreds of millions of them will never have a job. Today, with most men and about a quarter of women actively seeking jobs, the total labour force of the developing countries is 1,2-billion. On the average, these countries have an unemployment rate of 40 percent — a total of about 450-million men and women with no jobs at all, or who are employed only sporadically. Nearly half a billion jobs, therefore, are needed for the existing workforce. What, then, are the chances for young people who are about to enter the labour force in droves?

Between 1980 and 2000, the world's workforce will increase more than 40 percent, from 1,8-billion to more than 2,5-billion. Nearly 90 percent of the total increase, or 663-million, will be added to the labour force in developing countries. In some, such as Mexico, Pakistan and Nigeria, people under 15 constitute almost 50 percent of the population. As these young people start to seek employment, the jobs, already scarce, will be competed for even more desperately. The number of job-seekers will double within 20 years.

Can the developing world create more than 1-billion new jobs in the coming two decades to improve current employment and to accommodate the young entrants? It would require unbridled optimism to believe that this can be achieved. More likely, unemployment rates will soar and today's youngsters will join the ranks of tomorrow's unemployed. Tragically, women's hopes of a chance to enter the labour force will probably be dashed in this generation.

Most of the Third World's people live in rural areas, and more seek employment in agriculture than in all other sectors of the labour force. Investments in the rural sector are essential to enable young farmers to survive economically by working the land. The movement to urban centres, however, proceeds relentlessly, so for many of today's young people the future is linked to jobs in cities.

The Third World will enter the next century with more than 25 cities with populations of more than 10-million.

For economically deprived countries, programmes that provide job training, improve management and create employment must have top priority. Beyond this, a fundamental need is the structuring of economic relations between rich and poor nations to ensure that the poor countries have a fair share of employment opportunities derived from international trade.

In the private sector, multinational corporations must seek to increase employment opportunities in the Third World. The World Bank and related organisations must be strengthened and supported in their efforts to accelerate the economic progress that will give young men and women of developing countries a better chance for employment. International assistance from all sources should give priority to programmes for creating jobs in the Third World.

The numbers-of-people issue, however, cannot be neglected. The plight of the next wave of youngsters who will be ending childhood at the turn of the century depends not only on efforts to improve employment opportunities but also on the absolute number of those people.

During the next two decades, 90 percent of the nearly two-billion people added to the world's population will be born in developing countries. Today, both the developing countries and the international community should reaffirm, expand, and strengthen population policies and programmes; this would contribute substantially toward diminishing the problems of the near future and of the next century.

Or it might be possible only to say that the same capital expenditure can provide certain quantities of different services : e.g. one hospital outpatients department catering for approximately 75 000 patients annually, or five Day Hospitals each catering for upwards of 50 000 patients annually, or 208 rural clinics with annual attendances of from 300 000 to 1 million altogether.(7)

The accurate definition of objectives is therefore essential for cost-effectiveness analysis to yield the

Survey points to need for more jobs

By Z H MOLEFE

THE CREATION of sufficient new job opportunities remains the challenge of the day in South Africa, says a survey of employment prospects for the second quarter of this year.

The survey is the work of Manpower Temporary Services, the world-wide service group which contacted senior executives in over 1 200 companies in 30 commercial and industrial sectors, which employ over three quarters of a million people of all colours.

"In creating new job opportunities," adds the survey which is the tenth in the South African series, "we need to be mindful of the disparity that exists today between the work we can give people and the work they are willing and able to do."

A breakdown of the figures contained in the survey show that 22,8 percent of the companies want to increase their white staff. This is relatively unchanged from the previous quarter when the figure was 23,1 percent. Those wanting to increase black staff stands at 21,5 percent against 22,6 percent in the last quarter.

Says Mr Ralph Parrott, Manpower's executive chairman in the Transvaal and Cape: "The overall picture in terms of a national capacity to survive is, therefore, encouraging but what concerns this commentator is the apparent lack of new job opportunities."

He continues: "If all the demands cited above were to be satisfied it would still make little impression on the total unemployment picture. And equally little impact on the employment problems of tomorrow."

Whether people are employed in the "white" urban areas or the homelands is not the issue, points out Mr Parrott. While the survey accepts that full employment is increasingly something that most countries in the world will never see again, the extent of the potential problem and its social, the political consequences in South Africa is a matter of considerable concern.

He concludes that South Africa gives every evidence that it is trying very hard to put its house in order, although international recruitment of labour is still inevitable. There appears, however, less evidence that companies are gearing themselves up for expansion. Rather than that they are more concerned to keep on top of their problems.

7 Figures for Day Hospitals and outpatients departments from actual costs given in paper "The impact of Day Hospitals on the cost of treatment" by G. Raine and updated by the price index for medical services. The estimated cost of building and equipping a rural clinic was R12 000 (from D. Selvan), and attendances assumed to be between 25 and 100 per week.

latter kind is where unemployment or scarcity of personnel exists. * Given a choice of facilities with different proportions of nurses and doctors and there are unemployed nurses and a shortage of doctors, it cannot be assumed that the salary levels reflect the cost to society of their employment. In the case of nurses the cost is not work elsewhere but the value of staying at home, which may be less. In the case of doctors the cost may be that of another post remaining empty for a time.

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using prevailing wage or salary rates to represent the social cost of hiring personnel is that the rate to be paid reflects the value of the person in their previous occupation, which has to be replaced or is lost when they change employment. This assumption is questionable at the best of times, but doubly so when salaries are determined independently of shortages and surpluses and non-market means (such as direct allocation of labour) used to overcome these.

8. See paper by Gill Raine - "The Impact of Day Hospitals on the cost of treatment"

S. Tribune
D/4/81 (335)

BLUEPRINT TO STOP THE

A COMMITTEE of some of the country's top economists and businessmen will soon make far-reaching proposals to the Government in an effort to curb the unemployment spiral.

The proposals, now in draft form, cut directly across many of the long-defended political actions and business practices in this country, and could go a long way towards changing the way of life here, especially for blacks, if accepted.

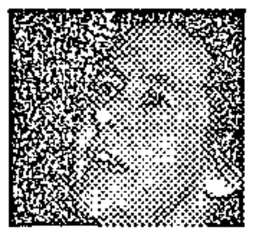
A report containing the draft recommendations was given to the **Sunday Tribune** this week.

Among other things it calls for:

- The opening of technical institutions to all races.
- The introduction of courses designed to reduce prejudice, both racial and sexual.
- The amendment of legislation, including the Group Areas Act, which limits the movement of workers and the employment of black labour.
- The establishment of six economic growth points, which cut across political boundaries, and with the growth points comprising areas under provincial and homeland government control.
- The scrapping of the closed-shop agreement, which affords protection to one race only.
- The provision of tax rebates for farmers who provide a wide variety of social services for their workers.

The organising committee, which drafted the policy proposals, is under the chairmanship of Jill Nattrass, associate professor of economics at the University of Natal.

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PROFESSOR Jill Nattrass, head of a committee of businessmen and economists. "The unrest will continue until jobs are found," says the report.

Businessmen recommend wide labour and race reforms

S. Tribune 12/4/81 335

JOBLESS SPIRAL

By Ticks Chetty

The proposals follow a conference on employment creation, titled Work for the Future held in Durban in September last year.

The top-level conference was attended by more than 300 business leaders, economists, leading public servants and trade union leaders.

In the report, which will be presented to the Government in its final form later this year, the committee makes it clear that unrest will continue if steps are not taken now to bring about social and political reform. The report stresses that the expansion of education and training would be the single most important key to the opening of job opportunities.

Calling for the opening of technical institutions to all races, the report says this would obviate the need for expensive duplication of facilities and at the same time enable the full use of existing educational facilities.

Recommendations are also made for the start of a national literacy campaign, the establishment of training centres geared to handle the needs of the people, the upgrading of education with more money being spent on black education and changes in the syllabi to encourage the development of greater technical and scientific skills.

On laws which restrict the employment and movement of the black worker, the report recommends the removal of:

- Legal restrictions which limit the freedom of blacks to work in white areas.
- Regulations limiting employers' rights to deploy their workforce and the job reservation regulations.
- Restrictions imposed by the Group Areas Act and other legislation, which specifically limit the activities of black businessmen.

Calling for the establishment of economic growth points, the report says efforts at decentralisation should be concentrated rather than dispersed over a wide area and that six areas which had economic potential should be selected.

The report also makes suggestions on how more jobs can be created in the fields of agriculture and mining and in the small business sector.

The disabled: Constant struggle for employment

CT 15/4/81

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By ZUBEIDA JAFFER

THE pins crunched through the wooden hangers in a steady rhythm. His nimble fingers worked with ease from hanger to hanger.

He sat perched on a stool in front of a workbench with his only arm resting on a stand on which the hangers were stacked.

Work conditions were adapted to suit his needs.

Abraham Douries, 19, whose arm was ripped off in a fruit factory machine, is one of nearly 70 disabled people employed at the Cripple Care Association factory in Bridgetown.

This factory and two government factories provide the only definite employment opportunities for the hundreds of disabled in Cape Town.

It is not known exactly how many handicapped people are jobless in the Cape.

But the waiting list for the government's "sheltered employment" factories is "long" and organizations for disabled people have jointly planned workshops for at least 300 unemployed in the Athlone area alone to assist them in earning an income.

Handicapped people who work at the two factories in Epping and Ndabeni fall under the sheltered employment scheme funded by the government and controlled by the Department of Manpower Utilization.

The scheme provides for "any person who is physically or mentally retarded to such an extent that he or she is unable to obtain or retain work under competitive conditions in the open labour market but who is nevertheless able to do remunerative work under sheltered employment conditions".

More than 300 people are presently employed by the two "sheltered employment" factories in Cape Town.

Those employed are selected by a placement committee consisting of the Divisional Inspector of Manpower Utilization, the district surgeon, and a social welfare officer.

The Divisional Inspector in Cape Town, Mr N Hechtor, said this week that white males and females were placed in Ndabeni, while coloured males were placed in Epping.

"The problem is money. We hope to expand soon," he said.

The present wages (to be reviewed this month) of white males under 19 years of age vary from R20 a week to R24, those of white females from R18 to R21.50, those of coloured employees and Indians from R20 to R28 and those of Africans from R17 to R25.

School benches

In Epping, where only coloured males work, furniture and textile products are produced.

When the Cape Times visited the factory, some of the nearly 200 workers were making tables, chairs and workbenches, while others were sewing linen bags.

According to the manager, Mr C Besbier, they provided all the schools in the Cape with woodwork benches.

At the factory run by the Cripple Care Association in Bridgetown, about 70 men and women are employed. Only those who are able to use public transport and have more than a 50 percent chance of being employed eventually in industry are selected for training at the factory.

Activity groups

"Our aim is to place people in suitable jobs after we have trained them," said occupational therapist Mrs Pam Stegmann.

Activity groups have been set up for people who have little chance of being placed.

Twice a week, groups of about 15 people meet in Hanover Park, Retreat, Guguletu,

Job offer from City company

A LOCAL company manager this week offered to employ a young Ravensmead man confined to a wheelchair after reading in the Cape Times of his struggle for survival.

But James Adams, 19, who was paralyzed from the waist down as a result of a shooting incident during the riots of last year, will not be able to wheel himself up a stairway to the toilet on the first floor or use public transport to travel to work.

He is confronted with two of the many obstacles which deny disabled people access to "gainful employment".

Occupational therapist Mrs Pam Stegmann of the Cripple Care Association yesterday spelled out some of the problems she encountered when trying to find jobs for disabled people.

While some employers were helpful, others were shocked by her request that they consider employing a disabled person.

"Their response is 'We use machines here, you know'," she said. "They seem to think that people who are physically disabled are also mentally

agreed to an interview but when he saw how deformed the person was, — his legs and one arm were deformed — he refused to consider his capabilities.

"That same young man today works in a photographic laboratory, where he operates an enlarger," she said.

The people Mrs Stegmann has managed to place in jobs were those who could make use of public transport.

"It is virtually impossible to get a job for somebody in a wheelchair," she said.

But textile manager Mr N Fortes does not feel the provision of transport to be "out of the question".

"If the person is capable of doing the job, I would consider making transport arrangements," he said.

Mr Fortes, who employs at least three disabled people regularly, has not experienced any unusual problems in employing them.

"Employers must be educated that it makes no difference if the person has crippled legs when the job requires work to be done by hands. The



Young Abraham Douries, whose arm was ripped off in a fruit factory m Bridgetown factory.

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She once tried to get a textile firm manager to give a young man the job of taking thread from one point to another. He person can be seated," he said.

He also said he never employed anybody out of pity. "They work here because they can do a job of work," he said.

was in accordance with the department's policy, he said.

Provisions have not yet been made for coloured females or other population groups.

produce in order to supplement their disability grants.

Their products are sold at the Cripple Care Shop in Claremont.



Spray painter Mr Edmund Stekile is not hampered by his artificial arm as he sprays coat-hangers at a Bridgetown factory.

The major causes of disability changing

THE MAJOR causes of disability have changed over the years as social conditions have changed.

This emerged from discussions with social workers closely associated with the disabled for years.

"About 30 years ago, polio and tuberculosis were major causes of disability," said Mr C Wilson, who runs the Cripple Care Rehabilitation Centre.

"The world war also left many casaulties. But in the past decade more and more people have been disabled through assaults, industrial and road accidents as well as riot situations.

"Today diseases such as polio and tuberculosis have largely been eradicated but man-made hazards have increased," he said.

And social workers expect this to be the trend in this country.

They believe that as long as unemployment continues to increase -- there are two million unemployed today -- crime with its accompanying violence will continue.

"Removals under the Group Areas Act and influx control laws have left people with a distinct sense of insecurity," said a Cripple Care social worker, Mr Nabil Dean.

"Townships are overcrowded and wages low. People need jobs, houses, decent wages and the freedom to live in good conditions. This would result in a decrease in crime and thus disabilities.

"Why cure when you can prevent," he said.

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Activity groups are run for the unemployed. Here a group of people from Hanover Park gather together at one of their twice-weekly sessions.

faced in them with the problem of mystification to an extreme degree.

This problem (with which both Marxist and Freudian social science have been systematically concerned, to their credit) refers to the fact that things do not often



Report carries new incentives for creating more jobs

SOME ESTIMATES PUT BLACK UNEMPLOYMENT AT 1,6-m

By Andrew McNulty

INCENTIVES to create employment are among key points of a new report completed by the National Manpower Commission (NMC) recommending strategies to reduce South Africa's "time-bomb" unemployment problem.

The report has already gone to the Government for consideration by the Cabinet.

Recommendations and action flowing from the report will be the most significant steps to be taken on the unemployment conundrum since the establishment 16 months ago of the NMC, comprising State, employer and labour representatives to plan policy.

Although South Africa's jobless crisis improved with the country's economic growth surge, black unemployment figures are still estimated by some authorities at as high as 1,6-million — and the situation has been described by Dr Piet Koornhof, Minister of Co-operation and Development, as a potential threat to stability.

Details of the recommendations will be published in the NMC's annual review — due out next month.

Dr Hennie Reynders, chairman of the NMC, told Business Times in an interview this week that the report, "Strategy for Job Creation", embodies three main aspects:

- Existing programmes aimed at job creation should be evaluated and changes made where necessary.
- Free enterprise should be a basic philosophy of all efforts against unemployment.
- A more employment or labour oriented approach to economic growth should be encouraged and facilitated where this can be done economically.

A disturbing feature of the country's relatively high growth rate in the past 10 to 15 years has been a trend towards capital-intensive industry.

"It is out of the question to turn back the clock. Industries must be competitive in local and export markets, nor do we want to meddle with the private sector," Dr Reynders says. "But there are various areas where there are possibilities of holding out carrots."

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mised in various ways. But the dominant form of social relations and inequality was simply socio-economic (various classes differentially related to the means of production), bluntly reflecting the specific socio-economic, class nature of the social inequality.

But in other cases, everything seems to be, for example, about race, and in fact is, in people's

experience, 'about race'. Yet how can that be, what does this mean, since race does not in itself have anything to do with social inequality? Clearly, such a race system, and similar minority group forms of inequality, must be some disguised form of something else.

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s us to the second general issue, that of approaches, attempts at explanation or at deciphering. In its concern with minority group forms of inequality, and the question of social inequality generally, this study is ultimately involved in two different debates in social science.

In the first place, and less importantly, there is the argument between non-environmental determinism, notably genetic determinism (which sees and explains social inequality as solely or significantly determined by non-environmental factors, such as genes, 'race', instinct, sex, 'human nature', etc.), and environmental determinism (which explains social inequality in terms of factors in the social environment). It is the resurgence of the former approach, notably in such work as that of Jensen and Eysenck (not to mention the growing spate of social-darwinist ethology, e.g. Ardrey), which perforce involves us in a kind of argument, particularly over racial inequalities, that had, for good reasons, died away. (2) I hope that this study, in its environmentalist approach, helps to demonstrate the validity of this approach - one which, it should be noted, does not claim that non-environmental factors do not in any way determine human life, only that such factors have not been shown to explain systematic social inequality, while socio-environmental factors have.

If one holds an environmentalist position, then the significant area of argument over explanatory approaches is within the environmentalist camp. Generally speaking, explanation in the 'race relations' area has not been taken as far as the amount of inquiry in it might have promised. And this undoubtedly in part reflects problems

of how projects will work and what would be a good way of using local resources. They can seldom know of those cases where small groups of people are trying to establish economic activities which they know will work, but which they cannot establish or develop for lack of some capital or technical skills input.

The Cape Times, Wednesday, April 15, 1981 11

UN promotes aid effort

THE UNITED NATIONS General Assembly has declared 1981 to be the Year of Disabled Persons.

One of the objectives for the year will be helping disabled persons in their physical and psychological adjustment to society.

Another will be promoting efforts to provide disabled persons proper assistance, training, and work opportunities for full integration into society.

The Director of the Cripple Care Association, Mrs Jean Reynolds, believes that work is of utmost importance to the disabled.

"Through work, people feel that they are fully part of society," she said.

The Cape Times interviewed a few handicapped people who battled for years to find employment.

"For three years I searched for a job. Everywhere I went people said that if I had two arms they would have employed me," said Mr Edmund Stekile, who lost his arm in a car accident.

Mr Stekile who has since been fitted with an artificial arm spray varnishes coat-hangers at the Cripple Care factory in Bridgetown without any problem.

'Living'

"I feel like I'm living now that I'm working. It was terrible walking the streets looking for a job," he said.

For six years, Mr Jacobus Daniels looked for work. His arm had been ripped off in a train accident.

Today he assembles coat-hangers and never wants to be unproductive again.

"I prefer doing something," he said. It's not nice sitting at home every day," he said.

11 The myth of community.

A mistake that many people involved in development projects make, is that they assume there is a "community". During my involvement in Cape Town SAVS, for example, we presumed that people would want to contribute towards the establishment of a marketing centre for Umhlaba, a creche for one area (Ipoti) and a clinic for another (Umlambi). We assumed that the people of these localities would see themselves as a group, and thus would decide to work as a group on a project which would benefit themselves as a group. However, most, if not all, villages are not communities: the most one can say is that they are a gathering of people living near each other. In Umhlaba a large number of people are strangers who have moved in from white farms, and due to rehabilitation most of the "locations" are composed of a number of villages moved down from the mountains.

There are some villages or locations which are more integrated than others, where there have been fairly successful "community scale" projects. However I found that I could not associate this with anything other than the presence of a good headman or other co-ordinating figure in the area (vide the fact that so often when this person goes, the "progressive" quality of the area dies and the projects go to rack and ruin)[54].

In all the projects I mention there is at least one person, and usually a small group, who really believes in, and supports the project. One generally finds that this small group are involved in all the projects in the area and are on all the committees. Most of these people obviously believe that with concerted effort their areas can progress along a Western path of development.

In all areas there is a large number of people (still not the majority however) who consider the ideals cited, when a new project is discussed, as good. They say they would like such a

Call for new look at employment

ST 22/4/8

Industrial Reporter

THE URGENCY of the employment problem in South Africa is now begining to be recognized by decision-makers, but action would have to be more far-reaching to be effective, according to a study of the problem published by the University of Cape Town's Urban Problems Research Unit.

The authors of "Unemployment and the Informal Sector: Some Proposals", Professor David Dewar and Vanessa Watson, say there is a need for employment policy formulation at two levels — employment in the formal, wage labour sector would have to be actively stimulated, and in the informal or petty commodity production sector.

"It is imperative that traditionally-held concepts of employment be enlarged and that the question be seen rather in terms of the creation of opportunities to earn a reasonable income, with whatever resources are available," said the study, which was to be launched at a cocktail party on the campus.

The need to strengthen small business was undeniable and measures which could assist this included:

- A "hands off" policy by withdrawing excessively restrictive bureacratic regulations.
- Changes in planning practices to create maximum possible opportunities for employment creation in the urban areas.
- Providing communal services at centralized places for small businesses.
- Creating a national development bank offering credit to the smallest economic establishments.

The study found the so-called informal sector was characterized by exploitation, relatively low labour potential and extremely low wages. The major effort should accordingly be absorption of as many people as possible in the formal sector.

Analysis showed there was a dangerous trend towards capital intensive as opposed to labour intensive industry and the authors believed the latter should in some cases become a condition for the award of government contracts.

UCT study on work problems

CT 25/4/81

335

Industrial Reporter

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- Creating a national development bank offering credit to the smallest economic establishments.

The study found the so-called informal sector was characterised by exploitation, relatively low labour potential and extremely low wages. The major effort should accordingly be absorption of as many people as possible in the formal sector.

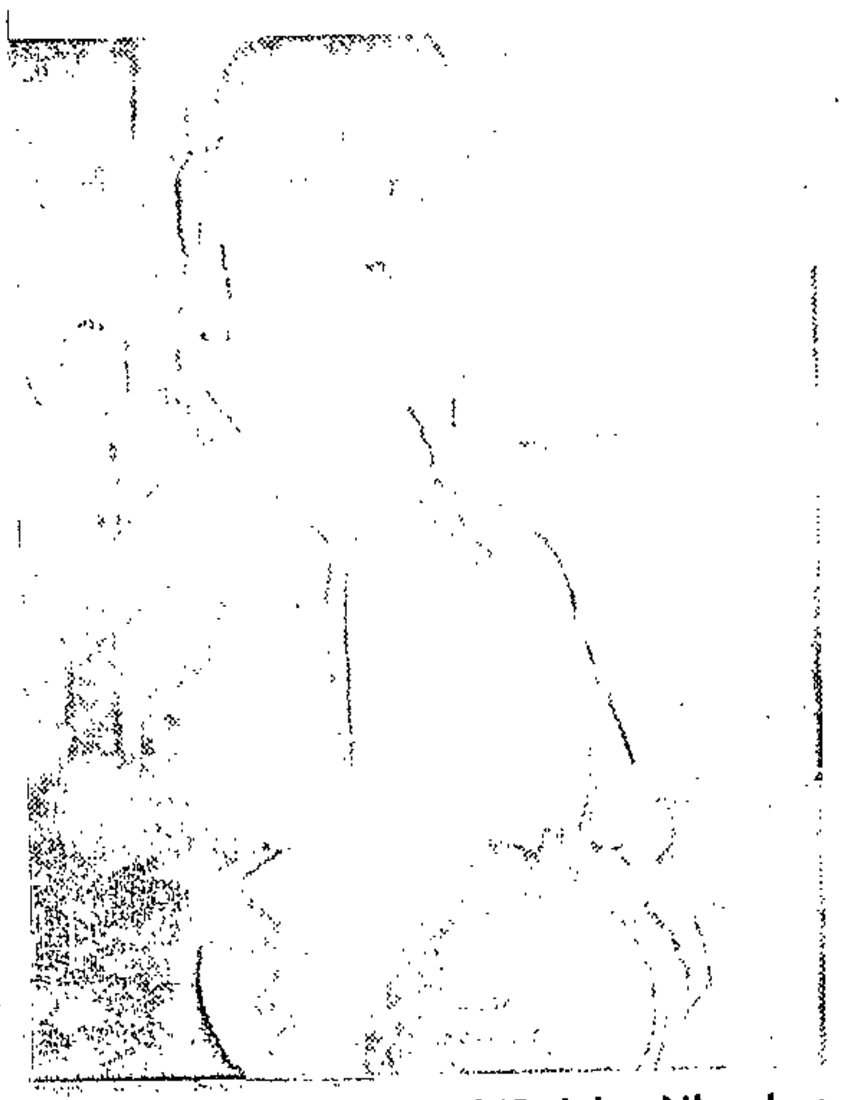
Analysis showed there was a dangerous trend towards capital intensive as opposed to labour intensive industry and the authors believed the latter should in some cases become a condition for the award of government contracts.

UNEMPLOYMENT

17/1/81 — 18/12/81

Africans now the meat strikers

C. Horgan
e/5/81



O MR John Mkwalasa — all we eat is samp, bread and rice, and I can buy food only when one of my brothers or sisters is kind enough to give me some money.

MI5 former boss didn't want to employ Africans any more 'because they like to go on strike' a former meat striker told Cape Herald last week.

Mr Leonard McCoy, 53, of Langa feels he has been victimised.

"I have walked all over the Peninsula trying to find work so that I can send money to my family in the Ciskei. But after all these months I am still unsuccessful."

Mr McCoy, who receives an unemployment grant from the Administration Board, is one of many ex-strikers who still find themselves jobless.

Almost one year after the 800 workers from 17 meat firms went on strike for the recognition of democratically elected committees — and eight months after the strike was called off without this demand being met — more than 80 of the strikers are still out of work.

PROTEST

The workers first went on strike for one day on May 19 last year in protest at the refusal of the management of Table Bay Cold Storage and National Meat Suppliers to recognise 'democratically elected' workers' committees. They were locked out on their return to work the next day.

With the support of the public, the Western Province General Workers' Union was able to give the strikers R15 a week strike pay.

However, the union was unable to keep up the payments of R12 000 a week, and in September after the strike had been called off, the R159 765 the union had collected as an emergency fund for the strike had dried up.

Since then, some of the strikers have been taken back by their old firms, while some have found other work.

But for those who have not been able to find work it is still a case of standing in the lines — when there is money to spend.

"For these workers who have been unable to find work, it has been very hard. They are surviving on the bare minimum, and often their families go hungry for days," the General Workers' Union says in a statement.

The union says the high unemployment rate in Cape Town has made it even more difficult for the strikers to find work.

"Unsympathetic bosses often refuse to employ someone when they hear that he was a meat worker.

"It is unfair that the workers should be victimised in this way, for surely the demand of the workers was a legitimate one. In most Western countries workers have the right to form democratic workers' committees," the union said.

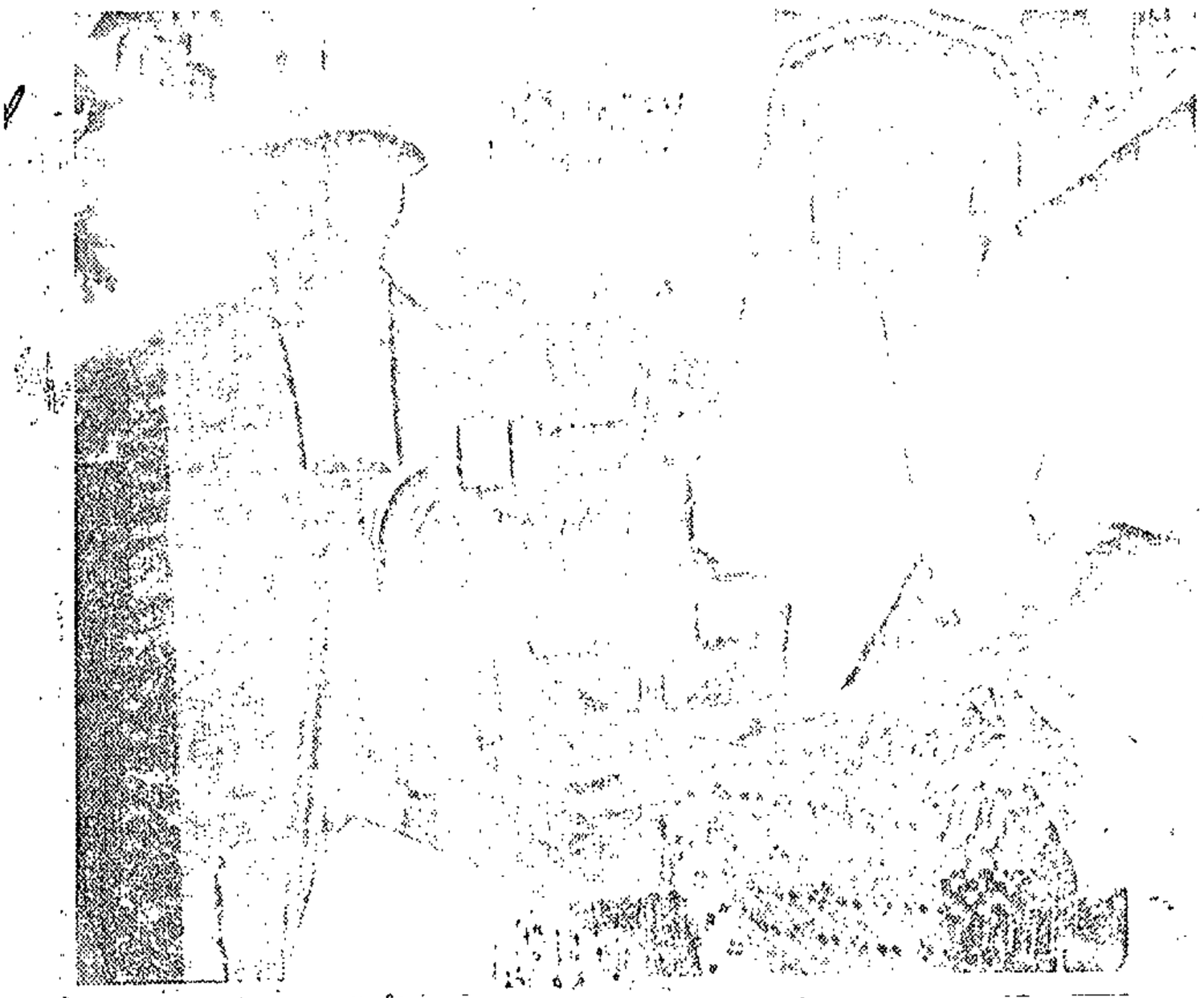
Mr John Mkwalasa, 50, of Guguletu, receives no income.

"My wife works as a domestic in Sea Point, but she is never sure of her work. I can buy only food when one of my brothers or sister is kind enough to give me some money.

"My children starve, but what can one do?" he asked.

Mr Mkwalasa said his diet consisted mainly of rice, samp and bread.

taboo — former



There is no money for meat or other luxuries. We even have difficulty in paying the rent and buying books for the children for school,' he said.

Mr Nkwalasa has four children, two of them still at school.

Mr Richard Tyala, 59, is another ex-meat worker who has to rely on the kindness of family members and friends to make a living.

His diet is similar to that of most of the other workers — samp, and sometimes bread and rice.

His asthmatic wife, Elizabeth, helps to supplement the income by making dresses.

'However she can only make dresses when people want them, so that does not help a lot. The only way we will be able to lead normal lives again is when I find work,' said Mr Tyala.

● The Western Province General Workers' Union has appealed to sympathetic people in the community to help them find work for the jobless.

Employees can phone the union at 67-0870 or contact them at 1st floor Benbow Building, Beverley Street, Athlone.

● LEFT: Helping to supplement the family income is asthmatic Mrs Elizabeth Tyala, shown with her husband, Richard. 'We can lead normal lives again only when I find work,' says Mr Tyala.

C. Herald

21/5/81

335

Warning on job needs by 2000

Argus 5/5/81

335

Political Staff

BY the year 2 000 South Africa would have to create 1 000 new jobs every working day just to provide work for new male entrants to the labour market, the executive director of the South African Federated Chamber of Industries, Dr J C van Zyl, told a plenary meeting of the President's Council

Not even a drop in the national birth rate would significantly reduce the problem, since most of those who would be seeking work between now and the end of the century had already been born.

HARD FACTS

'There is no way the problem can be avoided,' Dr van Zyl said. 'We are dealing here with hard basic facts on the supply side of the labour market which we can ignore only at our peril.'

He told the council that the country's total population was expected to reach 48-million by the year 2 000 and that the proportion of whites would decline in the absence of gains through immigration from the present 16,1 percent to 11,2 percent.

At the same time the relative share of the black population was likely to increase from 71,7 percent in 1980 to 77,4 percent by the year 2 000.

URBANISATION

A growth rate of at least 5 percent a year in the real gross domestic product would be needed to absorb the increases in the labour force, Dr van Zyl said.

He predicted that South Africa's future economic growth would take place largely in the existing urban areas, and not in outlying areas. The economically active population in the four largest metropolitan areas in 1970 was 3,3 million — about 60 percent of the total non-agricultural economically active population.

'This pattern is indicative of powerful economic forces at work pulling new activities towards the existing metropoles, especially the Pretoria-Witwatersrand - Vereeniging area,' he said.

EMPLOYMENT

By the year 2000, about 90 percent of all whites, coloured people and Asians would be living in urban areas. In the case of blacks, estimates varied between 50 and 70 percent being urbanised by the end of the century. By last year, 38 percent of all blacks were living in the cities.

'Whatever the rates of urbanisation, it is clear that great demands will be made on housing, social, administrative and physical infrastructure and the provision of employment opportunities.

'In addition, there are serious implications in terms of satisfying the political aspirations of very large numbers of urbanised people for whom satisfactory channels of political expression have to be developed.'

Call to face facts of future demand for jobs

Political Staff

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"Whatever the rates of urbanisation are, great demands will be made on housing, the social, administrative and physical infrastructure and the provision of employment opportunities."

"There are also serious implications in terms of satisfying the political aspirations of very large numbers of urbanised people," Mr van Zyl said.

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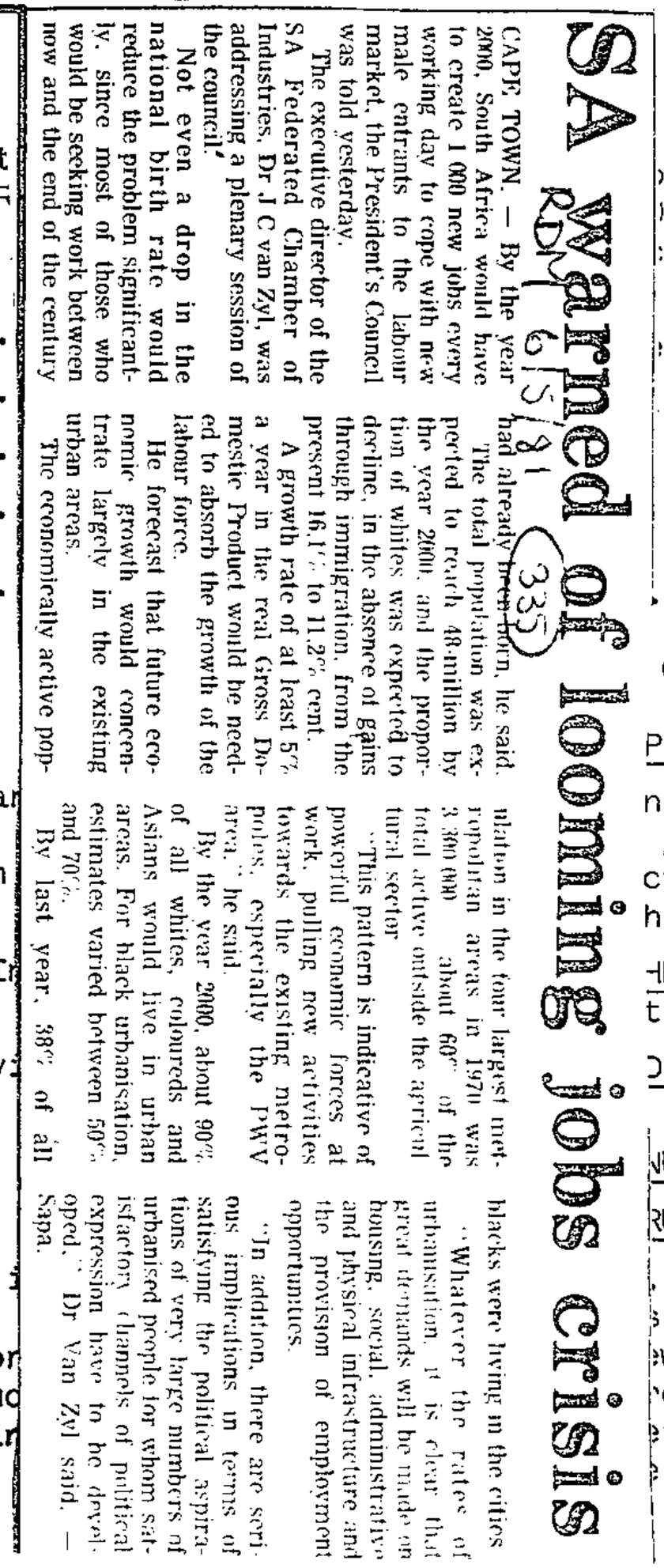
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SA warned of looming jobs crisis

RDM 6/5/81 (33)

CAPE TOWN. — By the year 2000, South Africa would have to create 1 000 new jobs every working day to cope with new male entrants to the labour market, the President's Council was told yesterday.

The executive director of the SA Federated Chamber of Industries, Dr J C van Zyl, was addressing a plenary session of the council.

Not even a drop in the national birth rate would reduce the problem significantly, since most of those who would be seeking work between now and the end of the century had already been born, he said.

The total population was expected to reach 48-million by the year 2000, and the proportion of whites was expected to decline, in the absence of gains through immigration, from the present 16,1% to 11,2% cent.

A growth rate of at least 5% a year in the real Gross Domestic Product would be needed to absorb the growth of the labour force.

He forecast that future economic growth would concentrate largely in the existing urban areas.

The economically active population in the four largest metropolitan areas in 1970 was 3 380 000 — about 60% of the total active outside the agricultural sector.

"This pattern is indicative of powerful economic forces at work, pulling new activities towards the existing metropoles, especially the PWV area," he said.

By the year 2000, about 90% of all whites, coloureds and Asians would live in urban areas. For black urbanisation, estimates varied between 50% and 70%.

By last year, 38% of all blacks were living in the cities

"Whatever the rates of urbanisation, it is clear that great demands will be made on housing, social, administrative and physical infrastructure and the provision of employment opportunities.

"In addition, there are serious implications in terms of satisfying the political aspirations of very large numbers of urbanised people for whom satisfactory channels of political expression have to be developed." Dr Van Zyl said. — Sapa.

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CT 9/5/81

Factory fire: 349 laid off

THE FIRE that severely damaged Romatex Home Textiles in Elsie's River a week ago has led to the laying-off of more than 300 workers at the plant.

"Regrettably, we have been compelled by the disruption to our operation to lay-off a total of 349 employees," Mr J H Ward, chairman of Romatex Ltd, said in a statement yesterday.

He said severance pay would be given to the discharged workers in accordance with the industrial agreement negotiated with the Textile Workers' Industrial Union.

The company would also try to find work within the group for as many of the discharged workers as possible.

It would be company policy to offer to re-employ the discharged workers as soon as the new plant was installed.

The fire had seriously disrupted production but because of "adequate insurance cover" earnings would not be adversely affected, Mr Ward said.

"It is our intention to restore the plant and to be back in full production towards the end of the year. In the interim, we have discussed the situation with our customers and are making alternative arrangements to keep them supplied."

The statement said the fire appeared to have started in a compressor room and there was no indication "at this stage" of culpability on the part of any person.

SA must create 300 000 new jobs a year

Deputy Financial Editor

SOUTH Africa will have to create 300 000 jobs a year this decade and 400 000 a year in next decade for its soaring population, Mr Pierre Steyn, the general manager of Sanlam, told the Atrikaanse Handelsinstituut congress in Bloemfontein yesterday.

Speaking about the economic implications of the population growing from 28-million to 50-million by the year 2000, Mr Steyn said each new job needed a capital investment of R8 000. This meant the country had to invest R2 500-million a year to have full employment

South Africa was not keeping up at present, he said. Between 1970 and 1977 more than a million workers came on to the labour market, while new jobs rose by only 360 000. This meant unemployment was becoming endemic, not just cyclical.

Mr Steyn said it had been estimated that South Africa needed 210 000 "executive officials" in the next 20 years. It was clear the white group alone could not meet the need — other groups would have to fill the gap. This implied a huge training and education drive.

In 1980, said Mr Steyn, there were 16 000 schools and 105 000 teachers for blacks in South Africa. The shortage was estimated at 20 000. By 2000, another 334 000 teachers for blacks would be needed. This meant 10 000 extra every year for the next two decades.

To house South Africa's rocketing population, a city the size of Johannesburg would have to be built every year for the next 20 years, he said.

Mr Steyn said closure of the wage gap was an accepted goal in South Africa. This was often misunderstood, however. It did not mean the average black wage would be equal to the average white wage — only that parity for quantity and quality of work was aimed at.

The average black worker currently received only 26% of the pay of his white compatriot. This meant the country had a long way to go.

When it came to narrowing the wage gap, it was important that wage increases for all population groups should be accompanied by reasonable increases in productivity — or inflation would continue at disquieting levels.

How weak links could hit exports

By DAVID CARTE
Deputy Financial Editor

THREE basic weaknesses in South Africa's export situation could lop up to R5 000-million off export earnings, Mr L Barth, chairman of Stellenbosch Farmers' Winery, told the Afrikaanse Handelsinstituut congress in Bloemfontein yesterday.

According to Mr Barth, the AHI's chief spokesman on exports, the three inherent weaknesses were

- Export earnings were more dependent than ever on highly volatile gold — which accounted for 47,5% of export earnings in 1980, compared to 37,5% in 1976;
- Many exports were commodities and these were highly vulnerable to overseas recession, and
- Industrial exports tended to rise when local demand was low, but tended to fall off alarmingly when it revived.

South Africa could do little about the gold price or the tempo of business activity in the countries to which it exported

If the three weaknesses described occurred at once, Mr Barth said, the country could lose export earnings of up to R5 000-million.

A $200 fall in the gold price would drop export receipts by R3 500-million, an overseas recession would cut them by R1 000-million and a local upswing by another R500 million

Mr Barth said South Africa had much to learn from Far Eastern countries such as Japan, Korea, Taiwan, Hong Kong and Singapore, that had risen from Thir l World poverty to wealth, de spite raw material shortages.

These countries had the following in common:

- They had achieved their present, happier status only through exports;
- They exported manufactured goods, not raw material;
- This required skilled workers and a huge investment in education and training, which was strongly export-oriented;
- Workers at all levels were "amazingly well trained, even over-skilled"; and
- Big and small firms were highly motivated — employers and employees subscribed to a strong work ethic and took great pride in their work.

Mr Barth suggested that an "Export 2000" campaign be launched.

It would be strongly marketing-oriented. The State and private enterprise would have to co-operate closely

The export division of any firm should be staffed by top people, headed preferably by a director with a thorough knowledge of his target markets

Population growth problems ahead

By Bob Davis

BLOEMFONTEIN — Even a drastic drop in the birth rate would do little to reduce the problems created by South Africa's population explosion.

Mr P Steyn, general manager of Sanlam, said this in an address to the annual congress of the Afrikaanse Handelsinstituut on the economic implications of South Africa's population growth. He said there would be 50-million people in South Africa by the year 2000.

The present demand for new jobs was 300 000 a year but by 1990 it would be 400 000 a year.

IMPROVEMENT

Mr Steyn said it was clear that political and economic stability depended directly on the improvement of the living standards of other races.

The solution did not depend only on economic growth but also involved switching to labour development.

The establishment of small businesses was essential, he said, because experience in the USA and Japan showed that in relation to investment small businesses created more job opportunities than large businesses.

Mr Steyn said it was of particular importance that black entrepreneurs be helped to start small business undertakings.

TEACHERS

Highlighting the need for black employment and training, he said in education alone more than 333 000 teachers would be needed by the end of the century, requiring the training of an additional 10 000 a year.

The housing needs for the next 20 years totalled five million units therefore the present building rate of 60 000 units a year would have to be stepped up to 250 000 a year if the backlog was not to become increasingly serious. The cost would be more than R1 000-million a year.

Solutions to the population growth problem could be found in more rapid homeland development, a high rate of economic growth and family planning.

C. Herald 16/5/81

Clothing workers to lose jobs?

By ANEEZ SALIE

THOUSANDS of textile and garment workers could lose their jobs — and the market could be flooded with cheap imports — if the Government goes through with plans to drop certain import controls, trade unionists have warned.

The authorities plan to scrap controls on the amount of imports which could lead to a flooding of the local market with cheap and inferior quality garments and textiles.

With inflation at its current high level, consumers would choose the cheaper imported product instead of the higher quality, and more expensive local version.

A drop in demand for locally manufactured products would force producers to cut back on production resulting in retrenchments.

The assistant secretary of the Garment Workers' Union of the Western Province, Mr C Petersen, told of how the market was already well supplied with foreign cheap garments:

BIG WALK

'The union organised a big walk the other day and we decided to print teeshirts for the few hundred participants.

'When we priced a batch we found several foreign ones, and the cheapest was one from Taiwan.

'Although we would have saved quite a bit had we bought the readily available, cheaper foreign product we decided on a point of principle, to purchase a local one.

'That experience was really an eye-opener for us — if we needed one in the first place.

'The point to note is that the ordinary consumer would not have bought something on principle, but would rather have been influenced by the price.'

There are about 250 000 garment and textile workers in South Africa, representing a sixth of the workforce in the manufacturing sector.

Bearing in mind the workers' dependants, more than a million South Africans are dependent on the garment and textile industries.

The effects of excessive imports were felt in 1974 and 1976 when 15 percent of the employees in the industry were retrenched.

Business leaders back new jobs bid

Argus 20/5/81 (335)

Consumer Reporter

LEADERS of business and commerce today emphasised the need for an organisation to attract more industry to the Cape Town area to create more jobs for the growing population.

The executive committee of Cape Town City Council decided yesterday to back a suggestion by the Mayor, Mr Louis Kreiner, that the council should take the lead in forming such an organisation to prevent large-scale unemployment in the future.

The matter will be discussed by the full council on Tuesday.

Mr Jack Roos, director of the Cape Chamber of Industries, said similar organisations had already been formed to bring work to depressed areas in Scotland and the United States, and had proved their worth.

'We have just had a trade mission in Cape Town from the Scottish Council for Development and Industry,' he said.

'The function of this Scottish council is very much the same as this Wesgro (Association for the Promotion of the Western Cape's Economic Growth) envisaged by the Mayor.

● **Jobs for Western Cape — Page 16.**

New bid to create jobs in West Cape

Argus 20/5/81

MAN

335

By Audrey d'Angelo

THE population of the greater Cape Town area is expanding at a far faster rate than jobs are becoming available, the Stellenbosch Bureau for Economic Research warns in an interim report on the economic potential of the Western Cape.

The report — prepared for the Department of Industries, Commerce and Consumer Affairs and not yet made available to the public — welcomes a suggestion by the Mayor of Cape Town, Mr Louis Kreiner, that an organisation should be set up to attract more industry to the area.

Mr Kreiner has asked the Cape Town City Council to take the lead in forming this organisation, to be called Wesgro, and to contribute R50 000 a year towards it.

He suggests that other local authorities and the business sector should be asked to contribute to Wesgro's total annual budget of R180 000.

Promotion

The bureau's report suggests that the Government should set up a regional development advisory council of experts, with an annual budget of about R100 000, which would work together with Wesgro to encourage industrial development and promote exports.

It explains that the interim report has been issued now because of the urgency of problems related to the economic situation in the Western Cape.

It explains that although the economy of the Western Cape was holding its own in comparison with other areas during the 1950s it has been losing ground since then.

More workers

Emphasising the need for more labour-intensive industries, relying on large numbers of employees rather than on labour-saving machinery, it says the number of job opportunities in individual enterprises is declining while the output of individual workers is increasing.

One way of overcoming this, it suggests, would be to encourage more small-scale or cottage industries, employing 10 people or fewer and relaxing the present regulations which apply to factories and workshops about such aspects as roof height and washing facilities which sometimes discouraged the setting up of such businesses.

Marketing

It suggests that a marketing organisation might be set up to help to sell their goods here and abroad.

The report suggests that some local authorities should adopt a more welcoming and co-operative attitude towards entrepreneurs who want to open businesses in the area.

Discussing the fact that the Western Cape is a coloured preference area, the report suggests that the assumption that blacks would otherwise compete unfairly with coloured people is wrong.

High praise

Management of well organised enterprises in the Western Cape invariably have high praise for their coloured workers who, even compared with international standards, perform very well with levels of skill and productivity,' the report states.

It suggests that black people are needed in the Western Cape labour markets for tasks which coloured people no longer have any wish to perform.

Discussing the effect of high rail tariffs on local industry, the reports say that more than half of local firms rely on markets in the north for 40 percent of their sales turnover.

Rail costs

'Against this background it is clear that railway tariffs are a decisive determinant in the choice of location for most industrialists,' the report says.

'The Western Cape manufacturing sector is exceptionally susceptible to prejudicial transportation costs, and needed structural changes to the Western Cape economy are being hampered by these costs.'

The report says this tendency will grow worse. 'Processing of raw materials will increasingly be done as close as possible to the market.

Processing

'A point of concern is that even imported raw materials can be processed more advantageously at the main inland marketing centres.'

The report recommends that a standing committee for revision of railage tariffs be established, and that the Decentralisation Board should be represented on it.

Small business will not solve unemployment

By Shannon Sherry

GOVERNMENT and private sector expectations that unemployment will be resolved by promoting small business through institutions such as the Small Business Development Corporation have been contradicted by the Urban Problems Research Unit.

A study conducted by Professor David Dewar and Mrs Vanessa Watson says small business cannot solve unemployment or poverty — but can alleviate these conditions in the short term.

Since small businesses can ease the situation, the report says it is essential that harassment of small operators in squatter areas and townships be removed.

The study also found more small business activity in squatter areas than in coloured townships in Cape Town — which in itself had less small business than most third-world cities. Points noted by the study shows that more than 70 percent of businesses interviewed generated weekly profits of less than R50; 65 percent invested less than R250 initially and 66 percent were one person concerns. Only four percent employed more than three people.

Retailing

'It is clear that more successful business tend to concentrate in certain areas and on certain kinds of activity, primarily retailing in spontaneous settlements (squatter areas).'

The study notes that the highest profits are derived from selling food and clothing in spite of the popular belief that the informal sector produces and sells 'traditional crafts.' The smaller subsistence operations, more prevalent in the townships, are more concerned with producing articles, esperially knitting and sewing.

Dealing with factors retarding the informal sector, the study says legislation raises 'almost insurmountable barriers,' reducing both the number of operators and their profits.

This was as a result of restrictions on their mode of operation as well as exclusion from those areas where highest profits could be made.

Factors such as zoning and tenancy agreements have severely suppressed home-based operators in the townships. 'A comparison between the townships and an area such as Crossroads immediately indicates the high degree to which this factor inhibits small businesses,' the study says.

Small businesses also have to compete with larger businesses and have to resort to certain strategies to cut unit costs and capture a share of the market. Thus. the family car is also the business vehicle, the home is also the shop or workshop, the housewife and mother also produces and sells.

Cheap labour

The study found that 22 percent of these operators worked more than 80 hours a week, frequently using unpaid family labour or cheap labour under very poor conditions. Small retailers also undercut larger competitors by locating as closely as possible to their market, and then charging higher prices which are offset by the convenience. They also usually offer items such as a single egg or a single cigarette.

'Overall, small businesses find themselves in a position of treading a delicate balance between rising costs on the one hand and longer working hours with low pay under poor conditions with little security. Many fail and most stay small.'

Environmental factors also play a role in the operation of a small business:

- The higher density of population in spontaneous settlements allows for a greater concentration of purchasing power than in the townships.

Introverted

- The structure of the settlements has served to focus flows and businesses along the routes. In the townships, activities are prevented from locating along the routes. 'These areas are also introverted, each living area being separated by high speed freeways or buffers of open space. The overall effect is to reduce the amount of purchasing power available in any one township and to diffuse rather than focus flows of people.'

The study recommends that legislation causing hardship to small operators be lifted and that a National Development Bank be established.

Such a bank should operate on a decentralised and regional basis and offer loans of any size without surety.

The Small Business Development Corporation could also be extended to offering goods wholesale on a non-profit basis. Finally, the report calls for the provision of services such as shelter, clean water and electricity.

Million great futures down the job drain

4/12/81

335

By Cecily Chaney

Eleven months ago, Ben Viljoen thought he had a great future.

Young, black, and with a Standard 9 education behind him, he set out to look for his first job.

Now, disillusioned and workless, he is one of the scores who gather outside the West Rand Board offices in Albert Street, Johannesburg, every day, begging passing whites for a job.

His wife hasn't found work, either, he says. "I just borrow on and on. We can't get food. We can't get money. We can't even pay rent."

DEPRESSION

Ben Viljoen is not alone. There may be as many as 2,5-million black South Africans who want work but can't find it. The level of black unemployment — recorded in some estimates at 25 percent — is reminiscent of the Great Depression of the Twenties.

Indications are that the 1980 boom made no more than a small dent in the unemployment level. Due to structural features of the economy, economists say, even relatively rapid economic growth may not reduce the problem.

A careful estimate of black unemployment, made by Charles Simkins of the Labour and Development Research Unit at Wits, indicated that it rose from 19 percent in 1969 to 22 percent, or 2,3-million, by 1977.

According to Dr Jeremy Keenan of Wits University, who has studied the subsequent labour picture, joblessness rose by at least 600 000 between 1977 and 1979, to roughly 28 percent, before dropping a bit in 1980.

This squares with the findings of a Star poll last year, which found the unemployment rate among Soweto blacks to be about 25 percent.

These estimates are far above the official figure released by the Department of Statistics of 457 000, or 8,2 percent, in February 1981. But the official figure is faulted by independent economists on several grounds.

The official figures count people as "employed" if they have worked more than five hours a week, and ignore the vast numbers of jobless in the "independent" homelands.

As Mr Simkins points out, they also ignore hundreds of thousands of unemployed forced to join their families on homeland plots, listing them as "not economically active".

Even the National Manpower Commission says unemployment may be as high as 1,6-million, or more than 16 percent.

OVERTIME

Recovery from the peak unemployment levels recorded in the 1976/78 recession appears to have proceeded very slowly. The 1973 figure for employment in manufacturing was not regained until the second quarter of 1979 — while the labour force increased by 200 000 each year in between.

According to Dr Keenan, the situation partly reflects a choice by employers to increase overtime work during the boom, rather than take on workers who might later have to be laid off.

The experts also point to other factors.

Perhaps the most important is the tendency to invest in machinery, rather than more workers, to boost output.

As Dr H Reynders of the National Manpower Commission has noted, Government policy has acted to make capital cheaper and labour dearer, and white union power has inflated skilled workers' pay.

These factors may be beginning to change, but the technological dependency of South African firms on overseas mass production patterns remains.

PRACTICES

Without a sharp decrease in the gap between skilled and unskilled wages, and a shift towards labour-intensive production techniques, South Africa may find itself trapped in a worsening employment problem.

Another reason for increasing unemployment noted by Mr Simkins is that farm mechanisation has brought loss of livelihood for hundreds of thousands.

Finally, despite severe shortages of skilled labour, training and apprenticeship opportunities for blacks have been slow in opening up.

These factors may help to explain why Dr Simon Brand, economic adviser to the Prime Minister, said late last year that unemployment may continue to rise over the next 10 years, even under favourable economic circumstances.

2. cont.....

(1) Plot this demand curve as accurately as possible, preferably using graph paper.

(2) Now suppose that over a period of ten successive years the annual "crop" amounted to outputs [illegible] 50, 80, 60, 50, 40, and 70 million bushels res[illegible]te and tabulate the gross value of the crop i[illegible]s, if the demand curve scheduled above was the d[illegible] of the ten years.

(3) Calculate the average annu[illegible]ne crop over the ten years, and the output and [illegible]ield this value.

(4) Construct a schedule show[illegible] for each of the outputs i[illegible] the gross value of the cr[illegible] gross value. Plot this s[illegible] curve. (It will be a cur[illegible]

(5) From the demand curve fir[illegible] on the market in order tc[illegible] From these amounts make a[illegible] would have to buy or sell[illegible]

(6) Draw up a schedule showir[illegible] buy or sell in each of th[illegible] the government have to se[illegible] have to buy over the ten[illegible] stabilization of the gros[illegible]

Manufacturing industry had a monthly wage bill of R603-million at the end of February while construction was paying out R134-million. The Railways' wage bill was R132-million and the Post Office's R36-million.

At the end of February there were 1 454 700 at work in these sectors and included 788 500 blacks, 254 700 coloured people and 321 100 whites.

In construction the labour force rose by 20 400 in the year to February compared with 3 900 in the previous 12 months.

This sector was employing 436 200 people at the end of February — 57 800 whites, 62 800 coloured people, 8 400 Asians and 307 200 blacks.

Remuneration paid has also risen strongly. According to the Reserve Bank the average wage in the non-agricultural sector rose by 18 percent in 1980 compared with 12,1 percent in 1979.

The number of people employed in manufacturing rose by 58 300 in the 13 months to February, after rising by 48 100 in the previous 12 months.

If the mining industry, which is subject to seasonal fluctuations in its labour force, is excluded, the increase in employment was 16 900, of which 9 200 were blacks.

In February — the last month for which full figures are available — employment rose in these sectors by 16 000 to a record 2 983 000.

They show that employment in the mining, manufacturing construction and state utility sector has been rising strongly.

FIGURES SHARPLY UP

EMPLOYMENT

FINANCE

Financial Editor

CONCERN that South Africa may not be creating jobs fast enough for its rapidly expanding population may be temporarily allayed by the latest employment figures issued by the Department of Statistics.

settlement schemes has varied from £I 553 to £2 290". Quoted from J.B. McI. Daniel op. cit. p.645.

46. G. Huizer writing of a project in El Salvador in I955. "Community Development, Land Reform and Political Participation" in "Peasants and Peasant Societies" ed. by T. Shanin, Penguin I976 p.390.

47. Michael Lipton op. cit. pg.30I.

48. Max Klayman ("The moshav in Israel" pg.52 & 59) describes the success of the "Zionist, socialist, European pioneers" who set up the first moshav (OVDIM) and the failure of the unmotivated immigrants who were settled in moshav OLIM by the government. I. Haissman writing of the "Village Corporation" a new tenure system in Mexico, says the main problem is overcoming the peasants' initial lack of confidence and making them believe the project is theirs. p.I8.

49. Edmund Wilson "To the Finland Station" Fontana I974 p.III.

50. People writing on Chinese success with their medical programmes or agricultural development have said that these achievements have been dependent on the motivation and involvement inspired by the new social system and that one cannot regard them as programmes to be emulated in another context.
For medicine: "Health Care in China: An Introduction" China Health Care Study Group. E.H. Paterson & Susan B. Rifkin: Geneva Christian Medical Commission I974 p.I23-I27.
For agriculture etc.: "China: the quality of life" W. Burchett & R. Alley Penguin I976.

5I. This often happens with communal gardens from other areas see the benefits of th and then request the same facilities fo area. Often these new gardens function than the externally initiated ones. In project area of Kwa-Zulu, people in the area of Ndebela are more keen on sewing projects than those at Dlebe. (Discuss Community Development Officers Wed. I5

52. My study is of course very cursory and d may show other associations. I had ori aimed to assess the success of projects the "Nature of the Community" in the ar
Geographical - isolated or village near town? etc.
Size of area project aims to cover?
Internal communication?
Strong traditional authority structure?
Existence of other organisations with particularly strong membership?

Society amorphous or strongly split by conflicting groups?
Integrated/much resettlement of new-comers?
More or less traditional in terms of agricultural practice, consumption habits etc.

Historical experience.



100 000 jobs for blacks

By BRIAN DE VILLIERS
Labour Correspondent

THE mining industry is expected to create nearly 100 000 additional jobs up to 1985 through expansion plans involving spending of R15 billion, the outgoing President of the Chamber of Mines, Mr Bill Lawrence, said yesterday.

But he warned that these plans could be jeopardised by the worsening shortage of skilled manpower.

Addressing the chamber's 91st annual meeting, Mr Lawrence said his predecessor had expressed "grave concern" at the serious shortage of skilled personnel and had warned the situation was liable to become critical.

Since then, in the nine months to March this year, the number of vacancies for skilled workers on gold mines alone had increased by more than 49% to 2 609.

Of these, 1 009 vacancies or 39% were for artisans, mainly electricians, fitters and turners, and boilermakers, and 6 845 or 25% for blasting certificates.

"To the extent that new projects in this programme are delayed, postponed or cancelled, so will social and economic progress of the country be retarded," he said.

The problem lay in the inability of South Africa's relatively small white population to supply all the skills to maintain a rapidly expanding economy.

But, while changes in the laws which impeded full use of the country's manpower resources were a prerequisite to progress, they could not provide an "instant panacea" as many people were simply not educated enough to be trained for more skilled technical jobs.

The Government had accepted that people of all population groups should have equal opportunities to participate in the development processes.

"I believe sound basic schooling for everyone in this country should be the starting point," he said.

Subsequent teaching of technical skills should also be an essential element.

But the process of reform could not stop there and a new dimension permitting the employment of all these suitably equipped was necessary.

The mining industry was aware that the better use of manpower was a "sensitive issue".

It accepted that its task was not only to provide itself with the necessary skilled manpower, but also to persuade organised labour that this could be done in a non-discriminatory way without jeopardising the employment opportunities of any racial group.

Mr Lawrence said the industry's expansion plans would constitute a "vital economic contribution" to Southern African territories which allowed their citizens to work on the mines.

The cash wage bill for migrant workers on gold and coal mines alone amounted to R1 108-million last year, and most of these earnings flowed back to the home territories.

He added that the wages of black workers on the mines had increased tenfold in the past 10 years and the intention was to develop a "common, non-racial wage structure, eliminating any wage differentiation based on race for any particular job category".

(which Wits SAVS started, [illegible] meeting was called which 400 people attended. I00 of these signed their names under categories of voluntary assistance. However basically the situation remains that while 30-40 people are involved

Star 3/7/81 335

for city hawkers

One of the strongest pleas for easing legislation against hawkers was made almost 10 months ago by Professor Keith Beavon of the University of the Witwatersrand.

In his inaugural lecture as head of the department of geography and environmental studies, he suggested:

- The City Council and the West Rand Administration Board must reach agreement that all black hawkers be permitted to apply for hawkers' licences.
- Drawing in the boundaries hawkers are not allowed to operate. He agreed there might be some merit in not allowing them to operate in the hard core of the central business district where pedestrian and traffic congestion could cause problems. But the restricted area should exclude traditional hawking sites.
- Licensing and business control by-laws should be amended to delete the section requiring hawkers to move 25 m to a new site every 20 minutes and prevent hawkers from going back to that site for 24 hours.

"Hawkers should be able to get licences easily and at a realistic cost. The number of mixed stands should also be increased and authorities should liaise with the hawkers in an area, as they would do with any businessmen with localised problems," Professor Beavon said.

Traditional congregation points for hawkers have been the end points of intra-city commuter services, including railway and bus stations and the taxi ranks from Lenasia, Soweto and the city.

"Within the central area of the city the major points of concentration are at Noord and Hoek streets near the eastern end of the Johannesburg railway station, the Bree and Sauer streets bus terminus, Diagonal Street, and the Jeppe, Doornfontein, Braamfontein, Faraday and Westgate stations," Professor Beavon said.

As a group the hawkers found themselves between the unemployed and those who were firmly established in jobs and other businesses, he said.

"Evidence suggests they have operated in Johannesburg for more than 80 years alongside other members of the casual poor in the city; washermen, rickshaw pullers, boot-blacks, sidewalk barbers and coffee-cart traders," the professor added.

These people are subject to two sets of authorities who control hawking activities — the national government for black hawkers and municipal controls for all hawkers.

Professor Beavon says access to land and markets is controlled on a national level by the Group Areas Act, which prevents blacks from buying land, owning businesses and trading within a white group area like downtown Johannesburg.

"The Act prevents the possible evolution of an enterprising hawker business into a small retail business within fixed premises," he said.

Black hawkers were more directly affected by the Bantu Urban Areas Consolidation Act if they wished to trade in the city. Permission must be granted by the West Rand Administration Board after it was empowered to do so by the Minister of Co-operation and Development. Application could then be made to the local authority for a trading licence.

"At the discretion of the Licensing Board a prospective hawker may be required to advertise his intentions and solicit objections through two newspapers in both official languages — a somewhat daunting exercise for a person who may be illiterate," he said.

Spokesmen for the Johannesburg Chamber of Commerce and the Johannesburg Stock Exchange have said they were not opposed to hawkers operating in Diagonal Street.



One of the city by-laws most criticised is the rule that hawkers must move 25 m to a new site every 20 minutes.

Fined for trading

Three hawkers in West Street, Marshalltown, who have been hawking in the area for the past 30 years, have all been fined at least R360 each in the past three months.

Their cases have been taken up by a group of concerned businessmen which works for a welfare organisation distributing food to the homelands.

Mrs Mohokale Johanna Modiba, a Zulu-speaking woman of about 63, has been selling fruit and vegetables in the area since about 1951.

Mr Fansile Isaac Kubeka, about 59, has been selling fruit and vegetables since 1934.

Mr Ismael Saley Ebrahim (74), has been selling food in the Westgate Station area since 1948.

Since March 30 these three people have been fined R360 each, mainly for failing to confine goods to a vehicle and for not moving their trollies every 20 minutes.

"They are upright citizens and make honest attempts to earn a living — they cannot afford such fines," said one of their helpers.

Mr Len Apfel, who has written to the city council and asked for the help of city councillor, Mrs Janet Levine, said two of the hawkers were also arrested by the South African Police early in April and had their goods confiscated.

Life is hard

There has been a number of reports of harassment of Johannesburg hawkers by city council officers. There has been conflict between the local authority and hawkers for many years. Academics, city council planners and some councillors have argued for updating the by-laws and a new approach to the hawkers. Now there is some indication this will happen within the next few months. The Star's municipal reporter DEON DELPORT reviews the controversy.



area since 1950, has
ul of city by-laws that

Johannesburg's management committee agreed in principle in 1979 to the setting aside of trading areas for hawkers to operate and the possibility of setting up craftsmen's markets.

Two years earlier it turned down an application to erect refreshment kiosks at termini for black commuters because the many black hawkers who provided the service would then have to be moved. It said a white entrepreneur might not gain acceptance from black commuters and could meet with direct hostility in times of unrest.

Various senior council officials were asked to report on the position of black hawkers. The 1979 report presented to the management committee began by recommending that existing by-laws be redrafted to accommodate hawking within the city.

Market research on the role, nature of hawking and the needs of the hawkers found the following advantages.

- It was a way of countering poverty and offered poor people an opportunity to supplement their meagre incomes.
- Hawking offers the only option for those too old or sick to work to provide for themselves and their families.
- Providing a form of refuge occupation for the unemployed.
- It can be seen as a creative response on the part of unskilled, uneducated people who might otherwise turn to crime or begging.
- People are taught to be responsible about their affairs, training them in financial and organisational skills and providing an outlet for those with more initiative and drive.
- It contributes to the stability of the black community in general.
- A convenient service with a wide range of goods for the black commuter is provided at terminal points.
- If properly developed and provided for, the hawker areas could provide a tourist attraction within the city.

Warnings of the possible social implications of banning the hawkers were also voiced in the report.

Problem areas identified included the legal implications, crime associated with terminal points, control of hawking, competition with surrounding shop owners, litter, health factors, traffic hazards and the replanning of terminal points.

The report proposed that within the existing hawker locations — at central area terminal points, industrial railway stations and around black hostels — specific areas be demarcated as hawker trading areas where they can be licensed to operate which would accommodate and control hawking.

"A number of terminal points used by black commuters are to be replanned in time and it is proposed that provision be made for hawkers in these new stations."

It was also proposed that the city engineer's department be authorised to investigate the possibility of setting up a series of craftsmen's markets to operate on a weekly basis at one or several of the suburban or centrally located shopping complexes.

The proposals were approved in principle by the management committee in October 1979.

Star

3/7/81

Devoted crusader



Mrs Janet Levine: Johannesburg city councillor.

If the city's harassed hawkers get a reprieve from prosecution under the city's outdated by-laws, some of the credit should go to crusading city councillor, **Mrs Janet Levine.**

After a recent spate of incidents in which hawkers were being fined by police and the city council, Mrs Levine approached the Town Clerk and urged a faster review of the present by-laws and a moratorium on prosecutions until this was done.

"The matter has been brought before the transport and health and environment committees, leading to an assurance from officials that by August a full report, reviewing the situation, will go before council," Mrs Levine said.

Councillors are to be asked to answer a questionnaire on the matter, to gauge their responses, she added.

"In discussions with officials it seems a more realistic approach is being considered and this includes isolating areas of the city and developing them to give hawkers from Soweto the opportunities to sell their goods in small craft markets," Mrs Levine said.

Other areas along transport corridors for black commuters will be used for the sale of food.

The council had been investigating the building of fixed stalls with proper ventilation, cooking and refrigeration facilities — cutting down the risk of food poisoning, the city councillor added.

Conflict between the hawkers and local authorities arose when the municipality tried to impose a rigid set of regulations on hawkers to control their trading, to prevent problems with litter, health and traffic hazards, she added.

Harassment, despite the new thinking, took place "because local authority officers — in the climate created by the ruling management committee — see their duty as sticking rigidly to all regulations and it appears the traffic department's hawker squad is convinced the only way to solve the problem is to harass the hawkers off the street."

This could lead to friction with the black community and even possible unrest, she said.

Economy must be freer, says IDC boss

Ev Post 8/7/81

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By BILL GARDINER

SOUTH Africa would have to create about 1 000 jobs a day for 10 years to be rid of unemployment, the managing director of the Industrial Development Corporation, Mr M T de Waal, said today.

Speaking at the Nafcoc conference, he said the country's economic development programme had recommended that a third of all new employment would have to be created in the manufacturing sector.

Manufacturers in the 1980's would therefore have to create almost 300 new jobs a day at a growth rate of almost 8%.

"Growth of this magnitude clearly borders on the unattainable.

"However it does serve the purpose to stress the efforts required in realising a growth rate that is humanly possible."

Industrial growth would not solve the country's present and future unemployment problems. South Africa would have to look to other sectors to ensure sufficient employment.

"We will therefore have to make the best of the free-enterprise system and embark on major attempts to de-regulate the economy as far as possible.

Constraints on the informal sector would have to be lifted while the country would have to make use of a "cost-effective labour force".

Improvements in salaries and wages could, as such, be considered only in conjunction with increased productivity and higher occupational levels, he said.

The creation of new jobs would also require a far more rapid industrialisation programme in the decentralised growth points.

"It now remains for creative entrepreneurship to continuously establish sufficient employment opportunities at all levels, in which black business must play its role and accept its responsibility."

Mr De Waal said the Industrial Development Corporation had been a stauch supporter of small industries in the past, but since the recent establishment of the Small Business Development Corporation, (SBDC), the Corporation had transferred its small business division to the SBDC.

The formation of the SBDC had been a major economic development for South Africa, he said.

Not only would the SBDC provide a major financial boost for small enterprise, but its special effort towards the advancement of small industry — including the identification of viable projects — would make a significant contribution to solving the unemployment problem.

See Page 3

33 industries in Ciskei

W. Post 11/7/81 ~~41~~ 33 ~~105~~

to employ 3 000

CONCESSIONS in Ireland are so attractive that even South African industrialists are attracted there, and this must be prevented by the South African Government's giving urgent attention to improving decentralisation concessions.

This was said by Dr S P du Toit Viljoen, chairman of the Corporation for Economic Development (CED) after a visit to Ciskei, when he toured the latest industrial developments.

He said the success of the Ciskeian National Development Corporation (CNDC) in establishing a large number of industries in Ciskei over the past five years was "highly impressive".

A total of 33 industries had been established at a cost of almost R32 million, and this would give Ciskeians nearly 3 000 jobs when they were in full production.

Dr Viljoen pointed out that worldwide experience had shown that for decentralisation to succeed, concessions must be sufficiently attractive.

Referring to Ireland, he said: "Their concessions are so attractive that even South African industrialists are attracted to Ireland, and this must be prevented.

"The State will be forced to give urgent attention to improving decentralisation concessions."

Experts point out that another reason for the Irish appeal to foreign investors is that people with marketing skill are involved in selling the benefits.

One is Mr Raymond Dumigan, who leads a crusade to put the Carrickfergus area in Northern Ireland back on its industrial feet.

He has had brochures on the region translated into French, German and Spanish, and is arranging visits by local as well as foreign entrepreneurs.

He is also identifying areas of import substitution to see if it is possible to make any of the products currently being imported.

"We are also looking at the Third World countries which are development-aided by the United Nations.

"Perhaps we could exploit that market with traditional products which they require.

"If we are going to create employment we have got to get out and look for new markets.

"Without speculating you won't accumulate," said Mr Dumigan, whose marketing skill has already led men to set up their own businesses in the region.

Planning to control the jobless rate

RDM 17/7/81

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Pretoria Bureau

A MILLION women were being protected from pregnancy by the Department of Health's family planning programme, the chairman of the Manpower Commissioner, Dr Hennie Reynders, told Assocom's Pretoria branch yesterday.

Outlining population control as one of the means of controlling unemployment, Dr Reynders said the aim was to increase this total to a million and a half by 1983-84.

Black population growth, he said, was showing a "slight downward tendency".

But, according to Department of Statistics figures, the black population was mushrooming at a rate of about 430 000 a year, and was about eight times greater than the actual white population increase.

Figures released in Pretoria yesterday put the black population in April this year at 17 500 000.

Of this, 5 653 000 were economically active. These include 1 129 000 engaged in agriculture; 634 000 in mining; 845 000 in manufacturing; 255 000 in construction; 570 000 in commerce; 204 000 in transport; and 1 483 000 in services.

Demographers point out that the white population increase during the current year is expected to be about 53 000.

The white population is rising by 1,2% and the black population by 2,8%.

The vice-president of the Human Sciences Research Council, Dr Flip Smit, claims that whites are sliding fast towards a zero population growth.

According to his calculations, whites at present constitute 18,7% of the total population, but by the end of the century the figure will be between 11 and 12%.

It is estimated that the average number of 2,12 births per white women is close to the 2,06 which is accepted as virtually zero growth.

Fertilisation norms among whites, Dr Smit said, had changed dramatically. In an earlier Humans Sciences Research Council survey only 2% of those questioned regarded four children as a big family.

By 1974-75, 37% regarded a family of four as big.

URBAN & REGIONAL PLANNING

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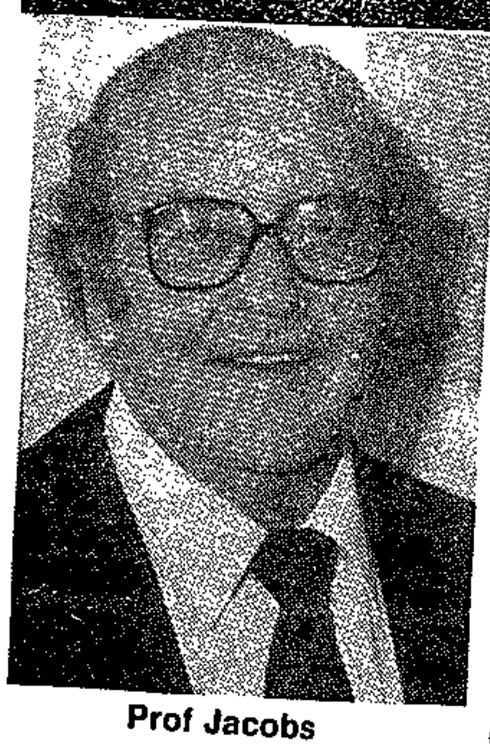
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Bell-John Prize
For the best all-round student
in any year of study.

QUANTITY SURVEYING

(Continued)

Employment for all . . .?



Prof Jacobs

SOUTH AFRICA will have to create eight million new jobs during the next 20 years in order to ensure employment for all Professor G F Jacobs, director and dean of the University of the Witwatersrand Graduate School of Business Administration said this week.

Professor Jacobs told a press conference in Johannesburg that the creation of such jobs meant that some 500 000 new managers and supervisors will have to be trained and developed.

The conference had been called to announce the setting up by Barclays Bank of a unique centre for business career development.

The professor said South Africa has entered its third industrial revolution that centred mainly around improved technology and manpower utilisation.

He said there was going to be a major challenge to business management in that it has been established that some 80 per cent of the jobs which would exist at the turn of the century were non-existent at the moment and similarly many of the skills which are required today would become completely obsolete during the next two decades. For this reason, he saw the centre as something which is going to have a major impact.

It will aim to provide a counselling service to individuals to help them plot their own career paths, develop skills for assessing themselves, make career and job related choices and manage their own further development.

Mwasa member wins award

MR AMEEN Akhalwaya, 34, the Rand Daily Mail's political reporter, has been awarded the Nieman Fellowship by Harvard University in the United States.

Mr Akhalwaya, the first black to hold the position of political reporter on a major South African newspaper, said he would study constitutional law and international relations at Harvard.

The Nieman Fellowship, sponsored by the United States-South Africa Leader Exchange Programme (Ussalep), is regarded as the most prestigious international award for journalists.

Mr Akhalwaya's journalistic career started in 1971. While working for the insurance company he freelanced for the "Mail" and on his return from London in 1974 joined the permanent staff as a general reporter specialising in the political aspects of sport.

In 1978 he went to the United States on a three-month study tour sponsored by Ussalep's Careers Development Project (CDP) for blacks showing leadership potential.

On his return he worked for the now-banned Post as a deputy chief sub-editor for eight months before re-joining the "Mail in 1979 as political reporter.

FM 14/8/81

(335)

4.9% of the economically active Coloured population was **unemployed** in both May and April, a slight improvement on unemployment ratios of 5% in the previous two months. The percentage of women out of work in May was 6,9%, compared with a figure of 3,2% for men.

The Maize Board now estimates there will be a 14,2 Mt maize crop for the 1981-82 season, an increase of 32,5% on the estimated 10,7 Mt produced in the 1980-1981 season. A total of 388 397 t of maize has so far been exported to countries, not including neighbouring territories, for the 1981-1982 season. The largest volume — 175 970 t — went to Japan.

Mining production, including gold, was almost 2% lower in May than it was in the same month of last year. The Department of Statistics index of the physical volume of mining production in May this year (seasonal variation eliminated) stood at 108,5 compared with last year's 110,7. The value of mineral sales, including gold, (seasonal variation eliminated) was R1,2 billion — an increase of 14,3% on the R1 billion of May last year.

The retail **trade sector** employed 376-400 people in March and the wholesale trade sector 215 200. Retail trade employment was down 0,1% on the figure for March 1980, while employment in wholesale trade was up 1,9%.

be fou ...etter of protest in 1834 against
quarry ... granted to him as a burial ground
in 182 ...Carel Pilgrim's evidence to the
Specia ... in 1858.[68]

It wou ...te definite reasons for the lack
of Cape ...local government during this
period. ... could be advanced. These are:

...lavery, with its accompanying
...oduction; the developing
...nd the religious discrimination
they endured, created for the Cape Muslims a
negative self-image. They could thus have lacked
the c ...eely in local politics.

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There exists lo... third postulation. Religious organisation emerged in the Muslim community in Cape Town only in 1797 with the establishment of the first mosque. With it came a definite social structure with a defined hierarchical order to compensate for the free social mobility they were denied in their broader socio-political milier. The clerical hierarchical order concept may be contrary to the teachings of Islam and condemned by the religious purist, but it was nevertheless a community's response to the denial of citizenship in Cape Town. It provided a system for social status attainment within the growing community itself. The social positions in this social status system were eagerly contested and this was

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Unemployment

132. Mr. H. H. SCHWARZ asked the Minister of Statistics:

(1) Whether any further consideration has been given to the methodology for ascertaining the extent of unemployment amongst (a) Blacks and (b) Coloureds; if not, why not; if so, what has transpired;

(2) whether (a) statistics or (b) sample results are available in respect of the extent of unemployment amongst Indians; if not, why not? if so, what are the latest available figures?

AUGUST 1981

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The MINISTER OF STATISTICS:

(1) (a) and (b) The methodology relating to the current population survey has not been changed but a new sample based on the 1980 population census has been selected and will be implemented for Blacks from October 1981 and during 1982 for Coloureds.

(2) (a) and (b) Unemployed Indians registered with the Department of Manpower: 2 653 (May 1981). Due to financial considerations the current population survey has, to date, not been extended to Indians. 1980 Population census results in this connection should be available towards the end of 1981.

Unemployed Blacks (335)

3. Mrs. H. SUZMAN asked the Minister of Co-operation and Development:

How many Black males and females, respectively, were registered as unemployed in the area of each Administration Board as at 30 June 1981?

The MINISTER OF CO-OPERATION AND DEVELOPMENT:

Administration Board	Males	Females
Western Cape	4 053	484
Eastern Cape	39 038	15 827
Northern Cape	305	93
Southern Orange Free State	1 679	624
Oranje-Vaal	7 125	141
Port Natal	1 433	460
Drakensberg	1 713	796
West Rand	8 020	21 077
East Rand	7 017	3 033
Highveld	639	205
Eastern Transvaal	42	24
Northern Transvaal	48	67
Central Transvaal	551	136
Western Transvaal	1 079	459

POLITICS AN A

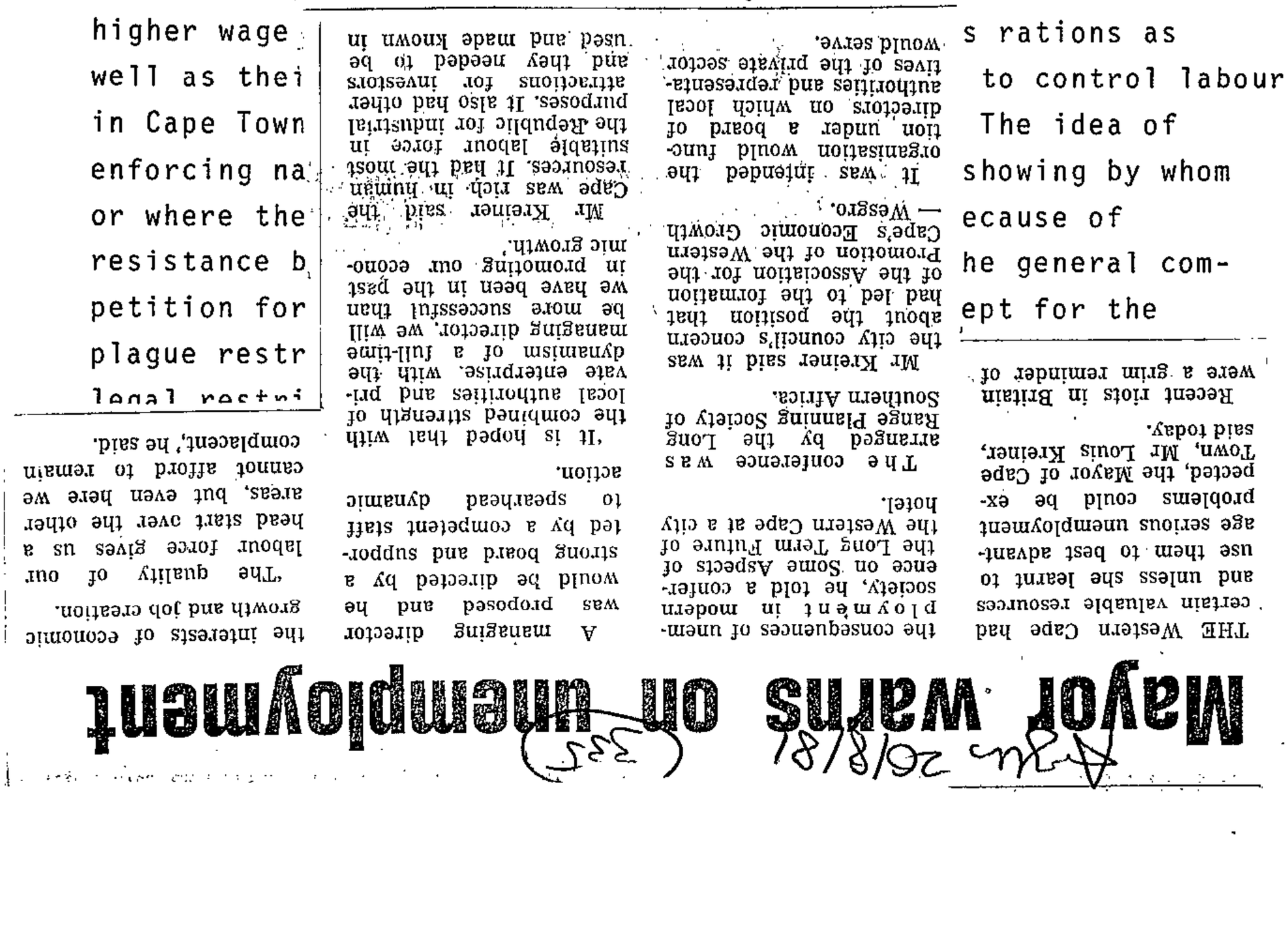
Introductory Overview

Political organisation was never the priority concern of the Cape Muslim[1] community. Since their arrival in Cape Town, in the seventeenth and eighteenth centuries, their primary concern was their religion. They were too busy establishing, and later consolidating it, to pay any attention to politics. Politics was the concern of the white man. His rule, no matter how unjust, was complacently accepted. This earned for the community great praise from the various ruling authorities at the Cape. They were considered loyal and law-abiding. Individual objection to political injustices or the bargaining for religious privileges was, however, not uncommon in their early history.[2]

The political complacency of this Cape Town community could be attributed to the prevailing socio-political milieu at the Cape during their early years of settlement. Religious freedom was not one of the great virtues of the Dutch East India Company. The Cape was governed by the Statutes of India, a set of statutes drafted by the Batavian Governor, van Diemen, in 1642. The Statutes of India denied the practice of any other form of worship but that of "the reformed protestant church - as doctrined in the public churches of the United Provinces". Islam in particular was frowned upon.[3] This is understandable. It was the Muslims who offered the strongest resistance to the Dutch in the Indonesian Archipelago.[4] At the Cape, despite the severe penalties prescribed by the Statutes of India, great

regular supply of labour. Sprigg, while agreeing that the wage rates were abnormal, was against the idea of establishing a Native Labour Bureau under the control of the Government since he felt that labour could best be supplied by the employment of private agents. Moreover, he was afraid of crippling the labour supply altogether.[63]

Attempts to control labour were not confined to its procurement. Of equal importance was the control of labour at the workplace. The Native Location at the harbour was, by all reports, cheap, hygienic and unregimented by the standards of the time. The fact that the location was not a 'compound' in the conventional sense is noted by Robb who wrote "the natives are not confined to a compound, and no supervision has hitherto been exercised as the Board was advised that if these points were insisted upon (i.e. more stringent control in the location) the natives would not make use of the location at all".[64] Similar sentiments were expressed by Cumming who said that if a compound "something like what they have in Kimberley" was wanted, "that would be a very elaborate business" in terms of regulations, legislation, and inspectors to see that the controls were being faithfully carried out. "Of course if you could get these people compounded voluntarily there would be no difficulty but I doubt if they would. They would consider that they would be entitled to a higher wage s rations as well as thei to control labour in Cape Town The idea of enforcing na showing by whom or where the ecause of resistance b he general com- petition for ept for the plague restr legal restri



Mayor warns on unemployment

THE Western Cape had certain valuable resources and unless she learnt to use them to best advantage serious unemployment problems could be expected, the Mayor of Cape Town, Mr Louis Kreiner, said today.

Recent riots in Britain were a grim reminder of the consequences of unemployment in modern society, he told a conference on Some Aspects of the Long Term Future of the Western Cape at a city hotel.

The conference was arranged by the Long Range Planning Society of Southern Africa.

Mr Kreiner said it was the city council's concern about the position that had led to the formation of the Association for the Promotion of the Western Cape's Economic Growth — Wesgro.

It was intended the organisation would function under a board of directors on which local authorities and representatives of the private sector would serve.

A managing director was proposed and he would be directed by a strong board and supported by a competent staff to spearhead dynamic action.

'It is hoped that with the combined strength of local authorities and private enterprise, with the dynamism of a full-time managing director, we will be more successful than we have been in the past in promoting our economic growth.'

Mr Kreiner said the Cape was rich in human resources. It had the most suitable labour force in the Republic for industrial purposes. It also had other attractions for investors and they needed to be used and made known in the interests of economic growth and job creation.

'The quality of our labour force gives us a head start over the other areas, but even here we cannot afford to remain complacent,' he said.

54 865 jobless in East Cape

THE ASSEMBLY — Nearly half the people registered as unemployed at the 15 administration boards in South Africa are in the Eastern Cape.

Of the 116 168 registered as unemployed at the end of June this year, 54 865 were in the Eastern Cape.

The Minister of Co-operation and Development, Dr Piet Koornhof, said yesterday that of these in the Eastern Cape, 39 038 were men and 15 827 women.

Both Dr Koornhof and the Commissioner for the Western Cape, Mr Timo Bezuidenhoud, claimed recently that there were 20 000 umemployed blacks legally in the Western Cape although yesterday's figure of 4 537 reflected those registered as unemployed. — PC.

SOWETAN; Fr

Black employment crisis

Sowetan 21/8/81 335

By ZB MOLEFE

A PLACEMENT and advancement firm has predicted serious unemployment of skilled black labour if recruitment is not stepped-up.

Managing director of the firm, Mohale Mahanyele, was commenting on the intention of a number of South African and multi-national companies who have spoken out on the need to increase numbers of blacks in professional, managerial, technical, supervisory and clerical jobs in all sectors of the economy.

Mr Mahanyele added that this was also considering that estimates by 1990 are a minimum 750 000 shortfall in skilled and semi skilled vacancies. Added to this is the almost 2-million professional and technical vacancies, of which 40 percent were for blacks.

He went on: "Black university graduates and many matriculants who graduated last year, walk the streets in search of jobs. Added to these are qualified computer operators, personnel officers, typists, clerks."

The computer industry, Mahanyele pointed out, was another area where blacks were left out. "Blacks who qualify on the same machines, the same school, obtain the same qualifications, and in certain instances better results on average find themselves unwanted."

This is so, despite the fact that there is an acute shortage in all levels of jobs in the computer industry, argued Mahanyele. Out of a total of 1,211 computer operators nationwide there were still 1,672 vacancies available.

Even companies well-disposed towards blacks such as supermarkets, banks and semi-State bodies which handle black affairs have a policy of barring the employment of blacks as computer operators.

Why then must companies fail so lamentably in recruiting and advancing even small numbers of blacks capable of doing skilled jobs, Mahanyele asked.

"Blacks complain that white, coloured and Asiatic recruitment and advancement is to a great extent ascribed to social criteria and superficial presentability without much reference to innate abilities," said Mahanyele.

Concern over unemployment

CT 21/8/81 335

Political Staff

HOUSE OF ASSEMBLY. — The Prime Minister's department has conceded that the level of unemployment in South Africa, particularly among blacks, is giving rise to concern.

In its annual report tabled yesterday the department estimated the unemployment rate among blacks at 12,4 percent — 749 000 of the 852 000 unemployed in South Africa.

The unemployment rates for the other race groups were 9,3 percent for coloured people, 6,3 percent for Asians and 2,9 percent for whites.

Overall, the unemployment rate for South Africa, including the republics of Transkei, Bophuthatswana and Venda, was 9,9 percent in 1979.

The departement commented that although these figures were more or less in line with the economic development programme projections, "the absolute level of unemployment, particularly among the blacks, continues to give rise to concern".

In another table, the department estimated that the non-agricultural unemployment rate increased by 1,6 percent in 1979 and according to provisional calculations, by 2,8 percent in 1980.

The department also said its economic planning section in a market-orientated economic system could "never mean the overall control and planning of all economic activities, including those of the private sector, from a central point.

"On the contrary, the planning function must be aimed exclusively at ordering the government's activities on a more efficient basis, thereby putting the private sector in a better position to achieve its profit objectives within the system of free enterprise," the report said.

● Nearly half the people registered as unemployed at the 15 administration boards in South Africa are in the Eastern Cape.

Of the 116 168 registered as unemployed at the end of June this year, 54 865 were registered at the Eastern Cape Administration Board.

The Minister of Co-operation and Development, Dr Piet Koornhof, who was replying to questions tabled by Mrs Helen Suzman (PFP Houghton), also said there were 4 053 men and 484 women registered as unemployed at the Western Cape Administration Board.

The figures reflect only those registered as unemployed.

Lights of their lives

Sowetan 24/8/81

335

By Z B MOLEFE

IN ORDER to combat the chronic unemployment facing them, a group of dedicated men and women are exporting Soweto to Europe.

These are the 54 members of the Ukukhanya Candle Manufacturers, housed at Soweto's St Paul's Anglican Church in Jabavu, under the able supervision of Mr Vusi Makwakwa.

Since the beginning of August they have been meeting a heavy demand from Europe for their products. When SOWETAN visited them they were busy working on one of their biggest export orders to date — 12 620 candles to Switzertland.

Mr Makwakwa, telling the inspiring story of Ukukhanya, said: "Initially the whole exercise came about after the 1976 township upheavals. But basically, we are trying to fight the unemployment that is facing Soweto, in our little way."

According to Mr Makwakwa, this is how a number of Sowetans are given meaningful employment: the applicant will report to the St Paul's social worker for an interview where assessment takes place. Then the applicant is offered a job in the candle-making outfit.

A five-day week, eight-hour day earns each worker not less than R35, though Mr Makwakwa will not be drawn to discuss this further. But the workers' happy faces, as they go about their work, tell a story of one family working in perfect accord.

A beaming Mr Makwakwa also revealed that they hope to move into the Ipelegeng Community Centre being built in the churchyard as soon as it is completed some time this year.

After the traumatic 1976 experience in Soweto which saw the birth of Ukukhanya, business was not that good. The big break came in 1979 when Holland placed an order for 22 880 candles. Since then Ukukhanya has never looked back.

The exported candles are sold and marketed through Third World Shops in Europe.

What happens when this project experiences a slack period like most manufacturers? "We have a way to solve that," added Mr Makwakwa. "Our workers take something like 50 candles each to sell around the townships. And, of course, here our biggest moneyspinner is the 'Soweto-style' candle."

As the Soweto electrification scheme gets underway, you would think this candle-making scheme was doomed. Mr Makwakwa assured us: "We sell a lot of our products to Europe which has electricity. And what about local blacks who have to use candles for a number of things, including funeral ceremonies."

The soft-spoken Mr Makwakwa also said that he and 11 other members of his group were working on a pottery project. This they hope will match, if not surpass their candle-making project. Every fortnight each member contributes R5 towards the project and a pottery teacher has also made herself available.



Miss Masabata Mothibeli, one of the workers at the Soweto Ukukhanya candle-making project.



Sowetan
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Mr Vusi Makwakwa, supervisor of the Ukukhanya candle-making project, inspecting some of the candles ready for export to Europe. This project means meaningful employment to a number of Sowetans who are fighting unemployment in the township.

Squatter crisis 'tip of iceberg'

AS THE Transkei economy steadily declines, thousands of work-seekers are expected to flood the Cape unless immediate remedial action is taken.

The Nyanga squatter crisis was just the tip of an iceberg of jobless families moving out of the Transkei.

Bottlenecks in South African development aid have resulted in investors pulling out of Transkei as project after project comes to a standstill.

In addition South Africa has cut back by more than 100 000 the number of migrant workers recruited from Transkei during the past three years. This represents the support of well over 500 000 people.

In the past six months a school and clinic building programme which employed more than 3 000 workers and a number of local builders came to a complete standstill as a direct result of the development aid holdups according to one Transkei official.

JOBLESS

Besides these jobless another 25 000 people who were employed on a rotational basis for a drought relief programme have also been left without work as the aid dried up.

There are no accurate figures for unemployment in Transkei but the government is examining a study by Canadian economist Robert Swidinsky of Guelph University, which shows that only half the 27 000 workers who came on the labour market each year between 1975 and 1979 found paid employment.

Even more disconcerting is that the percentage of the work force in paid employment dropped from 56 percent (387 000) in 1970 to 53 percent (480 000) in 1979, according to the study.

Economists in Transkei have painted a stark picture of the situation there:

- Nearly all private architectural, quantity surveying and engineering firms have cut back by half on their professional staff during the past 18 months.
- Several construction firms have closed down and others have given notice they will quit the territory "within months" unless the economy picks up.
- Only two of the larger construction firms remain in Umtata and the manager of one says many of his skilled workers are leaving for Ciskei so he would have difficulty in getting the right type of workers even if there was a significant resurgence of building activity.
- Two major industrialists in the key Butterworth industrial area in southern Transkei have made enquiries about moving over the border to Queenstown where the South African Government is putting in a major effort to develop industry.

The Nyanga squatter crisis was just the tip of an iceberg of jobless families moving out of Transkei to try to find the necessities of survival in South Africa, according to a Transkei official.

Several warnings about the seriousness of the situation have been relayed to Pretoria amid growing concern in high government circles in Umtata that the unemployment crisis could result in serious political instability.

The post-independence general elections in Transkei take place in October and already the government of Prime Minister George Matanzima has faced unexpected opposition in the nomination of candidates in several rural constituencies.

Tribal leaders have spoken out at political meetings about the lack of development in the territory and the grip which Pretoria has on the Transkei economy.

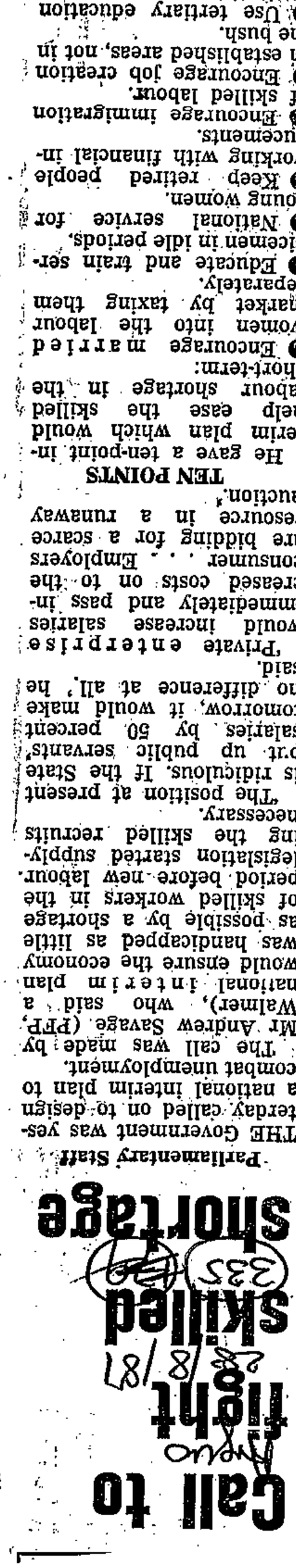
shadowing of the conflict to come between the two. The literary achievements of the children of African chiefs at Zonnebloem College can therefore contribute to a deeper understanding of Xhosa literature in the 19th [illegible] another dimension to the history of Cape Town.

The Beginnings of Blac[illegible]ape

The missionaries of th[illegible] Society were the first to bring children of A[illegible]pe Town. Three sons of the Sotho chief, Mosh[illegible]n the metropolis and learnt reading, writi[illegible] a French missionary. They left no record o[illegible] were said to be greatly impressed with "the wo[illegible]ty and European civilization".[7]

Plans to follow suit w[illegible]d by Robert Gray in 1848, not long after his ar[illegible] as the first Anglican bishop of Cape Town. [illegible]that the Anglican Church was entering the missi[illegible]d his extensive plans to convert the heathen sh[illegible]ermined that, as the Church of those who go [illegible]d eventually take the lead. Integral to his scheme [illegible]at a body of native agents drawn from the ranks o[illegible] would have a far greater influence in evangelis[illegible]en than any white person. But although he let it [illegible] would provide "Christian Instruction for the so[illegible]" if the children were placed in his charge, [illegible] up his offer.[8] The ties of family and tra[illegible] too strong.

The Bishop did not des[illegible] an enthusiastic supporter in Sir George Grey, wh[illegible]overnor at the Cape at the end of 1854. Sir Geor[illegible]is experience in New Zealand where he had b[illegible]ounding up sons of Maori and South Pacific chie[illegible]n College of St John's in Auckland. He envis[illegible]t of institution at the Cape and Bishop Gray w[illegible] to support such a scheme. Cape Town was regarded [illegible]ing place to establish the proposed College a[illegible] of government and centre



Cape jobless figures queried

CT 1/9/81

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Political Correspondent

HOUSE OF ASSEMBLY. — An Oppositon politician yesterday disputed official claims that there was no work for squatters in the Western Cape or that they were a threat to the jobs of black people legally in the area.

Mr Ken Andrew (PFP Gardens) said during debate on the co-operation and development portfolio that the government had turned down more than 10 000 applications in the past four years from black people seeking employment here.

Dr Piet Koornhof and his officials had claimed official unemployment was more than 6 000 but the actual figure was closer to 10 000.

"The official figure is actually 4 622 unemployed out of a *de jure* work force of 5 8701, or 7,9 percent. If one adjusts for "normal" unemployment of, say 4 percent at any time, there are only 2 274 official work-seekers genuinely unemployed," Mr Andrew said.

"Last year alone 2 866 blacks were denied employment by the authorities, which means there were more jobs going than the effective unemployment of 2 274."

He said no figures had been given to substantiate the government claim that black people legally in the area had lost jobs to people entering illegally.

The government's coloured labour preference policy in the Western Cape was an "abysmal failure" and should be abandoned, Mr Andrew said.

"I find it repugnant that this government persecutes and punishes thousands of people because its policies have failed and because it refused to build houses for black people for nearly a decade."

It was sometimes said that the minister was struggling to do his best in difficult circumstances, "but I am afraid he does not have my sympathy".

"He has chosen to be a Nationalist for very many years. Together with all those who support Nationalist policy, he is responsible for what is happening here in the Western Cape." — Political Staff and Sapa

(1) 247
(2) 335

R4 900m for world's poor

D. Dispatch 21/9/78

WASHINGTON—The World Bank proposed to lend R4 900 million to the world's poor and developing nations this year and about R28 000 million in five years, the president, Mr Robert McNamara announced yesterday.

Although it would be a record lending programme for any agency for undeveloped countries, Mr McNamara said it would not begin to meet the dire needs of the 1 000 million people living in the poorest countries.

"Some 900 million of these individuals subsist on incomes of less than 75 dollars (about R52) a year in an environment of squalor, hunger and hopelessness," he said.

"They are the absolute poor, living in situations so deprived as to be below any rational definition of human decency," he added.—SAPA-AP.

E Cape boom: plenty of jobs

EP Post 5/9/81

335

By SALLY KERNOHAN

JOBS galore await this year's school-leavers as the Eastern Cape continues to reap a handsome dividend from the business boom.

Never before have jobs been so plentiful, according to spokesmen of the region's employment agencies and industrial and business experts.

In the competition for staff, salaries are climbing — especially for women — and young executives are even being lured back from the Reef.

Two more employment agencies have opened in the city in the last six months to help to meet the demand for news staff.

The shortage of skilled office workers in Port Elizabeth's industrial and commercial sectors is leading to cut-throat competition for staff. Agencies see this rivalry intensifying in the New Year when staff members make their annual shuffle after collecting Christmas bonuses.

There are abundant opportunities for trained women and school-leavers, with salaries on the upswing. Companies are prepared to pay well as they train young people with the right qualifications and ability.

Ready proof of the Eastern Cape boom is the employee membership of the Midland Chamber of Industries, which has grown by a phenomenal 10 000 in the past year.

"The jobs boom is a very positive indication that the area is ripe for development," said Mr Brian Matthew, executive director of the chamber.

"But now is the time to train staff," he cautioned.

He said he had always maintained that the South African educational system produced too many people with the wrong qualifications. "We need more people trained in maths and science," he said.

Mr Matthew confirmed that there would be excellent opportunities for school-leavers at the end of the year.

"Anyone with a sound education and ability will easily find a good job in the current market. Companies are increasing salaries to keep people in the area too," he said.

Endorsing Mr Matthew's remarks, Mr Anton Masters, director of the Port Elizabeth Chamber of Commerce, said that in the ranks of middle management the position had become so bad that companies had been forced to widen their search for staff at a national level.

"Companies are also training staff at younger ages for responsible positions," he said.

It was a case now of using the best available material, and this was putting women in a much stronger position.

"Women are now filling posts usually held by men in the past."

Mr Masters said salaries in the coastal areas were increasing at a fairly rapid pace.

While the lure of higher salaries on the Reef was still present, there was evidence that companies were luring skilled people back to the coast.

"Johannesburg is not everyone's cup of tea, and many people are happy to leave the rat race and come back to the coast to a life of less pressure and a lower cost of living," Mr Masters said.

"I have never known a situation like this," said Mrs Maureen Gasson, proprietor of the Central Employment Agency, which has operated in Port Elizabeth for 16 years.

"There are a great number of jobs available and a critical shortage of applicants to fill them.

"This week I counted nearly 300 jobs on my books — the most I have ever had at one time.

"My advertising account is now five times as high as normal. I have had to resort to advertising on radio in an effort to find applicants."

Mrs Gasson also said jobs were mostly for skilled staff, but companies were only too willing to train juniors.

Most vacancies were in the clerical, legal, insurance and sales fields.

"Because of the economic boom, companies are taking on two people where normally they would only need one," she said.

"Besides that, new companies have been established in the area and existing ones have expanded."

Her remarks were echoed by Miss Rosemary Pringle, manager of Churchill Personnel.

"Young people up to now have tended to leave Port Elizabeth to chase better salaries and opportunities on the Reef. Fortunately salaries in Port Elizabeth are getting so much better that this situation is beginning to reverse," she said.

Miss Pringle also stressed that school-leavers would be in a better bargaining position because of the shortage of skilled staff.

"They will be in the pound seats at the end of the year," she said.

The biggest difficulty employment agencies were having a hard time finding the right people for good jobs, said Mrs Julie Hess of Manpower International.

"Companies will have to less fussy and be prepared to train staff if we are to overcome this shortage," she said.

DD 11/9/81 (1846) (Brown) (335)

Police disperse jobless

EAST LONDON — Police dispersed a group of unemployed people outside the Langeberg Co-operative factory here yesterday.

A spokesman for Langeberg said the factory had been employing people yesterday but there were far more people than jobs. He said that after the selection he could not handle the crowd, numbering about 50 to 60, outside the gate, and police were called to disperse them.

Major W. Brown, public relations officer for the police in the Border, said police had attended to a disturbance outside the Langeberg factory but that no arrests had been made. — DDR

Mayor on urgent need to ease EL unemployment

BY SANDRA SMITH

EAST LONDON — The most urgent problem facing East London was massive unemployment, which was both unhealthy and explosive, the city's Mayor, Mr Errol Spring, said today.

Opening the 27th annual conference of the Trade Union Council of South Africa, he said that more than 65% of the adult population in the Border area was unemployed.

This led to a rising crime rate. The problem was aggravated by the situation of East London between Transkei and the Ciskei. These two areas had not developed economically and there was a shortage of jobs.

As a result people looked to South African cities for work, and this aggravated the situation in East London.

People moving to the city invariably joined the ranks of the unemployed. This led to houses becoming overcrowded and to the lowering of living standards which all placed a strain on community and social services, Mr Spring said.

The boredom and frustration of the unemployed lead to violent crime and alcoholism.

In 1977, the Prime Minister had commissioned the University of Port Elizabeth to investigate the problem of unemployment in the region.

The result of this study was that organised industry and commerce got together with local authorities to implement its recommendations.

One of the ideas was that whites in the "corridor" should exploit their resources together with the Transkei and the Ciskei as a whole, rather than as fragmented section. A committee representing the three areas should be established to co-ordinate activities. Benefits flowing from such an organisation would benefit the whole area.

A study by the regional committee of Manpower 2 000 revealed a critical shortage of skilled artisans in the area. One of the recommendations of the study was that changes should be made in the early education of black pupils so that they were better equipped for technical training after school.

The study indicated that 3 000 additional skilled workers were required in the area in 1982. Many employers believed that technical colleges should be opened to all races, Mr Spring said.

The last thing that one could afford in the Border area was labour unrest and conflict between labour and industrialists.

"I see Tucsa's role in ensuring that labour's power be used constructively and to the benefit of the whole of South Africa as vitally important," he said.

• See also Page 2

Nyanga squatters' site: job opportunities

197. Dr. A. L. BORAINE asked the Minister of Co-operation and Development:

(1) (a) How many job opportunities have been found for unemployed Black males presently living at the Nyanga squatters' site and (b) in which magisterial district have these jobs been found;

(2) how many such jobs are in (a) agriculture, (b) mining, (c) industry, (d) commerce, (e) the Public Service and (f) other spheres of employment;

(3) whether such males will be allowed to keep their wives and children with them?

The MINISTER OF CO-OPERATION AND DEVELOPMENT:

(1) (a) Between 1 000 and 1 100.

(b) Magisterial districts in the Transvaal.

(2) (a) At least 150 with a possibility of 500.

(b) Approximately 600.

(c), (d), (e) and (f) Some other instances from these categories have indicated that they will make jobs available in the Transvaal, but the exact number is not known.

(3) In a few cases, yes.

EL situation highly explosive — Spring

DD 3/10/81 (235)

EAST LONDON — Unemployment in the area made the situation here highly explosive, the mayor, Mr Errol Spring, said yesterday.

Mr Spring was one of the guest speakers at the official opening of the South African Road Transport's new complex at Cambridge yesterday. The complex was officially opened by the Director of Road Transport from Johannesburg, Mr H. Hamersma.

Mr Spring said there had always been close cooperation between the East London City Council and the South African Transport Service.

"It is generally accepted that East London is on the threshhold of great development. Unemployment is our biggest problem. We are sitting here with the second biggest black city in the country with an unemployment figure of 60 per cent and I think to call the situation highly explosive is no understatement.

"Because of the uncertainty that prevailed in this area the economic development has lagged behind. People became timid and scared to invest and develop," he said.

Mr Spring outlined the progress that had been made towards finding a solution for the area since the University of Port Elizabeth report and said the government could and would assist the area as soon as possible.

He said it was necessary to create a positive climate which would attract the entrepreneur to invest here.

The system manager for the Railways, Mr A. J. Jonker, said the new complex which was among the most modern of its kind, was taken into use in May this year and cost R5,35 million to build.

It replaced the old road transport building in Oxford Street which had become too small for the number of vehicles that had to be maintained. Work on the new building was started in 1978.

Mr Jonker said the electrification programme for the Cape Eastern System would be completed in 1985 at a cost of R80 million and that extensions to the grain elevator were also planned.

Mr Hamersma said the new complex cost about a third of the book value of all the properties of the Road Transport Services.

He said he was well aware of the unemployment problem in the area and because of this it had been decided in 1976 not to decrease the Road Transport Services here.

Mr Hamersma said work from other systems will also be done at the new complex. It was roomy and clean and working conditions were vastly improved. It was also designed as an entity and it would not be necessary to continually add new buildings. — DDR

Jobless training details out soon

RDM 26-10-8 335

Labour Reporter

THE Government is soon to announce details of job training schemes for the unemployed, the Deputy Director-General of Manpower, Dr Piet van der Merwe, said yesterday.

Dr Van der Merwe also repeated Government announcements made last month that apprentices will now be able to choose whether they wish to undergo military training before or after their apprenticeship.

He said R9-million had been set aside for the present book year for the training of the unemployed.

Details of schemes to train the jobless would be announced "soon" and the Government planned to begin training the first group after the new Manpower Training Bill became law on November 1.

Dr Van der Merwe also said that 318 apprenticeship contracts for blacks had been registered this year, compared to 82 last year.

Between 9 000 and 10 000 apprenticeship contracts a year have been registered for the past decade, he added.

The number of registered training schemes for the training of whites, coloureds and Asians had increased from 207 to 370 in the first seven months of this year, while the number of registered black training schemes had grown from 409 to 518.

Survey shows fall in number of jobs

CT 6/10/81 (335)

Industrial Reporter

A MARKED drop in company demand for personnel is under way and employers are beginning to "come back to earth" on salaries, but the power of trade unions is growing daily, according to the latest survey of employment prospects by a temporary job placement agency.

The Manpower temporary services group survey found a gradual downturn in the need for white employment throughout the country following the recent peaking-out of the economic upswing.

Recruitment

"In the private sector, companies which have been carried away by frenzied recruitment in a market where there appeared to be no ceiling for salaries at all levels, are begining to 'come back to earth' and to question and reassess their recruitment needs."

The emphasis would be on quality of employees, but "where someone has priced himself out of the market, he is now — in many cases — really likely to stay out, at least for some while".

Referring to government manpower legislation intended to boost recruitment of black personnel, the survey compilers expressed doubt as to whether this would have any practical success.

Black workforce

"To give access to the black workforce is by no means to stimulate its use, because the trained black worker is practically non-existent."

Manpower believed companies were likely to avoid the commitment of training blacks if they could still find trained white workers and in the short term there was "still a very definite place" for the recruitment of trained personnel from overseas.

The power of the trade union movement in the Republic was growing, daily the survey found.

"Once organized and united, the the unions will become a dominating force in the economy over the years to come, with all that this entails."

Hansard 6/10/81 Lebowa 20637 40 (264) (335)

424. Mr. A. SAVAGE asked the Minister of Co-operation and Development:

What is the estimated number of unemployed (a) male and (b) female Lebowa citizens between the ages of 16 and 60 (i) within and (ii) outside the borders of this national state?

The MINISTER OF CO-OPERATION AND DEVELOPMENT:

The required information is not being kept in the form of a special register. The figures given below in respect of workseekers within Lebowa have been supplied by the Lebowa Government and the figures reflect the number of registered workseekers.

Workseekers	Males	Females
Workseekers within Lebowa	21 573	7 192
Workseekers outside Lebowa	2 900	3 214

Ciskei

Hans 10 6/5/81

335

423. Mr. A. SAVAGE asked the Minister of Co-operation and Development:

What is the estimated number of unemployed (a) male and (b) female Ciskei citizens between the ages of 16 and 60 (i) within and (ii) outside the borders of this national state?

The MINISTER OF CO-OPERATION AND DEVELOPMENT:

The required information is not being kept in the form of a special register and the Ciskei Government is not desirous to disclose particulars in respect of the number of workseekers within the Ciskei. The figures given below reflect the number of registered workseekers outside the Ciskei.

Males	Females
7 177	5 006

KaNgwane 335

425. Mr. A. SAVAGE asked the Minister of Co-operation and Development:

What is the estimated number of unemployed (a) male and (b) female KaNgwane citizens between the ages of 16 and 60 (i) within and (ii) outside the borders of this national state?

The MINISTER OF CO-OPERATION AND DEVELOPMENT:

The required information is not being kept in the form of a special register. The particulars in respect of workseekers within KaNgwane have been supplied by the KaNgwane Government and the figures reflect the registered number of workseekers.

	Males	Females
Workseekers within KaNgwane	14 640	9 741
Workseekers outside KaNgwane	4 027	2 038

KwaZulu

436. Mr. A. SAVAGE asked the Minister of Co-operation and Development:

What is the estimated number of unemployed (a) male and (b) female kwaZulu citizens between the ages of 16 and 60 (i) within and (ii) outside the borders of this national state?

The MINISTER OF CO-OPERATION AND DEVELOPMENT:

The required information is not being kept in the form of a special register. The particulars in respect of the workseekers within kwaZulu have been supplied by the Government of KwaZulu and the figures reflect the registered number of workseekers.

Workseekers	Males	Females
Workseekers within kwaZulu	91 203	40 824
Workseekers . outside kwaZulu	11 698	7 905

Hans 10
6/10/81 QC 638-9 Qwaqwa (335)

422. Mr. A. SAVAGE asked the Minister of Co-operation and Development:

What is the estimated number of unem-

ployed (a) male and (b) female Qwaqwa citizens between the ages of 16 and 60 (i) within and (ii) outside the borders of this national state?

The MINISTER OF CO-OPERATION AND DEVELOPMENT:

The required particulars are not being kept in the form of a special register and particulars in respect of the number of workseekers within Qwaqwa are not readily available. The figures below reflect the number of registered workseekers outside Qwaqwa.

Male	Female
7 508	3 158

Hons 10
6/10/21 QC 6/1638
335

KwaNdebele

421. Mr. A. SAVAGE asked the Minister of Co-operation and Development;

What is the estimated number of unemployed (a) male and (b) female KwaNdebele citizens between the ages of 16 and 60 (i) within and (ii) outside the borders of this national state?

The MINISTER OF CO-OPERATION AND DEVELOPMENT:

The required information is not being kept in the form of a special register and particulars in respect of workseekers within KwaNdebele are not readily available. The figures given below reflect the number of registered workseekers outside KwaNdebele.

Males	Females
3 919	1 768

Hans 10 Gazankulu
6/10/31 QC 637 -8

420. Mr. A. SAVAGE asked the Minister of Co-operation and Development:

What is the estimated number of unemployed (a) male and (b) female Gazankulu citizens between the ages of 16 and 60 (i) within and (ii) outside the borders of this national state?

The MINISTER OF CO-OPERATION AND DEVELOPMENT:

The required information is not being kept in the form of a special register. The figures given below reflect the number of registered workseekers. The figures in respect of the workseekers within Gazankulu have been supplied by the Gazankulu Government.

	Males	Females
Workseekers within Gazankulu	6 266	30
Workseekers outside Gazankulu	3 087	2 606

1/4 m workseekers registered

HOUSE OF ASSEMBLY. — More than 250 000 blacks inside and outside the national States are registered workseekers.

This was disclosed in a series of answers to questions put by Mr A Savage (PFP Walmer) to the Minister of Co-operation and Development, Dr Piet Koornhof.

In written replies, Dr Koornhof gave available figures for the workseekers registered inside and outside Kwazulu, Lebowa, Ciskei, Qwaqwa, Kwandebele, Gazankulu and Kangwane.

For some of these, the figures for internal workseekers were not available.

Kwazulu was responsible for more than half, with a total of 151 630, of which 132 027 were registered as workseekers within Kwazulu itself. — Sapa

Hans 10
3/10/81 QC 661

Ciskei: unemployment

335

*17. Mr. H. H. SCHWARZ asked the Minister of Statistics:

(1) What methods are employed by his Department to establish unemployment figures in Ciskei;

(2) what is the (a) registered and (b) estimated level of unemployment in Ciskei?

The MINISTER OF STATISTICS:

(1) At this stage, only Population Censuses.

(2) (a) Not available.

(b) Preliminary total number unemployed as at 1980 Census 33 780.

Hans 10
7/9/81 QC 661

Ciskei: unemployment (335)

*17. Mr. H. H. SCHWARZ asked the Minister of Statistics:

(1) What methods are employed by his Department to establish unemployment figures in Ciskei;

(2) what is the (a) registered and (b) estimated level of unemployment in Ciskei?

†The MINISTER OF STATISTICS:

(1) At this stage, only Population Censuses.

(2) (a) Not available.

(b) Preliminary total number unemployed as at 1980 Census 33 780.

Freedom from want in rural areas urged

335

RDM 9/10/87

Financial Reporter

THE CHAIRMAN of Southern Life, Mr W Marshall Smith, has called for a bold non- political national plan to provide jobs for thousands of workers in rural areas.

"It will require courage and a massive investment programme in education and training to establish the necessary agricultural core which will provide the greatly needed jobs.

"It is the one pressing national need that is not controversial whatever one's political outlook which makes its neglect so difficult to understand."

Such a co-ordinated plan would raise the level of the poor rural areas so that the population could see the prospects of a better life and not feel the need to move to the sterile and jobless environment of the satellite shanty towns.

His appeal comes only weeks ahead of the Prime Minister's summit with businessmen in Cape Town where the urban population drift, squatter problems and the slow economic development of the black homelands are likely to be discussed.

Mr SMith says in his chairman's report that while industrialised South Africa boomed in the past two years with much emphasis being placed on the benefits of a free market, it was a very different picture in rural South Africa

"Looking back at the growth of company profits, the increase in numbers employed, reduced taxes and the upward surge in wages and salaries during the past 12 months it could be said it was a good year.

"But was it so? Those of us in employment were carried along on a wave of affluence which tended to shield us from the broader implications for the country as a whole.

"Little mention has been made of, or attention given to, South Africa's being a dual economy — a Western world economy for some — and a third world economy for the greater proportion of our population.

"In so far as our dual economy is concerned, last year could only have had severe consequences for those living in the rural areas who make up the subsistence economy.

"There was little if not naught for their comfort and the only ray of hope that so many could see was in a rainbow that had its end in the big cities.

"I am very seriously concerned at the apparent inevitablity of urban drift and the consequences it will have for us all."

Dealing with the Human Sciences Research Council report on the educational system, Mr Smith says the inadequacy of black education is probably the most serious problem within the socio-economic environment and has given rise to open hostility among black youth in the past two years.

"I sincerely hope the report and subsequent action by the authorities lead to a dispensation that will not only ease tensions but will also provide education of a higher quality more closely related too the needs of our country."

Ex-pupils may be jobless

E.Post 10/10/81 335

By SANDRA SMITH

EAST LONDON — School-leavers here with a Standard 10 can expect to find employment in 1982, but those leaving school earlier face the possibility of having to move to other centres or of joining the growing ranks of the unemployed.

Among the reasons given were uncertainty about the region's future among industrialists and the high cost of electricity.

This emerged from a survey of employers and others in East London this week.

The country-wide shortage of trained, skilled workers in industry meant that opportunities which did not exist in the past had now opened to matriculants, the regional manager of a firm of management consultants, MSL Management consultants, Mr Neil Oosthuizen, said.

His firm would make its offices available specifically for the school-leavers to find posts and get information later in the year, he said.

The secretary of the East London Chamber of Commerce, Mr Jock Allison, said chances for white matriculants were better than those for blacks.

"If you look at the advertising going on in the Press, it would seem that chances of obtaining employment are fairly reasonable, although I wouldn't say they are good," he said.

The director of the Border Chamber of Industry, Mrs S Hamilton, said the upswing in the economy made it easier in East London for girls leaving school to obtain jobs doing clerical work now than it had been two years ago.

The East London Postmaster, Mr G W Swanepoel, said promotional opportunities existed for both women and blacks in the Post Office.

The Post Office was continually recruiting labour, and salaries were competitive with paid by commerce and industry.

Jobs were available for typists, clerks, technicians, technical assistants, electricians, telephone mechanics, telephonists, and many others.

Those leaving school with a matric, and boys with a standard eight certificate faced no problems finding jobs, the senior vocational officer of the Department of Labour , Mr P le Grange, said.

"Girls with only a standard eight will perhaps find it more difficult. Even boys with standard seven can enter a trade," he said.

There were others who were not optimistic about employment opportunities for school-leavers in the area.

East London's mayor, Mr Errol Spring, said: "Looking at the economic scene in East London at the moment, I doubt that prospects are good for school-leavers — despite the shortage of skilled labour."

Mr Spring said unemployment in the Border region was as high as 60%.

The personnel manager of Da Gama Textiles, Mr E Durheim, predicted a "bleak year ahead" for school-leavers seeking jobs.

"East London has always had a problem with young people having to leave to find work elsewhere," he said.

"It is often necessary for school leaver to undergo some form of tertiary education — technical or otherwise — before they are able to be employed."

Industry was not moving fast enough in the direction of in-company training.

One reason for the shortage of jobs was a wariness of industrialists to invest in the area because of uncertainty about its future.

Another factor was the cost of electricity which was amongst the highest in the country.

"Industrial unrest is a relatively new phenomenon in the region, and is not one of the reasons for this unwillingness to invest here," Mr Durheim said.

Warning on unemployment, revolution link

EP Post 12/15/87

(2554) (335)

By SHIRLEY PRESSLY

UNEMPLOYMENT created the ideal climate to germinate the seeds of revolution which were being sown in South Africa, the officer commanding Eastern Province Command, Brigadier A Potgieter, told a Kruger Day celebration in Aliwal North yesterday.

He outlined strategies to combat what he described as the four-pronged terrorist onslaught on South Africa — on the State-diplomatic, economic, security and social-psychological fronts.

He said unemployment offered ideal opportunities for recruitment of the unemployed for militant and terrorist organisations.

To prevent serious unemployment in the face of the population growth, particularly among blacks, it was essential to have a healthy economic growth rate.

A strong economy was vital for the stability and expansion of a democratic-capitalistic society such as in South Africa.

Economic pressures on the country would increase rather than decrease in an attempt to make South Africa capitulate, because its enemies were well aware that South Africa's strength lay largely in its economic abilities.

It was of cardinal importance that all population groups be included in defending the country. The security forces had to have sufficient manpower to draw on in a revolutionary terrorist war, like that being waged in South West Africa/Namibia, where the enemy deployed small groups over a wide area.

Whites, with their limited manpower, could not take sole responsibility for this task. Greater involvement in the defence of the country by all population groups was being strived for.

The Republic had the will and the ability to overcome its enemies in the struggle.

South Africans should heed the message from the heroes of the past such as the Voortrekkers, the 1820 Settlers and those who had given their lives for the country.

This message was not to be afraid of the struggle and to be prepared to offer everything if the time came.

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SA needs 1 500 new jobs a day, warns academic

Star 13/10/81

335

About 6-million people will be unemployed in South Africa at the turn of the century if present trends continue, says a leading business academic.

This would represent about 35 percent of the employable population, says Professor Gideon Jacobs, dean of the Business School of the University of the Witwatersrand in the latest issue of Boardroom, the journal of the Institute of Chartered Secretaries and Administrators.

"To cater for new work-seekers," he said, "almost 6-million new job opportunities for blacks alone will have to be created over the next 20 years."

This works out at 1 500 new jobs a day at a cost of R15-million a working day if calculated at R10 000 a job opportunity.

Professor Jacobs said may observers believe Government policy has caused too many workers to be replaced by machines, and that the trend should be reversed.

"That policy has also made labour too expensive and capital too easy to obtain. It has encouraged capitalisation through tax concessions and penalised the employment of labour through the red tape and inconvenience that surrounds the legal employment of black labour."

Other factors which contributed to this trend were the shortage of skilled labour and the consequent high wages and because pay rates must often satisfy overseas demands.

But, he warned, the decision "to mechanise or not to mechanise" is not one that can safely be resolved by accountants and engineers alone.

Massive task ahead in providing homes and jobs for blacks

CT 17/10/84

335

By PAUL DOLD
Financial Editor

THE vast task facing both government and the private sector in providing housing and jobs for blacks was sharply underlined this week in two key speeches.

Old Mutual's Dr J G Van der Horst, one of the country's leading financiers, tackled the housing issue:

"We are now starting to recognize that the blacks are in the cities to stay and that unless we want restlessnesss and revolution there must be housing, schooling and community facilities," he told the Association of Building Societies' annual meeting.

"It was government belief that in 1978 the tide was going to turn and that there would be an egress of black citizens from the citites and because their black citizens were considered as temporary sojourners in the cities and were going to return increasingly to the homelands it was not necessary to spending substantially on black housing.

"In fact, during the years 1972 — 1976 only 5,7 percent of the Department of Community Development's funds were allocated to black housing in white areas. These beliefs, however disregarded the great demographic movement to the cities in the whole world."

The current housing backlog in all black urban areas is estimated to be 169 000 units (excluding about 258 000 houses immediately needed in the trust areas.)

Dr Van der Horst said that at R10 000 a house it would cost R1,2-billion to provide 120 000 houses a year. On the same basis it will cost R1,7-billion to wipe out the current backlog in black urban houses.

South Africa could immediately bring home ownership nearer to realization for more than 100 000 families who live in towns like Soweto by offering to sell houses to the existing tennants at a cost-related price.

"This will not be a sacrifice by the Department of Community Development or by administration boards because the rentals the tenants are currently paying are being subsidized in any event. Instead of present tenants, therefore, paying rentals related to cost they will be able to buy at a price related to cost. The whole matter would simply involve a book entry."

Probing why only about 1 300of the 99-year leases have thus far been registered he said there were several reasons, including the absence of estate agents and the fact that all the houses for sale belong to the authorities. Most important was the question of price.

"I am not referring to the price in absolute terms but to the price when the cost of raising the capital to buy is compared to the subsidized rental being paid makes it uneconomical to the person to buy.

"In short, it is better for him to rent at a subsidized rental than to buy at market value with capital raised at curent interests. Uneconomical from the tenants point of view it certainly is. But is it really uneconomical from the national viewpoint considering the benefits that home ownership bring to a community, if we sell at cost?

Such a scheme had a precendent in Britain where about one third of the housing stock consisted of so-called council houses. In 1979 the Conservative government had passed the "right to buy" legislation and actively encouraged the sale of these council or local authroity houses.

All council house tenants of over three years' standing have the right to buy their houses at cost and are guaranteed a mortgage from either a building society or the local authority.

Up to the end of March this year some 118 000 houses had been sold under the scheme and by March next year the figure should be around 240 000.

"This staggering number of houses will make a substantial contribution to the privatization of home ownership and this will contribute to political and social stability. The details of this scheme and its success clearly hold lessons for the South African situation.

"The success of such a scheme in South Africa would remove one of the major stumbling blocks to the development of a black housing amrket — the relatively small number of currently privately owned houses by blacks and the vicious circle it sets up."

In Durban Professor Jan Lombard former special adviser to the Reserve Bank tackled the job creation issue warning of increased urban drift.

He told the Assocom conference that South Africa was entering a second industrial revolution which would be based on the skills of trained black people and not on the skills of white immigrants as had been the case in the sixties, reports our Durban correspondent.

"There will be a massive migration of Africans from the rural areas of Southern Africa to the industrial growth poles of the region."

The government could be expected to "seriously embark on a major programme of sub-regional decentralization of economic activity.

"Unless the government of Mr Botha undertakes such a major decentralization programme the entire tradition of political pluralism in South Africa must be mortally endangered.

"And with the disappearance of the present geographic distribution of ethnic pluralism will also dissapear, the chances of a peaceful transition to normal participation by blacks in the political processes of the Southern African region with a confederal or a federal constitutional dispensation.'

Professor Lombard said that if it were assumed that such a programme was launched next year "a very considerable adjustment in the geographic distribution of physical capital formation must be expected."

He said that at least R18 000m would have to be spent in the rest of this decade in areas outside the pwv and Durban's metropolitan area. That would be about R2 000m a year, of which half might come from the public sector.

He said that the economic outlook in the region for the 1980s was bright. From the international economy exciting injections of business activity in the short run could not be expected "since the Reagan policy must have its sanitary impact".

In the long run stable real growth in international trade would benefit the South African economy.

The mining industry would not repeat it's performance in the 1980s but should see a relatively more stable period of expansion.

South Africa had the economic means to spread material welfare to all its people through the process of rapid economic growth — the sucess hinges on ' our manpower training programmes — including the general educational basis of our economy.

The training programmes had to take the place of immigration.

Some of the implications were that the building industry would have to provide more modest houses for black middle-class urbanites.

The De Lange report had indicated that 250 000 teachers would have to be trained in the next 20 years.

"The social and political implications of this second industrial revolution will be immensly different from the implications of the earlier process based on European immigration.

"While these immmigrants were imperceptibly absorbed into the existing political institions of the domestic urban society this is obviously not what is going to happen to the African migrants.

"If the convergence of people from rural areas to the Pretoria, Witwatersrand-Vereeniging (PWV) area is to continue so that over the next two decades, say 40 percent of the population is concentrated in that area instead of the present 26 percent, the political adjustments and reforms which will be required will undoubtedly be completly unacceptable in terms of the political philosophy of the supporters of the present South African government, and these adjustments may well be equally unpalatable to many leaders of the black states in Southern Africa as well."

GENERAL NEWS

Govt promises R9-m to train SA unemployed

STAR 29/1/81 335

Own Correspondent

The Government is to spend R9-million to train South Africa's unemployed in the current fiscal year.

Details of the training schemes would be announced soon, the deputy director-general of the Department of Manpower, Dr P J van der Merwe, said today. The intention was to start training the first group of unemployed people as soon as possible.

Dr van der Merwe, who is also chairman of the newly appointed National Training Board, was speaking at the bi-annual congress of the Institute of Administrators of Non-European Affairs in Durban.

South Africa had a problem of too few trained people on the one hand, and of ineffective use of available trained staff on the other. About 500 000 people were unemployed and 270 000 entered the labour market every year.

The Government had committed itself to three broad manpower policy goals:

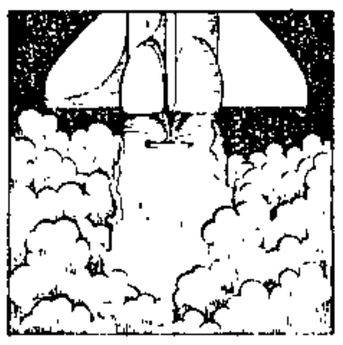
- The optimum conservation of the labour powers of all workers through the promotion of labour peace and the provision of security measures.
- The development and improvement of the knowledge, skills and abilities of all workers to the highest possible level.
- The optimum utilisation of the skills of all workers.

"The Government has made it clear these objectives will be pursued within an economic system based on free market principles," said Dr van der Merwe.

Labour peace, security, skills and productivity were the foundations on which South Africa's labour dispensation for the present and the future was built. These were bolstered by fundamental principles "fully enshrined in South Africa's labour legislation."

ECONOMIC DEVELOPMENT

Planning for boom times



The revised Economic Development Plan is an extremely useful document for businessmen, particularly in a country where it is difficult to look ahead with much certainty. It is, therefore, a document that will form the basis of much corporate planning this decade.

Of course, economic forecasts almost anywhere in the world have been shown to be of more questionable accuracy the longer the period they cover. The frequent revision of the EDP is, therefore, essential if it is to be used as the basis of any worthwhile corporate projections. One of the greatest flaws of the old EDP was that it was not revised frequently enough.

While remedying this, the new plan is still essentially an exercise in econometric crystal gazing — by virtue of the period it covers. And it is important to bear that in mind when assessing it.

The only successful econometric forecasts have been those which take into account the inevitable consequences of past events. Of necessity, that limits the period of the forecast. Usually they can be accurate, even on that basis, for little more than about two years.

Policy making insight

The importance of this revised EDP is as much the insight it gives into government policy-making as the figures it extrapolates. To try and evaluate the plan on the likely accuracy of the statistics alone is no more than an arcane exercise in econometrics.

Viewed in broader perspective, the revised EDP is no less than a verligte clarion call. The plan recognises with remarkable clarity the inter-relatedness of economics and politics, with emphasis on a greater role for the private sector in an economy freed from government controls.

The most important feature is the recognition that a high growth rate is dependent on training blacks for skilled work, and is a political necessity to defuse the unstable potential of high black unemployment.

In so doing, the EDP acknowledges the need for an "acceptable geographic distribution" of economic activities. The whole of the original territory of the Republic (including the Transkei and Bophuthatswana) appears to be viewed as one unit for purposes of economic development.

Most significantly, the plan cites Wiehahn's conclusion on manpower policy: "the maintenance and furtherance of individual economic freedom by the elimination of unjustifiable discrimination between the different population groups: the expansion of labour market knowledge and information; and the promotion of the vocational and geographical mobility of manpower."

The planners claim that "at the statutory level" considerable progress has been made over the past three years towards enabling all population groups to become part of the skilled manpower pool. But a "chronic shortage" of skilled workers remains, despite the existence of a vast pool of unemployed.

Black unemployment

In SA (including Venda) black unemployment fell from 9,2% in the second quarter of 1979 to 8,1% in the first quarter of 1981. (Coloured unemployment over the same period fell from 8,1% to 6,4%).

But if Transkei and Bophuthatswana are included, black unemployment would have been higher on average. Their unemployment could be at least as high as in non-independent black states like KwaZulu — say around 10%. The planners note wryly that "SA should remember that in many respects it is faced with Third World unemployment problems."

Despite the general optimism of the EDP, unemployment remains the ore large and looming cloud. As the plan says: "The continued high level of black unemployment, and particularly its structure, for example the fact that 43,5% of those unemployed in March 1981 were in the age group 20-29 years, makes it still one of SA's most urgent economic and political problems." Everything possible will have to be done to accommodate at least the addition to the work force in the long run.

The plan points out that the number of black matriculants is increasing sharply and that there will be more black matriculants than whites within 10 years.

As to the need for educating SA's blacks, it is at pains to explain that greater expenditure on education may dampen economic growth in the short-term by diverting resources from more directly productive uses. However, it is essential to the maintenance of a high growth rate in the long run.

But brave words alone are not enough. Government needs to show more resolve in warding off diversions from the Right and from those pleading special interests. It must continue to move towards greater economic freedom and to mobilise more efficiently black labour resources.

The plain fact is that while through fiscal measures considerable resources have been released to the private sector, progress on other fronts has been slow. Sometimes there has even been retrogression.

The Competition Board has not succeeded in bringing about greater competition. In fact, in the liquor industry the trend has been in the opposite direction — and this has been with the connivance of government.

Progress towards greater decontrol has not progressed at any great pace, although some has taken place. Apparently, it is being delayed until the economy is made more competitive.

Among these measures is rent control. While government is committed to remove it, there has been a "temporary" reinstatement. This, in turn, is distorting housing investment and creating a chronic shortage of rented accommodation.

Unless there is renewed progress towards a more efficient economy, with fewer physical constraints, the gdp's expectations of inflation and, as a result, real economic growth could be rather wide of the mark in the time allowed.

Tight fiscal policy

The EDP implies, too, that a tight fiscal policy will have to be maintained. And if the ratio of tax revenue to gdp is to remain constant — as required in the original EDP — normal tax rates will have to be reduced on average to counter fiscal drag on the progressive income tax scale. This pushes taxpayers into higher tax brackets with every increase in earnings, if only to adjust for inflation. In effect, it erodes real earnings rapidly.

Real government expenditure should increase at an annual rate of 4,4%. This rate compares with an average rate of 2,0% for 1978-80. Public authorities' capital investment must increase at 5,5%, against an average reduction of 5,8% during 1978-80.

The capital investment of public corporations must grow at 3,6% annually, against an average of 6,6% during 1978-80. (The figure for 1978-80 has been distorted by the cost of Sasols 2 and 3).

If these goals are achieved, unemployment will still be a problem. It should, how-

ever, be lower than estimated in the original EDP, which was 11,5% in 1987 at an average growth rate of about 5,0% from 1977-87.

The revised gdp puts the average annual growth rate for the next seven years at 5,1% against its previous 4,5% forecast. It is not difficult to see why.

The higher than expected gold earnings over the past two years have enabled the installation of a great deal of productive capacity. In the past, a rising contribution by gold to the domestic production has generated long cycles of economic growth. The magnitude of gold's more recent contribution has set the foundation for the growth ahead.

This should, as the plan envisages, be bolstered by the diminishing costs of oil (due to Sasol 2 and 3) and rising earnings from coal and other mineral exports.

What has already taken place in these respects will cushion and circumscribe the decline in business activity over the next few years. Thereafter, the future — and the viability of the plan's forecast — depends to a greater extent on two other factors.

One is the speed of recovery of the large industrial nations that consume SA's exports. As an open economy, SA is sensitive to international growth trends, although the effects are often lagged.

The second factor is the gold price. The plan envisages an average gold price of $490 in 1981, $500 in 1982 and a maintained real value in terms of rising prices thereafter. On the trend of the past week, that may appear optimistic. Indeed, some would argue that it is as great an over-estimation of the gold price as was the plan's underestimation over the past two years.

However, gold has held its value remarkably well in the past, despite short-term fluctuations. It cannot be argued with any conviction that in this respect the EDP is misguided. In any event, should greater prosperity and calm prevail in the West, constraining the rise in the gold price, demand for other minerals produced here will grow correspondingly. This may not compensate entirely for lower gold revenues, but it will reduce the country's dependence on gold.

Considering the government policies tacitly envisaged by the plan, an averge annual rate of inflation of 11,8% is depressing. After all, if the policies come to fruition, demand should be held in check by monetary, exchange rate and Exchequer financing policies. Simultaneously, supply should be increased by the transfer of assets through fiscal policy to the more productive private sector. And labour and educational reforms should reduce some of the physical constraints that kept prices rising prior to the economy overheating last year.

These are not factors that can easily be reduced to mathematic symbols and extrapolated. The *FM*'s guess is that the EDP is rather too pessimistic in its views on inflation.

Provided political and labour reforms continue, the plan's outlook for inflation could be more encouraging after the next revision. If it is not, the plan will certainly be indicating that businessmen must be extremely cautious when evaluating government policy for their own planning purposes.

LOOKING AHEAD

	EDP forecast	Revised EDP forecast		
	1978-1987	1978-1987	Realised 1978-1980	Remaining period 1981-1987
ECOMOMIC GROWTH				
GDP (market prices) (real)	4,5	4,9	4,6	5,1
Private consumption expenditure (real)	4,2	4,9	3,9	5,4
Private gross domestic fixed investment (real)	6,7	7,1	6,8	7,2
FOREIGN TRADE				
Imports: goods and non-factor services (real)	4,5	4,6	4,7	4,6
Exports: goods and non-factor services (net gold production excluded (real)	5,1	5,0	4,3	5,3
Balance on current account of the balance of payments (10-year average) (Rm)	54,0	32,0		—
EMPLOYMENT				
In the non-agricultural sectors	2,8	3,0	1,7	3,6
FISCAL AND MONETARY POLICY				
Taxes:				
Direct: Company (current)	9,4	19,2	33,2	13,7
Direct: Personal (current)	17,9	13,4	5,5	17,0
Indirect: (current)	14,9	18,0	20,2	17,1
Money supply	13,1	16,9	16,2	17,2
PRICE LEVELS				
Consumer price index	7,9	12,0	12,4	11,8

All figures are average annual growth rates (%) unless otherwise stated.
Assumptions about factors influencing economic performance:
1) Gold will average $500 in 1982, rising to $1 000 in 1987.
2) Oil will rise to $90 in 1987.
3) The rate for the rand will decline over the period
4) Government's real current consumption will increase at an average of 4,4% per year; gross domestic real fixed investment will increase by 5,5% per year for public authorities and 3,6% per year for public corporations

NOTE CAREFULLY

1. Enter at the top of each page and in column (1) of the block on this cover the number of the question you are answering.
2. Blue or black ink must be used for written answers. The use of a ball point pen is acceptable. Red or green ink may be used only for underlining, emphasis or for diagrams, for which pencil may also be used.
3. Names must be printed on each separate sheet (e.g. graph paper) where sheets additional to examination book(s) are used.
4. Do not write in the left hand margin.

WARNING

1. No books, notes, pieces of paper or other material may be brought into the examination room unless candidates are so instructed.
2. Candidates are not to communicate with other candidates or with any person except the invigilator.
3. No part of an answer book is to be torn out.
4. All answer books must be handed to the commissioner or to an invigilator before leaving the examination.

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

Made in South Africa TRIO-RAND/S.P.C.T. PSL/UPD 100 000 1978 PD UCT AM7a Vervaardig in Suid-Afrika

HSRC predicts big rise in unemployment

C. Times 10/12/81

335

Own Correspondent

JOHANNESBURG. — Stark predictions of sharply growing unemployment — chiefly among blacks — even if the economy continues to grow rapidly are made in a newsletter released by the Human Sciences Research Council yesterday.

The HSRC says unemployment will continue to "remain a serious problem" even if the country's economic growth rate remains at 4,5 percent a year until 1987.

Most economists have predicted a growth rate of half that or less next year.

And the HSRC says that "past trends" in using the country's manpower "cannot continue without seriously hampering our potential growth rate of 4,5 percent" a year.

Serious problem

It warns that "the problem is so serious" that a "many-pronged attack" is needed to solve it.

The reports says research shows that employers are increasingly using more capital than labour to produce goods and warns that this "is not conducive to solving our main problem, namely the lack of job opportunities".

The newsletter is based on recent research conducted by the SA Institute of Manpower Research on the country's manpower situation.

The research does not include domestic and farm workers — among whom the threat of unemployment is believed to be particularly severe.

It indicates that there is "a critical lack of job opportunities" because of a fast-growing population.

Also employers are increasingly using machines rather than labour.

However, in the fastest-growing occupations, those which require education, most jobs are held by white men, fewer of whom are entering the labour market.

Among measures suggested by the HSRC to solve the unemployment problem and the threatened shortage of workers in highly skilled jobs are:

- Training programmes in which special attention must be given to blacks, coloureds, Asians and women;
- Removal of any laws or other bars which might still hamper the full use of manpower;
- Stimulating the "informal" sector — people such as hawkers who are earning money but are not in formal employment — by removing regulations which curb this activity. These regulations "are not suitable for a developing country".
- Use of labour-intensive techniques — methods which use labour rather than machines — in building up "infrastructure" such as roads and more research into these methods;
- Research into "appropriate technology" for underdeveloped areas.

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d.      @RUN,/TP        SECOND,12345,TRNG
        @ASG,AD         TAPEA.
        @ASG,CP         TAPEB.,T
        @COPIN,S        TAPEA.
        @ASM,USW        PROGRAM
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        @COPOUT,S       TPF$.,TAPEB.
        @CLOSE,I        TAPEB.
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These two examples (C and D) show the creation of a source element in TPF$ and saved on tape in element file format. The program is collected into an absolute element by the implied collection and a postmortem dump is taken. After the programm[illegible] termined the necessary correcti[illegible] al source into IPF$ with the @CO[illegible] element is updated. This new updated [illegible] first tape is reset to scratch [illegible] the Master File Directory.

3.6 @PREP STATEM[illegible] storage for

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A file must be pr[illegible] added to a program collection from t[illegible] int in the element. The user defined [illegible] control state- ment for the auto[illegible] le (TPF$) is automatically spe[illegible] nts from the file are included in t[illegible] @MAP source language statemen[illegible]

PM told: Jobs needed
More black
Jobs needed

Own Correspondent

DURBAN — Eight top business leaders have sent a letter to the Prime Minister, Mr P W Botha, emphasizing the need for creation of more job opportunities for blacks.

The leaders, who include Mr Chris Saunders, chairman of the giant Tongaat group, and Mr Sam Motsuenyane, president of the National African Chamber of Commerce, have agreed to support the initiative for job creation which resulted from the "Work for the Future" conference held in Durban in September last year.

The leaders have also written to the Minister of Manpower Utilization, Mr Fanie Botha, the chairman of the Manpower Commission, Dr Hennie Reynders, and the Minister of Finance, Mr Owen Horwood.

"Job creation offers the only route to success and it is crucially important that the rate of expansion in the economy is as high as is feasible and is accompanied by the rapid expansion of employment opportunities."

The leaders recommend to the Government that it appoint a panel of experts to establish the feasibility and effectiveness of the suggestions put forward at the conference.

"We believe that every effort should be made to incorporate as many of those presently excluded into the private-enterprise system. While some can enter as entrepreneurs," the business men write, "the majority will have to seek higher living standards through the medium of wage labour.

The long-term survival of the private-enterprise system is also placed in jeopardy, they maintain, since people who are continuously excluded from enjoying the fruits of the system are likely targets to ideologies that seek to overthrow it.

"We believe that every effort should be made to incorporate as many of those presently excluded into the private-enterprise system. While some can enter as entrepreneurs," the business men write, "the majority will have to seek higher living standards through the medium of wage labour.

Threat

The businessmen say in the letter that the continuing high levels of unemployment and under-employment among the black population groups in South Africa, including the independent black states, pose a serious threat to the fabric of South African society.

Unemployment at low level during 1981

29/12/81
Evening Post

By FRED ROFFEY
Business Editor

UNEMPLOYMENT for most of this year has been at a relatively low level, according to two authoritative bodies — the Bureau for Economic Research at the University of Stellenbosch and the South African Reserve Bank.

However, the bank warns that the declining trend in unemployment may have been reversed towards the end of the third quarter.

In its latest quarterly bulletin (October to December), published before the full year's unemployment figures were available, the bank says unemployment rates continued to decline in the second quarter of this year.

The seasonally-adjusted unemployment rate for whites, coloureds and Asians — the rate of registered unemployment to the labour force — decreased from 0,9% in the fourth quarter of 1980 to 0,8% and 0,7% in the first and second quarters of 1981 respectively.

Also, the unemployment rate for blacks dropped from 8,3% in the fourth quarter of 1980 to 8,1% in the first quarter of 1981 and to 7,5% in July.

"However, the declining trend in unemployment may have been reversed towards the end of the third quarter, when the seasonally-adjusted number of registered unemployed whites, coloureds and Asians rose from 14 600 in August to 15 120 in October," says the bulletin.

But according to the latest quarterly issue of Trends, produced by the Bureau for Economic Research and also published before the availabiity of the full year's unemployment figures, unemployment is "still at a very encouragingly low level and continues to trend downward."

It points out that the latest survey of unemployment in the coloured labour force shows this group to be fully employed for all practical purposes, and that the blacks are next in line for a more rapid rate of absorption into meaningful employment and more rewarding tasks.

"This markedly expanded labour force augurs well for the future stability of the South African economy," says the publication.

On inflation, it warns that enthusiasm about the slowing down in the rate of food rises should be viewed with caution.

"This category of prices has been the single biggest cause of the most recent spell of inflation.

"In some sub-sectors of the food industry, oligopolist market conditions obtain, and the relatively small number of producers can act cohesively in their market strategies and are thus in a favourable position to pass on cost increases or more.

"In addition to the determination of administered prices, demand need not be a consideration," says the publication.

It adds that food prices are "almost notorious" for their tendency to rise during phases of under-supply or periods of slackening demand.

The president of the Port Elizabeth Chamber of Commerce, Mr V M ("Rocky") Ridgway, says unemployment and the serious backlog of black housing remain the two major problems facing Port Elizabeth (Weekend Post Business and Property, December 19).

UNEMPLOYMENT

1982

JAN. — DEC.

Wage gap is closing dramatically

355 ST Business Times 3/1/82

IN 1980 and 1981 South Africans enjoyed the biggest improvement in their standard of living since 1971.

Whites and coloureds actually lost out on a real-earnings increase in the late 1970s because of inflation.

Indians and blacks came short in one year each during the same time.

These facts emerge from the December issue of Trends, the Stellenbosch Bureau for Economic Research publication.

Average earnings in the non-agricultural sector of the economy were R9 214 for whites in 1980, an increase of 17,2% on 1979.

But the jump in the consumer price index to 277,36 from 244,5 reduced real earnings to R3 322, making the increase a narrow 3,5%.

In 1971, when average earnings among whites were R3 572 a year, they enjoyed a 10,1% rise in take-home pay.

Inflation was then low, and real earnings were not far lower at R3 366, making the real increase 3,8%.

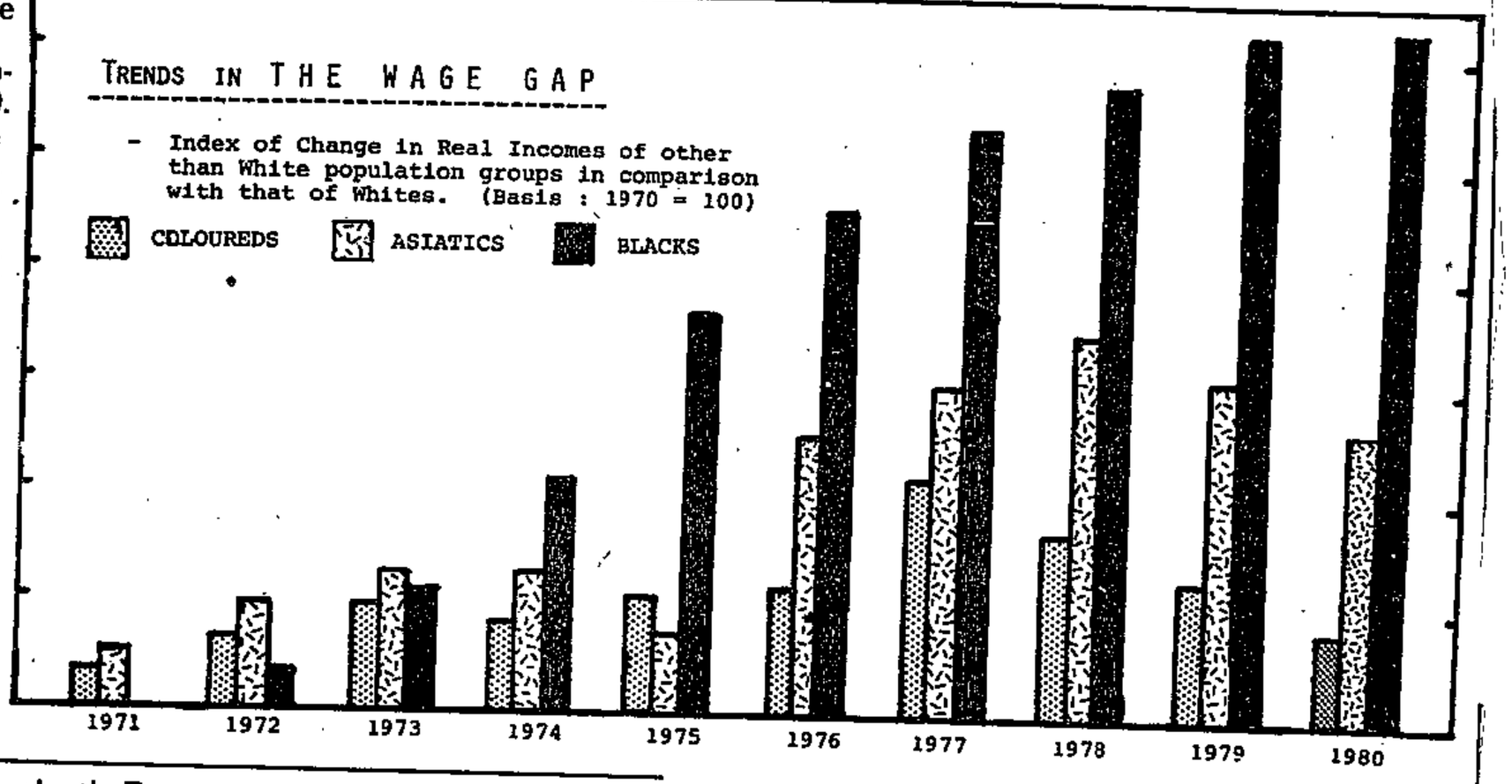
Whites came a little short in 1972, losing 0,2% in real earnings. They gained a mere 0,6% in 1973, did better with 2,1% in 1974 but after that inflation bit into their real earnings.

They slipped back 0,6% in 1975, 1,9% in 1976, 2% in 1977, 1,6% in 1978 and 1,1% in 1979.

Coloureds made an average R3 042 in 1980 and the advance on the previous year was 21,3%. Inflation whittled real earnings down to R1 071, narrowing the increase to 5,5%.

In 1977 coloured employees made an average R1 061, up 14,1%, narrowed to R1 002 in real income after inflation and making the actual increase 7,7%.

They stayed ahead of inflation until 1976, when real income dropped by 0,8%, falling further to 1,4% in 1977, 2% in 1978 and 2,4% in 1979.



By Elizabeth Rouse

Indians earned an average R4 035 in 1980, 21% up on 1979, but real income was only R1 417, up 5,8%.

Average wages for Indians amounted to R1 209 in 1971, up 15,8% on the previous year, and in real terms earnings averaged R1 142, up 9,4% on 1976.

In subsequent years their real income rose between 1% and 4,4% a year. Inexplicably in 1979 they suffered a 4% decline in real income.

Blacks' average earnings came to R2 269 in 1980, a 20,5% increase on 1979. but inflation reduced real earnings to R800 and the real advance was only 4,9%.

Average black income was low at R518 in 1971, and they scored a slower 8,8% rise than other groups on the previous year. Real income was R490 and the increase was 3%.

Between 1972 and 1977 blacks' real income showed increases of between 3,1% and 11,7%, 1974 and 1975 being particularly good years for salary increases.

In 1978 they suffered a 0,8% decline in real income, but in 1979 scored with a 2% real wage increase.

The BER shows that average household income for whites rose from R619 in 1979 to R912 in 1980, that of coloureds from R212 to R344, that of Asians from R319 to R505 and that of blacks from R73 to R136.

For the sociological-cultural assessment, only mothers and female guardians with children of their own were included. The total sample size was 746. In the urban areas 36% of these subjects were never married compared to 14% in the rural areas. Of those who were married, the husbands of 8% in the urban and 14% in the rural areas were not economically active. It is, however, interesting that the general nutritional state of the children in the urban areas is somewhat better th in spite of the much higher illegitimacy rate.

Table IX summarises the number of live children i in relation to the total number of births as wel concept of an 'ideal' number of children. There not only more children per family in rural areas the urban, but also a vast difference in the con 'ideal' family size. This is not surprising wh relation to our finding that 61% in urban and 80 did not use contraception, and that family plann discussed by the husband and wife by 35% of marr the urban areas and 62% in the rural areas.

TABLE IX

CISKEI: MEAN NUMBER OF CHILDREN

	Rural	Ur
Number of live children	3,84	3
Total number of births	4,82	4
'Ideal' number children	6,8	4

Colour photographs of patients with kwashiorkor a were shown to all mothers and guardians to establ recognised the disease by name and whether they h of its nutritional origin. These results are su Table X. As far as kwashiorkor is concerned, no of subjects in the urban and 89% in the rural are the disease, but only 22% could give an indicatio tional relationship. To a large extent the same the recognition of pellagra, although a much larg recognised pellagra correctly in the urban areas. this, only 40% in the urban and 14% in the rural areas indicated a nutritional origin for the disease.

TABLE X

CISKEI: RECOGNITION OF KWASHIORKOR

	Rural	Urban
[illegible]	80%	[illegible]


SOWETAN, Tuesday, January 5, 1982

Page 3

Breast-feeding is best for the baby and protects against infectious disease. This is borne out by the fact that 92% of these mothers and guardians indicated that they had breast-fed their last baby. In contrast, 12% of subjects in the urban and 23% in the rural areas indicated that the first fluid which they gave to their newborne baby was a herbal mixture, isicakathi, which is a powerful diarrhoetic.

Currently, nutrition guidance is given in terms of body building, protective and energy providing foods. However, only 23% of subjects could name two possible substitutes for meat correctly, and 10% two vitamin-containing or so-called protective foods.

Motor manufacturers expecting a good year

Mercury Reporter

SIGMA'S decision to retrench 507 workers and lay-off a further 348 until the end of January is not indicative of a general trend in the motor industry.

Most motor plants say they are expecting to have a good year, and some intend to hire extra labour in the next few months.

Mr Ralph Broadley, executive director of Toyota S A Manufacturing, said yesterday that although the company expected the market for 1982 to be down by about 12 percent on last year, they would be running for the first six months of this year at a going rate higher than that of the first six months of last year.

'We will not be changing our volumes for the first six months of this year — in fact we will be hiring about 200 extra people in February and March.'

Mr Rubén Els of Volkswagen in Uitenhage said the company had no plans to reduce production or retrench any of the workforce this year.

'Volkswagen are expecting a good year,' he said.

The General Motors plant in Port Elizabeth is still closed, and according to a statement released by the company, the manpower requirements would be reviewed relative to production schedules in the next few weeks.

More layoffs loom in motor trade

By STEVEN FRIEDMAN

MORE retrenchments and layoffs in the motor assembly industry are likely later this year, according to some sources — a prospect which a major union in the industry has vowed to fight.

This prediction comes after the announcement on Tuesday that the Sigma Motor Corporation had retrenched or laid off 850 workers.

Union sources said yesterday they knew of no plans by other firms to lay off workers.

And Mr Frank Locke, director of the National Association of Automobile Manufacturers of South Africa, said his organisation was not consulted by its members on retrenchments.

Mr Locke acknowledged that there was likely to be a drop in demand for motor vehicles which could mean that employers would need less labour.

But an industry source, who did not wish to be named, said more retrenchments were likely later this year.

During the recession of the mid-70's, most motor firms opted for working "short time" — a shorter working week — rather than laying off workers.

But, the source said, sentiment in the industry had turned away from "short time" and some companies which had used it would not do so again.

'Resentment'

"There is a feeling among some that short time causes resentment among workers because all of them lose wages as a result and that it would be better to lay off some workers," he said.

He added that some motor companies were "overstaffed" and would begin cutting back on labour if demand dropped.

But a spokesman for the National Automobile and Allied Workers Union, which negotiated on behalf of retrenched workers at Sigma, said the union had demanded that employers go onto short time rather than fire workers during the last recession and "we will certainly do so again".

In a statement released this week, the union listed five measures which it said it would demand managements took.

These were:

- Planning to ensure a downturn in demand did not mean retrenchment;
- Consultation with workers, before retrenchment, on ways to prevent it such as short time, slowing down production and avoiding overtime;
- If workers were retrenched, one month's notice should be given to their representatives;
- Severance pay based on service and the company's ability to pay, and;
- Negotiations with worker representatives on retrenchment and re-employment procedures.

335

Sackings at Datsun car plant

8/1/82 RDM

By STEVEN FRIEDMAN

IN A sign of tighter economic conditions in the area, Datsun-Nissan's Pretoria motor plant was beginning to fire excess workers yesterday — but the company denied the dismissals were retrenchments or lay-offs.

Datsun's managing director, Mr Lood Muller, said yesterday about 150 workers could lose their jobs, but stressed this was only an estimate.

The company has become the second Pretoria motor assembly plant to fire excess labour during the past week. Sigma retrenched or laid off about 850 workers on Tuesday.

None of the East Cape motor companies appear to have immediate plans to lay off workers, but motor industry sources have warned that more retrenchments could be on the cards later this year.

However, a major union in the industry has vowed to fight these and to demand that employers find other ways of cutting production as economic conditions worsen.

Mr Muller said yesterday that Datsun usually found that between 1% and 3% of its 7 000-strong workforce did not return to the company after the end-of-year break. They usually found jobs elsewhere.

To prepare for this, the company took on extra workers in the period before the end of the year.

Tougher

"This year, however, more have come back than we expected. This means that we will have to prune the workforce so that we are not overstaffed," Mr Muller said.

That more workers than usual had returned was "almost certainly a sign of tougher conditions in the area — we are also finding that far more people are gathering outside our gate to ask for jobs," he added.

Mr Muller said the final decision had not yet been taken on how many workers would lose their jobs and who they would be.

Some departments were due to take the decision yesterday and other workers would only be told next week to leave.

Mr Muller estimated that about 2% of the workforce — about 150 workers — would be affected.

"But this is only a rough estimate."

[illegible] Motor Plant Negotiations Reach Deadlock

By HOWARD LEAK

THE National Automobile and Allied Workers Union (Unwin) has declared itself in dispute with Motor Company for laying off its 570 employees this week.

Mr Mellish, the union spokesman for the [illegible] negotiations, said the union would be taking whatever action proved necessary for workers in that works and the employers would be notified in due course of the action to be taken.

Ninety-nine Products, which closed down on Monday, reached 570 employees at their Temperley and additional 300 until the end of this month.

The corporation said in its statement to the press this was due to phasing out of certain of its manufacturing processes now sub-contracted to local manufacturers.

Mr Mellish said the union believed it was the responsibility of the employer and the State to ensure stability in employment.

"We further believe that [illegible] should be [illegible] to alternative employment" he added.

He added that [illegible] affected believed that [illegible] procedures were not followed in that [illegible] to ensure that a decision ultimately does not result in redundancy;

- Consultation with workers [illegible] to avoid [illegible] to prevent such redundancy, slowing down of production and a ban on overtime work;
- In event of redundancy, one month's notice be given to the union to enable it to provide alternatives for [illegible] at once;
- Severance pay be given to redundant workers in accordance with their services and the company's ability to pay;
- Negotiation with the union on redundancy and severance payment procedures.

Sigma makes huge cuts in labour force

Labour Reporter

The Sigma Motor Company near Pretoria this week either fired or laid off about 850 workers.

Sigma fired 507 workers and has laid off another 348 until the end of the month.

The redundancies were effective from Monday when the factory reopened after the December holidays.

They have been on the cards since late last year when Sigma held talks with the National Automobile and Allied Workers' Union (Naawu).

REASONS

A Sigma spokesman said there were two major reasons for the redundancies:

- Accelerated training and development programmes and the introduction of new engineering techniques had meant that Sigma had started 1982 with too large a labour force.
- Certain processes had been subcontracted to another manufacturer and so former workers in these areas were no longer required.

The general secretary of Naawu, Mr Fred Sauls, said the union had been consulted by Sigma about the pending redundancies.

"We tried all means with the company to find an alternative to laying off and dismissing workers but we couldn't," Mr Sauls said.

BENEFITS

He said Naawu and Sigma had agreed that redundant workers would be paid supplementary unemployment payments of 70 percent of their normal wages for periods depending on their length of employment.

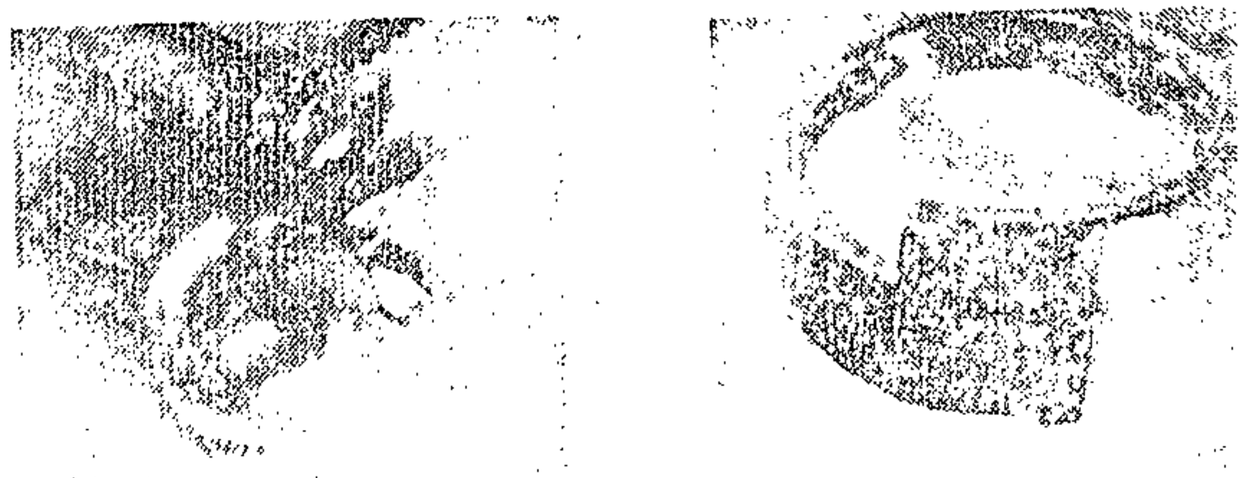
They would also receive retrenchment pay ranging between one and three months of their pay.

They will immediately qualify for Unemployment Insurance Fund benefits.

The union and Sigma would help former workers find other employment.

Naawu said Fosatu affiliates had drawn up a number of conditions regarding retrenchments including one month's notice in advance.

- A survey of other motor assembly firms indicated there were no retrenchments planned in the near future. The Sigma spokesman said they had no plans for more retrenchments.



Waiting to be won (from left) are a pearl pendant, a diamond ri

These five magnificent gems can be won at this year's Epol Indoor Horse Show, which starts tomorrow night.

Each is worth R500 and one will be given away each night to one of the lucky spectators at the show.

A gem of ar

The competition is jointly sponsored by organisers of the show, Andre Jewellers and The Star.

The gems are:

- **A pendant made from a freshwater pearl with a diamond.**
- **A diamond ring with stripes of**

Swapo may balk at West's scheme

The Star Bureau

LONDON — Swapo is expected to reject the revised Western constitutional proposals for SWA/Namibia submitted by the contact group last month.

The British Foreign Office sad yesterday it had received no formal response from the nationalist movement. But diplomatic sources and sources close to Swapo confirmed the organisation had serious problems with the new constitutional draft.

They said Swapo:

- Opposed the proposed one-man-two-votes proposal which would give minority groups a bigger say in the elected assembly.
- Rejected suggestions that segregated private hospitals and schools be allowed to exist in independent Namibia.

Swapo is understood to have labelled these two proposals blatant sops to the South Africans.

But the Western powers maintain their step-by-step approach to Namibian independence is firmly on course although they accept the process is running late.

Unwanted millions

The Bonus Bond Office in Pretoria says that over R3 217 000 in prize money has not been claimed by the holders of 5 271 certificate holders.

The Bonus Bond Office is to hold the money in trust.

Cape woman is 120

CAPE TOWN—A Cape woman has celebrated her 120th birthday.

Mrs Annie Nakelo, whose date of birth was given as January 4 1862, was admitted to Groote Schuur Hospital on Christmas Day because she was coughing.

Sapa.

Star 7/1/82

(Rand) (Mail) (235)

[illegible]

By Foon Davis
Labour Reporter

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

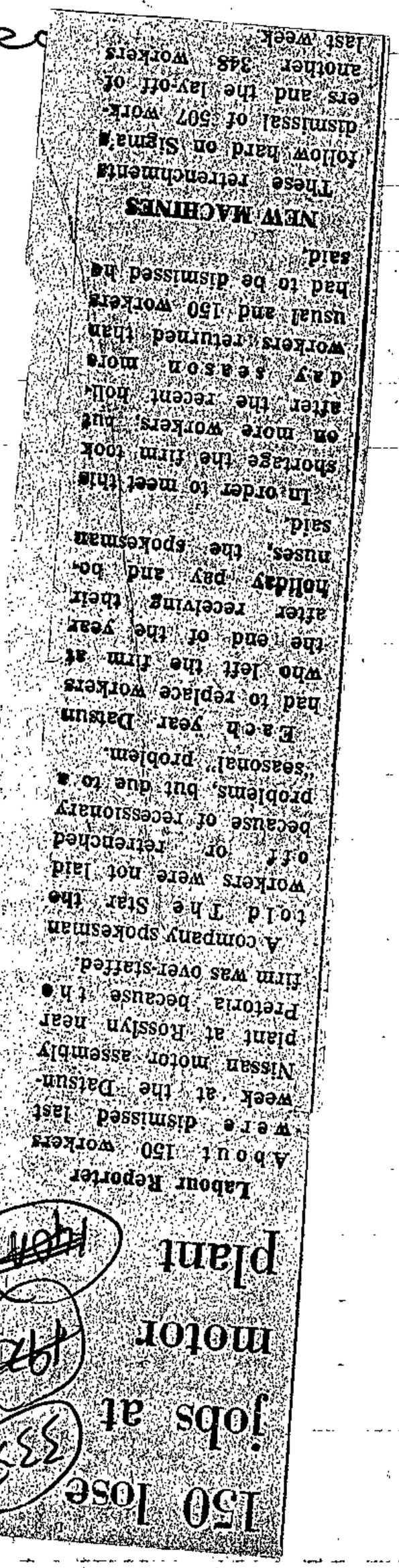
Employers dissatisfied with [illegible] to provide [illegible] products [illegible]

[illegible] have [illegible] at the expense [illegible] lines. Recruits were [illegible] workers [illegible] other [illegible] another [illegible] [illegible]

Elections for [illegible]

[illegible] recruitments included [illegible] [illegible] [illegible]

Spikes a quantity and net welfare loss. These statements strengthen the antimonopoly policy as they show a negative effect on the economy with the same results being created in perfect competition, however there are no negative effects. Even with this anti monopoly policy monopolies seem to become more and more prevalent in todays e



150 lose jobs at motor plant

A company spokesman told The Star the workers were not laid off or retrenched because of recessionary problems, but due to a "seasonal" problem.

Each year Datsun had to replace workers who left the firm at the end of the year after receiving their holiday pay and bonuses, the spokesman said.

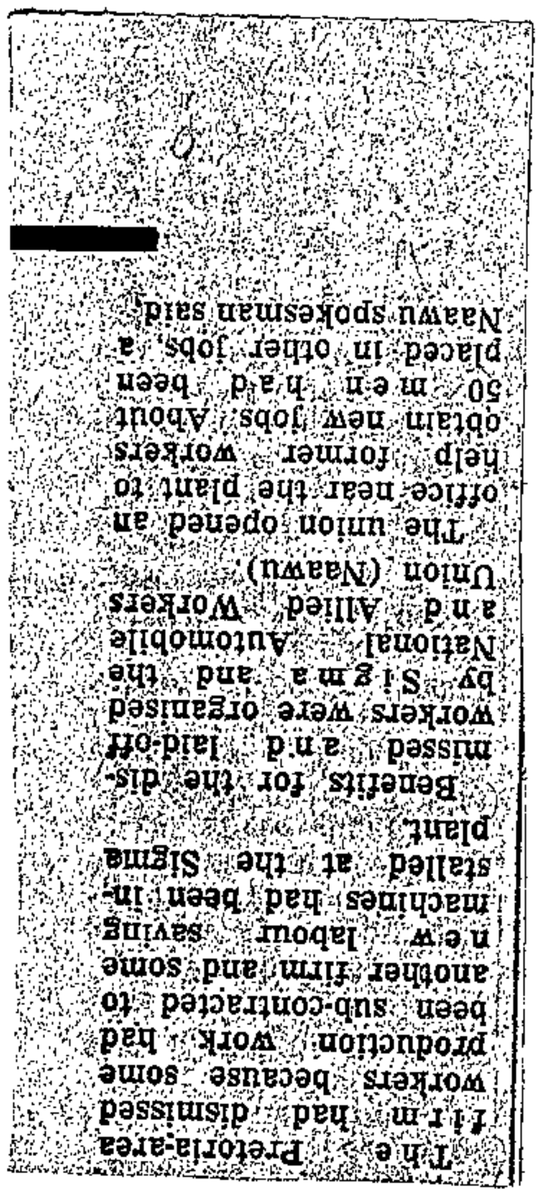
Labour Reporter

About 150 workers were dismissed last week at the Datsun-Nissan motor assembly plant at Rosslyn near Pretoria because the firm was over-staffed.

In order to meet this shortage the firm took on more workers, but after the recent holiday season more than 150 workers had to be dismissed he said.

NEW MACHINES

These retrenchments follow hard on Sigma's dismissal of 507 workers and the lay-off of another 348 workers last week.



The Pretoria-area firm had dismissed workers because some production work had been sub-contracted to another firm and some new labour saving machines had been installed at the Sigma plant.

Benefits for the dismissed and laid-off workers were organised by Sigma and the National Automobile and Allied Workers Union (Naawu)

The union opened an office near the plant to help former workers obtain new jobs. About 50 men had been placed in other jobs, a Naawu spokesman said.

January 1982

Workers at Datsun will lose benefits

PRETORIA — Union officials are involved in intense negotiation with management at the Datsun Motor Corporation after the dismissal of 200 workers there. The dismissal follows a similar dismissal of 507 workers at the Sigma Motor Corporation.

However, the Datsun workers, according to a spokesman for the Datsun Motor Corporation, are not to receive the same benefits as their colleagues at Sigma did. This is because, he said, Datsun did not possess the same sort of fund out of which such benefits could be paid.

Instead, the dismissed workers are only to receive money due to them, such as leave pay.

The Datsun spokesman said people employed by the firm were hired according to their value to the company and those retrenched now would not necessarily be rehired if the market went up again.

He noted that the market dictated this sort of action because everything was geared to demand. It has been confirmed that officials from the National Automobile and Allied Workers Union are negotiating with Sigma's management over the dismissals.

A spokesman for the union said the treatment the workers had received at Datsun showed what could be expected when the employees were not unionised.

As far as Naawu was concerned, the treatment was not acceptable and the union called on all managements to implement the type of severance procedure that Naawu had pioneered in negotiations with Sigma.

New jobs have been found by Naawu for 50 of the Sigma workers retrenched in Pretoria last week.

A spokesman for the Union said Naawu had opened an office to help those who had been retrenched. — Sapa

[illegible]

[illegible]

[illegible]

Long queues at City labour office

Staff Reporter

UNEMPLOYED workers are flocking to the Department of Manpower Utilization labour bureau at the Thomas Boydell Building in Parade Street in search of employment, but many are unable to get jobs there and have to rely on offers of casual work.

The offers of casual work are made to them as they queue up outside the building. Members of a group outside the bureau said they stood a chance of earning better money by taking up casual employment, rather than jobs through the bureau. But the offers did not come every day.

R30 a week

Through casual work they stood to earn between R10 and R15 a day, whereas for jobs offered by the bureau they were usually paid R30 a week, they said.

Others said they were unable to get into the building to register because they did not have unemployment cards.

A spokesman for the labour bureau, Mr G M Matthee, said the reason for the long queues outside the office was that the factories were still closed and people were looking for casual employment because they had "spent all their money".

Permanent work

"Unfortunately there is no act that may make a man work and these people don't want permanent work," he said.

"If a man is prepared to work we will find him a job. There is no reason for anyone to be unemployed in Cape Town.

"We try and assist them but we can't let all the elements inside."

A common complaint among the men was that they were often harassed by police and arrested while waiting outside the building.

"Yesterday 12 people were arrested and charged with loitering. I have been arrested before, and was fined R30," said one man.

Job adverts draw 1 000 to factory

Staff Reporter

AN offer of employment drew more than 1 000 people to a factory in Parow East early yesterday.

A queue began forming outside the factory gates about 7am. By 8am more than 1 000 people, mainly coloured women, had gathered and more trickled in throughout the morning.

"The response has been overwhelming," said Mr Terry Shulver, general manager of I L Back which placed three advertisements in the Cape Times over the Christmas period advising people interested in joining its clothing factory to queue there yesterday. The advertisements also offered benefits such as a six-monthly service bonus and an attendance bonus.

Said Mr Shulver: "We aim to double our productivity over the next 12 months. I'll take on as many people as come to the gate. If 2 000 come I'll take on 2 000.

"It doesn't matter if they're untrained. We have six training schools in our building."

According to recent figures produced by the Department of Statistics, unemployment among coloured people in the Cape is on average 4,4 percent, being 3,6 percent for men and 5,9 percent for women.

"But unemployment among coloured people is probably higher than that by less rigorous definitions of the term," said Mr Charles Simkins, researcher at the South African Labour Development Research Unit at the University of Cape Town.

He suggested that the large turnout at the factory probably included people who already had jobs but were drawn by the benefits offered.



Part of the crowd of more than 1 000 people who applied for jobs at a clothing factory in Parow East yesterday.

Vervaardig in Suid-Afrika
R.A. LTD.
Made in South Africa

Across the Atlantic, Britons fought their way slowly Scotland where the thermometer fell to -21.8C.

Many queue in rain for PE jobs

Enthusiastic after long walk

[illegible] for Elizabeth [illegible]

[illegible] people [illegible] more than 50 men [illegible] rain outside factory gates in Port Elizabeth today in the hope of [illegible]

[illegible] were [illegible] Port [illegible] Port [illegible] Industrial [illegible] Board [illegible] factories [illegible]

[illegible] Many [illegible] the [illegible] [illegible] [illegible] [illegible]

[illegible] [illegible] [illegible] [

dismissed from his job when he found in 1980 that he had tuberculosis. He drew money from the Unemployment Insurance Fund (UIF) "until the money was finished", all the while looking for work.

Mr Xatu's 14-year old son is supported by his mother, who works.

"You can stand here all day for weeks, and there is nothing, no one is employed," he said.

Mr Joseph Juda, 31, has three young children. He was paid off in November last year after a long illness. His wife is also unemployed.

How do the employers decide who to take on?

"You never know — they just point at people and say 'you and you and you' and they are lucky."

One complaint of the jobseekers was that it was never explained to them how to claim from the UIF.

Mr William Elias, 28, had been jobless since April, 1981, and has never claimed UIF benefits because "I didn't know how that business worked."

His wife and two children live in Patensie, where no work was to be found

E. Post 12/11/82

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RETRENCHMENTS are likely to be one of the biggest labour issues in 1982. Unions are drawing up plans to fight layoffs and cutting back on staff is likely to be a major source of factory tension. Labour Reporter STEVEN FRIEDMAN reports



Unions square up to threat of lay-offs

335 132 193 114

RDM 13/1/82

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

Both last week fired or laid off excess labour — 850 workers at Sigma, an estimated 150 at Datsun.

While there may have been special factors at work in both cases, it is certain that many more workers face the threat of losing their jobs before the year is out. Union sources already report lay-offs in the metal industries.

A recession is expected to bite as the year wears on and employers who took on large numbers of workers during the recent boom are likely to trim their workforce.

Of course there were hard times in the Seventies which led to lay-offs and large queues at Government labour offices.

But then workers seemed to accept their fate fairly passively — generally employers were able to retrench as they wished.

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

Already, a major Fosatu union, the National Automobile and Allied Workers Union, has vowed to fight layoffs.

It has urged employers to use other methods of cutting production, such as short-time (where a company works a shorter week and cuts all workers' wages instead of laying off staff), cutting overtime and slowing down production.

Above all it has called for retrenchments to be negotiated with workers.

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

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

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

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

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

But an employer source says that some large motor companies will opt for layoffs rather than short-time if they have to retrench this year.

He says going on to short time prompted worker resentment because all workers suffered a drop in pay. This, some employers believe, contributed to the strikes which hit the industry in the late Seventies and early 1980.

They therefore argue that it is "safer" to penalise only a section of the workforce.

For their part, unions tend to prefer a drop in workers' wages to a situation in which large numbers have no job at all.

Of course, many employers will argue that, in hard times, it doesn't really matter what unions think. With unemployment high, there'll be more workers clamouring for jobs. So if the unions really don't like it, their members can strike — and be replaced by non-union members.

That is largely what happened in past recessions. In the wake of the 1973/74 Durban strikes, black unions emerged whose membership jumped sharply — only to fall just as quickly.

The hard times of the mid-Seventies were one factor, but there were others which no longer hold.

The unions at that time faced intense Government and employer hostility. Now Government policy is no longer opposed to black unionism — at least in theory — and many employers have moved to recognise black unions.

In some cases, unions have had retrenchment procedures written into agreements with employers which seek to protect workers during labour cut-backs — such as the Sigma agreement.

A further difference is that employers are desperately short of skilled workers.

In the 1970's, East Cape motor firms found they could not fire strikers because few of the many jobless workers available had the required skills. The need for skilled black workers will narrow employer options.

Unions in East London, for example, have been living with 30% unemployment even during a boom — a few extra percent is unlikely to matter.

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

Labour consultant Mr Gavin Brown is more emphatic: "I still haven't seen any proof that recessions knock the present black union movement," he says.

Adds one NAAWU unionist: "Many workers seem fatalistic about losing their jobs. They regard the fact that they have won a reasonably good deal at Sigma as an advance in itself. There has been no loss of enthusiasm for unionism."

Employers who seek to cut back on their workforce without negotiating could face serious conflict.

Mr Brown says he will be advising clients that "the traditional methods managements have used during recessions won't work this time".

He says lay-offs in the past have tended to be arbitrary. Often the decision is passed on to a foreman or supervisor who simply fires the people he doesn't like. "This time retrenchment policies will have to be defensible.

"It's a decision which is too important to leave to a junior man who may act on a subjective basis."

Where unions are recognised, managements will have to abide by the procedures they have agreed with the unions, he says. If they don't, the union may lose credibility and open the way for a more "militant" rival.

And where there is no union, he believes, arbitrary retrenchments might create fertile ground for union organisers.

He warns that most larger companies have the labour relations skill to handle the issue, but that "middle-sized South African-owned firms" may not. These may be the trouble spots.

What measures are unions likely to demand if the threat of lay-offs loom?

If NAAWU's is a guide, their first reaction will be to fight the threat of retrenchment.

NAAWU calls for employers to plan to avoid retrenchments — by juggling staff complements and production.

If work still has to be cut back it wants consultation with workers on ways of avoiding retrenchment — short-time, overtime bans and the like.

And it wants agreement between unions and employers on retrenchment procedures — these are already written into many recognition agreements.

"It's always been easy to fire workers, so many employers retrench without looking for an alternative," says a NAAWU man.

He cites union charges in the Seventies that steel firms were working overtime at the same time they were laying off workers — a sign, unions claimed, that they were "cost-cutting" at the expense of workers' jobs.

What if the union loses the battle and workers must go?

Firstly, NAAWU wants one month's notice to worker leaders on pending layoffs so that negotiations can start on how these will occur.

Unions usually want an objective standard for choosing who will go. The most popular method is "last-in-first-out" — in which a worker's length of service is the only standard. Where procedures are written into agreements, this is the one usually chosen.

As at Sigma, they are also certain to demand that workers get some form of severance pay or unemployment benefit.

NAAWU calls for severance pay based on "service and the company's ability to pay". Some employers are already thinking in terms of a private negotiated plan for providing workers with unemployment benefits.

Formulae will vary — that is why a senior employer organisation man stresses the need for firms not to look for blueprints but to negotiate. "As long as firms bargain on lay-offs, they should avoid trouble," he says.

Sigma's layoffs were negotiated with the union and the agreement was adhered to by both sides. There was no unrest.

But then Sigma had a written agreement with the union whereby the two sides bargain directly on all aspects of work conditions.

The kind of tensions layoffs will produce are going to stress the need for direct factory-floor bargaining as never before.

In hard times, unions tend to lay less stress on pay, more on keeping men in jobs. These are not issues which can be settled at official industrial councils, remote from the shop floor. Employers who rely solely on councils may risk strikes, consumer boycotts or foreign union campaigns.

The minimum pay which councils lay down may cause less worker tension when labour is in short supply and employers have to pay well above the minimum to attract workers.

Where employers can attract workers at a rate near the minimum, it is going to be more essential that actual rates are negotiated with workers, rather than simply set by an employer. Far from hammering unions, layoffs could underline the need for effective bargaining between management and labour on the shop floor.

Call to act on jobless in E Cape

E. Post 13/1/82 335

Region's industry needs a big boost

By SANDRA SMITH

SPOKESMEN of the Midland Chamber of Industry and the Port Elizabeth Chamber of Commerce said today only major industrial development could solve the high unemployment rate in the city.

Figures released in Parliament last year showed that nearly half the people registered as unemployed in the country's 15 administration boards areas were in the Eastern Cape.

A survey yesterday revealed long queues of jobseekers outside the gates of many factories in Port Elizabeth. Some said they had not had a permanent job for years, and that their families survived on the charity of relatives.

The trend from June last year shows that the unemployment situation has worsened.

In June, 21 401 black men were registered as unemployed in the Port Elizabeth-Uitenhage complex. By November this had increased to 22 342.

The most recent statistics of the East Cape Administration Board show 54 389 registered black unemployed in the Eastern Cape at the end of November. The real figure is likely to be much higher.

The executive director of the Midland Chamber of Industries, Mr Brian Matthew, said there was a need for the Uitenhage area to be given "all possible Government aid" to enable industry to develop and provide jobs.

"We are the only metropolitan area without an economic deconcentration point as an incentive for industrial development," he said.

The director of the Midland Chamber of Commerce, Mr Anton Masters, agreed there was no possibility of reducing unemployment without major development in the Port Elizabeth area.

"The January unemployment figure will include school leavers and those who did not register in December, and will probably be up considerably," he said.

From the end of October, 1980, to October, 1981, the economically active black male population in the Port Elizabeth/Uitenhage area had increased from 28,5% to 30%. "So we have a very adverse situation building up," Mr Masters said.

● **Editorial comment — Page 8**

PE MPs call for action on unemployed

E. Post 14/1/82 p35.

By SANDRA SMITH

OPPOSITION and Government spokesmen today joined the Midland Chamber of Industries and Port Elizabeth Chamber of Commerce in calling on the Government to pay attention to the high unemployment rate in the city.

But the General Manager of PE Tramways, Mr Carl Coetzer, a major employer, said today that despite repeated advertising, his company remained short of 100 drivers.

Spokesmen for the two chambers said yesterday only major industrial development could solve the unemployment problem.

The latest figures released by the East Cape Administration Board (Ecab), showed there were 22 342 black people registered as unemployed in the Eastern Cape at the end of November last year.

The real figure is likely to be much higher.

The Progressive Federal Party MP for Central, Mr J Malcomess, said the Government had made a major error in treating Port Elizabeth as a metropolitan area on a par with Johannesburg, Durban and Cape Town, the smallest of which was twice the size of Port Elizabeth.

The Government should also equalise electricity tariffs throughout the country — Port Elizabeth was at a serious disadvantage regarding tariffs — and should establish a deconcentration point with all the necessary incentives for attracting industry.

It was doubtful whether Port Elizabeth would experience a spinoff from development in the Border region, he said.

A nominated Nationalist MP, Mr T Aronson, said: "Local public representatives have made representation to the Government about the Port Elizabeth situation, and we hope there will be an improvement."

He thought expansion of commerce and industry in the area would go a long way to solving the unemployment problem.

PFP MP for Walmer, Mr A Savage, said the high unemployment figures were no surprise to commerce and industry or "civic leaders with any social awareness whatsoever.

"We have tried to impress on the Prime Minister that of the four metropolitan areas, Port Elizabeth has the worst problems," he said.

It was felt at this formative stage, it was possible to give inducements to industry to come to Port Elizabeth.

However, none of the advantages offered to deconcentration points had been offered to Port Elizabeth.

"In fact, Port Elizabeth will suffer as a result of them, because of the counter-attractions of areas that will benefit from them," he said.

Mr Coetzer said the reasons for the shortage of drivers were a lack of proper qualifications, the unpopularity of shift work, and "the hassles a poor bus driver is subjected to".

Effective consultation will be needed to prevent a repetition of scenes like this . . . striking workers at a motor plant

Unions are squaring up to threats of layoffs

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

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

Both last week fired or laid off excess labour — 850 workers at Sigma, and an estimated 150 at Datsun.

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

A recession is expected to bite as the year wears on and employers who took on large numbers of workers during the recent boom are likely to trim their workforce.

Passively

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

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

Already, a major Fosatu union, the National Automobile and Allied Workers' Union, has vowed to fight lay offs. It has urged employers to use other methods of cutting production, such as short time (where a company works a shorter week, and cuts all workers' wages instead of laying off staff), cutting overtime and slowing down production. Above all it has called for retrenchment to be negotiated with workers.

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

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

Even in the Seventies, firings of union shop stewards or other shop floor activists often provoked disputes [illegible]

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

But an employer source says that some large motor companies will opt for layoffs rather than short time if they have to retrench this year.

He says going on to short time prompted worker resentment because all workers suffered a drop in pay. This, some employers believe, contributed to the strikes which hit the industry in the late seventies and early 1980. They therefore argue that it is "safer" to penalize only a section of the workforce.

For their part, unions tend to prefer a drop in workers' wages to a situation in which large numbers have no jobs at all.

Displacement

Of course, many employers will argue that, in hard times, it doesn't really matter what unions think. With unemployment high, there will be more workers clamouring for jobs. So if the unions really don't like it, their members can strike — and be replaced by non-union members.

That is largely what happened in past recessions. In the wake of the 1973/4 Durban strikes, black unions emerged whose membership jumped sharply — only to fall just as quickly.

The hard times of the mid-Seventies were one factor, but there were others which no longer hold.

The unions at that time faced hostile government and employer hostility. Now government policy is no longer opposed to black unions — at least in theory — and many employers have moved towards recognising black unions.

In some cases, unions have had retrenchment procedures written into agreements with employers which seek to protect workers during labour cut-backs — such as the Sigma agreement.

Another difference is that employers are desperately short of skilled workers. The need for skilled black workers will [illegible]

says one senior management man.

Labour consultant Mr Gavin Brown is more emphatic: "I still haven't seen any proof that recessions knock the present black union movement," he says.

'Fatalistic'

Adds one NAAWU unionist: "Many workers seem fatalistic about losing their jobs. They regard the fact that they have won a reasonably good deal at Sigma as an advance in itself. There has been no loss of enthusiasm for unionism."

Employers who seek to cut back on their workforce without negotiating could face serious conflict.

Mr Brown says he will be advising clients that "the traditional methods managements have used during recessions won't work this time".

He sees lay-offs in the past have tended to be arbitrary. Often the decision is passed on to a foreman or supervisor who simply fires the people he doesn't like.

"This time retrenchment policies will have to be defensible. It's a decision which is too important to leave to a junior man who may act on a subjective basis."

Where unions are recognised, managements will have to abide by the procedures they have agreed with the unions, he says. If they don't, the union may lose credibility and open the way for a more "militant" rival.

And where there is no union, he believes, arbitrary retrenchments might create fertile ground for union organisers.

Trouble spots

Observers think that most large companies have the labour relations skill to handle the issue, but that "middle-sized South African companies may not. These may be the trouble spots.

What measures are unions likely to demand if the threat of lay-offs looms?

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He cites union charges in the Seventies that steel firms were working overtime at the same time as they were laying off workers — a sign, unions claimed, that they were "cost-cutting" at the expense of workers' jobs.

What if the union loses the battle and workers must go?

Firstly, NAAWU wants one month's notice to worker leaders on pending layoffs so that negotiations can start on how these will occur.

Most popular

Unions usually want an objective standard for choosing who will go. The most popular method is "last in first-out" — in which a worker's length of service is the only standard. Where procedures are written into agreements, this is the one usually chosen.

As at Sigma, they are also certain to demand that workers get some form of severance pay or unemployment benefit. NAAWU calls for severance pay based on "service and the company's ability to pay". Some employers are already thinking in terms of a private negotiated plan for providing workers with unemployment benefits.

Formulas will vary — that is why a senior employer organization man stresses the need for firms not to look for blueprints but to negotiate. "As long as firms bargain on layoffs, they should avoid trouble," he says.

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"It's always been easy to fire workers, so many employers retrench without looking for an alterna-

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FM 15.1.82

LABOUR MATTERS

Looking at prospects

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

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

Tucsa has not yet formulated any plan of action to cope with retrenchments. It was Scheepers. But she adds that it is likely that this will be discussed at a meeting later this month.

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

Retrenchments have already occurred in the motor industry. During the past week about 400 workers were retrenched at Sigma and about 1 200 at Datsun.

The National Automobile and Allied Workers' Union (Naawu), which has been negotiating on behalf of workers retrenched at Sigma, is demanding that employers go on to short time rather than fire workers. Naawu, an affiliate of the Federation of SA Trade Unions (Fosatu), has listed steps which managements should take:

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

"We expect that retrenchments will be a problem this year," says a Naawu official who, however, believes that the Sigma lay-offs might not necessarily herald the beginning of a major slowdown in the motor industry. But he is concerned that companies are reporting declining demand for their products.

As far as the motor industry is concerned, the picture is not entirely gloomy. Motor industry sources believe that overall sales will be down by 7-10% over last year. Not all manufacturers are expecting to have to lay off people. A spokesman for Ford, for example, says the corporation does not anticipate the need for staff reductions. In addition, government's local content programme will result in many new jobs being created in the industry.

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

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

"Our policy is to negotiate these things with our union and we have had positive benefits from this," says a spokesman for the company.

nationa.. boereorkes competition.

His follow-up is *Haai Laat Waai*, and a spokesman for the recording company, EMI, said it was "selling well".

Neels not only plays boeremusiek, but jazz and light country music as well, to which can be attributed his popularity in South Africa.

fun competition in Weekend Post tomorrow.

Labour leaders vow to fight layoffs in motor industry

By SANDRA SMITH

DESPITE denials by the motor and component companies, labour leaders predict widespread layoffs in the industry this year — and unions have vowed to fight them.

Last week the Datsun and Toyota motor factories [illegible] said it had [illegible] of excess labour [illegible] workers at Sigma and [illegible] submitted 150 at Datsun. Layoffs have also been reported in the metal industries.

Further trimmings of workforces are expected as the downswing in the economy occurs, and a major Transvaal union, the National Automobile and Allied Workers' Union (Naawu) has urged employers to use other methods of cutting production.

These include short time, where a company works a shorter week and cuts all workers' wages instead of laying off staff, cutting overtime and slowing down production.

Naawu has also urged employers to negotiate retrenchment with workers.

A union spokesman said this week many companies felt short time created worker resentment.

Union spokesmen interviewed tended to prefer a drop in workers' wages to a situation where the unemployment situation was worsened by large numbers having no jobs at all.

The Naawu spokesman said in the event of layoffs becoming inevitable, the union wanted one month's notice so negotiations could start on how layoffs would occur.

Naawu also wanted an objective standard for choosing who would go. The union preferred the method whereby a worker's length of service was the only standard.

A spokesman for the Motor and Component Workers' Union of South Africa (Macwusa) said the union also preferred short time to layoffs, and urged managements to discuss the issue with them.

A spokesman for the General Workers' Union, mainly operative among stevedores in the Eastern Cape, said the present situation was one of tremendous economic hardship for workers and a volatile political climate.

In the event of layoffs at Volkswagen, Ford and General Motors, workers would receive a Supplementary Unemployment Benefit Fund bonus in terms of an Industrial Council agreement which came into operation in 1979.

Proudly
HUNTERS RETREAT

Police officers do

Land muddle harming PE

E. Post 16/1/81

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~~200~~ ~~180~~ ~~203~~

By CLIFF FOSTER

WHILE men tramp the streets looking for jobs, industry is being turned away from Port Elizabeth.

The reason: There are few industrial sites left in the city itself, and the Government will not sanction new ones on the outskirts.

The municipality receives an average of two inquiries a week for industrial sites. Many more go to estate agents specialising in commercial properties. Barely any can be satisfied.

In the past 12 months, industrialists from the Reef, Durban and Cape Town have come knocking at Port Elizabeth's door, seeking to set up factories and soak up some of the city's surplus labour. Almost all have gone away empty handed.

The industrialists were prepared to establish light plants producing a wide variety of goods from motor components to chemicals. They could have provided some diversity to cushion the city from lean times in the motor industry. But the city had nothing to offer them.

So critical has the ation become that ever e expansion of loca busine now be thwarted.

The only remaining sites are at Markman Township and Perseverance.

The ones at Markman are large, rail-served, and 15 kilometres out of the city. They are not popular among light industrialists. And plots at Perseverance are almost all sold out.

Mr Bill Williams, the City Council's Chief Estates Officer, blamed the Government which, he said, thwarted municipal efforts to open up more industrial land. "We are not masters in our own house," he added.

"We have tried desperately hard to provide more industrial land, but we just haven't had any help from the Government. All the pleas on the part of Port Elizabeth have fallen on deaf ears.

"We have battled to get industrial use for a half-hectare site in Sidwell, which was formerly industrial ground. It adjoins existing factories and was rezoned residential land — by mistake — years ago.

"We have tried time and again to get it rezoned, but the Government is against it. Sidwell ratepayers are also against it, although nobody is going to build a house there unless he's got rocks in his head."

Mr Bert Davis, an estate agent, told Weekend Post: "We are turning away people who want to come in and set up new industry in this city."

Mr Davis, who specialises in industrial property, added: "If sites were available the unemployment situation here could soon be eased quite a bit.

"Some of the businessmen who want to come here are quite big. A number want between 1 000 and 2 000 square metres of floor space. And we have dozens of people on our books wanting between 300 and 500 square metres — these are mainly people already in Port Elizabeth."

Mr Leon Hafner, another agent specialising in industrial properties, said: "We have had plenty of people coming along and trying to find industrial land so that they can move into Port Elizabeth. But there are no available sites in the city itself at all.

"We get people wanting to come here from Durban, Johannesburg, Cape Town — but we've got nothing to offer them.

"They are mainly concerned with light industry — some of it allied to the motor industry — but we've also had people in the chemical, engineering and packaging fields.

"They just can't get in here.

"If you show them Markman Township they

● Turn to Page 2

Industrial land muddle harming PE

E. Post 16/1/81

● From Page 1

say it's too far away. Apart from Perseverance, which is also a long way out, there is nothing else.

"Once these people see the situation here they decide to try somewhere else."

Mr Hafner suggested that land in the western suburbs could be rezoned for industrial purposes.

"Town planning in Port Elizabeth has made no provision for any industrial land in the western areas."

Another agent, who asked not to be named, suggested Greenbushes as an area for light industrial expansion, forming a second zone with Cape Road as an axis.

"In the Greenbushes area you have got water and power and the population of the western suburbs and the coloured townships around Bethelsdorp near by. There is also a rail link with the Apple Express line.

"I think industrial expansion in the Greenbushes area is now a must.

"Deal Party, which has been one of the accepted areas for expanding, is completely sold out.

"Struandale? I don't think much exists there. And Neave is the same.

"Markman is too far out. Convenient commuting of personnel is a big factor.

"It's up to the municipality to make additional land available now, probably through the Province, and put it out to private enterprise to sell."

Mr Williams, the city's Chief Estates Officer, agreed there had been a tremendous upsurge in demand for industrial land, and he blamed the Government for holding back development.

Municipal attempts to open up new industrial sites had been thwarted by the Government.

"Officials keep coming here and telling us how well off we are," he said.

"My office has been busy dealing with people looking for new premises. Some have been local people wanting to expand, and others people coming in from outside.

"This upsurge in demand is something we didn't anticipate. Two years ago we had the whole of the Dry Lake — two hectares we had acquired from shacks we had knocked down around Juta Road, Korsten — and we split it up into 20 sites. They were sold overnight.

"We do have land at Perseverance and Markman, but the smallest site at Markman is about one hectare and rail-served. This is too big for light industry.

"At Perseverance there are 10 or 11 hectares of half-hectare sites, none rail-served. But we have sold fairly recently 20 hectares to South African Breweries, five to Willard Batteries, three for an extension to Daranco Blocks and four to Coverland Tiles.

"There aren't many sites left. I reckon that by next year the whole lot will be gone.

He added: "Prices here are very reasonable — they must seem ridiculous to people in Durban and Johannesburg.

"People say these sites are a long way out, but in Johannesburg and Durban, industrial sites are 20 to 30 kilometres from the city centres, and people think nothing about it."

Of the Greenbushes suggestion, he said: "There would be nothing wrong in an industrial area there. In fact, you already have pockets of industry there — a glass fibre factory, a panel beating shop. But getting approval for an industrial estate is something else.

"The council tried to start an industrial estate in Walmer, near the railway line, some years ago, but we were turned down by the Department of Industries. No reasons were given."

Mr Rocky Ridgway, chairman of the Greater Algoa Bay Development Committee, said he was surprised to hear the situation had reached this point. The matter could be included on the agenda of the committee's next meeting later this month.

● The Government official with whom the municipality had been negotiating is on leave.

First Name (s) .....

Date 5/1/78

Degree/Diploma/Certificate for which you are registered (e.g. B.A., B.Sc.) B Bus Sc

Subject ECONOMICS IA
(to be copied from the heading on the Examination Paper)

Paper No 1
(to be copied from the heading on the Examination Paper)

Examiners' Initials		

NOTE CAREFULLY

1. Enter at the top of each page and in column (1) of the block on this cover the number of the question you are answering.
2. Blue or black ink must be used for written answers. The use of a ball point pen is acceptable. Red or green ink may be used only for underlining, emphasis or for diagrams, for which pencil may also be used.
3. Names must be printed on each separate sheet (e.g. graph paper) where sheets additional to examination book(s) are used.
4. Do not write in the left hand margin.

WARNING

1. No books, notes, pieces of paper or other material may be brought into the examination room unless candidates are so instructed.
2. Candidates are not to communicate with other candidates or with any person except the invigilator.
3. No part of an answer book is to be torn out.
4. All answer books must be handed to the commissioner or to an invigilator before leaving the examination.

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

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335

Unemployment 'lowest ever'

Cape Times 20/1/82

By GORDON KLING

EMPLOYMENT opportunities in the Cape remain strong despite the downswing in the business cycle.

The outlook in the clothing industry is particularly buoyant with most factories battling to obtain full staff complements.

Figures released to the Cape Times yesterday by the Department of Manpower in Pretoria put current unemployment of whites, coloureds and Asians (no accurate figures of black unemployment are available) at 0,6 percent, about the lowest ever recorded and a fraction of that ruling in the rest of the western world where a jobless level of seven percent is regarded as full employment of those able to work.

Too early

The Divisional Inspector of Labour in the Cape, Mr N J Hechter, yesterday said it was too early to predict a trend for the new year because this would only become apparent early next month after figures had been compiled relating to the return of job seekers from vacation and the uptake by commerce and industry.

He had not gained the impression, however, that a slump in employment was imminent regardless of the predicted slowdown in the economy.

The secretary of the Industrial Council for the Clothing Industry, Mr Hardy Nel, predicted that it would attain an all-time high employment figure of more than 60 000 by March.

Many factories had only re-opened on Monday but there were already reports filtering through of difficulties in obtaining sufficient workers. "We might have to turn to black labour, and there might be some available," he said.

No sign of a downturn in demand for workers was apparent in the industry and the production capacity of some factories was already fully booked till September.

Bitter complaints on work card delay

EAST LONDON — Workseekers at the East Cape Administration Board labour bureau in Duncan Village yesterday complained of delays in processing their reference books to enable them to seek work in East London.

And the acting director of the ECAB, Mr W. du Plessis, has promised to investigate the complaints.

More than 300 men and women were there yesterday and the major complaint was that the officials took too long to stamp their reference books and issue them with "pink cards" entitling them to seek work in East London.

Another complaint was that, even in cases where workseekers had letters from prospective employers asking the officials to expedite the process, there were delays.

"In some instances we spend the night here and are first in the queue the following morning but for some reason we find that reference books which were sent in after ours, are returned first," said Mrs Elsie Joni, of Mdantsane. She said she had been reporting at the offices since last Friday.

Miss Vuyiswa Lunika, of Zone three, Mdantsane, said she had been going to the offices since January 7.

"On most days my reference book is taken in the morning and returned without an endorsement at 4 pm but on Monday I did not even bother to wait for it and I have not heard anything about it today," she said.

Miss Thembisa Viteka, of Zone 12, Mdantsane, said a bus ticket she bought on January 11, had had all its ten clips used up and she would have to buy a second one before she could get her reference book endorsed and be issued with a pink card.

"What is most surprising is that some people spend a few hours here and they have everything ready but the majority spend days and even weeks," she said.

Three women — Miss Priscilla Mini, Miss Eunice Nomzanga and Miss Lorraine Limba, all of Mdantsane — said they had obtained jobs at a factory on the West Bank but were not certain whether the jobs would still be available after they had received their cards.

Miss Mini said she was told last Friday that she could start work when she got a pink card. She had been to the offices on Friday, Monday and yesterday and was still waiting at 3 pm.

"I decided to go to the factory yesterday to check if the job was still available for me and I was told to come here again today," she said.

Mr Mdila Ngalo, of Mdantsane, had a letter from a building equipment hire company stating that they had a job for him and asking the officials to expedite his employment.

"I have not even been able to get to the yard in which they take reference books and the chances of getting through today are slim," he said.

Mr Du Plessis said it would take some time before the complaints were investigated fully.

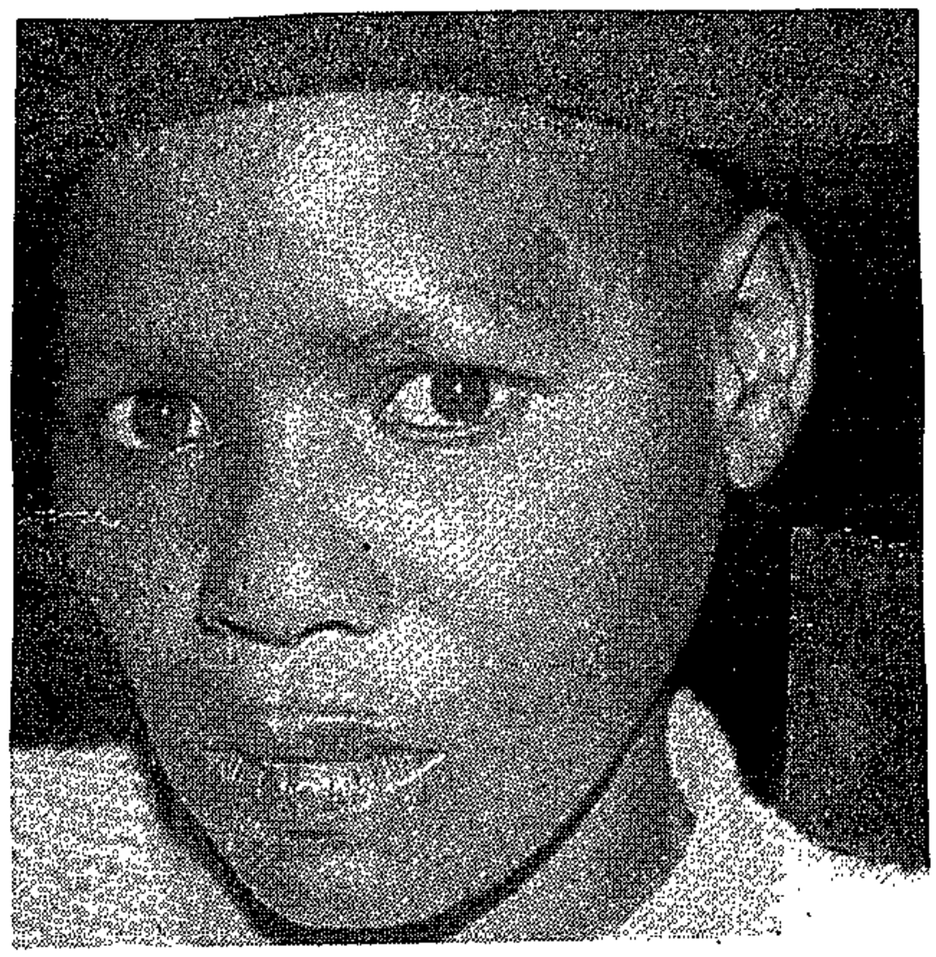
He said the matter must be referred to the area manager, Mr P. F. Sutton, who would investigate and report to him before an explanation could be given. — DDR



Part of the crowd waiting for workseeker's permits yesterday.



Mrs P. Cafu with her baby. She had been waiting for two days.



Miss Lunika . . . almost two weeks at the labour bureau.



Mrs Joni . . . waiting for three days.

Standard 8s 'on the streets'

ARGUS 25/1/82

335

Education Reporter

AT Mbekweni outside Paarl, high school children are wandering the streets but the Department of Education and Training will not approve an application to open a Standard 9 class at the Simon Hebe Junior Secondary school, a parent says.

Mrs Lydia Kasi whose son Vernon has passed Standard 8 and should go into Standard 9 this year, said an application had been made in early 1980 for the new class to be opened.

BOYCOTT

Because of the boycott in 1980 the department said there was no point in opening the class. In 1981 nothing was done

'It is now the second week of terms and our children are on the streets,' she said.

'The only work is labouring in the factories and if they can't get reasonable work at least they must be able to get a decent education.'

Mrs Kasi said 14 pupils had applied to go into Standard 9 at Simon Hebe this year.

INSPECTOR

The circuit inspector, Mr P J Scheepers, said he had applied for a Standard 9 class in May 1980. The application had been referred back to him because of the boycott.

In 1981 the situation still had not been normalised.

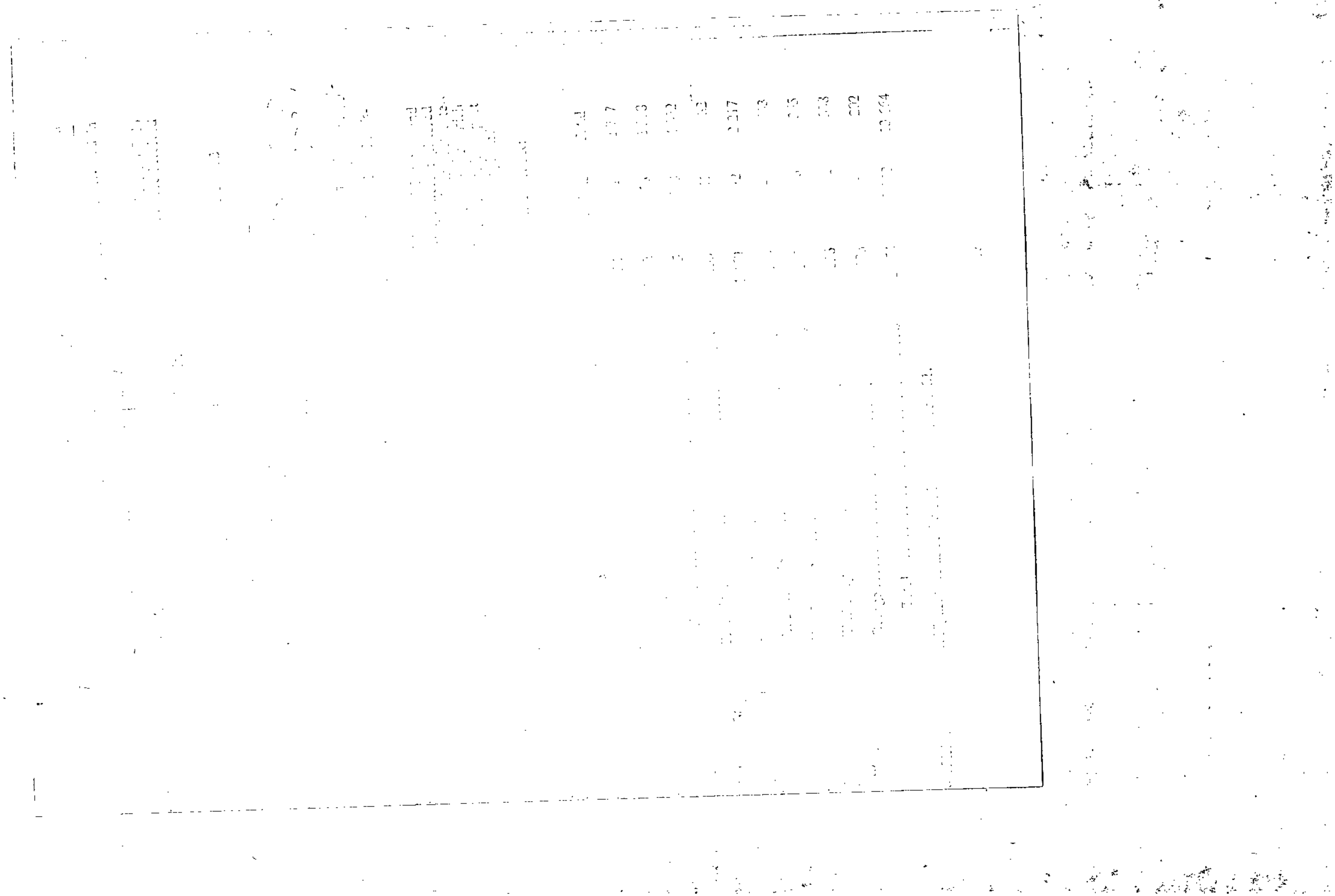
'We cannot open a class for only 14 pupils. There must be about 30 applications,' he said.

'I have spoken to the principal, who said most pupils had been sent to other schools. There is a boarding school at Fort Beaufort.

'The situation will be reconsidered when the school committee approaches me.'

Pupils who applied at Fort Beaufort were told the school was full.

This year there are 206 pupils in Standards 6 to 8 at Simon Hebe.



Jobless - only because they're black

THERE are more than 100 black university graduates in Johannesburg who are employed because of the colour of their skin, according to a Johannesburg labour consultant, Mr Mohale Mahanyele.

In an interview with **The SOWETAN** yesterday, Mr Mahanyele said many blacks with educational qualifications relevant to current commerce and industrial needs were being bypassed by employers who prefer whites, coloureds and Indians for 90 per cent of vacancies in senior job categories.

And of the few black graduates who had jobs, 50 per cent were under-employed because of difficulties they encounter in getting jobs suitable for their qualifications.

He added that women faced the worst discrimination in the job market and that it was not surprising to find a woman with a degree being employed as a typist or an ordinary office clerk.

By SAM MABE

The racism applied in job distribution, he said, was so serious that even institutions that dealt exclusively with blacks had many job categories that were still reserved for whites.

"With the advent of Polish refugees and many whites who have been coming into this country, the future seems very bleak for many black people.

"If jobs can be so scarce in Johannesburg, which is the hub of this country's economy, and in periods like 1980 and 1981 when we had an economic boom, you can imagine what happens in outside places where racism is applied with more rigidity than it is here," he said.

In reference to multinational companies subscribing to the Sullivan Codes, Mr Mahanyele said the mistake many people made was that of looking only at the number of blacks in jobs similar to those held by whites.

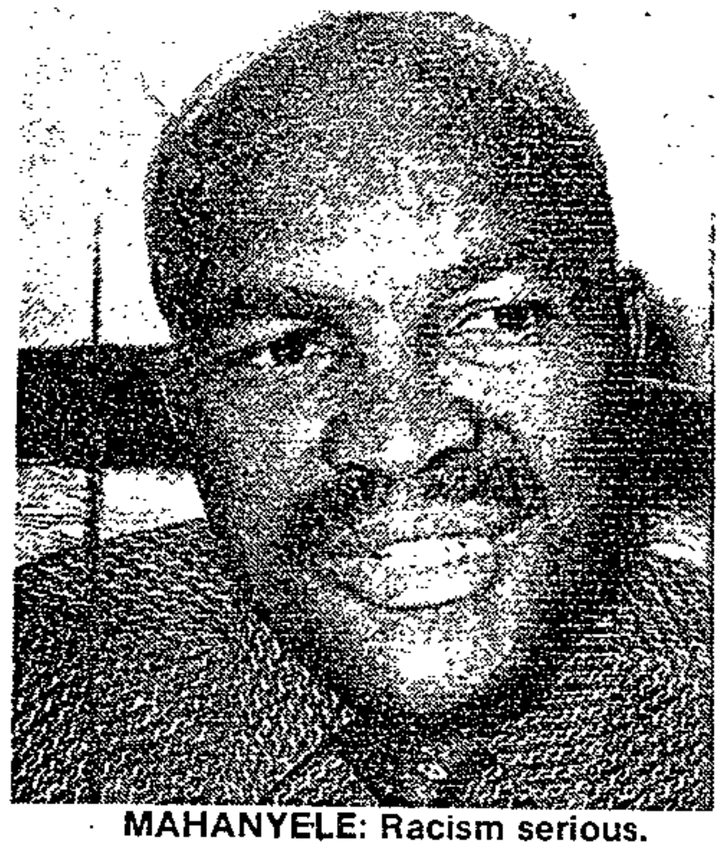
"What we should be looking into is whether blacks are given senior positions where they have influence. Blacks who can make decisions involving taking risks in the name of their companies, and who can make policies.

"More often than not, you find blacks in managerial positions being cushioned by whites from the top, bottom and on the sides. This is not good in enhancing our pride. We need to have control.

"One other mistake we should watch out for is that of seeing black advancement in situations where jobs that are no longer wanted by whites, are passed on to blacks.

"Even in situations where you see blacks working as salesmen, it is in some cases because whites or Indians don't find it safe for them to work in black townships or sometimes it is because of the language barrier.

"The time is long overdue when we should be seeing vertical rather than horizontal mobility among blacks in the job market. Blacks are ready to compete with blacks in almost all fields because ability is abundant among them — all they need are opportunities," said Mr Mahanyele.



MAHANYELE: Racism serious.

ACES 'FIRE' DIRECTORS

By HORATIO MOTJUWADI

WITBANK Black Aces players are taking their directors to court unless they surrender the club's assets to them.

"They have already taken legal action because we have received a letter from a lawyer representing them," said Sonny Ndala, one of the directors.

His co-director, Henry Mhlongo, could not be reached for comment. "He is the man who knows the exact number of players involved in the plot," Ndala said.

He said the players have [illegible]

Enjoy the summertime sparkle of the Original Paarl Perlé



Minimum wage suggested to Govt

~~345~~ 335

~~151~~

ARGUS 9/2/82

Argus Correspondent

PRETORIA. — The National Manpower Commission has recommended a minimum wage to the Government.

The announcement was made by the commission's chairman, Dr Hennie Reynders, here yesterday. He did not give the amount but said the recommendation was contained in one of several reports submitted to the Government.

The other reports concerned the training of unemployed people, schemes to be used for the purpose and the training of workers in industrial relations.

The Government's reaction was awaited.

STATISTICS

Statistics showed that the unemployment rate among black men, excluding the homelands, was about 5,5 percent.

The overall rate for men and women was 7,3 percent and this compared favourably with statistics in other Western countries. These figures were also an improvement on those for the same period last year.

While slow growth rate had been predicted for the year, he did not believe that this would susbstantially increase the unemployment rate.

The commission was involved with three interrelated studies which it hoped to complete and submit to the Government about June.

TRADE UNIONS

These were a further investigation into the registration of trade unions, their representativeness and recognition, the functions of works councils and the Industrial Court and its functions.

'We are also looking into the manpower needs,' said Dr Reynders. 'The Human Sciences Research Council had been asked to do a five-year study on the subject.

400 lose jobs as

(3rd) (3-35) Mercury 23/2/82

Greenacres

closes

Mercury Reporter

GREENACRES, Durban's oldest department store, will close its doors at the end of May and 400 employees will lose their jobs.

The 15 000 m² multi-million-rand site will be for sale soon, and next week a closing down sale will be held. All the store's stock will be offered at 25 percent discount.

The shocked staff of the 122-year-old store, owned by the Greatermans group, learned of the impending closure at a meeting called by the store's management yesterday afternoon.

Puzzled Durban shoppers peered through locked glass doors at empty aisles and deserted cash tills.

In an interview last night, Mr Brian Belcher, chief executive of Greatermans department store division, told the Mercury that all employees would get severance pay commensurate with service.

He denied speculation that the decision to close Greenacres was forced on Greatermans by Mr Natie Kirsh, the multi-millionaire whose Coki Corporation now has a controlling interest in Greatermans.

Best course

"We advised Mr Kirsh that this was the best course of action for Greenacres," Mr Belcher said.

He also quashed reports that another Kirsh-controlled chainstore, Dions, would be moving on to the site.

Emphasising that Greenacres was still making a profit, he said Greatermans felt the prime site in West Street was not as profitable as it could be.

"The over-riding reason behind the store's drop in profitability was the fact that its owners over the years had neglected it and not spent the money which was necessary to keep it at the forefront of a very competitive trading arena."

Memory

Greenacres executives will be offering antique ledgers, cash registers and calculators to the Durban museum today, so that the memory of Greenacres will remain with the city of Durban, Mr Belcher said.

"After yesterday afternoon's meeting, staff clustered on the West Street pavement in a bewildered state.

"It's such a shock," said one saleswoman. "We had no idea that we would all be losing our jobs soon."

For some it was the second time within two years they had lost their jobs.

"First Greatermans closed and we had to get new jobs, now Greenacres is going too. Where will we find other jobs?" asked one woman.

SOLUTION TO: GL5

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Continued/ .....

Lay-off fears lead to talks

By JO SHALLIS

ALLIED Publishing Company is holding talks with the Commercial, Catering and Allied Workers Union (Cewusa) over worker fears that a new newspaper distribution scheme will cost workers their jobs.

A Cewusa shop steward said yesterday workers were "worried" about the implications of the new scheme — which involves greater use of scholars to distribute papers — for their job security.

But Allied's managing director, Mr R J Mitchell, denied yesterday that the change would lead to firings. Any workers whose jobs were at risk would be transferred to other jobs in the company, he said.

Allied distributes all major English-language newspapers and one Afrikaans paper. It recognises Cewusa as the representative of its black workers.

The shop stewards will relay details of the new development to workers tomorrow.

Mr R J Mitchell, managing director of Allied Publishing, yesterday said: "We will place any workers affected by the new scheme in our driving or motorcycle school or in some other position in our company," Mr Mitchell said.

The company has been using scholars to distribute newspapers for the past 18 months, but it recently informed Cewusa that the number of scholars was to be sharply increased.

Yesterday Allied management met union shop stewards at Cewusa's offices to discuss the change. At the meeting, a management spokesman told stewards that workers whose jobs were threatened would be offered elsewhere in the company.

335 (285) Work-seekers Hansard Q. 6319

8/3/82

276. Dr. A. L. BORAINE asked the Minister of Co-operation and Development:

How many Black males and females, respectively, were registered as work-seekers in the White areas of the Republic in each month of 1981?

The MINISTER OF CO-OPERATION AND DEVELOPMENT:

Month 1981	*Male*	*Female*
January	83 043	49 234
February	81 210	50 274
March	76 853	47 598
April	74 049	45 818
May	72 766	44 533
June	72 105	43 256
July	75 246	42 366
August	73 285	43 987
September	74 110	45 128
October	75 448	46 042
November	74 532	45 969
December	72 120	44 604

Note: The above figures represent the actual number of registered work-seekers at the end of each month and are arrived at by bringing forward the figures for registered work-seekers from previous months plus the total of those registered during the month minus the total of those placed in employment during the month.

335 ~~275~~ **Work-seekers** 8/3/82
Hansard Q. Col. 318-9

269. Dr. A. L. BORAINE asked the Minister of Co-operation and Development:

How many males and females, respectively, were registered at labour bureaux as work-seekers in terms of the Black Labour Relations Regulation Act as at (a) 31 December 1980 and (b) 31 December 1981?

Their faces are masks of fury turned to hate — devoid of all traces of patience and "understanding".

Plight of the Albert Street 'loafers'

Pride and dignity are turned to pulp

You need to be more than a mere mortal to be unemployed in Johannesburg and still keep your share of patience and "understanding". The Golden City's unemployed happen to be mortals.

The SOWETAN went out to investigate the plight of the men who leave their homes daily with the hope of erasing their names from the rolls of the unemployed. The picture we unmasked is not only sorry, it is an embarrassment to those above who call the tune, and tell the world about the new improved South Africa where blacks are "very happy."

We heard stories of endless years of job-hunting, of fears to surface before officialdom for fear of being thrown out of the city, and worst of all, police harrasment.

For years now the area around the West but Wrab said it merely dumped "undersirable elements around our buildings" at New Canada.

A spokesman said the labour bureau was in New Canada, and people who "genuinely" wanted jobs went straight there instead of hanging around the Albert Street offices.

But the "loafers" we spoke to disagreed. They said there was not the slightest chance of landing a job there. The authorities, they said, locked them in a kraal-like area, kept them there for days until, with a little luck, they could supply them with temporary jobs.

As for the latest clampdown on the unemployed, the authorities were not spared kind words.

A classic example of a man whose bitterness at authority borders on hatred is Mr Sydney Mosley. Last June he was released from jail where he ised a bed in a hostel since my release but nothing has come of this. Where the devil am I supposed to live? My mother herself has no place to live. Now, worse still, I can't get a job, and whenever I see the police, I get the jitters.

"Not because I did anything wrong. Just because of my pass. I saw them arrest women, man! They loudly reciting their credentials.

The look in their faces as the disappointment sunk in, is something I would hate to see again. When men blush, their pride and dignity all trodden to an unsightly pulp, things have indeed come to a sorry pass.

Mr Clement Khubeka, of Zola, has passed junior certificate. He has been job-hunting for two years now.

"Ever since started working, I have never landed a job that could suit the little education I've got. I have been in and out of jobs, but all shabby jobs, my friend. Anyway, that's the way whites want it," he said.

Mr Jacob Phadime said he dreaded the sight of the police since he saw them arresting innocent women who had come to the Wrab offices.

"Whether the women come here to look for jobs or fix their passes, they do nobody harm. If your pass is lost, or not fixed, how in heaven's name do you come to get it fixed? Should you fly? It seems we simply can't set our feet in the street if our passes are not right. Worse still, these people arrest us in the neighbourhood of the pass office," Mr Phadime said.

Story by CHARLES MOGALE; Pics by LEN KUMALO



LOUSY JOBS: Mr Clement Khubeka.



MR JACOB PHADIME: "Women do no harm."



ANNOYED: Mr Sydney Mosley is angry with the Government and its pass restrictions.

According to the Wrab spokesman, job-hunting outside the Wrab offices is illegal.

"All our facilities are in New Canada," the spokesman said. He said unless people wanted white-collar jobs, the labour bureau had no position fixing them with jobs.

Asked what the unemployment figure is, the spokesman said: "Of people who are legally in Soweto, the figure is well under three percent."

Vervaardig in Suid-Afrika
HSL/PD UCT

Sowetan, 9/3/82 (335)



ANY LUCK? Every vehicle that drives past the Wrab offices is viewed with expectation.

Rand Administration Board's Albert Street offices has been a reservoir for cheap labour seekers. Conversely, it has become a fishpond for work-seekers who want to get off the God-forsaken roll quick 'n easy.

It was, for good or bad, until someone flexed a muscle recently — Wrab has disowned the action — and declared war on the "loafers" around town.

An undisclosed number of blacks were arrested in the blitz. It is not known what their fate was.

was doing a 9-15 years stretch. Since then, he has never landed a job, and he has been waiting for someone to provide him with accommodation.

"Whites have our world in their pocket, but they are not our ancestors. Who do they think they are?" Mr Mosley lashed out.

So embittered is Mr Mosley that although he punctuates his talks with jests, he does not smile. Occasionally, he merely frowns a bit more cheerfully.

"I have been prom-

arrest them because they don't work, or their passes are not right. Where do these whites want us to go? What do they want us to do? They are up to ...!" Mr Mosley goes on, throwing a four-letter word once in a while.

While we were speaking to Mr Mosley, an Indian doctor we know happened to pass by. He stopped his car and beckoned to us. In less than five seconds flat, in true Albert Street tradition, the doctor's car was surrounded by a swarm of job-hunters,

335 271 10/3/82 Hansard Q col.334 265

Humansdorp: labour bureau

*9. Mr E. K. MOORCROFT asked the Minister of Co-operation and Development:

(1) Whether any Black work-seekers from Elukhanyweni have applied to register at the labour bureau at Humansdorp; if so, how many;

(2) whether the applications made by such work-seekers were accepted; if not, why not?

†The DEPUTY MINISTER OF CO-OPERATION:

(1) Yes. 33

(2) Yes.

335

More blacks out of work

Post Reporter

THE most recent black unemployment figures for the Port Elizabeth-Uitenhage Despatch area show the already critical situation is growing steadily worse.

The East Cape Administration Board figures indicate the total number of registered black unemployed has risen from 25 495 at the end of December to 30 508 at the end of January.

As many unemployed people do not register the real figure is likely to be much higher.

Figures released in Parliament last year showed that nearly half the people registered as unemployed with the country's 15 administration boards were in the Eastern Cape.

Spokesmen for the Port Elizabeth Chamber of Commerce and the Midland Chamber of Industries have said only major industrial development could reduce the high unemployment rate.

The figure for unemployed black men for the end of January was 25 650.

Most jobless blacks in E Cape

CAPE TIMES 23/3/82 335

Political Staff

HOUSE OF ASSEMBLY. — The unemployment crisis in the Eastern Cape was underlined by the disclosure yesterday that more than half the registered workless black men in South Africa were in that region.

Replying to a question in Parliament, the Minister of Co-operation and Development, Dr Piet Koornhof, said 38 330 black men were registered unemployed with the Eastern Cape Administration Board.

This meant that 53,1 percent of the registered unemployed black people at the end of last year — the figures were for December 31, 1981 — were in the Eastern Cape, outside of Ciskei and Transkei.

Dr Koornhof told Mrs Helen Suzman (PFP Houghton) that there were 8 499 black men were registered unemployed with the West Rand Administration Board, 7 234 at the East Rand Administration Board, 7 173 at the Oranjevaal Administration Board and 4 853 at the Western Cape Administration Board.

There were no registered unemployed men or women at the Northern Transvaal Administration Board.

The minister also disclosed that 35 percent of the 44 606 registered (15 593) unemployed black women were in the Eastern Cape.

However, there were more registered unemployed black women at the West Rand Administration Board — 22 444.

There were a further 3 067 registered unemployed black women in the East Rand area.

In no other area had more than a 1 000 women registered as being unemployed.

Dr Koornhof's figures show that altogether there 116 726 registered as unemployed outside the homelands at the end of last year.

CBDA warns on danger of growing unemployment

23/3/82 Star

CARE Reporter

Failure to solve South Africa's growing unemployment problem will result in tragedy, with social unrest making future planning irrelevant.

This is the view of architect Mr James Watson, vice-chairman of the Central Business District Association, who delivered a paper on unemployment at the association's conference in Johannesburg yesterday.

He called for the implementation of a development strategy which would stimulate growth both in urban and rural areas.

Unemployment had increased considerably in recent years because the South African economy was unable to provide enough jobs, he said.

Mr Watson highlighted several key points including:

- More than 50 percent of unemployed black and coloured people were younger than 30.
- Of unemployed blacks, 51 percent had been seeking work for at least six months.
- Blacks were excluded from unemployment benefits.
- More than half South Africa's unemployed blacks had little or no education.
- Almost 25 percent of unemployed blacks had never worked before.

"Increasing numbers of blacks will flock to the cities because more jobs are being created there than in rural areas," he said.

The development of water resources was a key factor in stimulating growth in rural areas.

UNTHINKING

Mr Watson warned against unthinking decentralisation, particularly at the expense of Johannesburg's ability to grow and provide jobs.

He outlined several principles which he said should be incorporated into a national strategy based on family planning, good education and training and the provision of cultural and recreational facilities.

These principles included the elimination of job restraints, increasing trading opportunities and the encouragement of private sector ventures in the public sphere.

redevelopment.

...me. No ... would visit an ar... cial city like Sow... to enjoy its ... lights, its shop... character or its ... mosphere, he said.

But even ... creation of cities ... this sort was ... solving the tremen... dous housing shor... tage.

- At le... 170 000 houses ... needed immediate... in urban areas ... a further 260 ... needed for ... blacks.

BACKLOG

- This backl... would take 50 years ... to catch up at th... present building ... rate — without con... sidering popula... growth.
- In Soweto it... self, the backl... was 35 000 units, ... creasing annually ... 4 000, while only ... 1 100 are being built ... each year.
- By the ... 2000, some 90 000 ... houses would be ... needed, and even ... with nine people to ... each two - bed... roomed house, there ... would be 75 000 ... homeless people in ... Soweto.

"This means there are homeless families in Soweto who will never occupy a home of their own. The political consequences are obvious," he said.

All-race city bus plan on the drawing board

23/3/82 Star 269

Johannesburg Transport Department may soon introduce a bus service segregated by price and function — not by race.

Speaking on the future of commuting in Johannesburg at the Central Business District Association conference yesterday, Mr Sol Horwitz said it was also urgent to stamp out violence on the trains.

He said a co-ordinating authority was planned which will deal with overall public transport planning, such as routes, fares, budgeting and stops.

It was also expected that the transport department would shortly begin services for all races.

Several extensions were planned by the South African Transport Services in the Johannesburg area, according to Mr John Wahl, the leader of the SAR Suburban Planning Team, who also spoke at the conference.

Two additional lines would connect George Goch station with Langlaagte. Together with a new control centre and relocation of existing track, this project would cost R220 million, and be completed by 1990.

A double connecting line would also be laid down to join George Goch station with Kaserne West. This scheme would cost R40-million.

Emergency automatic braking equipment was to be introduced by the Railways on the Reef for the first time in South Africa.

The purpose of this equipment was to bring the train to a strop in the event of driver error. The cost would be R40 million and the completion date was 1990.

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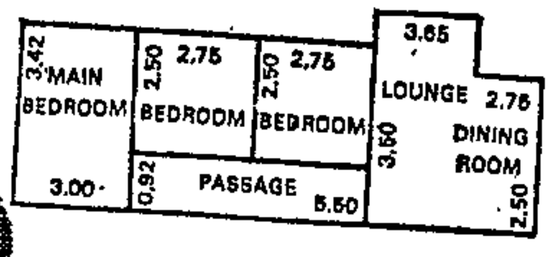
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(335) E. Post 23/3/82

Renewed concern about E Cape jobless

By BRIAN POTTINGER
Political Correspondent

CAPE TOWN — Renewed concern has been expressed by Eastern Cape MPs over the staggering black unemployment figure in the Eastern Cape and Border areas.

In reply to a question yesterday, Dr Piet Koornhof, Minister of Cooperation and Development, confirmed that over half the unemployed registered workers in South Africa were to be found in the Eastern Cape outside Transkei and Ciskei.

The official figure — 38 000 men in the East Cape Administration Board area — does not take into account the many thousands more men unemployed, unregistered and "illegally" in the area.

Mr Andrew Savage, PFP MP for Walmer and the party's chief spokesman on Eastern Cape urban black affairs, said today the situation was in fact much worse than official figures showed.

There were more than 38 000 unemployed people and with a substantial proportion of the population being under 18 years of age the real wave of jobseekers onto the market would still come in the next few years.

In this situation the Government had to find the most economic and effective way of dealing with the problem and this did not mean the establishment of industries in remote decentralisation areas.

Instead, it should use existing developed areas such as East London and Port Elizabeth which had its own infrastructure.

Mr Savage called on the Government to spell out immediately exactly what electricity and transport subsidies were being considered for Port Elizabeth.

Mr Errol Moorcroft, PFP MP for Albany, said the statistics bore out his contention that the Eastern Cape and Border regions were the cinderella of South Africa when it came to job creation.

"Not only are we regarded as some sort of poor relation by the Government, but the out of work people are victimised by this same Government when they set foot out of the region in search of work.

"They are arrested and deported because they dare seek to keep body and soul together by looking for honest work."

Mr Moordcroft said the Government should either alleviate the situation in the Eastern Cape or make access to jobs outside the area more freely available.

Mr Moorcroft also attacked the Government for its admission yesterday in response to a question by him that job opportunities were not provided for relocated people.

Mr James Kleynhans, NP MP for Algoa, said there was no short-term solution to the unemployment problem in the area. Factors for long-term solutions included the Orange River development and the decentralisation proposals of the Government which would lighten the pressure on the area.

He said in representations made to the Government for this area, the unemployment problem had always been stressed.

23/3/82

335 Sowetan

Nampak fires thirty workers

NAMPACK Polyfoil Company near Soweto has retrenched about 30 workers in an attempt to solve its financial problems.

Factory manager Mr C J Dickie told **The SOWETAN** yesterday that the company was going through a "tough financial time" and had no option but to dismiss the workers.

Mr Dickie said most of the retrenched workers had only joined the company in January this year.

The company was prepared to re-employ in the case of any of the present staff members resigning. They regretted that the company's financial position forced them to dismiss people.

He explained that the workers had been given one week's pay (45 hours) in lieu of notice and the normal pay as a gesture of appreciation for satisfactory service

335 Hansard Q. 601. 443

Unemployed Black persons

23/9/82

380. Mrs. H. SUZMAN asked the Minister of Co-operation and Development:

How many Black males and females, respectively, were registered as unemployed in the area of each Administration Board as at 31 December 1981?

The MINISTER OF CO-OPERATION AND DEVELOPMENT:

Administration Board	*Males*	*Females*
Western Cape	4 853	419
Eastern Cape	38 330	15 593
Northern Cape	384	142
Southern O.F.S.	1 587	404
Oranje-Vaal	7 173	335
Port Natal	648	108
Drakensberg	1 308	935
West Rand	8 499	22 444
East Rand	7 234	3 067
Highveld	533	396
Eastern Transvaal	117	42
Northern Transvaal	0	0
Central Transvaal	308	186
Western Transvaal	1 146	533

CBDA warns on danger of growing unemployment

337
23/3/82 Star

CARE Reporter

Failure to solve South Africa's growing unemployment problem will result in tragedy, with social unrest making future planning irrelevant.

This is the view of architect Mr James Watson, vice-chairman of the Central Business District Association, who delivered a paper on unemployment at the association's conference in Johannesburg yesterday.

He called for the implementation of a development strategy which would stimulate growth both in urban and rural areas.

Unemployment had increased considerably in recent years because the South African economy was unable to provide enough jobs, he said.

Mr Watson highlighted several key points including:

- More than 50 percent of unemployed black and coloured people were younger than 30.
- Of unemployed blacks, 51 percent had been seeking work for at least six months.
- Blacks were excluded from unemployment benefits.
- More than half South Africa's unemployed blacks had little or no education.
- Almost 25 percent of unemployed blacks had never worked before.

"Increasing numbers of blacks will flock to the cities because more jobs are being created there than in rural areas," he said.

The development of water resources was a key factor in stimulating growth in rural areas.

UNTHINKING

Mr Watson warned against unthinking decentralisation, particularly at the expense of Johannnesburg's ability to grow and provide jobs.

He outlined several principles which he said should be incorporated into a national strategy based on family planning, good education and training and the provision of cultural and recreational facilities.

These principles included the elimination of job restraints, increasing trading opportunities and the encouragement of private sector ventures in the public sphere.

Jobless men: 53pc in E Cape

335
D. Dispatch
23/3/82

From
BARRY STREEK

CAPE TOWN — The unemployment crisis in the Eastern Cape was underlined by the disclosure yesterday that more than half the registered workless black men in South Africa were in that region.

Replying to a question in Parliament, the Minister of Co-operation and Development, Dr Piet Koornhof, said 38 330 black men who were registered as unemployed in South Africa, had done so at the Eastern Cape Administration Board.

This meant that 53,1 per cent of the registered unemployed black people at the end of last year — the figures were for December 31 1981 — were in the Eastern Cape, outside of Ciskei and Transkei.

Dr Koornhof told Mrs Helen Suzman (PFP, Houghton) who tabled the question that there were 8 499 registered unemployed black men at the West Rand Administration Board, 7 234 at the East Rand Administration Board, 7 173 at the Oranjevaal Administration Board and 4 853 at the Western Cape Administration Board.

There were no registered unemployed men or women at the Northern Transvaal Administration Board.

The Minister also disclosed that 35 per cent of the 44 606 registered unemployed black women were in the Eastern Cape.

A total of 15 593 women had registered with the Eastern Cape Administration Board.

However, there were more registered unemployed black women at the West Rand Administration Board — 22 444.

This meant that over half the unemployed black women were in the West Rand area.

There were a further 3 067 registered unemployed black women in the East Rand area.

In no other area had more than 1 000 women registered as being unemployed.

Dr Koornhof's figures show that altogether there were 116 726 registered as unemployed outside the homelands at the end of last year. — PC.

D. Dispatch 24/3/82

8 000 men in Border unemployed

EAST LONDON — More than 8 000 men in the Border area, excluding Ciskei, are registered as unemployed.

A total figure of 38 330 unemployed men in the Eastern Cape was quoted by the Minister of Co-operation and Development, Dr P. Koornhof, in reply to a question in Parliament this week. This made up 53 per cent of the national figure last year.

The Chief Director of the Ecab Mr Louis Koch, yesterday said figures available were for five regions. Algoa, which includes the Port Elizabeth-Uitenhage complex and surrounding districts; Albany, which includes Grahamstown, Bathurst and other districts there; Border, which includes the East London-Berlin-King William's Town area; Hangklip, which includes Queenstown and all districts to the north, and Karoo, including areas around Graaff-Reinet.

Mr Koch said figures for men in the Algoa area were the highest. Second was the Border area with 8 107 — a figure that does not include the bulk of unemployed people who live in the Ciskei towns of Mdantsane, Zwelitsha, Dimbaza and Ilitha.

The Albany region had 3 840 unemployed men while the Hangklip and Karoo area had 2 192 and 207 respectively.

There were 7 687 unemployed women in the Border region. The total figure for the Ecab area was 15 593.

Figures for unemployed in Ciskei were not available. — DDR.

					Total
1975					
1976					
1977					
1978					
1979					
1980					

Mawu scorns retrenchment

By Joshua Raboroko

BLACK workers will not allow themselves to be intimidated by management's increasing threats to retrench them when they have seen record profits and dividends reaped in 1981.

In a statement to The SOWETAN the Metal and Allied Workers' Union (Mawu) said that workers were entitled to a share in South Africa's prosperity.

Mawu said that more than 25 work stoppages have occured in engineering industries on the East and West Rand in the past two months.

Other strikes have occured in Natal and there have also been extensive stoppages in the garment industry. The common demand in these stoppages and strikes was an increase in wages.

"The employers are blaming the strikes on instigators. It appears we are going back to the bad old days of industrial relations when workers went on strike only because of instigators and agitators."

Mawu also said that the work stoppages have occured country-wide because workers needed more money and they did not have to be told this by unions.

"Inflation had reached a record level. Administered prices are increasing daily while companies have achieved record profits in 1981.

"Although some employers have granted increases to their workers, the majority in the metal industry, have refused until after the industrial council negotiations."

Mawu believed that a wide bargaining system could be achieved but only when workers themselves see the need for it.

"This credibility can only be established by a process developing from plant level bargaining. The old, discredited system cannot just be imposed from above and be expected to gain respect and credibility."

Job situation will have to be watched, says chamber

Chief Reporter

THE economic affairs committee of the Cape Chamber of Industries said last night that the Budget would, as expected in the circumstances, dampen growth and expansion and that its effects would have to be closely watched "in relation to the creation of jobs for our growing population".

The committee said "regrettable circumstances, many of them of external origin", had left Mr Horwood little alternative but to take the fiscal action he had announced yesterday.

"His efforts to restrain State expenditure are to be commended, as well as the priority he has accorded education and the country's manpower needs.

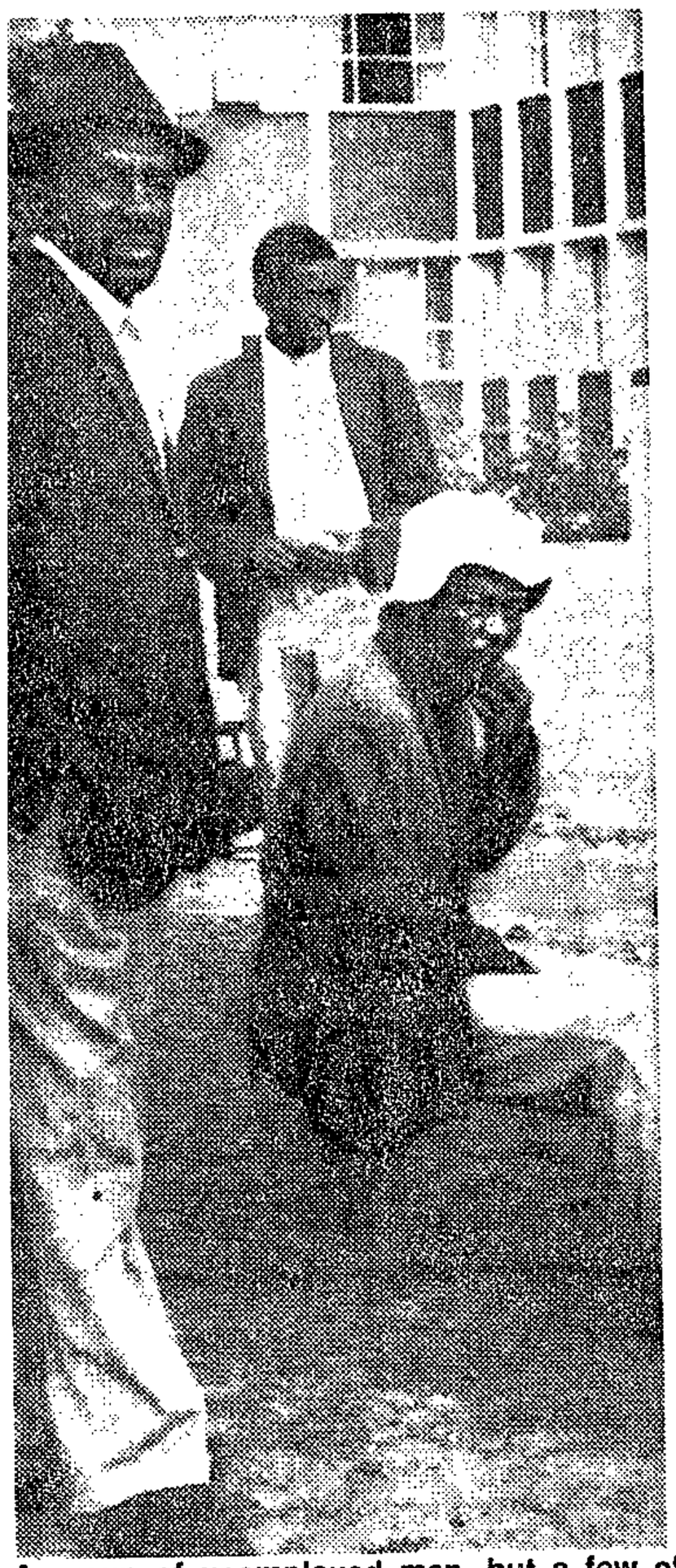
"He has attempted to finance the State's requirements in a non-inflationary way, but taking into account the additional tax on companies, the recent rail and postal tariff increases, the rise in fuel costs, high interest rates etc. industrialists are bound to feel the cost-squeeze.

"They are also likely to experience cash-flow problems."

The committee said the position would be exacerbated by an expected drop in consumer demand, which the increase in general sales tax and personal income tax was likely to have.

These may also encourage demands from labour for higher wages.

"The smaller entrepeneurs who need to be encouraged are likely to be particularly affected, and in the interests of employment creation it is important that their situation should not be overlooked.



A group of unemployed men, but a few of those who lead a limbo life of spending their days outside the East Cape Administration offices hoping an employer comes around

THE WORK SEARCHERS!

335

S. Tribune 28/3/82

EASTERN CAPE JOB CRISIS GROWS AS UNEMPLOYMENT FIGURES SOAR TO 38 000

AT THE END of the day, when a man should return home tired after a day's work, more and more are returning home worn-out because they have not done a stitch of work . . . they waste away their energy searching for work.



On a road that leads nowhere . . . a young man, who is a product of the mass unemployment problem, has a meal, while others unemployed mill around in the background

Story and pictures by CASSIE DU PLESSIS

That is the reality of unemployment, in which the Eastern Cape, alone, has more than 38 000 African men registered unemployed.

That reality you learn about at the gates of the East Cape Administration Board offices at daybreak, or at any large factory.

You will probably find 50 hopefuls, knowing they have little chance, but also that they have no alternative.

They register at the employment offices of the Board to qualify for fortnightly pay from unemployment funds, totalling 45 percent of their wages for a maximum of six months.

Some hope the board can find work for them, while many spend their days outside the Board's offices hoping that employers will come around recruiting.

Most of the jobless are prepared to take any casual work. Garden jobs occasionally keep them going.

Their surprisingly good clothes indicate pride of the past.

Each one has his story. One is a welder and has been without work for seven months since his employers cut their staff, another — a gardener who has just not been able to find a job in many months.

Virtually all of them have families, children, and homes, but depend on relatives to keep the pots boiling.

They spend their last money on bus fares in search of vacancies. Most end up walking.

Fortunate ones buy food from women and children — also products of the work scarcity — where they exhibit fruit, soup, fish and other wares on cardboard boxes on sidewalks.

Many just drink water.

"You come here at a factory in the morning and maybe they come out at lunchtime and choose a few people from the crowd," says a young woman, who lives in a house where only two out of five adults have work.

"This destroys you," says Mr Bangela, 35, sitting beside the road at the ECAB offices.

"I come here every day and only once in a while get a casual job . . . I like gardening.

"I have four children. My mother helps us because she works as a domestic servant."

Another man joins the conversation: "The crime here will never be beaten ... the people are hungry.

"Yesterday they robbed a bakery van again."

He is a bus driver and sees the struggle in the townships every day.

Concerned people have long ago linked the unprecedented number of attacks on, and murders of elderly

from establishing new industries in this already notorious area.

"My chamber has made numerous representations to Government and it is time something happened," he said.

Questions were asked in Parliament this week about the staggering black unemployment figure in the Eastern Cape and Border areas.

In reply, Dr Piet Koornhof, Minister of Co-operation and Development, confirmed that more than half the unemployed registered workers in South Africa were in the Eastern Cape outside Transkei and Ciskei.

Border regions were the Cinderella of South Africa when it comes to job creation.

Dr Marianne Roux, of the Rhodes University Department of Sociology, and expert on labour matters, said: "The problem is the tendency to mechanise in industry and agriculture."

"But the way to deal with this is not to endorse people out to settlement camps of the homelands...they just flock back to the cities in search of work."

Thelma Henderson, director of the Centre for Social Development in Grahamstown, says:

"Graha[illegible]

"More and more jobless men idle around and teenage pregnancies are increasing.

"A good thing is that many have returned to schools to get better symbols to qualify for further studies. The schools here are bursting at the seams.

"It is certainly not recreation and playing ping-pong that these people want, it is work."

Professor Simon Bekker, head of development studies in the Rhodes Institute of Social and Economic Research, says the pro-

recent months to unemployment.

The Divisional Criminal Investigation officer, Brigadier Isak van Niekerk, does not believe this is necessarily the case, but warns that should unemployment increase, there will be an increase in crime.

Peter van der Merwe, president of the Midland Chamber of Industries, has a stronger warning:

"Unemployment at this scale can lead to unrest, which will even further deter companies

The official figure — 38 000 men in the ECAB area — does not take into account the many thousands more unemployed and unregistered and "illegally" in the area.

Businessmen say the Government should spell out immediately exactly what electricity and transport subsidies were being considered for Port Elizabeth, to draw development.

Errol Moorcroft, PFP MP for Albany, said the statistics bore out the contention that the Eastern Cape and

big industries. The jobless here walk from institute to institute if they do not find work they leave Grahamstown and their families. Port Elizabeth is probably a big magnet.

"Women tend not to marry men formally in fear of having to hand over their earnings to an unemployed man.

"Men feel they are losing their masculinity if they cannot support families. Many take to drink to have the courage to face the next day.

unemployment and poverty in the Eastern Cape and Ciskei.

"The highest level of these problems are in rural areas, so that many leave and settle in small towns where they do not have access to modern employment or arable land or grazing.

"The result is a move to larger centres like East London and Port Elizabeth, and to Grahamstown where influx control is perhaps not as effective."

S. Tribune
28/3/82

Court permits detainee's suit Star 2/4/82

Today in The Star

The Rand Show

Catch up on the Rand Show every

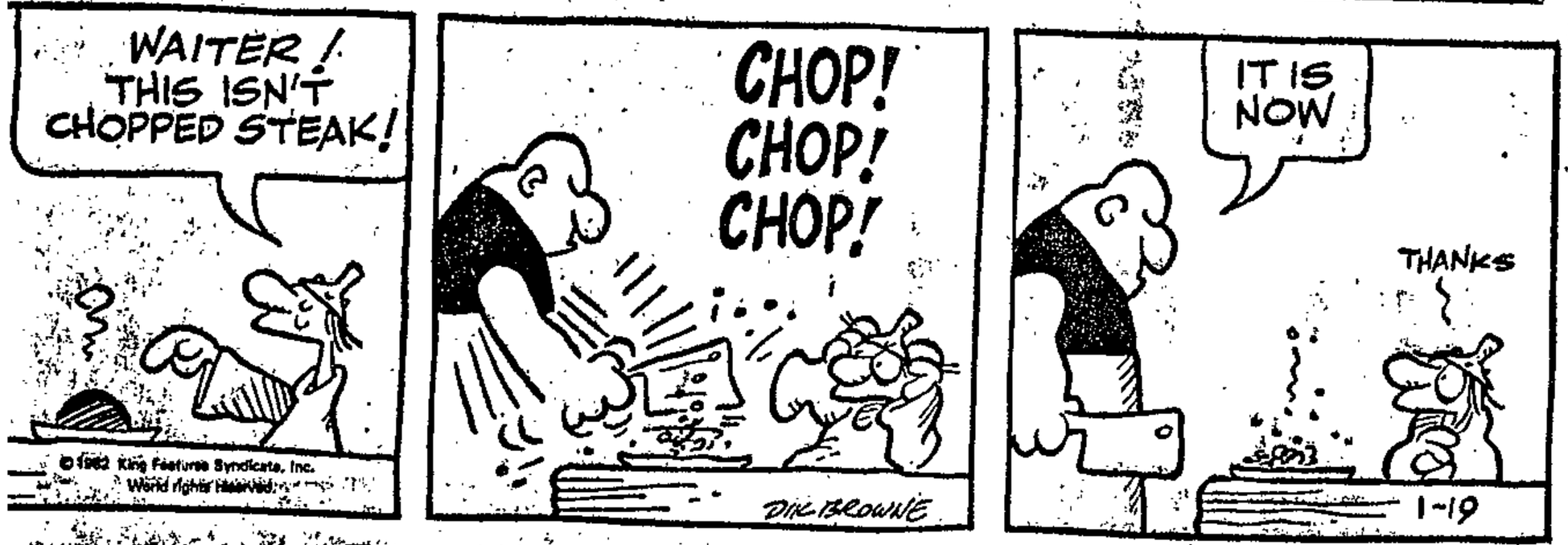
Payement families get root Star 2/4/82

The Catholic Church has taken in the two Cpyeuden family who

Immigrants a SADF: a prol Star

GENERAL NEWS

GAR the Horrible By Dik Browne



Fewer jobs for unskilled workers

335 Star 2/4/82

There will be a marked drop in demand for both white and black workers in the next three months in the Transvaal and the Cape, according to Mr Ralph Parrot, chairman of Manpower International.

"Nationally the demand for workers has dropped by about 25 percent and is now lower than it has been since the last quarter of 1979," Mr Parrot said.

Demand in Natal would be at the same level as at the start of the second quarter in 1976, shortly before a dramatic drop in labour demand occurred throughout the country.

Mr Parrot said none of the predictions spelled out heavy unemployment. "But for unskilled workers the winds of unemployment could start to blow a little cold."

rency limit Zimbabwe

Star 2/4/82

Lights dimming fast for former TV star

By Yussuf Nazeer

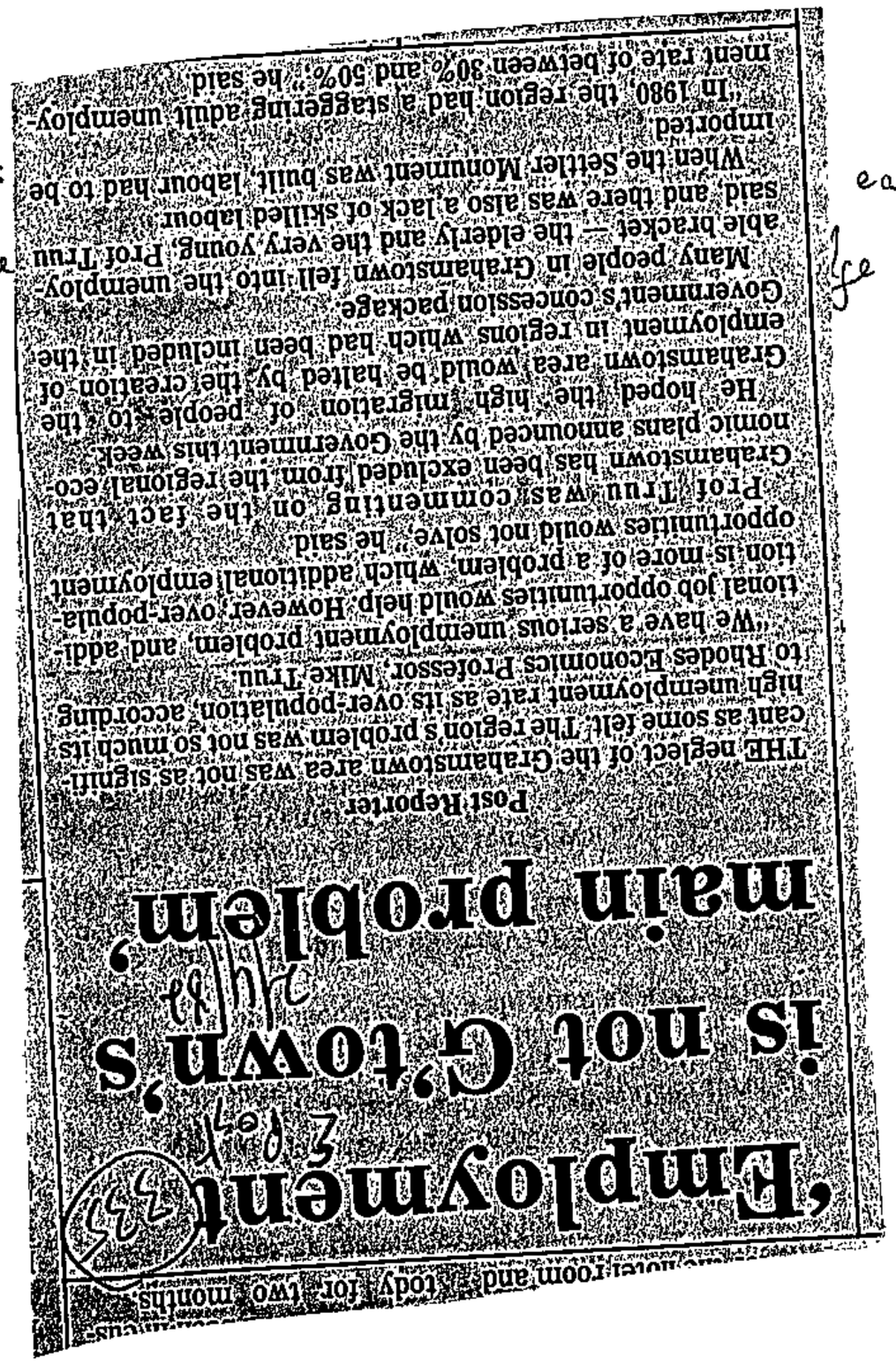
Mrs Dawn Macdonald, the SPCA's

Take a snap to aid

was it imprinted in the hearts of men?

Obviously to the author of the Moral Sentiments or the pupil of Hutcheson it was. But did it depend only on their feelings of sympathy, etc. or was a stronger pillar of natural order that it did not run counter to those self-interested motives which were not reprehensible when controlled by due consideration for others, and that the interests of society would be injured by ill-conceived interference with the private interests of the individuals who make up society?

As a simple a Privy earlier still said that ge for himself than



"Employment is not G'town's main problem,"

Post Reporter

THE neglect of the Grahamstown area was not as significant as some felt. The region's problem was not so much its high unemployment rate as its over-population, according to Rhodes Economics Professor, Mike Truu.

"We have a serious unemployment problem, and additional job opportunities would help. However, over-population is more of a problem, which additional employment opportunities would not solve," he said.

Prof. Truu was commenting on the fact that Grahamstown has been excluded from the regional economic plans announced by the Government this week.

He hoped the high migration of people to the Grahamstown area would be halted by the creation of employment in regions which had been included in the Government's concession package.

Many people in Grahamstown fell into the unemployable bracket — the elderly and the very young, Prof. Truu said, and there was also a lack of skilled labour.

When the Settler Monument was built, labour had to be imported.

"In 1980 the region had a staggering adult unemployment rate of between 30% and 50%," he said.

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38 000 KNOWN JOBLESS MEN IN EASTERN CAPE

c/f Article 3/4/82 337

From CASSIE DU PLESSIS

The reality is seen at house where only two out the gates of the East of five adults have work.

PORT ELIZABETH.—At the end of the day, when people usually return home tired after work, more and more here are worn out because they have spent their energy searching for work.

That is the reality of life with unemployment in the Eastern Cape, which has more than 38 000 black men registered unemployed.

Each one has a story. Nearly all have families, and homes, but depend on relatives to keep the pots boiling.

They spend their remaining money on bus fares in search of vacancies at companies. Most end up walking.

"You come here to a factory in the morning and maybe they come out at lunchtime and choose a few people from the crowd," says a young woman, who lives in a

They register at the unemployment offices of the board to qualify for fortnightly pay from unemployment funds.

RELATIVES

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Mr Peter van der Merwe, president of the Midlands Chamber of Industries, has a stronger warning: "Unemployment here will never be contained . . . the people are hungry," he says. He is a bus driver and sees the struggle in the townships every day.

Other concerned people have for long linked the number of attacks, even murders, on elderly people in this area in recent months to the unemployment problem.

"This destroys you," said Mr Bangela, 35, sitting beside the road at the ECAB offices. "I come here every day and only once in a while get a casual job. I have four children. My mother helps us because she works as a domestic servant."

'HUNGRY'

Another man joins the conversation. "The crime here will never be contained . . . the people are hungry," he says. He is a bus driver and sees the struggle in the townships every day.

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The Divisional Criminal Investigation Officer, Brigadier Isak van Niekerk, does not necessarily agree, but warns that should unemployment increase, there could be an increase in crime.

Mr Peter van der Merwe, president of the Midlands Chamber of Industries, has a stronger warning: "Unemployment here will never be contained, and 'illegally' in the area.

But there is some doubt on whether the relief will be enough to bolster industry and commerce here.

Dr Piet Koornhof, Minister of Co-operation and Development, recently confirmed in Parliament that more than half the registered unemployed black workers in South Africa were in the Eastern Cape — outside Transkei and Ciskei.

And the official figure does not include the many thousands more unemployed and unregistered, and 'illegally' in the area.

But there is some doubt on whether the relief will be enough to bolster industry and commerce, who have made numerous representations to the Government to do something about an area branded as the 'Cinderella of South Africa.'

That is the contention among officials in industry and commerce, who say the incentive concessions for industry in Port Elizabeth and Uitenhage; announced in Parliament this week, are desperately needed to alleviate unemployment here, the worst in the country.

CONCESSIONS

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That is the contention among officials in industries, has a stronger warning: 'Unemployment on this scale can lead to unrest, which will even further deter companies from establishing new industries in this already notorious area.'

focus

Wonder bags — for incentive

CAPE Times 3/4/82.

Crossroads Development Corporation — a centre to help train, employ and improve the quality of life of blacks — officially opened two weeks ago employing 35 women and 10 men. An ongoing project, the centre plans to train and employ 200 people in various fields by the end of 1982 and 500 once their programme has fully expanded.



● Lisa Fromsdorf, a member of the steering committee.

THE employees of Crossroads Development Corporation are busy cutting and stitching wonder bags — portable ovens and coolers — at a speedy pace.

For many it's the first time they have had an incentive to be productive. Their monthly salaries will depend on the number of bags they make — and once they're in the swing of full production they'll be earning between R80 — R100 a month or more.

Supervisor Beauty Mehana explained the many uses of the wonder bag which sells at R15. "Firstly it's a perfect oven — it saves 75% of electricity

"All you have to do is bring your rice, porridge or stew to the boil for one minute and place the pot or dish in a Checkers or OK Bazaars packet to prevent spillage before putting it in a wonder bag.

"When you get home from work your food will be cooked and ready to eat.

"Use it as a shopping bag and it'll keep ice cream cool. Put your feet on it while you're watching TV.

"Or take it to cricket and keep your beers cool while you sit on it."

Peter Swan who is the chairman of the project and Lisa Fromsdorf a member of the steering committee said that once they were settled at Crossroads they would also like to teach employees how tomake school uniforms and domestic workers' overalls.

"And perhaps children's clothing, pine furniture and believe it or not coffins!" said Lisa.

Another of their plans is the construction of stainless steel wonder ovens. The bottom of the oven has a cutaway circle which is placed over a hotplate to draw heat. "You can use them for roasting and even bake a cake," said Lisa.

The Crossroads Development Corporation is an offshoot of the CIDA (Community and Individual Development Association) which started their first project in Soweto and plan to set up other self help centres in underdeveloped areas and the homelands.

"We started the centre in Soweto which was set up in a church," said Lisa. "Thirty women made skirts and blouses from African print. But the trouble sometimes was when they had earned enough to live on for a while we didn't see them until their money had run out."

When the Mayor of Crossroads, Mr Nxqobongwana heard about the Soweto centre, he made land available for Peter and Leza to start a similar project.

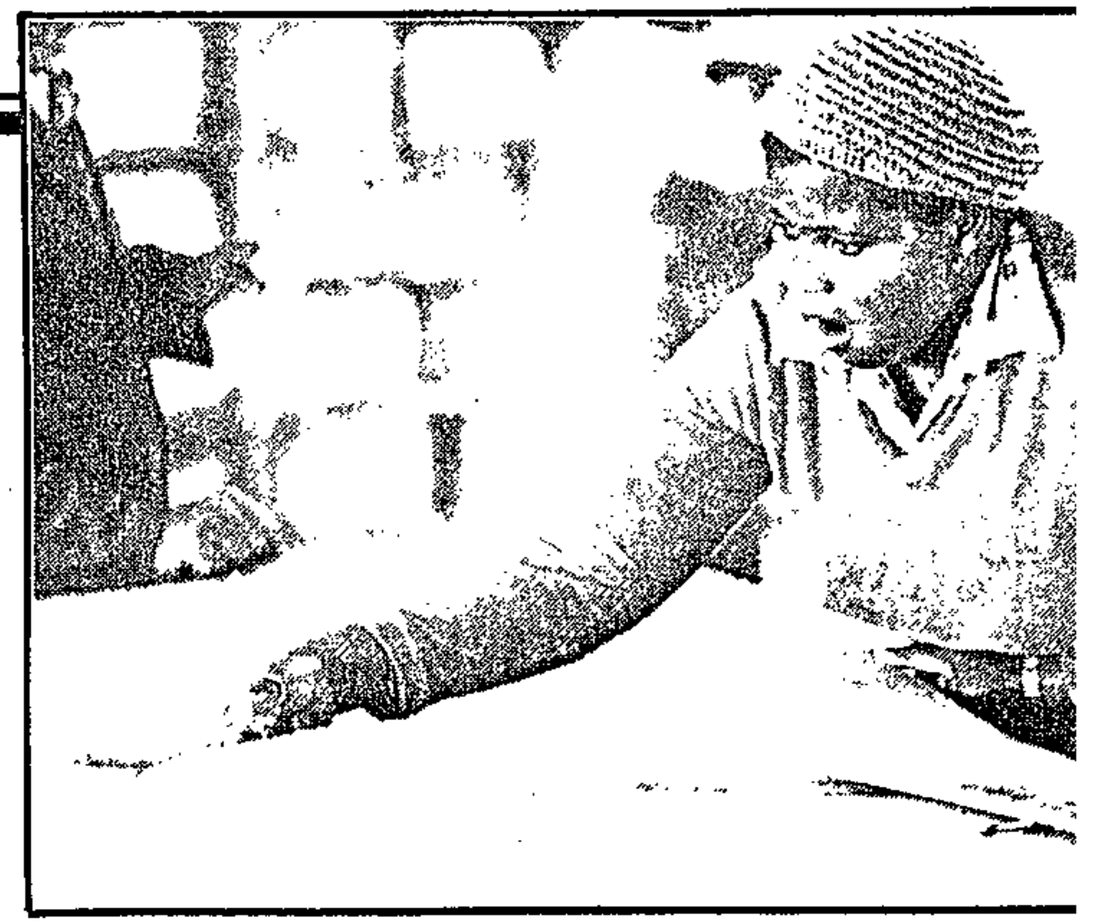
They approached over 200 businesses asking them to donate money to build a centre and equip it with sewing machines, tables and ironing boards.

"We received over R100 000 in cash and kind," said Leza. "But to make the centre viable we have to make 468 wonder bags each month."

Before the centre opened in Crossroads, 800 people queued outside in the hope of getting jobs. "We only employed those who could speak a bit of English, had some knowlege of sewing and had passes," said Lisa.

Besides being trained, the employees are put through a self development programme which helps improve their concentration, learning abilities and health.

"We also plan to introduce an Operation Upgrade course in May as many of the workers are illiterate," said Leza.



● For some of the employees, it's the first time they've had a be productive.



● Peter Swan, chairman of the project, chats to Supervisor

Ceramic s factory lays off 68 workers

Mercury
3/4/82

Mercury Reporter

ABOUT 68 workers from the Isithebe Nylon Ceramic factory were laid off this week following the two-day stoppage earlier this week which involved thousands of workers from Isithebe and the Mandini Sappi mill.

Mr Thizi Kumalo the general secretary of the African Workers Association, said the management had told workers who had not come to work during the stoppage that they were not required by the firm any longer.

Workers had remonstrated with the management, saying the buses from Sundumbili township had not even operated during the stoppage, so it was impossible for them to get to work," he said.

Mr Kumalo said the workers who had not been dismissed from the workforce of about 100 lived in the rural areas and not in the township.

findings could be made. ... said that a motor vehicle was a "lethal

party when the car was older.

Promise of more jobs and homes in E Cape

● From Page 1

repair and body shop assistants, welders, forklift drivers, artisan aids and security guards, and other jobs.

"If a man is trained in an operative skill he will be employable and productive from the start.

"And the training will serve to encourage new establishments to locate themselves in the Eastern Cape because there will be this availability of higher skilled workers," said Mr Hayward.

The black housing crisis is being tackled from two directions in the region.

In a prompt response to the Prime Minister's request, a meeting has been held between representatives of the Institutes of Building Societies and Estate Agents, Chambers of Commerce and Industries, the three locally-based motor companies, as well as the Community Councils of Port Elizabeth and Uitenhage.

An advisory committee is now considering ways of putting East Cape Administration Board houses up for sale and using the proceeds to finance new housing.

More importantly, a utility company is being formed to arrange finance for housing in all areas, white and black. It should be registered about the middle of next month.

The company would promote the growth of whole communities and any profits would be ploughed back for further developments.

Funding the company is not going to be easy, but the Urban Foundation may be able to assist and consideration may be given to raising a loan.

It is understood the company will not want to involve itself with infrastructure or the acquisition of land, which is regarded as the responsibility of the authorities.

A memorandum and articles of association for the company are now being drawn up with lawyers and these are expected to be presented at a meeting of the steering committee on April 14.

MAX WILL STOP 'EM

Shortage of jobs blamed for Pinet

By Pat Bulger

PINETOWN shopkeeper Max Reineke said the menacing 9 mm parabellum from its holster and announced: "Now I've got the equaliser here — there'll be no more hassles."

A single slug from its practised barrel and the burglaries and shoplifting that have cost him R8 000 in five months would stop — dead.

If not, he also has an infra red burglar alarm system, armour plate windows and like many other Pinetown shop-owners he supports the call for the "final solution" — an all night curfew that would purge the streets of blacks and, he believes, crime.

But not everyone agrees with the chairman of Protection Services John Bilson's call for the implementation of a 50-year-old curfew regulation to combat crime in Pinetown where many shopkeepers are armed and shoppers walk in fear in the main road.

His threat of a 7.30pm to 7.30am curfew for blacks if the town's mayoral chains — stolen this week — were not returned by today earned him a stern rebuke from Mayor Michael Wheelwright, local politicians and business leaders.

PFP MP for Pinetown Harry Pitman condemned Mr Bilson's "I'm pretty sure it was blacks who stole the chains" statement and said a curfew would be "retrograde."



Shopowner Max Reineke.

And MPC Rodney Haxton called it "barbaric."

The draconian curfew threat and widespread grassroots support for it, however, this week exposed a community with an almost desperate sense of fear living with the constant threat of mugging, pickpocketing and violence in the town's centre.

"The incidence of crime in this town is alarmingly high," one town councillor told me. "A lot of self-righteousness surrounds this curfew call, but if it were actually proposed there is a good chance of council approving it. Things are that desperate."

In two of the most recent incidents:

- A 20-year-old woman was held at knifepoint in the centre of Pinetown while her purse was taken by a black man;
- A businessman had a R2 000 ring snatched from his hand by two black attackers in the late afternoon.

Groups of policemen patrol the 600 m long main road to deter crime. I asked one of them, a black constable, what he thought was behind the problem.

He patted his stomach and said: "Starving. If our people were full my job would be easier."

A two-minute walk to the Port Natal Administration Board offices where the unemployed wait in their hundreds in the hope of a job, sugests that unemployment and poverty lie at the base of the crime problem.

Pinetown, an industrial island about 20 km outside Durban, is surrounded by the black areas of Clermont, KwaNdengezi and KwaDebeka. Hundreds of people flock the town centre each day in search of food and jobs.

Some are successful, but for many it becomes a case of "steal or starve."

I spoke to 18-year-old Joseph Langa, one of the many hundreds of people who queue at the offices hoping for a job.

"I've been coming here on and off for three years — but there is still no job," he said.

"Sometimes you are lucky and you get work for a month or two months. But then it's back here again.

"I feel no good. I have to pay rent in Clermont and I often have no money for food."

Joseph is one of those who is still trying. Many of his friends, he says, have opted for the "easy" way out and hang round the shopping centres in search of an easy bag to snatch or a pocket to pick.

"Maybe I'll have to do it myself someday. But now I'm still hoping," he said.

According to Mr Haxton unemployment was "undoubtedly a contributing factor to the crime rate".

"I have no doubt that behind any spree of crime in any area where there is a lot of crime, unemployment plays a large role," he said.

"A curfew on racial lines is a barbaric and senseless form of crime control that one expects to find in Treurnicht places in the platteland like Waterberg — not Pinetown.

"You don't solve anything by abolishing people," Mr Haxton said.

He called for more policing to help solve the problem.

Shopowners do not see it like that, however.

"I've got a business to run here. As far as I am concerned they should move the employment office out of town, bring in the curfew and save us a lot of trouble and money," one told me.

Another shopkeeper who did not wish to be named said, however, he relied heavily on black custom.

"One does feel very nervous working here. You have to be on the alert all the time. But the answer is not to kick blacks out because we need their custom.

"They should have more police here. I've had a shop in Durban and it is not nearly as frightening as Pinetown. But this is a very good trading area."

Stationer John Raby, who has fitted a double alarm system to protect his shop, does not think a curfew is the answer.

"Most of the shops around here have security guards and a lot of keepers are armed. But every man has a duty to look after himself.

"We have a lot of locations surrounding us and we benefit from black trade. I cannot see a cure. Shopkeepers must just be more alert," said Mr Raby who is an executive member of the Pinetown Chamber of Commerce.

Mr Raby was responsible for distributing questionnaires asking traders what could be done to eliminate crime in Pinetown.

"In 80 percent of the replies I got, traders were very concerned about the situation. But we have had meetings with the police and we are satisfied they are

SUNDAY TRIBUNE, APRIL 4, 1982

I — DEAD!

own's high crime rate

doing their best."

Some traders I spoke to said petty crime had become so regular in Pinetown that they no longer bothered reporting every crime to police.

"They say we must report every little crime. But what happens? Nothing. A curfew is not going to help — nothing is going to help," one desperate trader said.

According to a Pinetown police spokesman a curfew would be "almost impossible" to implement.

"Anyway, the problem is not at night. It starts early in the morning and continues during the day.

"But crime is at rockbottom in this town."

Workers told to use unions to fight retrenchment procedures

THE YEAR 1982 is going to be a tough year for workers with the economy of the country slowing down, the Federation of South African Trade Unions (Fosatu) foresees.

By SELLO RABOTHATA

Various Fosatu unions have reported that many workers were told at shutdown in December last year not to return to work in January. Already 657 workers — 507 at Sigma Motor Corporation and 150 at Datsun — have been retrenched.

Fosatu feels that despite the economic slowdown, retrenchments are not inevitable. Many workers believe that once their employers have told them they have to be retrenched this is inevitable — but this is not true. Ways and means have been found to avoid retrenchments.

At Kellogs, workers had a stoppage last year when six of their colleagues were given retrenchment notices. Negotiations between their union and management followed and the union was given the right to investigate the manning levels in the plant.

The unions' shop stewards found six empty spaces in the plant and all workers were taken back at the same rate of pay and with no change in conditions of service. This example highlights the need for negotiation between management and workers over retrenchment. Stoppages can be avoided if management would consult unions beforehand.

At Sigma, where the National Automobile and Allied Workers' Union (Naawu) is recognised, discussions on retrenchment started two months before they happened. Discussions were over an acceptable retrenchment procedure and the possibility of avoiding any "inevitabilities".

Naawu proposals were as follows:

- The union must be given at least one month's notice of any retrenchment;
- Proper planning of production should take place to ensure that account is taken of downturns in the economy;
- Retrenchments should be on the principle of "last in, first out" (Lifo). This means that the oldest workers who have worked the longest service in the plant should be the last to be retrenched.
- Severance pay should be paid to workers on the basis of a month's wages for each year worked.

As a result of these negotiations Sigma workers were retrenched only after two months of deliberations and some jobs were saved as a result of union pressure. In addition, it was agreed that the workers be retrenched on the "Lifo" principle.

The severance pay agreed to by Naawu and Sigma was one month's pay for workers who had worked for one year, two months' pay for workers with between two and five years' service, and three months' pay for workers with over five years' service. Also, retrenched workers will be given first preference when Sigma recruits again.

Naawu described the negotiations as a "mixed victory". It said on the one hand they lost the retrenchment battle as 507 workers were retrenched. However they were at least able to get them increased retrenchment benefits.

Naawu went on to point out the necessity of a union to negotiate a retrenchment procedure. At Datsun, 150 workers were retrenched. They received no severance pay and they were not protected by the "Lifo" principle. Management could simply dismiss the old workers whom they saw as unproductive.

Management at Datsun gave as a reason for retrenchment the fact that too many workers returned to work after the holidays. A union spokesman said the union rejected this explanation. "Datsun should have planned properly," they said.

Naawu said: "This shows that in the absence of a strong union at Datsun, management could do what they like with workers and give unacceptable reasons for doing it. We call on all workers to join a union to prevent management decisions like this."

Job seeking made easier

EAST LONDON — Workseekers from Mdantsane will no longer have to report to the Duncan Village labour bureau for registration after next Tuesday, April 13. The Chief Director of the East Cape Administration Board, Mr Louis Koch, said this in a statement released to the Daily Dispatch yesterday.

Mr Koch said the move, which would cut work at the labour bureau by more than 80 per cent, would streamline procedures for workseekers in Mdantsane.

The full text of the statement read:

"It has been decided to streamline procedures for workseekers from Mdantsane, who wish to seek employment in and around East London.

"As from April 13, 1982, such workseekers will not need a permit from the labour bureau in East London in order to seek work in East London.

"The problem of long hours of queueing at the East London labour bureau is thus alleviated.

"In future residents of Mdantsane will only need to be registered as such at the Mdantsane office before seeking work in East London.

"On finding work in East London the employer is required to register such employment at the East London labour bureau at Duncan Village and to pay the monthly levy," the statement added.

Mr Koch said a circular letter would be sent to employers informing them of these changes in procedure.

In a telephone interview afterwards, Mr Koch indicated from figures of applications processed during February and March that the move would cut work tremendously at the labour bureau.

He said applications from 3 129 men and 2 038 women resident in Mdantsane were processed in February and the corresponding figures for March were 2 676 and 1 461.

Figures of Duncan Village residents who called for work permits during March were 501 men and 1 309 women while the March figures were 374 and 668 respectively.

He said figures for February were higher probably because most people unemployed sought work at the beginning of the year and the figure dropped generally as the year progressed.

Asked whether taking the work-load off the labour bureau by not asking Mdantsane residents to report there to seek work would not lead to people losing jobs at the bureau, Mr Koch said this would not necessarily be the case.

He said the Ecab had to render a service and employers would still need to report at the bureau to register employees.

"All we shall have to do is to rationalise staff — something we have been doing all the time," he said.

"Every time a member of the staff leaves, we evaluate the post left vacant to see if it is necessary to replace the member who leaves and we have been doing this as a matter of policy.

"We will not dismiss anyone because of the drop in work-load," he said. — DDR

Workless total may be much higher

E. Post 16/4/82 (335)

Post Reporter

DURING March, 1 516 coloured men registered as unemployed in the Eastern Cape, according to the latest unemployment figures released by the Department of Manpower Utilisation.

Of these, 988 were from Port Elizabeth, 309 from Uitenhage and 24 from country areas.

Jobs were found for 195, leaving 1 321 unemployed.

Figures released in Parliament this year showed the Eastern Cape to have the highest registered black unemployment figure in the country.

During December last year, 38 330 unemployed black men registered with the East Cape Administration Board.

The real figure is thought to be much higher because many job-seekers do not register.

A total of 3 530 whites, Asiatics and coloureds registered as unemployed with the Department of Manpower Utilisation during March.

Jobs were found for 508 of these, 100 for white men of whom 305 were unemployed.

Among women who registered as job-seekers, 502 were whites and 690 were coloureds. Jobs were found for 67 white women and 70 coloured women.

...dence permit would be issue...

Cape Times 7/4/82 385

Drop in demand for workers

Industrial Reporter

A MARKED drop in demand for workers of all races is evident in the latest survey of job prospects by a major employment agency.

The survey on work prospects in South Africa for the second quarter of the year by Manpower International found that demand for black and white workers throughout the country had dropped by 25 percent and was now at its lowest since the last quarter of 1979.

The drop in the Cape, which was not as pronounced as in the Transvaal or Free State, was confined mainly to the Peninsula.

For workers who were neither willing nor able to upgrade their skills, "the winds of unemployment could start to blow a little cold".

No attempt had been made in the survey to access the effects on employment of the national budget presented on March 24.

Supa-AP

they hastened to ship huge

Blind people battling to find jobs

Cape Times 7/4/82 335

By CATHY SCHNELL

UNEMPLOYMENT darkens the twilight world of many of the blind, as they struggle for jobs in the competitive Cape Town labour market.

Institutions and schools for the blind continue with the ongoing struggle to break down the "public's prejudices" and to find employment for people who want to be given the chance to prove themselves in society.

"We can't find employment for the blind because the public are unaware of what they can do," the placement officer for the Light House Club for the blind and for the South African Blind Worker's Association, Mr G Pitt, said.

He added that a lot of blind people had approached him in desperation, begging for help to find jobs.

Suraya Ismail, 20, who has been blind virtually from birth, and who completed matric at the Athlone School for the Blind last year, still has not found a job. Had she been sighted she feels she would have followed a teaching career, but instead is now desperately looking for a job as a switchboard operator.

"When employers find out I am blind they lose interest in me," she said. Although she felt bitter about this, she felt sure there would be a job waiting for her someday.

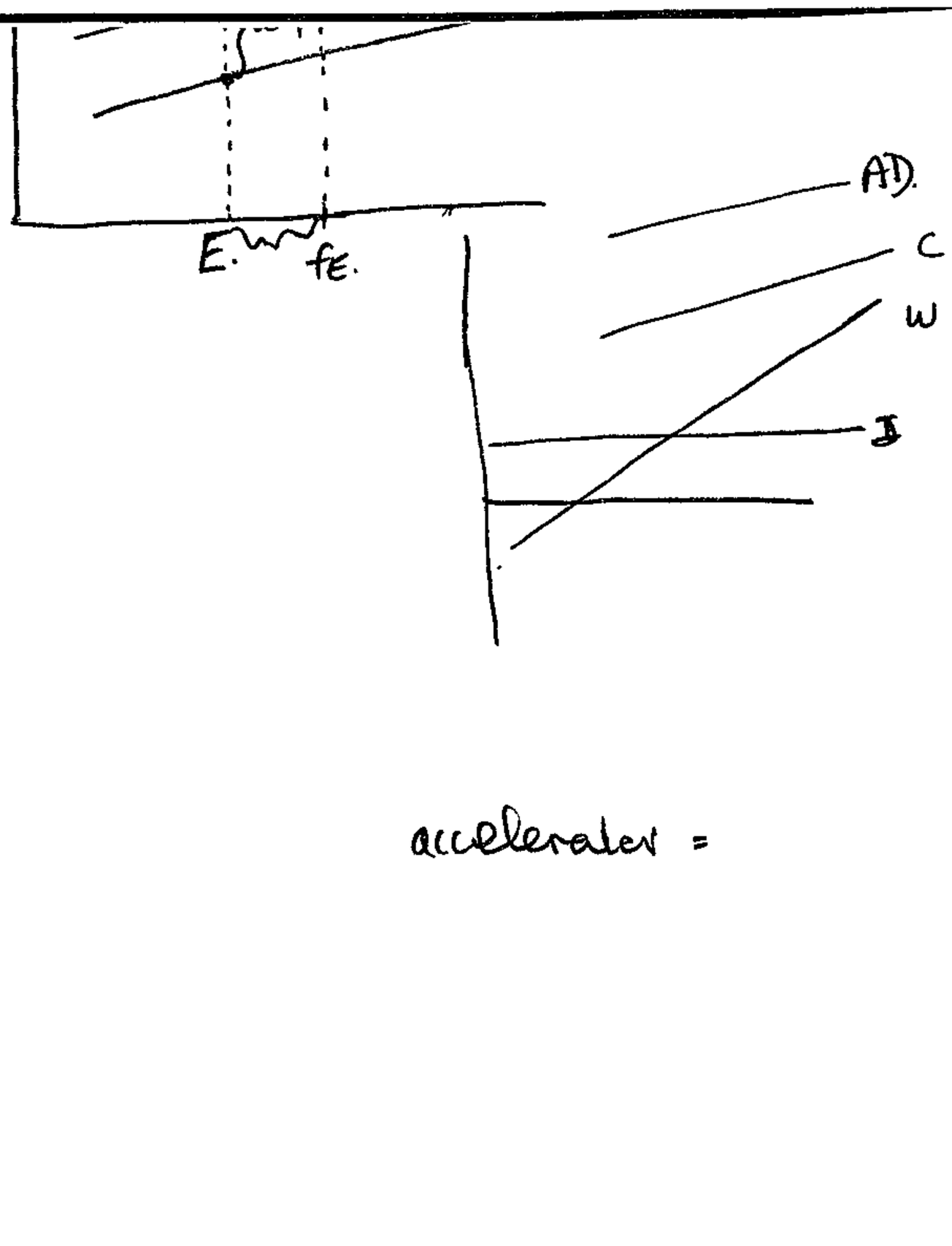
Suraya said she felt "useless and unfulfilled" staying at home doing the housework when she wanted to be earning money to help support her five brothers and sisters, the youngest of whom is also blind.

"There are others much worse off than I am. A friend of mine has been looking for a job for one-and-a-half years already," she said.

The principal of the Athlone School for the Blind, Mr B Pizer, said he felt sad knowing that many of his 195 pupils would be in the same situation once they left school.

"We build them up psychologically to feel they are capable of leading normal lives, and then they receive a slap in the face after all their studies when no one wants to employ them," he said.

Mr Pizer said the standard of education for the blind was the same as for the sighted — "except that the pupils have to try much harder".



3a)

tively for participating in terrorist activities.

FIRED WORKERS ANGRY

EIGHT employees of Insulation Products in Vanderbijlpark, who were laid off from their jobs and promised to be taken back as soon as vacancies arose, are angry with the company for allegedly employing other people while they remain jobless.

And now they have lost hope of ever getting their jobs back after the company accused them of running to their trade union and talking ill of it. Sowetan 8/4/82

335

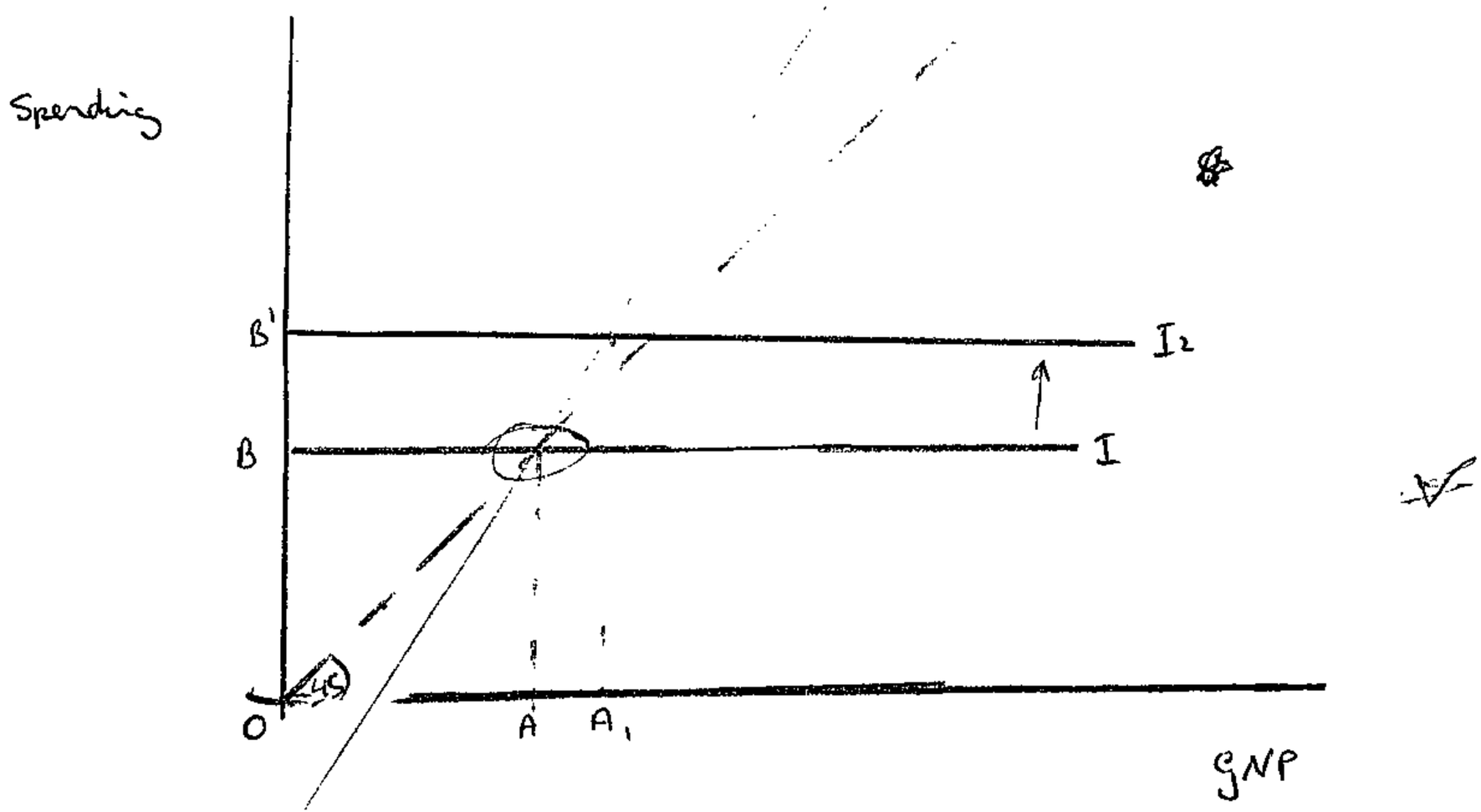
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According to the theory above, the economy is in equilibrium if S = I ie. Spending = GNP where saving is equal to investment

Therefore, if a private enterprise plans to invest, it will increase total investment. (See graph): If investment rises for OB to OB', Savings will increase so that the new equilibrium will be at OA'.

Incomplete

8

No job opportunities for course students

335 E. Post 10/4/82

By CLIFF FOSTER

IN a North End typing school, between 200 and 400 girls, mostly Africans, are pounding away every week at four-month courses which will give them, if all goes well, a diploma and a typing speed of around 35 words a minute.

Few, if any, will stand any hope of landing a job.

"It's such a shame," says the owner of the centre, Mrs Wilma McLachlan.

"But we tell them right at the start we don't find them jobs and jobs are hard to get."

The girls — and often boys — pay R40 for the course which consists of a two-hour lesson every week.

(One African girl interviewed by Weekend Post had spent R310 — taking lessons two or three hours a day, five days a week, for five months.)

Although the price of the basic course is not expensive it involves a large sacrifice of the part of many of the participants who, according to Mrs McLachlan, have full-time jobs during the day as domestics, office workers, canteen or snack bar assistants, or machinists.

These people make their way to North End to pound the typewriters for two hours in the evening.

And it illustrates very clearly the lengths to which some Africans will go to better themselves, be their chances of advancement ever so slim.

Between 80% and 90% of the trainees are Africans, says Mrs McLachlan.

"They are always smart — we teach them to come to the class as they would come to the office. Some have matric. But it's darned hard to get them jobs.

"We have all races here and we always find it difficult to get jobs for the Africans.

"It's difficult because a lot don't speak Afrikaans and with some their English is not too good, either.

"We don't promise them jobs. We tell them how difficult it is to find jobs — and this is getting worse all the time, even for whites.

"It might seem unfair ever to take them on, but they want to do typing and very few get it at school.

A lot are brought along by their parents.

Boys also take typing, and switchboard operating.

"Sometimes we advertise for appointments and occasionally we get replies for coloureds or whites.

Some Africans have been lucky, and I feel if we can even get one a job it's one less scrubbing floors.

"They know it's difficult to find jobs but they still come along. They feel it's a little bit of education.

"They are very keen to advance themselves."

The school also teaches shorthand and so keen are the Africans to match the white standards they frequently ask for tuition in computer programming.

"I get a lot of enquiries for that," says Mrs McLachlan.

"It's such a shame seeing these girls trying so hard and when they leave I know their chances are so small.

"I stress to them all: 'If you see a vacancy, try for it. It doesn't matter what colour you are.' But it doesn't always work out like that, I know."

Driving schools sometimes face the same problem — but, in this instance, trainees pay as much as R25 an hour and some transport managers in Port Elizabeth feel some trainees are being taken for a ride.

Asked for an impartial comment, Mr Dieter Kusell, director of the Emthonjeni In-Service Training Centre, to whom several of the successful drivers are sent by their employers for further training, said:

"What we have found from time to time is that people come to us who have been to these driving schools and have learnt very little.

"It's unfortunate that in many respects there are institutions whose training is not very effective yet they are making money out of it.

"There are many people who have been to driving schools — and in many cases have received licences — but whose standard of driving is not such that we would be prepared to let them loose on the road.

"Some cannot even change gear correctly. They are changing up too early, or grating the gears.

"Some cannot handle the vehicle using their mirrors correctly.

"And they have little road sense to enable them to take appropriate action in an emergency.

"We are not here in opposition to driving schools.

"We generally refer new drivers to the driving schools, but if this is the sort of thing that is going to happen we might have to start training from scratch.

Argus 13/4/82

'No job choice for most blacks'

Education Reporter

THERE is no occupation choice for the majority of black workers and guidance teachers should not even talk about choice as this leads to daydreaming which becomes increasingly abstract, according to a careers counsellor in Soweto.

Mr Edwin de Broize, who is establishing a careers centre in Soweto, was speaking at a conference on Guidance in a Developing Community at the University of Cape Town. The title of his address was Guidance for Unemployment.

He said the link between employment and politics was unavoidable.

POINTLESS

It was pointless to talk about self-fulfilment through work when the majority of people were driven through economic need to accept any job. There was alienation and rejection of work.

'Unemployment is linked to the economy. It is a social problem, not a personal problem. Guidance teachers must get across to the people in Guguletu, Nyanga and Langa that if they can't get jobs it is not because they are failures. It is because the system does not accommodate them in their country.'

ALTERNATIVES

On the positive side, Mr de Broize said teachers could give guidance on possible alternatives to formal employment.

These included job-sharing and development of 'leisure skills', or community activity people can engage in while unemployed.

Colder wind for unskilled, says survey

A SURVEY by Manpower International for the second quarter to June this year shows that the demand for labour in South Africa has dropped about 25 percent and is now lower than it has been since the last quarter in 1979.

For unskilled workers the 'winds of unemployment could start to blow a little cold,' the survey says.

The fall in diemand in the Transvaal is about 16 percent for whites and 13 percent for blacks, which apart from the first quarter of 1981, makes employment prospects in the Transvaal lower than they have been since early 1979.

In the Free State the corresponding figures are 50 percent and 65 percent which is nearly as low as the last quarter of 1979.

On average the decline in labour demand in the Cape has not been as marked as either the Free State or the Transvaal and the major drop tends to be in the Peninsula, with the rest of the province relatively stable.

The position in Natal is akin to the situation in the second quarter of 1976 shortly before the whole country experienced a sharp drop in labour demand across the board.

'In the industrial sector there are still a few sections where demand appears to be relatively strong.

'These include building construction and housing, computers and food and drink. Among the heaviest falls in demand are clothing and knitwear, fishing and shipping, engineering, hotels and tourism and pharmaceuticals.'

NATIONALLY

The survey found that nationally 21 percent fewer firms, compared with the second quarter of last year, were planning increases in white staff, while 23,6 percent fewer firms were planning increases in black staff.

At the same time 20 percent fewer firms intended to reduce the number of their white employees while 3 percent more companies planned cuts in black employment.

In the Western Cape 5 percent more companies planned to increase white staff, 16 percent fewer planned to increase black staff, 80 percent more planned to decrease white staff and 107 percent more planned decreases in their black labour force.

Grim rise in SA jobless is forecast

335
Star
14/4/82

By Patrick McLoughlin

Unemployment, especially of unskilled workers, seems set to increase — and standards of living in general will decline.

This is the grim outlook predicted for South Africa by the Bureau of Economic Research at the University of Stellenbosch.

"In part, this is the effect of the South African economy adjusting to the overseas recession, and shows that an open economy such as South Africa's cannot escape events in the major industrialised countries of the world even though the depreciation of the rand will cushion the negative effects somewhat," the bureau says

The economy would stay on the downturn for the rest of the year, but the bureau says it must be remembered that this would occur from an extremely high level of activity and standard of living on average.

"Thus, the end of the year position will still be well above the levels of 1980 when South Africa was experiencing the effects of the explosive phase of the business cycle,"

The bureau said the downturn, if anything, would deepen as 1982 progressed, contributing to "a rather painful" period of adjustment.

It said that if it was correct in its gloomy forecast for 1982, then the ability of labour to force employers to grant higher salary and wage rises must diminish.

See Page 23.

VW workers down tools in retrenchment protest

DD April 1982

UITENHAGE — The Volkswagen company stopped production at its plant here yesterday after almost the entire workforce of about 5 600 workers downed tools in protest against the retrenchment of 316 workers

Workers insisted that retrenched workers be allowed to work every second week, but management said last night that it was not practical as production in the plant would become unbalanced.

The company said in a statement yesterday that talks had been held between management and shop-stewards and that it hoped workers would resume their duties today

Representatives of the National Automobile and Allied Workers' Union (Naawu) said the trouble started on Wednesday afternoon when workers expressed opposition to the retrenchments, and asked for a full list of retrenched workers.

When management failed to supply a list, workers refused to resume work

Yesterday workers resumed work until about noon, when they again expressed opposition to the retrenchments They also felt that the company had not adhered to the principle agreed to with the union that only workers with bad job records would be laid off

Another grievance was the fact that only 13 whites, all with "very bad" job records, had been laid off. — DDC.

PE to be site of training for jobless

20/4/82
335
E. Post

Political Correspondent

CAPE TOWN — The Government is to launch a large-scale, free training scheme for unemployed workers — the first two pilot schemes to be sited in Port Elizabeth and Bloemfontein.

The Minister of Manpower, Mr Fanie Botha, said yesterday that all workseekers who had been unemployed for more than six weeks and did not have more than Standard 6 qualifications, would be considered for training.

Training would be for three to eight weeks and was intended to provide a general or semi-skilled experience.

Existing facilities such as group training centres and in-service training centres in the private and public sectors would be used

More than R9 million had been voted this year for the project and the first group of workseekers would begin their training soon.

Mr Botha said it appeared a large number of workers remained unemployed because they lacked basic skills after having left school too early.

"Unemployment causes social problems and it is our duty to train unemployed people up to a point where they can be more easily placed in the labour market."

The scheme is established in terms of the Manpower Training Act of 1981, and follows deep Government and private sector concern at the lack of skills among the country's army of unemployed.

During debate on the manpower vote in Parliament yesterday, Opposition speakers paid tribute to the Government for having greatly increased the amount of money available for training.

Govt plan to train jobless

ARGUS 20/4/82

335

Political Staff

BASIC training for the unemployed and apprenticeship credit for national servicemen were announced yesterday by the Minister of Manpower, Mr Fanie Botha.

In what he termed 'an important new scheme,' Mr Botha said R9-million had already been voted to train the unemployed.

The first group of work seekers will start their training soon.

Work seekers of all races will be considered, provided:

- They were registered as unemployed for at least six weeks;
- They could not be placed in employment;
- They had little job experience;
- They are between 15 and 30 years old: and
- They have not progressed beyond Standard 6.

It is intended that employers should subsequently provide trainees with more specific skills training.

Candidates will be trained free and will receive a subsistence allowance.

'Unemployment causes social problems and it is our duty to train unemployed people up to the point where they can be more easily placed in the labour market,' the Minister said.

He also said several important new steps had been taken to compensate national servicemen.

Apprentices would be given eight months' remission of training indenture if they had completed national service.

A second step was that apprentices, could now choose whether to perform their national service before or after their apprenticeship.

Those who had reformed national service could opt to learn trades at State training centres.

This included.

- Full-time, intensive training for one year at a centre;
- Weekly allowances of R35 to R60 while training;
- Lodging for a nominal R4 a week;
- Overalls;
- In-service training with approved employers for two years afterwards; and
- A guaranteed minimum wage in this period.

Laid-off workers harassed and intimidated, says union

By STEVEN FRIEDMAN
Labour Reporter

EIGHT workers who were laid off by a firm at Vanderbiljpark were told they could not get their jobs back because they had told their union they were retrenched, the union claims.

The general secretary of the Building, Construction and Allied Workers' Union, Mr Frank Mohlala, also claims the company, Insulation Products, has been "harassing and intimidating" workers who join the union.

He said the union is considering action against a white employee who was "abusive" to a black worker who had been fired.

The white employee had "shouted at and been abusive" to a woman worker.

Repeated attempts to contact the company's managing director, Mr Hennie Steyn, over the past few days have been unsuccessful.

Mr Mohlala, who says his union represents about 100 of the 700 workers at the plant, says the workers were fired recently "without being given any reason".

When the union asked management why they had been dismissed, it was told they had been retrenched, but they could have their jobs back after a few weeks had elapsed if they contacted the company.

"They have now been trying for several weeks, but the company will not give them their jobs back," Mr Mohlala said. "They have now been told they cannot have them back because they went to the union when they were fired," he added.

Abolition of town apartheid called for

ARGUS 21/4/82

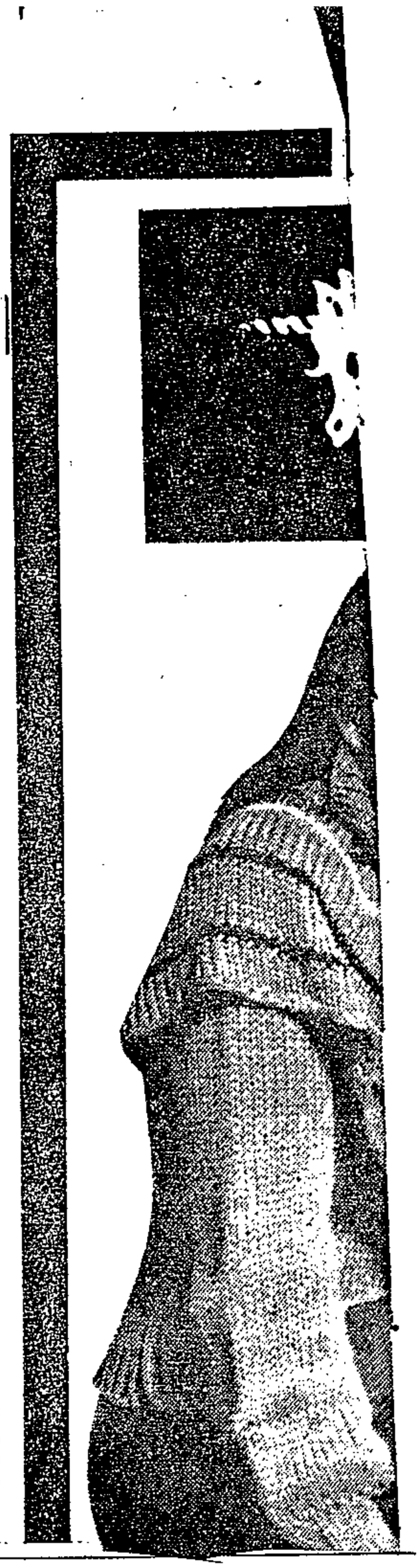
Municipal Reporter

EAST LONDON. — The relaxation of aspects of the Group Areas Act, including its abolition in certain areas, has beeen accepted by the Cape Province Municipal Association at its 75th annual congress here.

In one of the most significant days in the CPMA's 75-year history yesterday it recommended almost unanimously an end to almost all apartheid at municipal level, including a common voters' roll for white, coloured and Asians.

The CPMA has recommended that the Group Areas Act be abolished in certain areas to allow the more affluent members of the Asian and coloured communities to have homes together with whites. The CPMA also called for the more indulgent use of the permit system in the Group Areas Act.

Included in the proposed constitutional changes accepted by the congress, which represented more than 140 municipalities, is the abolition of the coloured management committee system and the inclusion of all property owners and



Research 'key to health, welfare'

MEDICAL research would have to find effective solutions to problems such as child welfare, enrichment of diet and nutrition education, the State President, Mr Marais Viljoen, said today.

Car firm to lay off 316 unskilled men

ARGUS 21/4/82

Argus Bureau

PORT ELIZABETH. — Volkswagen of South Africa has decided to retrench 316 unskilled workers immediately.

As a result of the less buoyant economic conditions affecting demand, Volkswagen has been forced to retrench 316 people from the total workforce of 8 700.

Employees with five or more years service will not be considered for retrenchment.

Mr A O Rademeyer, Volkswagen's industrial relations director, said that in the light of the already serious unemployment situation in the area, every effort had been made to minimise the number of workers affected.

"For the first time in two years our dealers are now reasonably stocked and with interest rates at their present levels to-gether with less buoyant economic conditions likely in the months ahead, there is a need to adjust production.

"There is, however, a shortage of skilled workers in the industry and recruitment in this category will continue," he said.

The Volkswagen retrenchment follows a similar action by other major manufacturers earlier in the year.

from Thaba Nchu in the Free For example, Caversham

316 lose jobs as VW plant trims its staff

By STEVEN FRIEDMAN
Labour Reporter

THE giant Volkswagen motor company yesterday retrenched 316 workers at its Uitenhage plant — and unionists said they feared more motor firms might retrench. Volkswagen employs 8 700 workers.

A spokesman for the National Automobile and Allied Workers Union, which is recognised by Volkswagen, said the union opposed retrenchments and believed employers could take other measures to respond to the downswing in the economy.

But he said negotiations between Volkswagen and NAAWU had reduced the number to be retrenched from around 500 and that talks were under way between the company and union shop stewards to reduce the number to a minimum.

Volkswagen's announcement follows retrenchments by two other motor firms earlier this year.

A company statement yesterday said Volkswagen had been forced to retrench "as a result of less buoyant economic conditions" and an expected drop in demand for the months ahead.

Workers with five or more years' service were not among those to be retrenched.

The company's industrial relations director, Mr Ollie Rademeyer, said that in the light of the already severe unemployment situation in the Eastern Cape, "every effort" was made to minimise the number of workers affected.

He added that, for the first time in two years, Volkswagen dealers were "reasonably stocked" and, with interest rates at their present levels, together with economic conditions, Volkswagen needed to "adjust production".

A NAAWU official, Mr Les Kettledas, said yesterday the union had retrenched workers despite NAAWU objections.

"We are opposed to retrenchments in principle. We believe there are other measures employers could take, such as working shorter weeks and banning overtime, to meet the new economic conditions," he said.

About 30 000 workers were already jobless in the area and those retrenched would have little chance of finding new jobs within the next year.

"However, we were able to reduce the number of workers retrenched and we will continue holding talks with the company to put across our view and to cushion the effect of retrenchments," he said.

Fosatu welcomes peace at Henkel, issues warning

Labour Reporter

AS THE Federation of SA Trade Unions welcomed the settlement between one of its affiliate unions and the Henkel chemical company, one new strike was reported from Wadeville yesterday.

Two other East Rand stoppages also continued, union sources said.

But Fosatu tempered its greeting of the Tuesday settlement between Henkel and the Chemical Workers' Industrial Union by warning that it might consider further consumer boycotts against companies.

The agreement was reached after a dispute over the firing of strikers in which the union called a consumer boycott against the company — and was supported by international union groups.

"This is the second time companies have settled with Fosatu unions in the face of a planned cosumer boycott," Fosatu said in a reference to a boycott CWIU called against Colgate-Palmolive last year. The dispute between the two parties was settled.

Fosatu said it had made "extensive preparations" for the Henkel boycott. It "did not relish" calling consumer boycotts.

On the new strike yesterday, the Metal and Allied Workers Union organiser Mr Moses Mayekiso said about 130 workers at the Wadeville company Fry's Metals had downed tools demanding a R1,50 an hour pay increase.

Management had offered workers a 15c an hour increase in bonuses despite incomplete industrial council negotiations. The strikers had agreed to return to work after they had been awarded an extra bonus.

Mr Mayekiso also said two other strikes — at Screenex of Alrode, near Alberton, and Moser Industries in Wadeville — were still unresolved.

Workers at Screenex struck in support of demands for a 50c an hour raise, and those at Moser in protest at the firing of nine workers.

"Both companies are in-

MATTER OF FACT

TO CORRECT specific errors of fact, write to the Editor at P O Box 1138, Johan-

Missing girl: mother asks public's help

Mail Reporter

AN ELDORADO Park mother has appealed to the public to help find her daughter who has been missing for three weeks.

The girl is 14-year-old Anne Marillier, last seen in the vicinity of her home on April 1. Anne has a light brown complexion, is about 1,53m tall, has brown eyes and black hair, and is slimly built.

Her mother, Mrs Rosemund Marillier, can be contacted at work at telephone number 8387685 or at home at 9451607.

Be pati

Mail Reporters

PEOPLE who called at the office of Impact Homes in Johannesburg yesterday were asked by Mr Mark Guthrie to be patient — he was still negotiating for sites in Diepkloof.

People who went to Impact Homes two weeks ago to get back the R250 advance management fee they had paid the firm were then told

CAPE Times
22/4/82
334 335

VW lay off 316: Union worried

Own Correspondent

PORT ELIZABETH. — Volkswagen in Uitenhage yesterday laid off 316 workers.

In a statement the company said that as a result of less buoyant economic conditions, it had been forced to lay off 316 workers out of its total workforce of 8 700.

The acting general secretary of the National Automobile and Allied Workers' Union (Naawu), Mr Leslie Kettledas, expressed concern at the layoffs at a time of high unemployment.

He said the union was still debating with management the principle of layoffs.

Well stocked

The industrial relations director of Volkswagen, Mr A O Rademeyer, said yesterday that in the light of serious unemployment, efforts had been made to minimize the number of workers affected.

For the first time in two years Volkswagen dealers were now reasonably stocked, and with interest rates at their present levels, combined with the economic situation, there was a need to adapt production.

There was, however, still a shortage of skilled workers in the industry, and recruitment in this category would continue, Mr Rademeyer said.

Long service

The company said in its statement that employees with five or more years' service were not considered for retrenchment.

A company spokesman said the company had paid out severance pay of three shifts, while the agreement with the union stated that severance pay should be for one shift only.

But Mr Kettledas said the union had asked that severance pay of one month for every year worked should be strongly considered.

The union was also adamant that laid-off workers should be the first to be re-employed.

316 lose jobs as VW plant trims its staff

By STEVEN FRIEDMAN
Labour Reporter

THE giant Volkswagen motor company yesterday retrenched 316 workers at its Uitenhage plant — and unionists said they feared more motor firms might retrench. Volkswagen employs 8 700 workers.

A spokesman for the National Automobile and Allied Workers Union, which is recognised by Volkswagen, said the union opposed retrenchments and believed employers could take other measures to respond to the downswing in the economy.

But he said negotiations between Volkswagen and NAAWU had reduced the number to be retrenched from around 500 and that talks were under way between the company and union shop stewards to reduce the number to a minimum.

Volkswagen's announcement follows retrenchments by two other motor firms earlier this year.

A company statement yesterday said Volkswagen had been forced to retrench "as a result of less buoyant economic conditions" and an expected drop in demand for the months ahead.

Workers with five or more years' service were not among those to be retrenched.

The company's industrial relations director, Mr Ollie Rademeyer, said that in the light of the already severe unemployment situation in the Eastern Cape, "every effort" was made to minimise the number of workers affected.

He added that, for the first time in two years, Volkswagen dealers were "reasonably stocked" and, with interest rates at their present levels, together with economic conditions, Volkswagen needed to "adjust production".

A NAAWU official, Mr Les Kettledas, said yesterday the union had retrenched workers despite NAAWU objections.

"We are opposed to retrenchments in principle. We believe there are other measures employers could take, such as working shorter weeks and banning overtime, to meet the new economic conditions," he said.

About 30 000 workers were already jobless in the area and those retrenched would have little chance of finding new jobs within the next year.

"However, we were able to reduce the number of workers retrenched and we will continue holding talks with the company to put across our view and to cushion the effect of retrenchments," he said.

R9-m Govt scheme to train unemployed

335

22/4/82 Star

Labour Reporter

The Government is to spend R9 million on a new training scheme for the unemployed.

The scheme was announced in Cape Town this week by the Minister of Manpower, Mr Fanie Botha.

Unemployed people with few skills who are registered work-seekers can be enrolled to receive training for three to eight weeks at a regional training centre.

The centres will provide the unemployed with basic skills required in jobs in a particular area, according to the department's training director, Mr Mike van Noordwyk.

He said the scheme had already been launched as pilot projects in Bloemfontein and Port Elizabeth where there were centres, personnel, equipment and expertise available.

The scheme was for all race groups, although black unemployed would be in the majority.

To qualify for the scheme the unemployed must be between the ages of 15 and 30 and have no more than a standard six education.

Mr van Noordwyk said that as planning progressed other training centres countrywide would provide this facility.

The Government is financing the scheme with R9 million from the Treasury.

"We are finalising certain guidelines for our regional offices. Applicants will do an aptitude test which will indicate their qualifications to train for semi-skilled work," Mr van Noordwyk said.

The pilot schemes were being confined to Government training centres, but as the scheme progressed the department intended to use "whatever we can get," Mr van Noordwyk said.

DATSUN NISSAN SIGMA BMW GM Ford VW

335 Star 23/4/82

Retrenchment clouds gather

By Tony Davis
Labour Reporter

The grim spectre of retrenchment is looming once again this year on the eve of major wage negotiations in the motor industry in the Eastern Cape.

The annual wage negotiations come at a time of predicted declines in sales and some firms are retrenching and laying off workers.

Employers at the bargaining table are expected to warn unions that excessive wage demands could harm the industry. ...

The National Automobile and Allied Workers' Union has already announced its demands for a national wage increase of 75 percent. Naawu claims to represent about 40 percent of the motor assembly workforce across the country.

More than 1 000 motor assembly workers have either been dismissed or laid off this year.

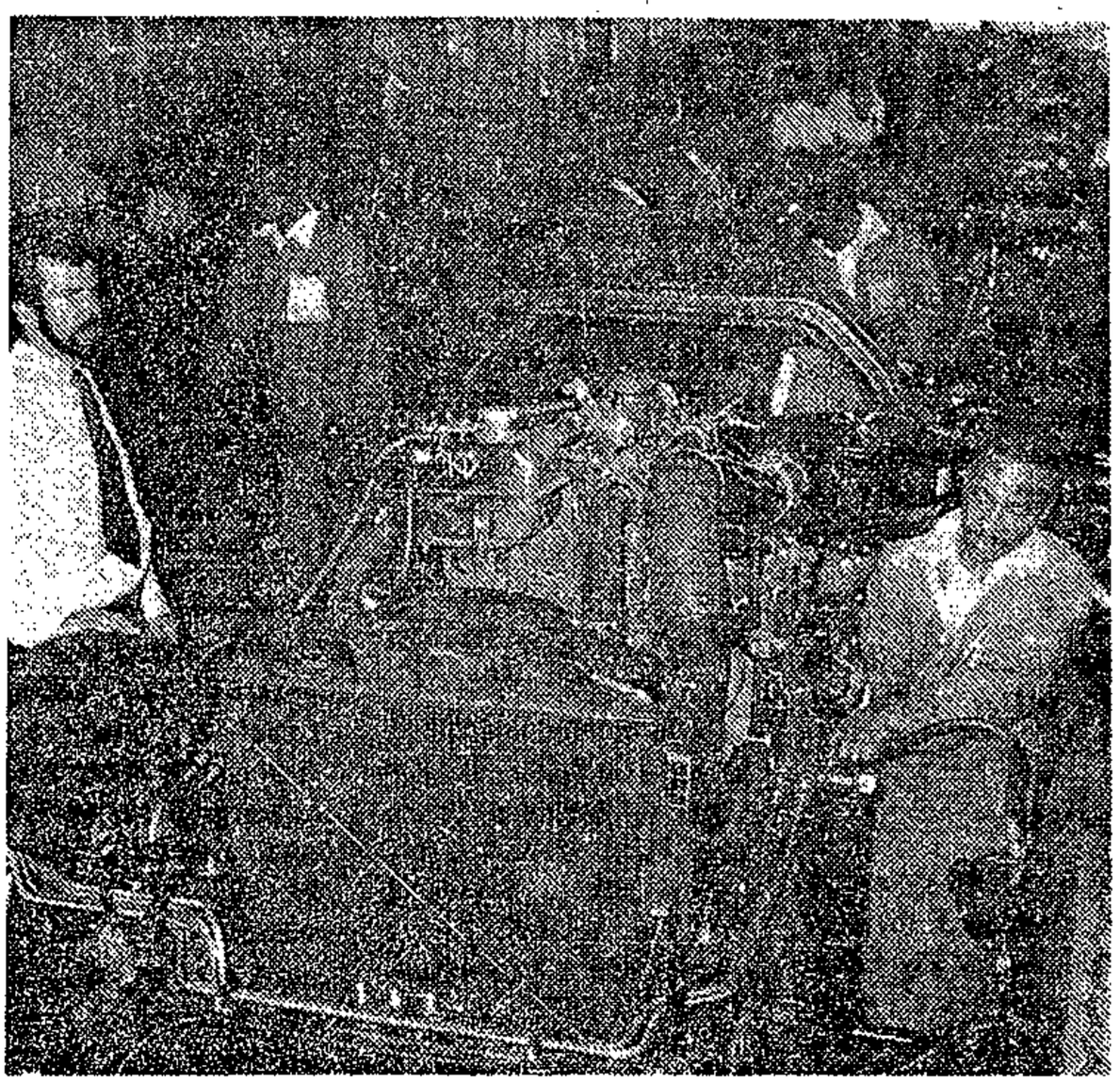
● At Volkswagen in Uitenhage this week 316 workers were retrenched because management predicted a downswing in the economy and decline in car sales.

● The Sigma plant near Pretoria retrenched 507 workers in January and laid off another 348 for that month.

● At Datsun-Nissan in Rosslyn near Pretoria 150 workers were retrenched, also in January.

Wage negotiations for 1982 are under way at Sigma between management and Naawu, and the industrial council for the Eastern Cape motor industry starts its talks on May 4.

Naawu and other unions have been



A large truck takes shape on the assembly line. Workers are looking for higher wages, employers are seeking cost savings. Reconciling the two is the problem.

critical of motor firms for not taking future economic troubles into account.

But unions have been able to win assurances from managements that retrenchments will be discussed in advance.

In the case of Sigma and Volkswagen, unions were able to obtain "better deals" for dismissed workers.

In January the Federation of South African Trade Unions, of which Naawu is an affiliate, released a series of policy guidelines related to retrenchments.

Advance notice by managements was a principal guideline and the federation stated it supported the concept of "first in, last out."

At Volkswagen any workers who had five or more years experience were not considered for retrenchment.

Workers retrenched are usually semi-skilled or unskilled labourers.

In January, the president of the Institute of the Motor Industry for Southern Africa, Mr R P Whitfield warned of a drop in car sales this year.

"During the next two years we expected sales to be lower — a natural result of the correction of an overheated economy," Mr Whitfield said.

Naawu's national demand is for a R3,50 hourly minimum wage.

The three employers in the council in the Eastern Cape — Ford, General Motors and Volkswagen — pay top wages in the industry.

The "Magic" figure for a minimum wage used to be R2 an hour and this is generally the wage unions are hoping to convince all Transvaal employers to equal.

Workers tense over East Rand sackings

By STEVEN FRIEDMAN
Labour Reporter

FACTORY tension over retrenchments is growing on the East Rand.

Metal and Allied Workers Union shop stewards from 72 factories in the area met on Wednesday night, a union spokesman said yesterday.

They vowed to fight further retrenchments.

A union organiser, Mr Moses Mayekiso, said shop stewards from Wadeville, Germiston and Alrode took resolutions which accused employers of working overtime while retrenching workers because of alleged lack of work.

They also called for negotiation between workers and employers on retrenchments, but said some firms refused to negotiate retrenchment procedures with unions.

The firms felt this was the province of the Metal Industrial Council and the Steel and Engineering Federation, said Mr Mayekiso.

"More East Rand firms are retrenching workers and shop stewards are determined to fight it. Workers are very angry — they say they are the only ones who suffer when the economy runs into trouble", he said.

Workers believed employers could cut production in other ways.

Seifsa's director, Mr Sam van Coller, said yesterday there were no provisions in the metal industrial agreement requiring employers to make redundancy payments.

"An employer can therefore not be compelled to do this. Individual companies have in the past made their own decisions in this regard", he said.

On claims that some firms worked overtime while retrenching, leading to union charges that employers were firing workers in order to cut costs, Mr Van Coller said employers had told unions on the council they were prepared to take part in a joint enquiry into concern about excessive overtime.

At the same time, the agreement did not allow an employer to work more than ten hours a week overtime without council permission.

"We are quite prepared to discuss this issue with unions, but we cannot lay down over-rigid general rules," said Mr Van Coller.

Mr Mayekiso said shop stewards wanted employers to lay off workers for two or three months, instead of retrenching them.

36 years lat

Mail Reporter

LAST week, the Rand Daily Mail published an appeal by Mr Walter William Pearce, 61, a former British soldier living in Melbourne, Australia, for help in tracing his daughters.

Mr Pearce was separated from his pregnant wife, Ada, and their daughter, Evelyn Rose (18 months), in 1946.

His wife emigrated to South West Africa with their child while he was serving in

nch check c

He said the investigation was receiving his "fullest" attention as well as the attention of his deputy, Colonel Willem van der Merwe.

The police investigation relates to:

The explosion at a fish-smoking factory in Kalk Bay earlier this month which killed a valuable witness in the fish scandal inquiry;

A fire, allegedly started by arsonists, only hours after

dies on Pa

Vatican on a two-week visit.

Reacting to the news of the bishop's death, the President of SACBC, Archbishop Denis Hurley, said it was hard to accept that the life of so bright and vigorous a man had ended so suddenly.

"His death is a severe loss to the diocese of Oudtshoorn and to all his confreres of the SACBC," he said.

SPONSORS: South African Airw
Airways, Holiday Inns, Channel

VW workers down tools

CAR Times 23/4/82

Own Correspondent

PORT ELIZABETH. — The Volkswagen company stopped production at its Uitenhage plant early yesterday afternoon after almost the entire black workforce of about 5 600 workers had downed tools at noon in protest against the retrenchment of 316 workers on Wednesday.

Workers insisted that retrenched workers be allowed to work every second week, but management said last night that it was not practical as production in the plant would become unbalanced.

The company said in a statement yesterday that it hoped workers would resume their duties today.

Representatives of the National Automobile and Allied Workers' Union (Naawu) said on Wednesday afternoon that workers had expressed their opposition to the retrenchments, and asked management for a full list of the names of retrenched workers.

When management failed to supply a list, workers refused to resume work.

Yesterday workers resumed work until about noon, when they again expressed their opposition to the retrenchment. Many workers with good records had been laid off, the spokesmen said.

Another grievance was the fact that only 13 whites, all with bad job records had been laid off.

The plant was closed about 1.30pm yesterday, the spokesmen said.

A Volkswagen spokesmen said workers were laid off only after a thorough merit evaluation of workers' job records had been made.

He said only unskilled workers had been retrenched — not on the basis of race, but on performance alone.

Between six and seven percent of the white and black unskilled workers had been laid off.

cycle to slow down sharply.



beauties" practise for
re Pat Washington on
and Liz Baloyi.

Strike hits VW factory

ROM 23/4/82

Mail Correspondents

PORT ELIZABETH. — The Volkswagen company stopped production at its Uitenhage plant early yesterday afternoon after almost the entire black workforce of about 5 600 workers downed tools at noon in protest against the retrenchment of 316 workers on Wednesday.

Workers insisted that retrenched workers be allowed to work every second week, but management said last night this was not practical.

The company said in a statement yesterday that talks had been held between management and shop stewards and that it hoped workers would resume their duties today.

Spokesmen of the National Automobile and Allied Workers' Union (Naawu) said the trouble started on Wednesday afternoon when workers expressed their opposition to the retrenchments.

When management failed to supply a list of retrenchments, workers refused to work. Management closed the plant at 6pm on Wednesday, telling workers to come back for the 8am shift the next day, the spokesmen said.

Yesterday workers resumed work until about noon, when they again expressed their opposition to the retrenchments. They also felt that the company did not adhere to the principle agreed to with the union that only workers with bad job records would be laid off. Many workers with good records had been laid off, the spokesmen said.

Another grievance was the fact that only 13 whites, all with very bad job records were laid off.

The list of names of retrenched workers could not be made available on Wednesday night as it had not yet been finalised, a VW spokesman said.

He said workers were laid off only after a thorough merit evaluation.

Retrenchments were made on the basis of performance, not race, he added.

A report-back meeting between shop-stewards and workers will be held at 8am this morning.

Canned hobos get a rude awakening

ROM 23/4/82

By JAYNE LA MONT

A PAIR of vagrants who decided to sleep off a night of revelry in two dustbins, were tipped into a garbage truck yesterday and almost crushed to death.

One man was admitted to the Hillbrow Hospital where he is in a satisfactory condition.

His friend, though bleeding and bruised, disappeared after an ambulance had taken them to hospital.

The two middle-aged men apparently climbed into the dustbins at a factory at Kazerne on Wednesday night.

Early yesterday morning a garbage truck from the Johannesburg Municipality arrived to collect the refuse.

The garbage men loaded the bins, and the two sleeping men, on to their shoulders.

Both men were dumped in the laden truck which drove to the dump at Heriotdale.

It was only when the huge truck was tipping its load out that the two men were found.

One had extensive injuries and the other, although shocked and bleeding, was able to walk.

Workers are back on job in Uitenhage

Post Reporter

PRODUCTION continued as normal at the Volkswagen motor company today after more than 5 000 workers downed tools in protest against the retrenchment of 316 fellow workers this week.

A Volkswagen spokesman said today the workers met at 8am today and decided to return to work.

The spokesman said management representatives met with shop stewards yesterday after workers had downed tools.

Management agreed to re-examine particular cases of people retrenched which the workers felt were unfair.

Management representatives and shop stewards met again this morning.

Workers asked yesterday that the retrenched workers be allowed to work every second week. Management said this would not be practical as production would become unbalanced.

Representatives of the National Automobile and Allied Workers Union (Naawu) said workers downed tools on Wednesday when management failed to produce a list of the workers Volkswagen intended retrenching.

Production continued on Thursday morning but workers left their posts at noon in protest against the retrenchments.

They felt management had not adhered to the principle agreed upon that only workers with bad job records would be laid off.

Another grievance was that only 13 white workers were laid off — after a management assurance that all races and categories would be affected equally.

The Volkswagen spokesman said the same percentage of black and white workers had been affected and that workers were laid off only after an evaluation of their job records.

Volkswagen plant returns to work after two strikes

Thousands of workers at the Volkswagen motor assembly plant in Uitenhage returned to their jobs this morning after two work stoppages in protest against the retrenchment of 316 workers this week.

The return to work today followed a meeting between morning shift workers and officials of the National Automobile and Allied Workers Union (Naawu) at the plant.

Workers had protested this week against the dismissal of 316 workers. Volkswagen management had met Naawu officials to explain reasons for the retrenchments which were largely due to a downturn in future car sales

The first protest stoppage was on Wednesday afternoon, followed by a similar one during lunch-hour yesterday.

As a result of the second stoppage production was shut down in the afternoon, affecting some 7 000 hourly-paid workers.

Union shop stewards this morning started talks with management in a bid to resolve the dispute.

Workers have demanded that Volkswagen take the retrenched workers on again in some form of part-time capacity.

● See Page 19.

VW workers return

Mail Correspondent

PORT ELIZABETH — The black workforce at Volkswagen, estimated at 5 600, returned to work yesterday.

But negotiations will continue on Monday, with management and worker representatives both reporting deadlock on workers' demands yesterday.

A spokesmen for the workers said they were still adamant that management reinstate 316 workers, or alternatively allow them to work every second week.

But the director of industrial relations of Volkswagen, Mr Ollie Rademeyer, said last night that management had "flatly turned down" these demands.

A claim that workers with good job records were laid off had been discussed at a meeting between shop-stewards and management, and management had declared itself willing to reconsider individual job records, a shop-steward said.

You're fired

335

30 WATER WORKERS DISMISSED IN 6-LINE LETTERS

S. Times 25/4/82

By KEN SLADE

MORE than 130 Water Affairs workers have been dismissed in two months because of a shortage of funds.

Most Government departments are desperately looking for staff and are offering all types of incentives to attract new employees — but many Department of Water Affairs workers have received six-line letters telling them their services have become "superfluous".

First news of the dimissals was disclosed this week, although the former employees were expressly warned not to go to the Press.

Eleven Water Affairs employees who had been working on the South Ndebele Dam, near Marble Hall, were given letters of dismissal on March 23.

Since then, more than 130 other employees of the department throughout the country have received the same official notification.

No warning of dismissals.

The workers who approached the Sunday Times were all extremely upset that they had received no warning of the intended dismissals.

"One day we were earning a living for our families and the next day we were told that we were out of work," said one disgruntled former employee who had worked for the department for six years.

"Many of us have children to feed and a house. The dismissal means that we will have to move out of this area and seek work elsewhere."

The former government workers were hesitant about being named for fear of future work discrimination.

The brief letters sent to the workers all said that, owing to a shortage of funds, employment in the department was being reorganised.

The people to whom the letters were addressed were then told "with regret" that their jobs had become superfluous.

They were thanked for their contributions and the letter concluded with the hope that the former employees would soon find new work.

130 'not all that severe'

Mr J G du Plessis, Deputy Director-General for the Department of Water Affairs, confirmed that "about" 130 employees of his department were recently dismissed.

"I can't tell you the exact number of dismissals, but when it is considered that the department employs about 12 000 people, a dismissal of about 130 is not all that severe.

"All government departments have been asked to cut back on projects to save money.

"We reorganised our department and found that certain jobs in the construction section are not needed."

Every attempt would be made to try to find other employment for dismissed workers.

"But none of those dismissed were full-time employees of the department. They were temporary employees."

The workers at the South Ndebele Dam disagreed.

Many said they had been working at the site for the past five or six years and it would take at least another 10 years to complete the project.

JEWELLERS AND GOLDSMITHS UNION

Year	Membership			
	African	Asian and Coloured	White	Total
1970				
1971				
1972				
1973		98	320	418 *
1974		28	294	322 *
1975		26	305	331 *
1976		21	201	222 *
1977		30	347	377 *
1978				..
1979				445 $
1980				460

Fosatu Annual Report 1980/81

Address: 201/4 City Centre
Corporation Street
Cape Town

Telephone: (021) 433658

Officials

Area of C

Founded:

Registra

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by 1977/78 and with

Uneasy truce at car plant pending talks

Post Reporter

THERE is an uneasy truce at the Volkswagen motor plant in Uitenhage where production is normal pending the outcome of talks between workers and shop stewards.

More than 5 000 workers stopped work for a day last week in protest against the retrenchment of 316 Volkswagen employees.

A spokesman for the National Automobile and Allied Workers Union (Naawu) has said workers are adamant that management reinstate those paid off.

Workers also felt management had not adhered to the principle agreed upon that only employees with bad job records would be paid off. Management has agreed to review individual job records of retrenched workers.

A Volkswagen spokesman said a time had not been set for a meeting between management and Naawu representatives today.

Sport ..... 11, 12 | overseas.

TRANSVAAL MUSICIANS UNION

Year	Membership					
	African	Asian	Coloured	White	Total	
1970					268	ø
1971					217	ø
1972					151	ø
1973				458	458	*
1974				306	306	*
1975				347	347	*
1976				348	348	*
1977				332	332	*
1978				332	332	$
1979				304	304	$
1980				314	314	$

Address: P.O. Box 5837
Johannesburg
2000

Telephone: (011) 213451/48 4804

Officials: Secretary: M

Area of Operation: Trans

Founded:

Registration: Yes

Meetings held by car firm workers

THREE meetings of shop stewards and workers are being held at Volkswagen in Uitenhage today to decide whether the workers accept management's retrenchment of 316 workers last week.

More than 5 000 downed tools on Thursday in protest against the retrenchments.

They demanded the reinstatement of the workers and said management had not adhered to an agreed principle that only those with bad job records would be paid off.

In a series of meetings between management and National Automobile and Allied Workers Union (Naawu) representatives of VW made it clear the firm would not reinstate the workers, but would reexamine their job records.

In three meetings designed to fall in with the plant's shifts, shop stewards today met with workers at the Jubilee Hall in Uitenhage to discuss management's response to their demands.

A Naawu organiser said the union would comment on the outcome later.

Post Reporter

Retrenchments will cause unrest, Mawu warns

335
Sowetan
27/9/82

THE Fosatu-affiliated Metal and Allied Workers Union has warned a major construction company, Genrec, of unrest if it does not stop retrenchments at two plants in the East Rand as well as retrenchments which are expected at a third company in the near future.

Mawu's Transvaal organiser, Mr Moses Mayekiso, told The SOWETAN yesterday that four strikes — three on the East Rand and one in Industria — were reported this week.

Mr Mayekiso said that, at Genrec, the management had retrenched workers at its subsidiary companies, Genpipes and Wadeville Engineering. More retrenchments were also expected at Genrec's Power Steel company.

It is feared that this type of attitude by the management will cause unrest as workers are not happy about the layoffs and have threatened to take action.

The union believes that the company should negotiate with it and that in most cases, management had not met the workers' demands.

At a meeting of shop stewards yesterday, a decision was taken by workers to campaign against the retrenchments.

A spokesman for Genrec has confirmed the retrenchments and said that more were expected at Power Steel. The management was prepared to meet Mawu to discuss the matter further.

Meanwhile Mawu has reported strikes at Screenex, the metal company in Alrode, near Alberton, where about 200 workers demanded an extra 50 percent hourly increase in their weekly earnings. The strike entered its third day yesterday.

At the Scry Metal company in Wadeville some 130 workers went back to work yesterday after management had offered to meet their demands.

About 60 workers at Moseer were dismissed after going on strike over demands for a higher salary this week. Mawu has been refused a chance to negotiate with the management.

At an Industria West company, Nampak, about 350 workers, who earlier walked out when management refused to meet their demands, have gone back to work. Management reported yesterday that everything was "back to normal."

Commenting on this week's labour disputes, Mr Mayekiso said that the disputes occurred because workers were not happy with what they earned or the manner in which management handled their work situation.

He said further that Mawu would strive to see that its members' grievances were met with by management.

AND STEEL WORKERS, SHIPBUILDERS AND WELDERS SOCIETY

Membership			
Asian and Coloured	White	Total	
..	13 654	13 654	ø
..	13 654	13 654	ø
..	13 654	13 654	ø
..	15 548	15 548	+
..	13 654	13 654	ø
..	14 898	14 898	¤
..	16 577	16 577	¤
..	16 577	16 577	¤
..	16 577	16 577	$
..	17 564	17 564	$
6 900	11 500	18 400	$
6 509	11 055	17 564	$
..	..	16 577	$
..	..	16 577	¤
..	..	16 577	¤
4 801	10 097	14 898	¤
..	..	16 577	¤
..	..	16 577	¤
5 399	10 141	15 548	+
..	..	13 654	ø
..	..	13 654	ø
..	..	13 654	ø
..	11 055	17 564	$
6 509	11 055	17 564	$
6 900	11 500	18 400	$

Telephone: (011) 838 3341

retary: A.J. van der Watt

ational

National Industrial Council for the Iron, Steel,
Engineering and Metallurgical Industry
Industrial Council for the Pulp and Paper Manufacturing
Industry
Industrial Council for the Sugar Manufacturing and
Refining Industry

00 blacks
00 coloured
00 whites

sion to open membership to all races.
d from TUCSA in 1977 but had rejoined by 1980.

S.A. THEATRE UNION

Year	Membership				
	Asian	Coloured	White	Total	
1970					
1971					
1972					
1973			433	433	+
1974					
1975			433	433	≠
1976			503	503	≠
1977			503	503	≠
1978			500	500	≠
1979			550	550	≠
1980			550	550	=

Address: P.O. Box 3.
Braamfontei
2017

Telephone: (011) 469 077

Officials: Secretary: Mr

Area of Operation:

Founded:

Registration: Yes

1980 - Receives permission from the Minister o to open its membership to all races.

1981 - Affiliates to TUCSA.

Govt to give free training

(335) (360) Sowetan 28/4/82

THE launching of a new scheme to provide unemployed persons with basic training is being regarded as an important breakthrough in easing South Africa's manpower shortage.

According to the Minister of Manpower, Mr Fanie Botha, preparatory steps have already been taken for this training, for which R9-million has been voted.

The Department is now organising pilot schemes for the training of unemployed persons at group training centres in Port Elizabeth and Bloemfontein.

Work-seekers of all population groups between 15 and 30 years old, who have not progressed beyond Standard 6, are eligible for training provided that they were registered as unemployed for at least six weeks and could not be placed on unemployment and have little job experience.

The duration of training will be from three to eight weeks. Training will be of a general nature and will be geared to employees' needs in various regions.

The Department will endeavour to place workseekers in employment positions on completion of their training. The intention is that employers subsequently provide trainees with more specific skills in the work situation.

Approved candidates will receive free training as well as a subsistence allowance.

Mr Botha pointed out that many work-seekers remained unemployed because they lacked basic skills, often because they left school early.

Under the scheme work-seekers would be trained up to a level which employers can build up on by means of in-service training.

TRANSPORT WORKERS UNION (COLOURED AND ASIAN)

Year	Membership				
	African	Asian and Coloured	White	Total	
1970				..	
1971				300	ø
1972				300	ø
1973		451		451	x
1974		324		423	x
1975		405		405	x
1976		369		369	x
1977		320		320	x
1978		320		320	≠
1979		222		222	≠
1980		222		222	≠

Address: 206 Trades Hall West Telephone: (011) 838 5861

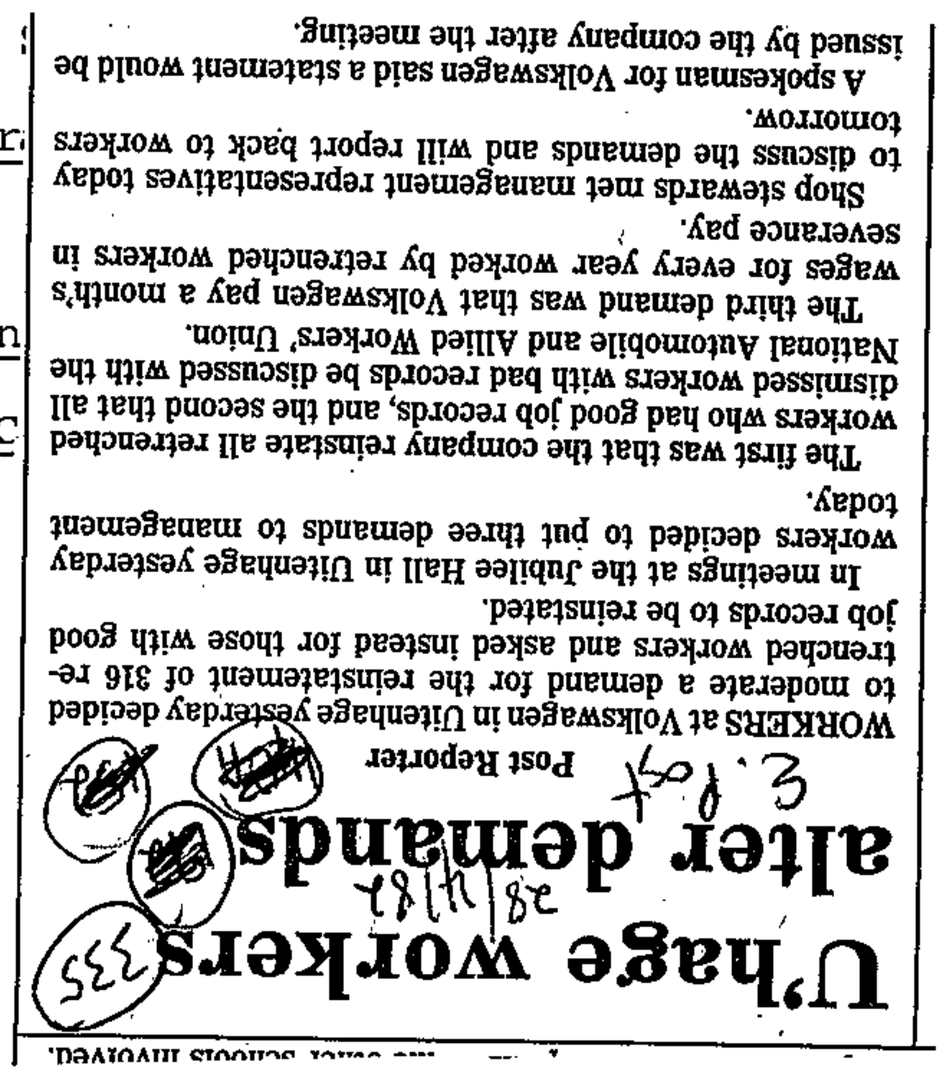
Officials:

Area of Oper

Founded:

Registration

Industrial C tor Transport



U'hage workers alter demands

Post Reporter

WORKERS at Volkswagen in Uitenhage yesterday decided to moderate a demand for the reinstatement of 316 retrenched workers and asked instead for those with good job records to be reinstated.

In meetings at the Jubilee Hall in Uitenhage yesterday workers decided to put three demands to management today.

The first was that the company reinstate all retrenched workers who had good job records, and the second that all dismissed workers with bad records be discussed with the National Automobile and Allied Workers' Union.

The third demand was that Volkswagen pay a month's wages for every year worked by retrenched workers in severance pay.

Shop stewards met management representatives today to discuss the demands and will report back to workers tomorrow.

A spokesman for Volkswagen said a statement would be issued by the company after the meeting.

1970 - Affiliates to TUCSA

1981 - Cape Town Branch re-established.

VW rejects demands over retrenchment

29/4/82 E. Post

335

VOLKSWAGEN motor company in Uitenhage has rejected three demands by workers after the retrenchment of 316 employees last week.

After meetings with shop stewards this week workers at the plant modified an earlier demand that management reinstate those retrenched. They asked, instead, that those with good job records be reinstated.

Secondly, they asked that the position of those retrenched be discussed with the National Automobile and Allied Workers' Union (Naawu) and, thirdly that those paid off be given severance pay of one month's wages for each year worked.

Volkswagen said in a statement last night it was not able accede to the demands and expressed concern about allegations of intimidation during a work stoppage of more than 5 000 employees last week.

The statement said Volkswagen had re-examined the records of retrenched workers and was satisfied none had been "unfairly dismissed".

Several workers would be considered for re-employment when the company again recruited employees.

The company had already paid out three times more than was required under an existing agreement and further pay outs were not possible.

Naawu's president, Mr J C Harris, said today there was a tense atmosphere at the plant and predicted that workers would not be happy with management's response to their demands.

He also rejected allegations of intimidation, saying Volkswagen was attempting to confuse workers and discredit Naawu.

Workers would officially be informed of the company's decision later today.

AMALGAMATED SOCIETY OF WOODWORKERS

Year	Membership				
	African	Asian and Coloured	White	Total	
1970		..	..	..	
1971		..	..	..	
1972		..	..	..	
1973		932	2 943	3 875	+
1974		..	..	..	
1975		..	..	3 875	x
1976		..	..	3 875	x
1977		1 274	3 200	4 474	x
1978		1 274	3 200	4 474	$
1979		..	..	..	
1980		..	..	600	$

Address: P.O. Box 1095
Johannesburg
2000

Telephone: (011) 834 7086

Officials: Secretary: K. Beech.

Area of Operation: National

Founded: 1881

Registra

Industri

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The Un
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p. (See p.128).

Third walkout by 5 000 workers at motor plant

E. Post 30/4/81

By SANDRA SMITH

MORE than 5 000 Volkswagen workers today again walked out of the motor plant in Uitenhage in support of demands that management discuss with union officials issues arising from the retrenchment of 316 workers.

Today's walkout was the third in a fortnight and came after a mass meeting held on the factory premises this morning.

There was a production shut-down yesterday afternoon when almost the entire black work force left the plant after a meeting.

The workers had been told by shop stewards that management would not accept three union demands formulated after VW retrenched 316 employees to bring the work force into line with its production needs.

Management was asked to retrench only those with poor job records and to discuss the retrenchments with the National Automobile and Allied Workers Union.

The third union demand was that VW pay severance pay equal to one month's wages for every year worked.

Today's walkout came after shop stewards addressed workers at a two-hour meeting at the plant. At the end of the meeting, workers streamed out of gates.

They said they had decided to meet again on Monday morning after shop stewards had again approached management with the three demands.

One worker said they now wanted R3,50 an hour instead of R2 an hour, as they had to do more work to make up for those retrenched.

May 1982

No protection against lay-offs — metal union

Labour Correspondent

THE powerful Metal and Allied Workers' Union has issued a strong attack on the metal industries' industrial council's safeguards for retrenched workers.

The safeguards are described as totally cumbersome and ineffective.

The council's delay in handling workers' appeals against lay-offs had contributed to a strike in Brits, the union claimed yesterday.

The union's Transvaal secretary, Mr Rodney Nwamba, said measures in the council agreement aimed at ensuring workers were not retrenched unfairly "are unable to offer workers job security".

Council sources yesterday agreed that retrenchment procedures take too long, and said these were being investigated. But they disputed the claim that the agreement does not provide protection against unfair sackings.

Mr Nwamba was reacting to a strike by 600 workers at Femco in Brits, a sequel to retrenchments there in January.

He said that, after these retrenchments, the Metal and Allied Workers Union complained to the council that the company had not complied with Section 35 of the agreement, which says employers must notify the council of retrenchments 14 days before they occur.

The Transvaal regional council replied in March that it had reprimanded the company for not complying with the requirements but had found the retrenchments were justified.

In March, the union had asked the council to investigate and order the workers' reinstatement.

"Now we discover they are only going to discuss this tomorrow. In the meanwhile, the issue has flared again and workers have gone on strike.

"We don't know how they decided the firings were fair, but they certainly didn't talk to the workers. We believe the company was simply firing 'troublemakers'. The council is unrepresentative and cumbersome," he added.

Senior industrial council sources said yesterday the agreement recognised the right of employers to retrench, but also sought to ensure they did not fire workers unjustly under the guise of retrenchment.

Firings were probed by talking to the company and checking its records to ensure retrenchments were caused by a lack of work.

If the council believed firings were unfair, unions and employers on the council could order a prosecution of the company, they said.

MINE COL( )F S.A.

Address: P.O. Box 684
Johannesburg
2000

Telephone:

Officials:

Area of Operation: Kler.

Founded: 1979

Registration: No(1)

5 000 VW walkout workers to meet today

2/5/82

E. Times

By PETER MALHERBE

EMPLOYEES at the Volkswagen plant in Uitenhage, in a mass walkout on Friday, are to hold a meeting tomorrow.

More than 5 000 workers left the factory ... the third walkout in two weeks.

Meanwhile, Ford has announced that its three Port Elizabeth plants would close on Mondays and Tuesdays and its Neave plant would go on "short time" from Wednesday.

VW workers demanded that three conditions be met by the management after the recent retrenchment of 316 employees. The conditions that:

- Management retrench only those with poor job records.
- The retrenchments be discussed with the National Automobile and Allied Workers' Union.
- VW gives severance pay equal to one month's wages for every year of service.

Pay demand

One worker said they were also demanding R3,50 an hour instead of R2 an hour because of the increased workload due to the retrenchments.

VW management could not confirm this new pay demand.

Mr Peter Searle, managing director of Volkswagen in South Africa, said the problem "would be settled and that production would be back to normal early next week".

"Prolonged and continued worker action, such as experienced in the past week, will seriously jeopardise future investment plans and future employment possibilities."

(1) Applied for registration but objections raised by other registered unions.

Other

Diamond Cutters Union of South Africa
Jewellers and Goldsmiths Union
Optical Workers Union
S.A. Association of Dental Mechanicians
S.A. Diamond Workers Union

ELECTRICITY, GAS AND WATER

Cape Town Gas Workers Union
Escom (Cape Western Undertaking) Salaried Staff Association
Escom Salaried Staff Association
Escom Workers Association
General Workers Union
Johannesburg Municipal Water Work Mechanics Union

CONSTRUCTION

Amalgamated Society of Woodworkers
Amalgamated Engineering Union of South Africa
Amalgamated Union of Building Trade Workers
Black Allied Workers Union
Blankebouwerkersvakbond
Building, Construction and Allied Workers Union
Building Workers Union
Electrical and Allied Trades Union of South Africa
Engineering and Allied Workers Union
Engineering Industrial Workers Union of South Africa
General Workers Union
Metal and Allied Workers Union
National Union of Engineering, Industrial and Allied Workers
Port Elizabeth Operative, Plumbers Employees Association
S.A. Operative M
S.A. Woodworkers
Steel, Engineeri
S.A. Electrical

WHOLESALE & RETA

Wholesale & Ret

Black Allied Wo
Commercial, Cat
Concession Stor
Domestic Worker
Kimberley Shop
National Union
National Union
Pretoriase Vakk
Transvaal Ret

Catering and Ac

Commercial, Ca
East London Li

SERVICES

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The results of the meeting today are not yet known.

Volkswagen has said it cannot accede to any of these demands, but has agreed to continue discussions with shop stewards when workers returned to work.

A third demand is that those retrenched receive severance pay equal to one month's wages for every year worked.

The workers have demanded that management retrench only those workers with poor job records and discuss retrenchments with the National Automobile and Allied Workers Union (Naawu).

Shop stewards did not meet with Volkswagen management on Friday or at the weekend, according to a company spokesman.

Post Reporter

WORKERS who walked out of the Volkswagen plant in Uitenhage for the third time in a fortnight on Friday in support of demands that management discuss with union officials issues arising from the retrenchment of 316 workers, met at the factory this morning for a report back meeting from shop stewards.

Motorcar plant workers meet the shop stewards

JEWELLERS AND GOLDSMITHS UNION

Year	Membership				
	African	Asian and Coloured	White	Total	
1970					
1971					
1972					
1973		98	320	418	*
1974		28	294	322	*
1975		--	305	331	*
1976			201	222	*
1977			347	377	*
1978				..	
1979				445	$
1980				460	

Address: 201/4 City
Corporatior
Cape Town
8001

Officials: Secretary

Area of Operation: W

Founded: 1939

Registration: Yes

elephone: (021) 433658

1974 affiliated to TUC iated by 1977/78 and with other unions formed FC

Fosatu Annual Report 1980/81

Own Correspondent
PORT ELIZABETH —
The black labour force of more than 5 600 at the Volkswagen plant in Uitenhage was today locked in a meeting with union leaders soon after entering the premises with the dispute with management over retrenchments still deadlocked.

The workers staged their third walkout in a fortnight on Friday. Production has been paralysed since Thursday.

The last walkout came after workers were told that management would not accept demands by the National Automobile and Allied Workers' Union over the retrenchment of 316 workers.

Workers now demand full reinstatement of all workers retrenched.

An organiser for the union in Uitenhage, Mr Edwin Maape, said today a point of discussion at today's mass meeting would be a statement by the managing director, Mr Peter Searle, on Friday.

Mr Searle said the company was willing to talk to workers' representatives provided workers first returned to work.

VW plant is still paralysed
Spw 335
3/5/82

JEWELLERS AND GOLDSMITHS UNION

Year	Membership				
	African	Asian and Coloured	White	Total	
1970					
1971					
1972					
1973		98	320	418	x
1974		28	294	322	x
1975		26	305	331	x
1976		21	201	222	x
1977		30	347	377	x
1978				..	
1979				445	$
1980				460	Fosatu Annual Report 1980/81

Address: 201/4 City Centre
Corporation Street
Cape Town
8001

Telephone: (021) 433658

Officials: Secretary: A.Frazer

Area of Operation: Western Cape

Founded: 1930

VW won't reinstate 316: strike resumes

Labour Reporter

A strike at the Volkswagen motor assembly plant in Uitenhage has reached deadlock. More than 5 000 workers are refusing to return to work until 316 retrenched colleagues are reemployed, and the company has refused to take the men back.

The workers walked out again yesterday morning after shop stewards told them Volkswagen would not re-employ the 316 workers.

The men were retrenched late last month and workers staged a stoppage soon afterwards. They returned to their jobs after a promise of negotiations between management and the National Automobile and Allied Workers Union (Naawu).

Volkswagen's industrial relations officer, Mr Ollie Rademeyer, said yesterday the company had reaffirmed its decision not to reinstate the 316.

A Naawu organiser said workers would meet today but they rejected any offer other than reinstatement of colleagues.

/78 and with

Industrial week

Job cuts unlikely

1900

335

4/5/82

By Madden Cole

UNLIKE other companies in the motor industry, Toyota is running at full capacity and has no intention of laying off or retrenching workers.

"We are going great guns and have no problem in selling our vehicles — in fact we still have a waiting list for our products," says a spokesman for Toyota Marketing.

Although the company expects a 12 to 14% dip in the market, it feels that with its 20%, it will be in a strong position to absorb this downswing.

But in spite of healthy sales figures, Toyota is not increasing staff at present.

"We prefer rather to increase the productivity of our workers," adds the spokesman.

Sigma Motor Corporation which retrenched 507 workers in January has no plans of laying off any more workers unless "the economy takes a nosedive", says their public affairs manager.

"Our present staff complement is adequate for our needs and should meet our requirements for the next 12 months."

Unless something unforeseen happens to the economy, Datsun-Nissan, which laid off 150 workers earlier this year, has no intention of making any further staff cuts.

"Our planning at present is based on a recessionary market and our staff has been trimmed accordingly," a company spokesman points out.

Trade unionists fear that more workers will lose their jobs at Volkswagen motor company after the recent retrenchment of 316 workers.

But company industrial relations director Ollie Rademeyer says that "every effort" would be made to minimise the number of workers affected.

With an expected lower volume of vehicle sales for the next two years and the fact that further retrenchment cannot be ruled out, it seems unlikely that the demands of National Automobile and Allied Workers' Union, which claims to represent 40% of the motor assembly workforce, will be met.

The union has demanded a 75% wage increase, but employers are expected to point out that unrealistic wage demands could harm the industry and lead to further cuts in staff.

No move by Province on Dias feud

By SHELAGH BLACKMAN

'ROVINCIAL authorities had received no further ap-oaches to investigate the administration of the Dias)ivisional Council, Mr H Kriel, MEC in charge of local ,overnment, said in an interview today.

The chairman of the Dias Divisional Council, Dr H Botha, earlier requested the Administrator, Mr E Louw, to vestigate the situation. But at a meeting two weeks ago, e council decided to ask Mr Louw not do anything until rther notice.

Last week the council decided set up an internal inquiry to "allegations" against the secretary, Mr N W Anderson.

Details of when this inquiry will start and who will onduct it will be decided at a meeting of the Policy ommittee scheduled for May 11.

At a meeting last night, the Wards Two and Four Civic ssociation decided to ask Mr Louw to investigate the disarray" in the administration of the Dias Divisional ouncil. However, according to informed sources, it is likely that Province will intervene unless asked to do so y the council itself.

Asked to comment on the request by the civic associ-tion, Mr Anderson said either an internal inquiry or an vestigation by the Administrator would suit him very ell. "It's the only way the truth will come out," he said.

He was unhappy that in the eyes of the public and of hose who did not know the situation, he was thought to be he cause of all the problems in the Dias Council.

"The inquiry will prove otherwise. If I have to sacrifice myself in the short term I don't mind, as long as Dias can lve this problem," he said.

Dr Botha could not be contacted for comment today. He ill be on holiday at Sun City until the end of the week.

Deadlock continues at motor plant

Post Reporter

THE deadlock continued at the Volkswagen plant in Uitenhage today when striking workers repeated a demand that 316 retrenched employees be reinstated and that the company go on "short time".

After a two-hour meeting at the plant today, workers left after being told by shop stewards of management's decision not to reinstate those retrenched.

Today is the fifth day on which production has been disrupted since the workers were paid off on April 21.

A company spokesman said today: "While we will not re-employ those retrenched, certain possibilities have been suggested and we will consider negotiating on these when the workers return to work".

Workers have said they are prepared to work between 7½ and eight hours a day provided the retrenched employees are reinstated.

Shop stewards will address the more than 5 000 striking workers at the plant tomorrow after discussions with management today.

When a child should begin to read

Post Reporter

SHOULD parents teach a pre-primary schoolchild to read?

This was one of the subjects discussed at a pre-school education symposium held at the Holy Rosary Convent hall last night.

Though many parents felt it was good to teach children to read at an early age, experts disagreed sharply.

They stressed that a child should be taught the fundamentals of successful living, of which reading was merely a part, during his pre-school years.

A pre-school teacher, Mrs Naomi Swiegers, said parents should concern themselves with more important issues. Teaching a child self-esteem and self-motivation were the greatest gifts a parents could give a child.

"Believe in your child's potential and trust him to reach his potential for himself," she said.

Mrs Caroline Miskin, another pre-primary school teacher, said: "Between the ages of nine months and four years, a child's ability to absorb material and his desire to learn is unparalleled — a period most crucial to its development.

"During this time the child will reach his potential; a potential that he will establish for life."

Clinical psychologist Mr Chris Hoelson said: "Don't teach your child but stimulate his curiosity and then let him show you what he wants to learn.

"Many parents try to teach their children what they think they should know. This can lead to frustration in the child and consequently a loss of self-esteem and pathological disorders."

All the speakers emphasised the need for a stimulating environment as crucial for a child's development, stressing caution when teaching a child to read.

"If a child wants to read, then don't stop him," Mrs Miskin said. "Reading does increase the child's brain power and can increase his IQ. But in no way should he be forced. Pre-school training is designed to give children a foundation upon which to build their future, both in the classroom and out of it.

"But if you are going to teach them to read, then do it according to a recognised way," she said, "otherwise complications can arise at school when they are taught to read all over again."

...an artisan



'Jogging can affect fertility'

Post Reporter

JOGGING could cause infertility in women, according to an article in the South African Medical Journal, which also reasserts previous claims of how such activities can interfere with a woman's menstrual cycle.

A new study by an American doctor, Dr C O'Herlihy, claims jogging may affect a woman's fertility by supressing her ovulation.

He studied two women

Jackpot prize climbs to R1 650

Promotions Editor

THE Evening Post-Checkers-Checkers Hypermarket Jackpot has climbed to R1 650 this week after nobody correctly forecast last week's winners at Arlington.

The R50 consolation prize for the first nearest-to-correct entry scrutinised goes to C S R Vermaak, of 40 Marchant Way, Taybank, Port Elizabeth.

Racing is at Arlington again this week, and if you want to win the fabulous R1 650 prize you must predict all the winners of races 3 to 8. The prize will go to the sender of the first correct entry scrutinised.

The following rules apply:

- **Only entry forms carrying the date of the current race will be scrutinised.**
- **Entries must be pasted on the back of an envelope or card.**
- **Entry is free and you may send in as many entries as you wish, but only the official entry form or a reasonable hand-drawn facsimile is acceptable.**
- **Entries must carry the names of the horses and not the numbers.**

Other

Diamond Cutters Union of South Africa
Jewellers and Goldsmiths Union
Optical Workers Union
S.A. Association of Dental Mechanicians
S.A. Diamond Workers Union

ELECTRICITY, GAS AND WATER

Cape Town Gas Workers Union
Escom (Cape Western Undertaking) Salaried Staff Association
Escom Salaried Staff Association
Escom Workers Association
General Workers Union
Johannesburg Municipal Water Work Mechanics Union

CONSTRUCTION

Amalgamated Society of Woodworkers
Amalgamated Engineering Union of South Africa
Amalgamated Union of Building Trade Workers
Black Allied Workers Union
Blankebouwerkersvakbond
Building, Construction and Allied Workers Union
Building Workers Union
Electrical and Allied Trades Union of South Africa
Electrical and Allied Workers Union of South Africa
Engineering and Allied Workers Union
Engineering Industrial Workers Union of South Africa
General Workers Union
Metal and Allied Workers Union
National Union of Engineering, Industrial and Allied Workers
Port Elizabeth Operative, Plumbers Employees Association
S.A. Operative Masons' Society
S.A. Woodworkers
Steel, Engineering and Allied Workers Union
S.A. Electrical Workers Association

WHOLESALE & RETAIL TRADE AND CATERING AND ACCOMMODATION SERVICES

Wholesale & Retail Trade

Black Allied Workers Union
Commercial, Catering and Allied Workers Union
Concession Stores
Domestic Workers
Kimberley Shop As
National Union of
National Union of
Pretoriase Vakbor
Transvaal Reta

Catering and Acc

Commercial, Cate
East London Liqu

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5 000 VW workers down tools again

Labour Reporter

About 5 000 workers at the Volkswagen assembly plant in Uitenhage left the buildings again this morning in protest against the dismissal of 316 of their colleagues last month.

This was the fifth successive day of lost production.

The firm has said it is willing to re-examine

some of the retrenchments, but only if the workers return to their jobs.

The workers have rejected this and called for reinstatement of all 316.

Today's walk-out followed a meeting between workers, and officials of the National Automobile and Allied Workers' Union.

Volkswagen men return to work

6/5/82 E. Post

335 ~~347~~ ~~347~~ ~~1111~~

Post Reporter

STRIKING Volkswagen workers returned to work today while shop stewards met management representatives on the issue of 316 retrenched workers.

After work stoppages on six days since the retrenchments on April 21, the 5 600 workers at the plant in Uitenhage decided yesterday to return to work on the understanding that management would discuss the retrenchments with worker representatives.

The workers also want the terms of severance rules under which the 316 were retrenched to be re-examined.

A company spokesman said Volkswagen agreed to discuss the issues raised.

RULES OF PROFE[illegible]UCT

Breaches of, or a failure to observe, an [illegible] **les may be considered as improper con-duct within the ambit of Section 27 of** [illegible] **itors' Act, No. 51 of 1951 as amended, or alternatively of Rule 2 (1) of the Boa** [illegible] **ing to be dealt with in terms of the Act or of the said Disciplinary Rules.**

Professional appointments

1. (1) A registered Accountant and A [illegible] **out an audit or other professional work shall –**

   (a) decline to do so if, in his o [illegible] **d conflict with his responsibilities to an existing client:**

   (b) if he has not declined the in [illegible] **ntinuing nature –**

      (i) ascertain whether the [illegible] **y another Registered Accountant and Auditor, and, if so**

      (ii) inform the person by [illegible] **he is unable to accept appointment or nomination for appoir** [illegible] **that person has informed the existing registered accountant a** [illegible] **ting registered accountant and auditor, the immediate past ho** [illegible] **e intention to make the change or to make the new appoint** [illegible] **until he has thereafter communicated with the existing or imm** [illegible] **ntment.**

      (iii) thereafter without und [illegible] **he existing registered accountant and auditor or immediate p** [illegible] **t, as the case may be, to ascertain whether there is any pro** [illegible] **not accept such appointment or nomination and shall not acc** [illegible] **ination if, in his opinion, there is any such professional reason.**

   (2) Where the appointment of an aud [illegible] **rmissible for a Registered Accountant and Auditor, after following the** [illegible] **), to allow himself to be nominated as auditor, but he shall take no steps**

   (3) A Registered Accountant and Aud [illegible] **client to appoint whom he wishes to carry out professional work. Wher** [illegible] **ule (1) has been followed, a Register-ed Accountant and Auditor shall nc** [illegible] **ntment if his client so wishes.**

   (4) A Registered Accountant and Audi [illegible] **her Registered Accountant and Auditor in public practice shall not un** [illegible] **his own account or in partnership except with the writen consent of h** [illegible]

   (5) A Registered Accountant and Au [illegible] **another Registered Accountant and Auditor in public practice shall no** [illegible] **e employ of the latter attempt either directly or indirectly to influence** [illegible] **ny other person of professional work presently undertaken by the Regist** [illegible] **by whom he is or was employed. If, while still so employed, he is appro** [illegible] **oyer about the possibility of transfer-ring such professional work, he sha** [illegible] **r and shall inform his employer im-mediately. If approached after leav** [illegible] **l follow the procedure laid down in sub-rule (1).**

   (6) In the following sub-rules (7) to (9) –

      (i) The term "existing accountant" [illegible] **t and Auditor in public practice, or the firm of which he is a partn** [illegible] **it appointment or carries out taxation or other accountancy work**

      (ii) The term "consultant" means a [illegible] **uditor or firm, or company as envisaged in Rule 6, which is consult** [illegible] **f the client.**

   (7) When a consultant is asked, otherw [illegible] **accountant, to provide advice or services, he should enquire whether** [illegible] **ntant. If so, he should inform the client of the consultant's professiona** [illegible] **ith the existing accountant and he should at once inform the existing a** [illegible] **g, that he has been approached by the client and should indicate the ge** [illegible] **certain exceptional cases the client may insist that the existing accounta** [illegible] **r such a request to be acceded to, the reasons advanced would have to** [illegible] **consultant should decide whether the reasons advanced by the client** [illegible] **accountant are acceptable and, in case of doubt, may refer in writing,** [illegible] **the parties involved, to the Public Accountants' and Auditors' Board.** [illegible] **lient for communication with the existing accountant would be an unsa** [illegible]

Bolts in Boksburg yesterday.

Edgars group management had talks in Johannesburg yesterday with officials of the Commercial Catering and Allied Workers Union over a strike by 600 to 700 workers at its stores.

In the troubled East Rand metal industries, labour unrest appears to be simmering down, though the Metal and Allied Workers Union says there was renewed trouble at National Bolts in Boksburg yesterday.

Mr Harris would not give details about the conditions but it is believed they concern improved severance pay for retrenched workers, reinstatement of certain workers, and the shorter hours to allow for more training.

At the Auto Press engineering components firm about 50 workers lost their jobs this week after protesting against the dismissal of a colleague. The management said he had refused to operate certain machinery.

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Own Correspondent

PORT ELIZABETH — Work is back to normal at Volkswagen in Uitenhage. More than 5 000 workers who have been on strike for five days returned to work today — but the dispute with the management is not over.

VW men go back to their benches

5 600 go back to work at VW

Mail Correspondent

DURBAN. — While 5 600 striking Volkswagen workers yesterday told management they would resume work today, workers from Progress Knitting Mills at Hammarsdale decided to continue striking until management met their demands.

After a meeting with shop stewards on Volkswagen factory premises at Uitenhage yesterday morning, workers agreed to return on condition grievances surrounding recent retrenchments — "unfair dismissals" and severance pay for retrenched workers — would be negotiated.

The entire black VW workforce downed tools on Monday for the fourth time in two weeks — demanding the factory go on shorter time to make the re-instatement of 316 retrenched workers easier.

Meanwhile, at Progress, a notice on the factory's main gate said all workers in nine factory departments had been dismissed for taking part in an "illegal strike".

But about 1 500 workers rejected the notice at a midday church hall meeting in the nearby Mpumalanga township, and resolved to continue to strike until management reinstated six dismissed workers.

The general-secretary of the Fosatu-affiliated National Union of Textile Workers, Mr Obed Zuma, said management was trying to split the strikers.

A spokesman for the Department of Manpower said only a magistrate could determine whether the notice could be considered a legal dismissal. But, he said, as the workers had not resumed work they could be considered to have dismissed themselves.

Progress' executive director, Mr P D Jacobson, was unavailable for comment.

28 500 Ciskei men jobless, says survey

Mail Reporter

A total of 28 500 Ciskei males — 14% of the workforce — are jobless, according to a study by the Bureau for Market Research of the University of South Africa.

Dr J H Martins, who conducted the survey on Ciskei to compare the income and spending methods of the homeland and other independent homelands in the country, found that 64 000 citizens of Ciskei were migrant labourers. Most only visited their families in the homeland once a year.

He said about 34 000 homeland dwellers commuted daily to work outside the homelands.

The estimated income per head in Bophuthatswana and Ciskei in 1981 was about R430 per year as against R300 in Transkei and R230 in Venda.

Bophuthatswana citizens spent 39% of their incomes on food — less than citizens of other homelands.

More than 88% of Bophuthatswana households had a radio or a radiogram as against 64% in Ciskei and 50% in Transkei and Venda.

Sweet Workers Industrial Union (Natal)
Sweet Workers Union
Sugar Industry Employees Union
South African Allied Workers Union (SAAWU)
S.A. Boilermakers, Iron & Steelworkers, Shipbuilders and Welders
S.A. Electrical Workers Association
Western Province Sweet Workers Union
Witwatersrand Baking & Confectionery Industrial Union
Witwatersrand Brewing Employees Union

Tobacco

African Tobacco Workers Union
National Union of Cigarette & Tobacco Workers
Rustenburg Tabakwerkersvereniging

Textiles, Clothing, Leather and Footwear

African Garment Workers Union (Natal)
African Leather Workers Union (Transvaal)
African Trunk & Box Workers Union
Black Allied Workers U
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S.A. Society of Journal
S.A. Typographical Unic
South African Allied W

MANAGEMENT and the unions at the Volkswagen motor plant in Uitenhage today continued talks on 316 retrenched workers whose sacking disrupted production on six days in the past fortnight.

More than 5 000 striking workers returned to work last week on the understanding that management would consider rehiring some of those retrenched.

A company spokesman said Volkswagen had agreed to "employ some of the retrenched workers to fill vacancies which have arisen as part of the normal labour turnover".

He said a list was being compiled of those the company would consider rehiring and would be presented to the unions when completed.

A spokesman for the National Automobile and Allied Workers Union said talks with management were continuing.

Post Reporter

Talks on sacked motor workers

10/5/82 Natal
E. Post
3

Sweet Workers Industrial Union (Natal)
Sweet Workers Union
Sugar Industry Employees Union
South African Allied Workers Union (SAAWU)
S.A. Boilermakers, Iron & Steelworkers, Shipbuilders and Welders
S.A. Electrical Workers Association
Western Province Sweet Workers Union
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Black Allied Workers Union
Garment Workers Industrial Union (Natal)
Garment Workers Union of South Africa
Garment Workers Union (Western Province)
General Workers Union
General Workers Union of South Africa
National Union of Clothing Workers
National Union of Leather Workers
National Union of Textile Workers
South African Allied Workers Union (SAAWU)
S.A. Canvas & Ropeworkers Union
S.A. Canvas & Ropeworkers Union (Cape)
Tailoring Workers, Dressmaking & Furriers Industrial Union
Tanning, Footwear and Allied Workers Union
Textile Workers Industrial Union
Textile Workers Union (Transvaal)
Transvaal Leather and Allied [redacted]n
Trunk & Box W[redacted]

Wood & Wood P[redacted]

National Unio[redacted]
Paper, Wood a[redacted]
South African [redacted]

Paper & Paper

Amalgamated Er[redacted]
Media Workers [redacted]
Paper, Wood & [redacted]
S.A. Boilermak[redacted] & Welders
S.A. Electrica[redacted]
S.A. Society c[redacted]
S.A. Typograph[redacted]
South African [redacted]

VW prepared to re-hire 20 of 316 laid off workers

Post Reporter

SHOP stewards at the Volkswagen motor company in Uitenhage have been presented with a list of 20 names of workers whom the firm is prepared to re-hire, according to a union representative.

The names are among those of 316 workers retrenched on April 21, an event followed by work stoppages at the plant.

The president of the National Automobile and Allied Workers' Union (Naawu), Mr J Harris, said today the union viewed the list as "a starting point of negotiations".

Talks were "at a delicate stage" and Mr Harris said he was reluctant to comment further until shop stewards had met management today.

He said Naawu would report back to workers on the progress of the negotiations in three meetings tomorrow if a suitable venue could be found.

Volkswagen spokesmen could not be contacted for comment today.

Sweet Workers Industrial Union (Natal)
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Sugar Industry Employees Union
South African Allied Workers Union (SAAWU)
S.A. Boilermakers, Iron & Steelworkers, Shipbuilders and Welders
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Amalgamated Engineering Un
Media Workers Association
Paper, Wood & Allied Worke
S.A. Boilermakers, Iron &
S.A. Electrical Workers As
S.A. Society of Journalist
S.A. Typographical Union
South African Allied Worke

Decision on VW WORKERS [illegible] Allied [illegible]
E. Post
13/5/83

Post Reporter

WORKERS at the Volkswagen motor plant in Uitenhage have welcomed a decision by management to re-hire 20 of 316 employees retrenched last month.

The president of the National Automobile and Allied Workers Union (Naawu), Mr J Harris, said workers welcomed the decision to re-open negotiations and hoped discussions would favour those retrenched.

He said shop stewards and management representatives would meet today to negotiate the conditions of the return of the 20 workers.

A Volkswagen spokesman said a number of the retrenched workers would be re-employed as vacancies arose.

The retrenchments on April 21 were followed by work stoppages at the plant, with workers demanding the reinstatement of those laid off.

De Beers cuts workers

335

RDM 14/5/82

DE BEERS, in line with its policy of reducing operating costs, is cutting its work force at the Premier Mine in the Northern Transvaal by 9%.

Carat production, however, will remain unchanged.

De Beers confirmed yesterday that reductions in long term capital expenditure at Premier, relating mainly to developments below the sill, have made it necessary to reduce the number of employees.

This will effect 498 employees at all levels, out of the present workforce of 4 275, but every effort will be made to re-absorb affected employes within the De Beers and Anglo American groups, and where this cannot be achieved compensation will be paid.

De Beers commented that as a consequence of the high level of diamond stocks and the current level of sales, group policy was to reduce operating costs and long term capital expenditure wherever possible. The resumption of development work at Premier will be reviewed from time in the light of prevailing conditions.

335 E. Post 15/5/82

Effect on hotel staff known at month end

By JANE STREAK

THE decision to lay off hotel staff or increase tariffs will only be assessed at the end of the month, once the new wage increases come into effect.

This is the general consensus among hotel proprietors and managers who say they will look at the wage increases — the first since 1976 — and decide how they will spread the increase.

The proprietor of the Walmer Gardens Hotel, Mr Trevor Lombard, said he thought the bigger hotel groups, such as Southern Suns and Holiday Inns, would lead the way to increasing the tariffs. Their wage bill was, of course, much higher.

"There will probably be an increase in the hotel tariffs in this area later on in the year but I feel it is important not to overreact," he said.

He did not think the smaller hotels would have to lay off staff because they carried no excess. They had the minimum number of staff.

It was in the lower income group that there has been a substantial increase and many of his higher wage earners were already in the new specified wage group.

Although it did not apply to his hotel, some hotels might have to lay off some of the lower-paid staff, such as housemaids, and this would cause a problem in the domestic wage group. Many of the redundant hotel workers would have to become domestic workers and this would flood this part of the job market.

"I foresee a new minimum wage being introduced for domestics as a result," Mr Lombard said.

Mr Godfrey Beattie, owner of the Beach and Edward Hotels, said he would be studying the situation first and would not take any action until the end of the month.

"I do feel, however, that it will be the one star hotels which will be more affected because their biggest income is from their meals and public bars."

The acting manager of the Edward Hotel said there would be minor adjustments and the effect would be felt right the across the board. They were already paying much higher wages than specified, so the increase would not make much difference. Chefs fell into this bracket.

He said the waitresses and bar staff were getting the biggest increases and he felt this was because they were in the public eye. Housemaids were not getting such a substantial increase.

The manager of the Grand Hotel, Mr Andy Christodolou, said his hotel would be able to carry the increase and there would not be an immediate increase in the tariff. He would first have to check his budget before any changes were made.

Mrs Denise Shamley, of the Greenbushes and Hollywood Hotels, was not prepared to comment about how the increases would effect the hotels until the end of the month.

UNIONS OPERATING IN 1981 GROUPED ACCORDING TO INDUSTRIAL CLASSIFICATION

Unions have been classified according to the Standard Industrial Classification of All Economic Activities. The full extent of the operation of the following general workers unions has not been established.

National Federatic
Orange-Vaal Genera
General and Allied

AGRICULTURE, FORESTRY AND FISHING

Black Allied Workers Union
Farmworkers Union
Food and Canning Workers Union
National Certified Fishing Officers As
Orange-Vaal General Workers Union
Trawler and Line Fishermen's Union

MINING AND QUARRYING

Amalgamated Engineering Union of S.A.
Amalgamated Union of Building Trade Wo
Amalgamated Society of Woodworkers of S
Black Allied Workers Union
Black Mineworkers Union
Federated Mining Explosives and Chemica
Iron Moulders Society of S.A.
Mine Coloured Staff Association of Sout
Mine Surface Officials Association of S
Mine Workers Union
S.A. Boilermakers, Iron and Steel Worke
S.A. Electrical Workers Association
S.A. Engine Drivers, Firemens and Oper
S.A. Technical Officials Association
Underground Officials Association of S

MANUFACTURING

Food & Beverages

African Food and Canning Workers Union
Amalgamated Engineering Union of South
Bakery Employees Industrial Union
Black Allied Workers Union
Boland Inmaakwerkersvereniging (Paarl)
Brewery Employees Union (Cape Peninsula
Cadbury In-Company Union
East London Meat Trade Union
Food and Canning Workers Union
Food, Beverage & Allied Workers Union
General Workers Union
General Workers Union of South Africa
Natal Baking Industry Employees Union
Natal Sugar Industry Employees Union
National Milling Workers Industrial Unio
National Union of Dairy Employees
National Union of Operative Biscuit Make
National Union of Sugar Manufacturing an
National Union of Wine, Spirits and Allie
Operative Bakers, Confectioners & Conduct
Pretoriase Baknywerheidsvereniging

Some workers may face a pay cut

Mercury Reporter

ANOTHER six manual telephone exchanges in Natal have beer replaced by automatic exchanges, resulting in some Indian telephone operators facing the grim prospect of a cut in pay

The switch-over affecting about 60 Indian telephonists at Ballitoville, Desainager Frasers, Tongaat, Umhlali and Verulam, was announced by the Post Office headquarters in Pretoria yesterday

The new telephone code for these North Coast towns will be 0322, followed by the new telephone numbers of subscribers in these areas.

The workers declined to speak to the Press yesterday for fear of victimisation, but a spokesman said they were not happy about the pay cut as some of the employees were married and have families to support.

But, a Post Office spokesman explained that, there were no posts of appropriate grading elsewhere in the Republic in which the affected officers could be placed

'Owing to the fact that experience as telephonist is not appropriate to the ranks to which the officers desire transfer, 19 are obliged to accept reduction in their pay.

A list of old and new numbers appears in the latest edition of the Natal North Coast Telephone Directory

(1) *Administration Board* *1980*

Western Transvaal	—
East Rand	98
West Rand	1 306
Eastern Cape	11

(2) Yes.

Administration Board	*1981*
Oranje Vaal	68
Southern O.F.S.	4
Highveld	73
Western Transvaal	4
East Rand	403
West Rand	1 593
Eastern Cape	51

Blacks: work opportunities

605. Mr. P. R. C. ROGERS asked the Minister of Co-operation and Development:

(1) What statutory bodies in the (a) national states and (b) Republic are responsible for the creation of work opportunities for Blacks;

(2) whether any such bodies are assisting in creating work opportunities within the national states at present; if so, (a) which bodies, (b) what was the number of additional work opportunities created for Blacks by each such body in 1981 and (c) what is the planned number of work opportunities to be created for Blacks by each such body in 1982?

The MINISTER OF CO-OPERATION AND DEVELOPMENT:

(1) (a) The National Development Corporations in the various national states in conjunction with the Corporation for Economic Development.

(b) The Corporation for Economic Development Ltd.

(2) Yes.

(a) The Corporations mentioned in (1)(a) above.

(b) A total of 11 654 work opportunities were created during the period 1 April 1980 to 31 March 1981, namely;

Commerce and Industry

Economic Development Corporation	3 426
Ciskei National Development Corporation	1 403
Gazankulu Development Corporation	763
Lebowa Development Corporation	1 171
Qwaqwa Development Corporation	84
KwaZulu Development Corporation	719
Kangwane Development Corporation	190

Agriculture

Economic Development Corporation	1 996
Ciskei National Development Corporation	492

Transport

Economic Development Corporation	1 326
Ciskei National Development Corporation	84

(c) It is estimated that approximately 16 000 work opportunities will be created by the various Corporations during 1982, namely:

Commerce and Industry	12 600
Agriculture	2 700
Transport	1 000

SECTION B

GENERAL NEWS

Retrenchment: Mawu warns metal industry

Star 24/5/82

335

All answer

Number c

Number o

Surname.....

First Name(s

Date .....

Degree/Dipl

you are regis

By Drew Forrest

The Metal and Allied Workers' Union (Mawu) has warned of widespread starvation in the drought-stricken rural areas if threatened retrenchments in the metal industries take place.

In a major statement Mawu urges metal employers to "make provision for the maintenance of workers' incomes during recession" and vows to fight retrenchments, in keeping with the wishes of its members.

According to the union, many companies had warned of staff cutbacks if the metal industrial council agreed on wage increases in excess of 20c an hour. In terms of last week's agreement the industries' lowest paid workers received a minimum rise of 30c.

Retrenchments have already sparked unrest at several metal firms.

Rejecting the argument that employers need to retrench to remain competitive, Mawu says the metal industries are dominated by a small number of large companies with very large assets.

"These companies do not retrench to stay in business but to cut costs and maintain high profits."

Companies had enjoyed record profits for some years due to the efforts of their employees, the union said. But nothing had been set aside to keep workers employed when recession hit.

"As usual, workers are expendable. The motto seems to be 'cut workers, not profits'."

Workers' dependants in the drought-stricken rural areas were wholly reliant on money from the towns — and "now even this will be cut off."

The union says it will uphold the principles of no retrenchments without consultation with workers and their unions, and short-time instead of retrenchment wherever possible.

Subject... ECONOMICS II .....
(to be copied from the heading on the Examination Paper)

Paper No ..... 2 .....
(to be copied from the heading on the Examination Paper)

DIDATE MUST enter in number of each question the order in which it has d); leave columns (2) and

ernal	External
(2)	(3)
BZ	
Examiners' Initials	

NOTE CAREFULLY

1. Enter at the top of each page and in column (1) of the block on this cover the number of the question you are answering.
2. Blue or black ink must be used for written answers. The use of a ball point pen is acceptable. Red or green ink may be used only for underlining, emphasis or for diagrams, for which pencil may also be used.
3. Names must be printed on each separate sheet (e.g. graph paper) where sheets additional to examination book(s) are used.
4. Do not write in the left hand margin.

WARNING

1. No books, notes, pieces of paper or other material may be brought into the examination room unless candidates are so instructed.
2. Candidates are not to communicate with other candidates or with any person except the invigilator.
3. No part of an answer book is to be torn out.
4. All answer books must be handed to the commissioner or to an invigilator before leaving the examination.

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

Made in South Africa TRIO RAND/S.P.C.T. PSL/UPD 100 000 1978 PD UCT AM7a Vervaardig in Suid-Afrika

335 ~~107~~ **Work-seekers** 27/5/82
Hansard Q. 61. 928-929

694. Dr. A. L. BORAINE asked the Minister of Co-operation and Development:

How many males and females, respectively, were registered as work-seekers in (a) QwaQwa, (b) Lebowa, (c) KaNgwane, (d) Gazankulu, (e) KwaZulu and (f) KwaNdebele at (i) 31 December 1981 and (ii) the latest specified date for which figures are available?

The MINISTER OF CO-OPERATION AND DEVELOPMENT:

Labour is a function which has been transferred to the Governments of the national states concerned and consequently the Department of Co-operation and Development is not in a position to furnish the statistics as requested.

6-m workers may be out of jobs by year 2000

GENEVA — Black unemployment in South Africa "is bound to increase" because of apartheid, and the jobless rate could reach 35 percent by the end of the century, according to a leading labour organisation.

BY OWN CORRESPONDENT

A lengthy article in the latest International Labour Organisation (ILO) magazine, which appears five times a year, said unemployment among blacks runs contrary to South Africa's economic growth.

"The South African economy grew by eight percent in real terms in 1980 and about half that figure last year but despite this performance — which was one of the best in the world — the Government reported at the end of 1981 that black unemployment stood at 12.4 percent," the article stated.

Written by Johannesburg journalist John Kane-Berman for the ILO magazine, which appeared on Wednesday, the article said some demographic experts believed the true jobless rate among black workers was much higher, possibly as much as 20 percent.

"One expert has indeed expressed the fear that about six million South Africans, nearly all of them black, will be out of work in the year 2000 — an unemployment rate of some 35 percent," Kane-Berman said.

Black unemployment, he states, "is bound to increase because the policy of apartheid not only continues but is reinforced by new measures."

"Apartheid ideology takes precedence over the Government's stated commitment to reducing unemployment," the article continued.

"It frequently happens that employers have to fire black workers who do not have the necessary permission to live and work in the 86 percent of the country designated as the 'white' area.

This area includes most of the main industrial centres."

The article quoted the Black Sash as saying "It is infinitely easier for a white man to come to South Africa from Europe — the State will even pay for him to do so — than it is for a black South African to come to town from a rural area."

Kane-Berman concluded: "Since it is practically impossible for the high level of black unemployment to be eliminated or even significantly reduced, it appears as if the authorities have decided for security reasons to confine it to the remote 'homeland' areas rather than allow it into the 'white' towns.

"The idea of erecting fences around the 'homelands' to prevent people whose passes are not in order from leaving them is now being discussed in Government circles," he declared.

This has happened between Ciskei and the Cape, he stated.

Still no 'test case' appeal

THE East Rand Administration Board (Erab) will decide within the next three months whether to go ahead with their controversial decision to appeal or not against the Rand Supreme Court judgement, which gave a Germiston contract worker full urban residential rights.

This has been announced by Mr F E Marx, chief director of Erab, who said that the Board's lawyers were about to complete studying the outcome of the Supreme Court judgement. Mr Marx also denied reports that the Board was going ahead with the appeal.

Mr Maholo Rikhotso, a contract worker, won a court case early this year, which allowed him to qualify for permanent residence in Germiston.

The Board had announced that it was going ahead with its controversial decision to appeal against the judgement, but after meeting community leaders on the East Rand, Erab finally promised to review its decision to appeal.

A delegation of East Rand community councillors met the Erab executive committee and argued that it should rescind its decision, to show willingness to co-operate with the black community.

Mr Marx said: "This is a very delicate and a sensitive issue, which affects more than 13 000 migrant labourers on the East Rand and other administration boards in the country.

Bi-Rite COMPETITION
A magnificent Music Centre and 2 Radio Cassettes to be won!

27 000 jobs a year needed

335

ARGUS 3/6/82

Consumer Reporter

JOBS will have to be found for about 27 000 people every year during the next decade, a former mayor of Cape Town, Mr Louis Kreiner, said at the inaugural meeting of Wesgro last night.

'Economic growth requires stability'

Consumer Reporter

ECONOMIC growth and development were possible only when there was a stable government, the Minister of Health and Welfare, Dr L A P A Munnik, said at the inaugural meeting of Wesgro yesterday.

He said the Western Cape had the first prerequisite for development — an immense pool of labour.

Reminding his audience that the Western Cape was part of South Africa, which had mineral and other resources, Dr Munnik pointed to Taiwan and Japan as examples of what could be done in places with labour available, but no raw materials on their doorstep.

CHANGES

Even if changes were to be made, he went on, it must be very clear that the stability of the government was sufficient to carry these changes through.

Investors must be sure that things were not being done on a hit and miss basis and that they would not have to leave what they had.

Dr Munnik said that although the Government was committed to a free enterprise system what South Africa in fact had, because of its different population groups, was a mixture of private enterprise with some socialism and "a little Welfare State here and there."

He said the time had passed when the entire responsibility of providing the infrastructure of housing, health and other things needed by the work force could be assumed by the Government and local authorities, without help from the private sector.

He was elected chairman of the organisation, formed by local authorities and private enterprise to attract more industry to the Western Cape and encourage its economic growth.

Mr Kreiner told an audience of businessmen and representatives of local authorities: "In a short 18 years we are expected to double the existing population of the Western Cape.

"It staggers one to think of the requirements which will be imposed on us.

"The increase is required in road systems, agricultural products, housing, water, electricity, schooling, recreation — the list seems endless.

LABOUR FORCE

"What shall we do if the vital job opportunities do not materialise?

"One projection reminded us recently that we would have to budget for an increase of 2,7 percent in our labour force during the next decade.

"This means something like 27 000 new workseekers coming on to the market each year."

Mr Kreiner said that at crucial moments in the country's history there had been providential happenings.

"Let us trust that Wesgro will be the panacea for the ills of the Western Cape," he added.

"Let us lend our full support."

WARNING

The meeting was the culmination of nearly two years' work since the formation of Wesgro was suggested at a meeting of businessmen called by Mr Kreiner while he was mayor to discuss how the economy of the Western Cape could be stimulated.

He warned at the time that unless more jobs were provided for the growing population there would be mass unemployment and social unrest.

The new organisation has started with an income of R180 000 a year provided jointly by local authorities and business firms.

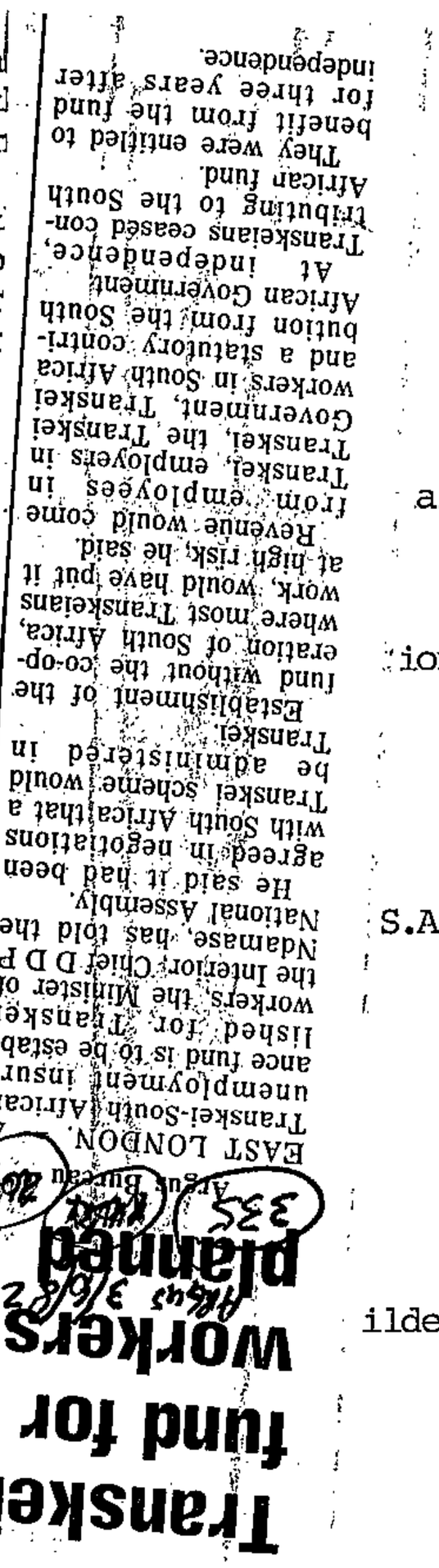
Sweet Workers Industrial Union (Natal)
Sweet Workers Union
Sugar Industry Employees Union
South African Allied Workers Union (SAAWU)
S.A. Boilermakers, Iron & Steelworkers, Shipbuilders and Welders
S.A. Electrical Workers Association
Western Province Sweet Workers Union
Witwatersrand Baking & Confectionery Industrial Union
Witwatersrand Brewing Employees Union

Tobacco

African Tobacco Workers Union
National Union of Cigarette & Tobacco Workers
Rustenburg Tabakwerkersvereniging

Textiles, Clothing, Leather and Footwear

African Garment Workers Union (Natal)
African Leather Workers Union (Transvaal)
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Transkei fund for Workers planned

EAST LONDON — A Transkei-South African unemployment insurance fund is to be established for Transkei workers. the Minister of the Interior, Chief D D P Ndamase, has told the National Assembly.

He said it had been agreed in negotiations with South Africa that a Transkei scheme would be administered in Transkei.

Establishment of the fund without the co-operation of South Africa, where most Transkeians work, would have put it at high risk, he said.

Revenue would come from employees in Transkei, employers in Transkei, the Transkei Government, Transkei workers in South Africa and a statutory contribution from the South African Government.

At independence, Transkeians ceased contributing to the South African fund.

They were entitled to benefit from the fund for three years after independence.

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335 NDM 7/6/82

Diamond town faces death as mine closes

ON Saturday morning, almost half the breadwinners in the small Free State town of Koffiefontein were looking for work.

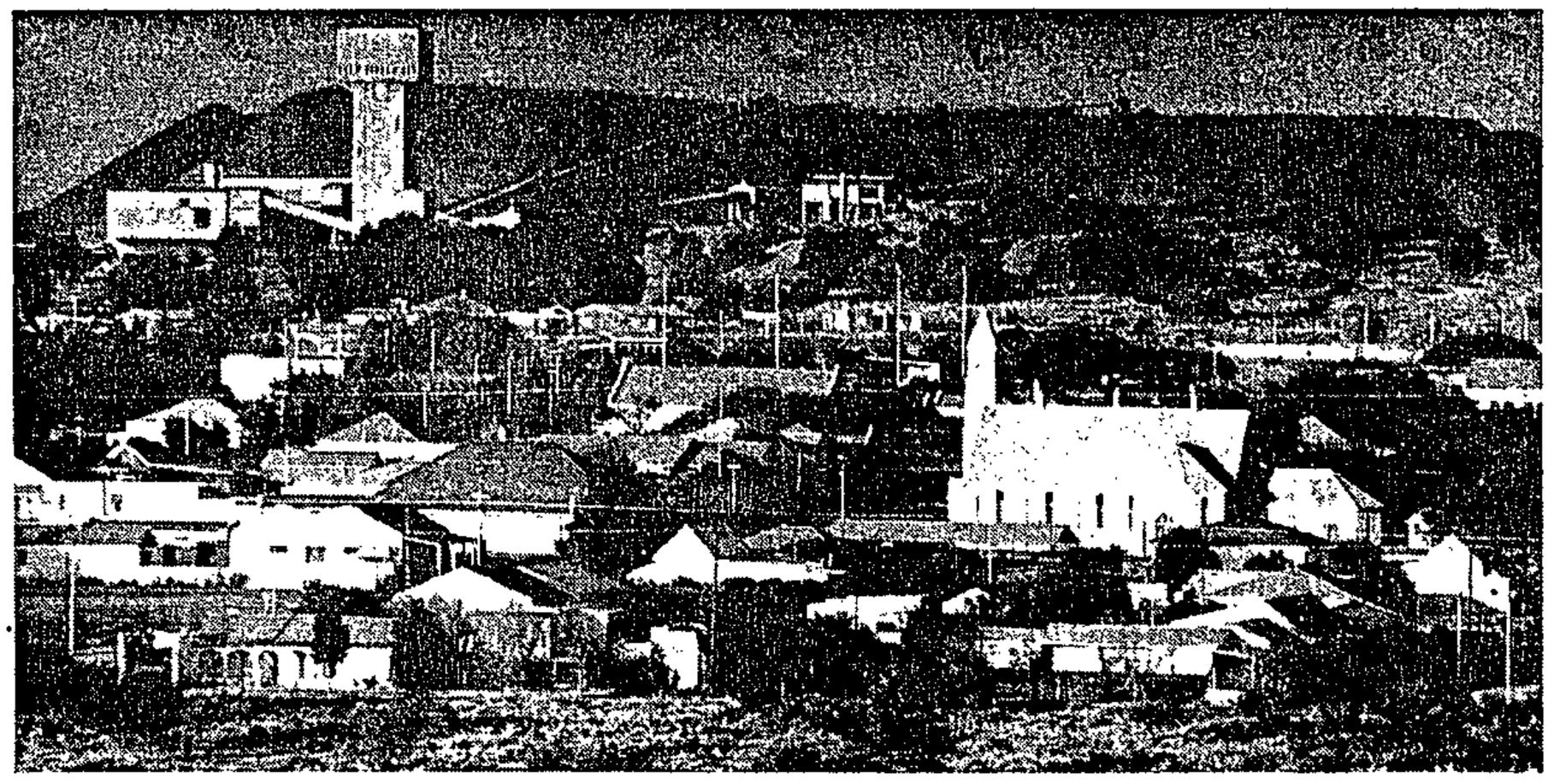
A decision by De Beers to close the town's large diamond mine had suddenly put 1 200 workers out of their jobs. And Koffiefontein — which has boomed in the last decade from mine revenue — lost the source of most of its business and trade.

On Saturday thousands of the town and district's 8 500 residents were already packing to leave and all the businessmen were re-assessing their prospects. Some shops will close, most will cut back drastically and all will retrench some of their staff.

The mine produced the larger, more expensive diamonds that are no longer in demand, according to De Beers officials. The closure is part of the company's rearrangements to adapt to the depressed diamond industry, but if the market changes, digging will be resumed.

Koffiefontein mine was reopened in 1970 after lying dormant for 38 years. At the edge of the town, a few vandalised houses from that period still stand — a chilling reminder of how much the town depends on the fluctuations of the international diamond market.

The mine was commissioned until the year 2005, and only five years ago De Beers scrapped the old open pit mine and built an ultra-modern new concrete shaft. So the announcement on Tuesday that digging had stopped was unexpected.



Koffiefontein's ultra-modern concrete shaft stands as a reminder of more prosperous days.

Reports: ANTON HARBER
Pictures: NATALIE GOLDSMITH

For the white miners, the decision means uprooting their families and moving on. Many of them hold skills that are in demand and will find new jobs fairly easily elsewhere, but their biggest problem is taking their children out of school.

"I will miss this town and my friends. We are all losing a lot," said Mr Charles Clark, a mine electrician.

"It is a terrible shock. I don't know how I am going to take my children out of school at this stage," he said.

The headmaster, Mr Rolf van Schalkwyk, will lose 121 of his 268 pupils. The English-medium section of the school will close.

De Beers have transferred some workers to other mines. Others received two months' retrenchment pay.

For most of the black miners, the prospects are bleaker. Scores of migrants were already being bussed back to their homes on Friday to face unemployment and uncertainty.

The many who live in Koffiefontein or the surrounding area have little chance of finding new work nearby.

"We will starve," said Mr Patrick Kgwatle, who was born in Koffiefontein.

"I worked in Jaggersfontein for many years, until the mine there closed. Then I came here and have worked for De Beers since 1970.

"Now there is no work. All the mines around here are full already. I'll have to find work in Johannesburg to stop us starving," he said.

On Friday, the town clerk, Mr B D le Roux, was checking the municipality's debts. More than half the town's revenue came from the mines and without this the municipality will struggle to repay these debts, he said.

Shop owners — most of whom opened up during the prosperous years of the mine — were rapidly calculating whether there would be enough business for them.

"I bought this shop three months ago, so I have no choice but to stay here," said the town's chemist, Mr Mike Wessels.

The mayor for the last seven years, Mr Chris Cronje, dismisses suggestions that Koffiefontein will become a ghost town.

"It is a terrible shock, but life must go on. This town has been here since 1892 and it will carry on," he said.

Is there any bitterness? "Not at all. De Beers has done so much for all of us. We only wish they could find a solution to this problem."

Mr Daniel du Toit, 55-year-old manager of a furniture store, has lived in the town all his life and remembers clearly the internment camp in which former Prime Minister Mr B J Vorster was held during the war

An ablution block, now part of the caravan park, is the only remnant of that camp.

"Of the 30 businesses, maybe 16 or 18 will close," he said. "We'll all lose money and customers, but it will become just like the old days when Koffie was a farming town."

This is the best prospect facing Koffiefontein — that it will follow in the footsteps of Jaggersfontein, a town only an hour's drive away, where a mine closed 15 years ago.

Today, it is small and stagnant, with only a few shops to serve the nearby farmers. The old mining houses have been filled with old age pensioners by the Department of Health and Welfare.



MR CHRIS CRONJE
"Life will carry on".



MR PATRICK KGWATLE
"We will starve."

Unemployment rise is threatening SA

By GERALD REILLY
Pretoria Bureau

SOUTH AFRICA is running headlong into a grave unemployment problem, according to authorities.

It is estimated that more than 1-million blacks are now unemployed or under-employed, and if the economic slide continues this could rise to 1 500 000 in a year.

The 1981 growth rate is expected to be 1%, and negative growth is expected in 1982 and 1983.

Economists yesterday stressed the potentially dangerous political and social consequences of large numbers of workless blacks struggling to survive in a climate of rising food and other prices.

The PFP's finance spokesman, Mr Harry Schwarz, agreed that if greater unemployment were loaded on to an already disturbed socio-political environment the country would face a grave problem.

He pointed out that when the economic growth rate fell below the population growth rate falling living standards were inevitable. Unemployment would also rise.

"This is what is happening now, and sadly the forecasts for the next two and a half years indicates the economic growth rate will continue to lag behind the current population growth rate of 2,8%.

"Not only will we have to put up with large numbers of unskilled blacks losing their jobs, but where will we find work for the estimated 230 000 young blacks who come on to the labour market every year?"

And, as in the US and other Western countries, it was the large numbers of unemployed who were under the age of 25 who presented the biggest problem.

Economists pointed out that both the Minister of Finance, Mr Owen Horwood, and the Governor of the SA Reserve Bank, Dr Gerard de Kock, had recently warned the country that belts would have to be tightened.

The chief economist of Barclays Bank, Dr Johan Cloete, said a growth rate of at least 4,5% was needed to maintain employment levels and provide jobs for the nearly 250 000 new workers who looked for jobs every year.

"It is inevitable that if our population is growing at 2,8%, and the growth rate falls below that figure, unemployment will increase," he said.

And in its latest economic review Santambank warns the Government must take immediate action to halt the economy from going into long-term decline.

The bank forecasts a 1% growth rate this year with a 0,9 negative rate in 1963, and a 0,6 negative rate in 1984.

And Sanlam foresees "A noticeable increase in official unemployment. Unskilled workers will inevitably be most affected", its review says.

Pensions fears may 'lead to chaos'

Pretoria Bureau

THE ignorance of black workers about the safeguarding of their pension contributions could be exploited to create labour unrest, it was found by the Human Sciences Research Council.

Mr Kobus Slabbert, a researcher with the HSRC, found in a study conducted in Port Elizabeth that black workers were ill-informed about their pension contributions.

The research was undertaken because it was suspected that ignorance and misunderstanding about pension schemes had been the cause of strikes in the country in the past.

Black workers at Port Elizabeth's townships of New Brighton and Zwide were involved in the survey.

Mr Slabbert found that the majority of the workers (83%) had indicated that they were on a pension scheme.

Of the 83%, 45,7% indicated that the pension deductions had not been explained to them.

The majority (78%) indicated, however, that they understood the pension deductions, regardless of whether the deductions had been explained to them or not.

Mr Slabbert found that although the workers indicated they understood the deductions, one in five was not sure whether he would be paid every month after his retirement.

Almost 40% of the workers were not sure they would get their contributions back if they resigned. A few of them even thought that if they died before retirement, their dependents would not derive any benefits from the fund.

"This is an alarming state of affairs if one takes into consideration the fact that the group had a relatively high standard of education and that the majority did skilled or semi-skilled work," Mr Slabbert said.

He said 90% of the workers interviewed had a "positive" attitude towards pension fund contributions.

"If problems connected with pension matters are a reason for strikes, such strikes cannot therefore be due to a negative attitude on the part of the workers to pension fund contributions as such," he said.

335 1982

5 000 car workers to lose 3 days' pay

Labour Correspondent

IN a reaction to an expected downturn in vehicle sales, the Ford Motor Company closed all its Port Elizabeth plants yesterday and is to close again for the next two Mondays.

Ford's public affairs director, Mr D Bucknall, said the decision would affect 5 000 hourly-paid workers.

He said Ford believed this would be enough to avoid any further action to cut production "although we are still waiting for the May vehicle sales figures which could have an affect on the situation".

Mr Bucknall said the closures had been discussed with the trade unions which represent Ford workers.

A spokesman for Fosatu's National Union of Automobile and Allied Workers, Mr L Kettledas, confirmed that the cuts had been discussed with NAAWU and added that the union believed they were the best thing for workers in the circumstances.

"Although they will cost workers three days' pay, they are obviously preferable to retrenchments which cost people jobs."

Mr Bucknall said the purpose of the closures had been to "take production time out of the system" at a time when sales were expected to continue falling.

"At the moment we believe this will be enough," he said.

28 lose jobs at CDA

EAST LONDON — Twenty eight workers at Car Distributors Assembly (CDA) were retrenched at the end of May.

This was confirmed yesterday by a spokesman for a Johannesburg public relations firm which represents CDA.

Mr Richard Wagner said the retrenchments had been carried out after consultation with the National Union of Motor Assembly and Rubber Workers which represented the majority of the 2 600-strong CDA workforce.

Mr Wagner said the workers who were retrenched had been hired after CDA management decided to increase production in its truck section by introducing a second shift. It was later decided that increased production could be achieved without increasing the workforce, Mr Wagner said.

It was then decided to retrench the newly hired workers who were still in their "probationary" period, rather than dismiss established employees, he added.

"The retrenchments were carried out with a minimum disruption of the workforce." The union's organising secretary here, Mr C. J. Fâza, could not be reached for comment yesterday. — DDR

ARGUS 9/6/82

UK firm lays off 200 workers in SA

(64) (335)

Labour Reporter..

RECKITT AND COLMAN, a British company, is retrenching about 200 workers because of a "redirection of the business" in South Africa, according to a spokesman for the firm in London, Mr David Clifford.

"The South African economy is not quite so buoyant today as it was a year ago. Businesses have to respond to economic changes. This is something we and other businesses like ours are doing across the world," he said.

Mr Owen Parmenter, chief executive of the company's South African operation said peripheral areas were being evaluated.

"Where a more efficient and economic method can be identified, non-essential activities will be discontinued.

"Unfortunately, there will be some loss of jobs when specific activities are discontinued.

"But the company is very much aware of the need to safeguard the welfare of those affected as far as possible," he said.

It was likely that less than 10 percent of the entire South African workforce would be affected by the "current redirection of business" he said.

None of the workers was available for comment.

The company's South African operation is its largest in Africa. It also operates in Egypt, Ghana, Kenya, Mozambique, Nigeria, Zambia and Zimbabwe.

UNEMPLOYMENT

Critical times ahead

FM 18/6/82 (335)

Rising unemployment during a period of little or no growth is an economic fact of life. But this should not allow either government or the private sector to be complacent. Indeed, there are fears that although SA has just enjoyed an unprecedented period of growth, it may be heading towards an enormous unemployment problem — possibly the worst in its history.

The number of jobless white, Asian and coloured South Africans has been low compared with unemployment in Western nations — and despite the downturn in the economy will probably continue to be relatively low due to a strong demand for skilled labour. However, unskilled blacks are already beginning to feel the effects of the slowdown as companies in the mining, motor, engineering and allied industries begin to retrench workers.

In SA — as in other industrialised nations — there is a debate about the most appropriate definition of what constitutes unemployment. There is, thus, disagreement over the unemployment figures supplied by government statisticians or other authorities. But in few countries in the world can there be such a wide divergence between the various estimates of unemployment as there is in SA. Government labour bureaus reported towards the end of last year there were about 120 000 registered unemployed black people. But according to the current population survey (CPS), there were about 410 000 unemployed black people — an unemployment rate of about 7,2%.

There are, however, strong doubts about the CPS figures, even though they are a great improvement on the statistics supplied by labour bureaus. Senior government officials question the accuracy of the CPS figures and say they should be regarded as the absolute minimum.

After having conducted extensive surveys, labour economist Charles Simkins estimated in 1977 that there was a shortage of about 2m jobs in SA and that about 20% of people classed as economically active should be regarded as unemployed. Although he has not repeated the survey more recently, he believes that nothing has happened to improve the situation.

The original economic development programme (EDP) for 1978 to 1987 estimated that should GDP increase at an average annual rate of 4,5%, there would still be an unemployment rate of 15% by 1987. The latest revised EDP predicts that the rate will be somewhat lower, but, says the latest report of the National Manpower Commission: "Whatever the case, the extent of open/visible black unemployment may obviously take on disturbing proportions in the foreseeable future that will demand the urgent attention of both the authorities and the private sector."

Simkins estimates that an annual average growth rate of 5,3% is needed this decade to provide jobs for the more than 200 000 people entering the job market every year. But SA will not be able to achieve such growth in the next two years.

Studies of the structure of unemployment in SA, based on CPS figures, yield disquieting results with political implications.

- ☐ About 60% of unemployed blacks and coloureds are under 30;
- ☐ More than 63% of unemployed blacks have been looking for work for more than six months;
- ☐ About 80% of unemployed blacks have an educational level of less than standard six. About half of these have no or practically no educational qualifications; and
- ☐ Almost 25% of unemployed blacks have never worked.

In addition, there are signs that industries in urban areas are becoming increasingly capital intensive. "The economy behaved in the 1970s as though labour was scarce," says Simkins. Official statistics show that during the past boom there was only a modest increase in employment. The cially low interest rates. It need not, however, be a bad thing if it improves and industry's competitiveness. The fastest growing industries in the West are high technology, capital intensive ones. And over a period they have created more jobs than labour intensive industries.

Equally worrying is the severe overcrowding in the homelands and the failure of past efforts to provide enough jobs in these regions. In the past, many unemployed or underemployed people have been able to eke out an existence as peasant farmers. For many of these, that option is becoming increasingly remote, as recent studies by academics Hermann Giliomee and Lawrence Schlemmer indicate. The resettlement of more than 2m people in the homelands and tougher influx control laws have resulted in a shortage of land for subsistence farming. The number of blacks living in vast rural slums is growing at an alarming rate. New stringent influx control measures will accelerate this growth.

Of immediate concern to managements are the effects of the current economic slowdown. Already there is declining demand for labour in a variety of industries. The mining industry has been one of the worst affected so far by the low gold price and declining world demand for diamonds. A spokesman for the Chamber of Mines recruting arm, Teba, says demand for labour will probably remain static during the next few years.

The motor, engineering and allied industries — usually the first to be affected by a recession — are also beginning to feel the pinch because of declining demand for durable consumer goods.

There is, however, one important difference between the slowdown SA is now entering and those of the past. For the first time, many managements are having to deal with black workers who have been unionised. More than 300 000 blacks now belong to unions and already there have been three strikes over management efforts to retrench workers — the most notable being that at Volkswagen in Uitenhage. Retrenchments and layoffs have been among issues involved in some other disputes.

"This is going to be a unique recession," says industrial relations consultant Gavin Brown. "It is coming at a time when the black labour movement is growing sharply and when there are rising expectations." Although some unions are showing a willingness to moderate wage demands in return for job security, others are pressing for wage claims they believe are owed because of low pay in the past.

Brown and some other industrial relations practitioners predict that there will be strong pressures against retrenchments, with the possibility of a long series of redundancy-related strikes. Managements will face attempts by unions to reach agreement on retrenchment procedures and the recognition agreements will be strongly tested. They say it is possible that black unions will continue to grow because workers see them as able to offer a measure of protection.

It is too soon to predict just how severe employment will be over the next two years. However, some economists warn that if there is a negative growth rate next year, unemployment could be worse than it was in the trying period of 1976-77.

Government knows that it is going to be difficult to solve the problem in the short term. Its long-term strategy appears to be based on providing improved training for blacks, decentralising industries to new growth points, and stimulating the small business and informal sectors.

It does not lack information on the seriousness of the problem, which will loom large in almost all political debate in the 1980s. As the authors of the revised EDP for 1981 to 1987 warn: "Unemployment and the accompanying poverty remain two of SA's most urgent problems."



workforce in the mining, quarrying, manufacturing, construction, electricity, transport and communications sectors rose by a mere 6% in the past two years.

This trend is encouraged, of course, by the artificially high cost of labour created by influx control and, in the past, by artifi-



Squatting ... must increase as land shortage grows

18/6/83 fm
335

les: High cancer risk

was two and a half higher than France, in the interna- scale

cond article in the dition of the jour- Dr C V Mann of oit University in ee, suggested the te of oesophageal ould be caused by nt in the diet of blacks combined low vitamin C

He suggested that a soft-drink company introduce a drink high in vitamin C in areas where the cancer was most prevalent.

Rates for cancer of the uterus among all South African groups were low compared to a world scale.

A theory that high breast cancer rates and low cervical cancer rates

was supported by the

White women

breast and low cervical cancer rate coloured women had very high breast and very low cervical cancer rate, Asian woman had very high cervical and low breast cancer rates while urban

low brea

Jobless threat growing

Argus 21/6/82

355

Consumer Reporter

THE spectre of unemployment is beginning to reappear in the Western Cape, although so far the clothing industry — the biggest employer in the area — has not been affected.

And there is still plenty of work in the building industry, normally the first to feel the pinch in a recession.

But Mr Norman Daniels, chairman of the Trade Union Council of South Africa (Tucsa) in the Western Cape, said there were disturbing reports of people being laid off in the textile industry and of firms whose order books had shrunk.

Mr Daniels said, however, this was not entirely due to the state of the economy but also because of the quantity of textiles imported from Taiwan and other countries.

UNSKILLED

Dr J van Zyl, executive director of the Federated Chamber of Industries, told members of the Cape Chamber of Industries recently that he expected a rise in unemployment among unskilled workers.

But he thought there would continue to be a shortage of skilled workers.

Mr Jack Roos, director of the Cape Chamber of Industries, said that although economists had forecast a recession, it was only now that there were signs of a falling off in business.

Mr Roos said he did not expect massive unemployment. The shortage of skilled artisans was so acute that he expected there would continue to be work for them.

UNION

A spokesman for the Garment Workers' Union said the clothing industry was still buoyant. There was no difficulty in placing skilled people in employment and learners were still being taken on.

Mr Terry Shulver, general manager of I L Back Ltd, one of the largest clothing firms in the city, said the company had embarked on an expansion programme and had full order books until the end of October.

He did not foresee any major unemployment problem.

Spokesmen for the building industry said there was no unemployment at present. It was fortunate that there was work on local government housing contracts and on big projects in the city centre.

PROTECTION

But Mr Neil Fraser, managing director of Murray and Roberts Buildings, told The Argus recently there would be a falling off in work in the next 12 months.

Mr Daniels said he thought the textile industry should have more protection against competition from overseas, although this should not be used to keep an inefficient employer in business.



MR Evert le Roux, 20, of Stellenbosch, who has been awarded The Argus Centenary Scholarship for 1982. Mr le Roux is a third year BA student at the University of Stellenbosch with English and German as his majors. He intends to take an honours degree in English next year.

Alleged insult by police

MR DIRK VAN ZYL of Conifer Road, Sea Point, was accosted by a police reservist last night after speaking to some black people who were involved in a dispute with a cafe owner.

Mr van Zyl described his experience as "highly insulting and embarrassing", especially since it had occurred in the

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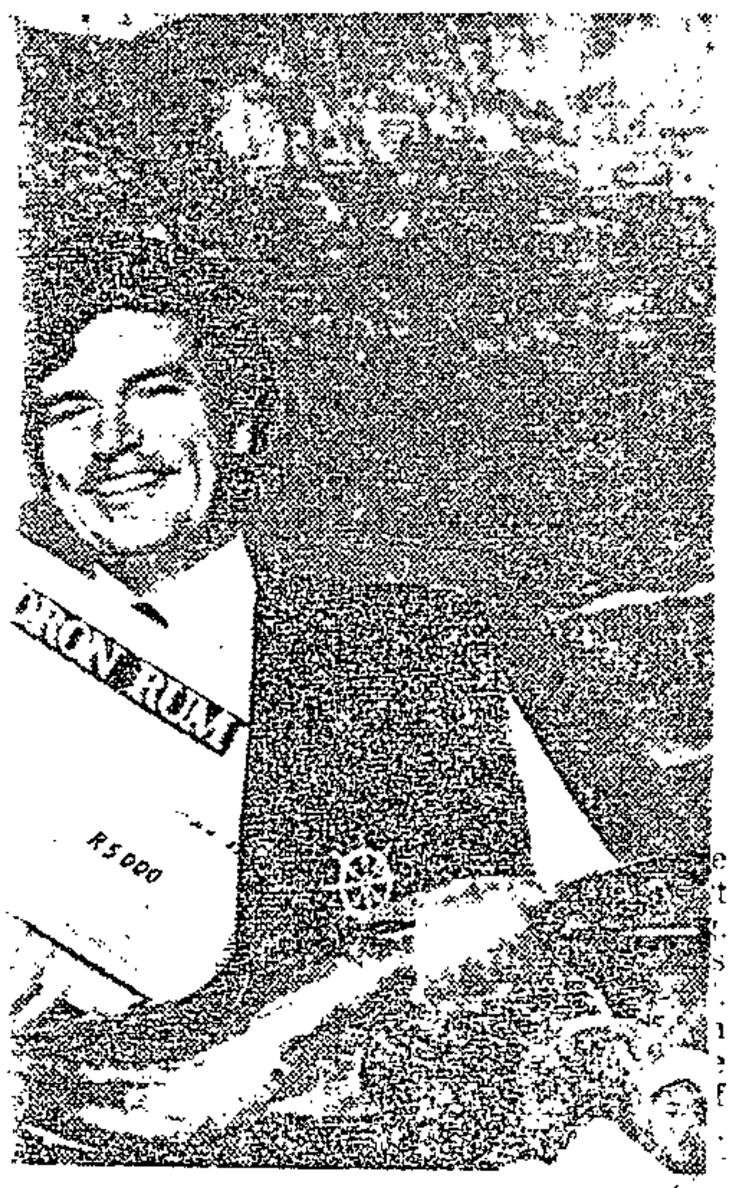
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Argus which e it clear that Snoek Derby ld not take e this year out sponsor-

For the first time in the derby, which will be held on August 8, a R15 000 ski-boat will be offered as a prize for anyone catching a snoek of 10 kg or more

Helping Mr Busby slip the cheque into his pocket is Miss Yvonne Paterson, who obviously was not feeling the winter chill.

Wife pleaded with

Shortest day and eclipse coincide

Science Reporter

IF YOU felt a vague nervousness today, and if somehow there was even less time to do your daily chores than usual — your instincts were spot o

Cape Times 22/6/82

Servicemen need jobs

(334) (335)

Municipal Reporter

THE Mayor of Cape Town, Mr M J van Zyl, yesterday appealed to the business sector to help returning national servicemen find work.

Several hundred men would be returning to Cape Town soon, he said. They deserved "our full co-operation and help to find jobs and to resolve any other problems they may experience while adjusting back to civilian life".

"To this end, employers are asked to help by offering them jobs."

Employers in industry and commerce who were seeking young men for training in various fields could submit their requirements to the Department of Manpower Utilization and to firms that specialized in personnel placement.

People to contact were Mr Roux, Department of Manpower Utilization (45 7110 ext 98), Mr Clements of Management Placements (25 3890) or Mr Batty of MSL International Management Consultants (43 5286).

Mr Van Zyl said these people could also be consulted by former national servicemen and their parents.

Union to propose retrenchment protection deal

By STEVEN FRIEDMAN
Labour Correspondent

DETAILED proposals for agreements aimed at giving workers greater protection from retrenchment are to be put to employers in negotiations at metal plants throughout the Witwatersrand by Fosatu's Metal and Allied Workers Union Mawu.

The proposals were adopted at the union's first joint Witwatersrand shop stewards council, held in Katlehong township at the weekend. It was attended by 230 stewards from 66 factories, a Mawu statement said yesterday.

The meeting was called specifically to discuss retrenchments, a growing issue as economic conditions continue to worsen.

The statement said the proposals for retrenchment procedures protecting workers would form the basis of negotiations with metal firms.

But Mr Sam van Coller, director of the Steel and Engineering Industries Federation (Seifsa), said yesterday Seifsa believed Mawu's proposals were "an industry matter" rather than one for individual companies to deal with.

"Employers may well be reluctant to respond without knowing how others are going to react," he said yesterday.

Mawu's statement said the union would continue to oppose retrenchments.

They were "too often a way of cutting costs — of enforcing increased production from a few workers while weeding out the less productive".

The metal industries were "mainly concentrated in the hands of a few very large corporations with vast resources" and retrenchments were therefore aimed at "maintaining profits rather than avoiding bankruptcy," Mawu alleged.

Mawu believed firms should set aside reserves to help keep workers in jobs during "slack periods".

The union believed employers should notify it at least a month in advance of plans to retrench, giving full reasons and a list of workers who would lose their jobs. Consultation should then take place, Mawu said.

"If redundancy threatens, a company must stop recruiting, stop overtime and must then go on to short time," it adds.

Where firms do retrench, Mawu wants agreement from employers:

- To pay redundancy pay to retrenched workers;
- That retrenchments must be on the basis of "last in first out" — workers with long service should be the last to lose their jobs — and should not be "a substitute for a disciplinary procedure".
- To guarantee re-employment to retrenched workers as soon as work is available.

Six months' notice to 'brickies'

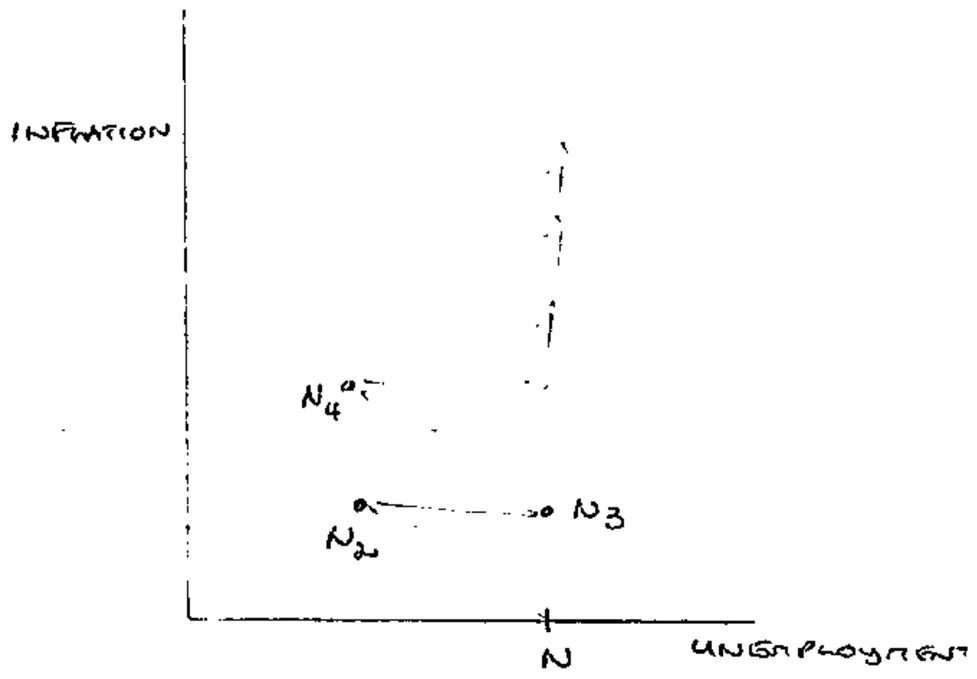
Mercury Reporter

BRICKLAYERS and gangers employed by the City Engineer's Department would not be retrenched without at least six months' notice, a spokesman for the department said yesterday.

He was reacting to fears expressed by bricklayers and trade unions who told the Mercury they believed they would be fired this week.

'At this stage the decision to retrench corporation workers is still only a recommendation from the department to the council. The earliest council can pass it is the end of July and then the people to be retrenched will get six months' notice,' he said.

Once again government may stimulate demand by increasing the money supply but the same cycle will be followed. Workers will begin to expect this occurrence of inflation and will demand higher wages to offset it thus leading to higher and higher levels of inflation with no corresponding decrease in unemployment.



Thus in the long run monetary policy achieves nil decrease in unemployment, only increasing levels of inflation

An attempt to control the consequent inflation will lead to an even worse position for as demand fall employment will fall but then workers who remain employed will still demand increases further inflation.

If wages are not reduced and further inflation is expected

production stopped. will occur and

a situation of

35 laid off at Parker plant

23/6/82

737

The company's managing director, Mr Charlie Breetzke, said the semi-skilled and unskilled workers had been retrenched to allow Parker to "regroup" its production range.

EAST LONDON — Thirty-five production workers were laid off at Parker Pen's manufacturing plant here yesterday.

Mr Breetzke stressed that Parker was not closing down its East London plant, which — until yesterday — employed about 120 workers and is the company's only manufacturing operation in South Africa.

"Parker is rationalising internationally," he said.

"We're here to stay," he said. — DDR

— as an excel- DDR

More protection for worker

335 Sowetan 24/6/80

By JOSHUA RABOROKO

FOSATU'S affiliate Metal Allied Workers' Union will continue to oppose retrenchments in a bid to give greater protection to workers in the Witwatersrand area.

This assurance is contained in a statement issued by the union after a meeting this week of some 230 stewards from 66 metal industries' factories in the East Rand.

According to the statement, detailed proposals are to be put to employers of metal plants in the Witwatersrand.

Mawu's Transvaal branch secretary, Mr Rodney Mwamba, said that the meeting was called to discuss "the burning issue" of retrenchements which has swelled the ranks of the unemployed.

The union has also met managements of the metal industry in the East Rand where many lost their jobs following a wave of strikes which erupted following retrenchments and demands for higher pay.

Mr Mwamba emphasised that proposals for retrenchment procedures were stressed at the meeting because it was felt that workers were not protected.

Employers often retrenched workers without notifying them and the union maintains that workers must be given at least a month's warning before such a move can be taken.

The union added that it wanted employers to consult with them before retrenching workers to give full details and a list of workers who would loose their jobs.

It was also vital that if employers experienced "redundancy" among workers, then they should devise some other means such as "stopping to recruit other workers, stoping overtime and to go on short time, the union says.

According to Mr Mwamba the following procedures should be adopted by employers:

- to pay redundancy pay to retrenched workers;
- to give an assurance that retrenched workers will be given first preference when work situation arises; and
- that retrenched workers with long service should be the last to loose their jobs and should not be substituted.

A NEW WAY TO

Star

Parker Pen writes off 35 jobs

24/6/82

Own Correspondent

EAST LONDON — Parker Pen retrenched 35 semi-skilled and unskilled workers yesterday.

Mr D C Breetzke, managing director, said the retrenched workers had been compensated.

They had been paid a week's wages for each year of service.

Although the company had no formal agreement with the Allied Workers' Union, management had held discussions with the union regarding the retrenchments, Mr Breetzke said.

Leyland: 'Some retrenchment'

Staff Reporter

THE managing director of Leyland South Africa, Mr David Beck, yesterday said it was too early to say exactly how many jobs would be lost because of the cancellation of Sigma Motor Corporation's commercial vehicle project at Blackheath.

Reacting to estimates by industry sources that about 600 jobs would be lost, he said: "We regard it as very likely that there will be some retrenchment, but it is too early to determine what the figure will be. The timing of our new Renault launch must remain an industry secret, but it will have a major favourable impact on job opportunities."

LABOUR FM 25/6/82

Retrenchment rules

335

Employers and trade unions are paying closer attention to retrenchment procedures as SA's economy slows down and the demand for labour declines. The Institute for Industrial Relations will soon release a booklet containing useful guidelines on this issue.

The booklet provides a brief outline of redundancy procedures in Europe and the US, information about statutory unemployment benefits as well as the legal issues at stake in retrenchments in SA. It points out, for example, that retrenchment has especially serious implications for black workers from the homelands who stand to lose their residence rights in urban areas.

It is vital that any redundancy action should be seen as fair, says the booklet, which offers the following guidelines to employers:

☐ Consider ways of avoiding redundancies. Options available here include not recruiting new staff, retraining existing staff, redeploying or transferring employees, eliminating overtime and putting the workforce onto shorter working hours.

☐ Carefully consider which employees have to be made redundant. Wherever possible the selection should be arrived at in consultation between management and



Retrenched ... rules can help avoid despair

workers. Strategies which can be employed here include voluntary redundancy — where a company can ask for volunteers who are offered compensation higher than usual severance payments; early retirement; and a last-in-first-out policy.

☐ Decide on the steps to be followed in informing workers of redundancies. In Britain, for example, legislation requires employers to consult with unions "at the earliest opportunity" before retrenching workers. Unions must be informed at least 90 days in advance of the retrenchment of 100 or more workers and at least 30 days in the case of 10 to 99 workers. This allows reasonable time for consultation between unions and management and for workers to seek other employment.

☐ Help people affected by redundancies. Besides providing information about jobs available in other companies in their area, employers can allow workers time off, with pay, to seek new employment. Details of retrenched employees can be sent to other employers and potential employers can be offered facilities to conduct interviews on company premises.

Redundancy payments are usually agreed on in negotiations between unions and management. The booklet, however, gives an example of a formula which can be used. In terms of this, retrenched employees receive three months salary plus a percentage of annual salary based on age.

An important assurance that can be given to retrenched workers is that they will be given priority when vacancies occur.

The need for such guidelines may seem to be self-evident. But there is ample evidence that in the past many employers have paid little attention to retrenchment procedures. A growing number of unions are, however, addressing themselves to this issue.

The Metal and Allied Workers' Union (Mawu) has formulated proposals for such procedures and will soon discuss them with companies on the Reef. The union is seeking an assurance from employers that retrenched workers will receive redundancy pay; that retrenchments will be on a lifo basis; and that retrenched workers should be guaranteed re-employment as soon as jobs are available.

Another mine cut-back at Cons Murch

28/6/82 Star

335

By David Braun

More workers face retrenchment in the beleaguered mining industry.

Anglovaal today announced a "reduction in labour complement" at its Consolidated Murchison antimony mine in the Letaba district.

The company will, as far as possible, assist retrenched workers in identifying alternative employment opportunities.

RECESSION

Anglovaal said that antimony produced by the company was mainly exported to the major industrial economies of the northern hemisphere, where the severe recessionary conditions continued to have a negative effect on industries using antimony.

"Inevitably a fall in the US dollar price of antimony has followed, and revenue from gold, an important by-product of the company's mining operations, has been adversely affected by the lower gold price.

"Lower prices have been offset by the weakening of the rand relative to the US dollar but domestic inflation has continued at an alarming rate. Relative to the current costs of production, the price of antimony is unattractive but, until an improvement in international economic conditions emerges, an early revival in antimony sales volumes and prices and the gold price looks remote," said the Anglovaal board in an announcement.

To protect the company's cash position, it had been decided to reduce production to a level more compatible with sales volume. The revised production plan would be implemented within the next four weeks. This would mean a reduction in labour complement.

Gencor last week announced a cutback in operations and retrenchment of about 3 000 workers at its West Rand Consolidated gold mine.

In recent months the jobs of about 2 000 workers were affected when De Beers "adjusted production" at five diamond mines.

ZIMBABWE MOVE

The Star's Africa News Service reports from Harare that Zimbabwe's hard-hit mining industry had more bad news at the weekend. Now government permission must be obtained before any unprofitable mine is closed down.

The Prime Minister, Mr Robert Mugabe, opening a gold mine in the Victoria province, said that the government would give every possible assistance to those concerns which had been badly affected by the world-wide recession.

Calling on mine executives not to make hasty decisions, Mr Mugabe said that the closing down of mines would have adverse affects in many areas of the economy.

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Paper No II .....

(to be copied from the heading on the Examinati

NOTE CAREFULLY

1. Enter at the top of each page and in column (1 of the block on this cover the number of th question you are answering.
2. Blue or black ink must be used for writte answers. The use of a ball point pen is accept able. Red or green ink may be used only fo underlining, emphasis or for diagrams, fo which pencil may also be used.
3. Names must be printed on each separate shee (e.g. graph paper) where sheets additional to examination book(s) are used.
4. Do not write in the left hand margin.

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examination.

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

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Scheme helps less educated job seekers

335

D. Dispatch 30/6/82

BLOEMFONTEIN — A pilot scheme for the training of job seekers has recently been launched by the Department of Manpower, in co operation with the National Manpower Commission and the National Training Board.

The scheme has been started in Bloemfontein (Bloemfontein Training Centre) and Port Elizabeth (Emthonjeni) and, if successful, will be extended to other approved centres

In Bloemfontein five people have already been placed in employment in the commercial sector, while more than 50 are presently undergoing training. Courses include electrical, building, repair shop assistant, bricklaying, welding, painting and plumbing.

To qualify for the scheme a person must be registered as unemployed with the Administration Board, or the Department of Manpower, for a period of not less than six weeks. They must have little or no job experience, be at least 15 years and not more than 30 years old, with a scholastic qualification of not more than standard six.

Unemployed people of all race groups qualify for the training, after approval by employment placement officials of the Department of Manpower

They must be motivated in favour of training and must have the potential to carry out semi-skilled labour

An important feature of the scheme is that the participants get the rhythm of work and receive an allowance of between R9 and R12 a week. The Department of Manpower pays the full amount of the course. If the job seeker receives board and lodging from the training centre, the allowance paid to the person is reduced by R3 a week.

The goal is to train about 60 job-seekers at a time, with courses lasting from one to 13 weeks. The training will be done only in specific directions where a need exists.

An appeal has been made to employers to inform the training centres as to the type of trained people they need, so that training can be carried out in the most purposeful manner.

Each successful trainee will receive a certificate to show exactly what type of skill has been mastered. — SAPA.

Top Paris designer dies

PARIS — Pierre Balmain, one of the world's best-known dress designers and a byword in fashion circles here, died in hospital yesterday. He was 68.

Balmain, a bachelor, headed one of the two great independent Paris fashion houses. His clients included Queen Sirikit of Thailand, Queen Fabiola of Belgium, the Empress of Japan, Marlene Dietrich, Sophia Loren and the Begum Aga Khan.

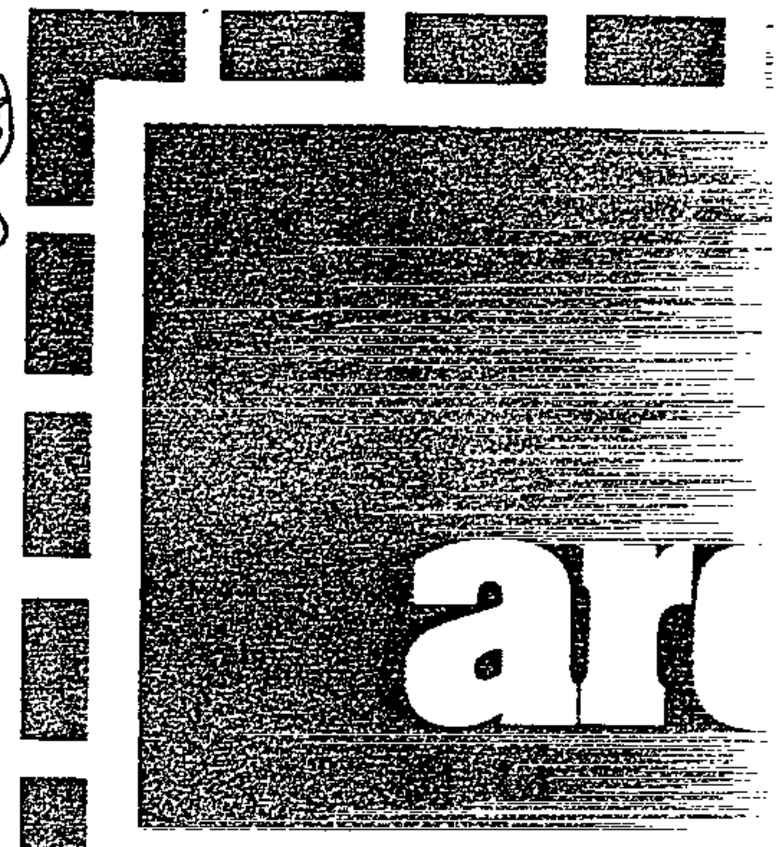


PIERRE BALMAIN

The hospital

re Cardin.

Balmain's prices were among the highest in







Families will suffer by ruling

RDM 335
5/7/82

Mail Reporter

A RULING against two doctors by the disciplinary committee of the Medical and Dental Council will cause suffering to thousands of jobless black patients and their families.

This was claimed by an East Rand practitioner who gave evidence at a hearing on charges against Dr J Nell and Dr S J Gous in Johannesburg.

Both doctors appeared before the committee last Friday on charges of disgraceful and improper conduct by contravening the medical practitioners' code of conduct.

Unemployment funds payable by the Department of Manpower Utilisation to blacks who have been without work because of illness would either be delayed or not paid at all because of the outcome of the hearing, the practitioner, Dr Peter Urbani, told the committee.

The Department of Manpower Utilisation refuses to pay out unemployment benefits unless a worker can produce a doctors' certificate.

The department only accepts certificates if signed by a doctor who can personally vouch for claims of illness by patients, while the code of conduct allows a doctor to issue a certificate on the strength of a patient's word.

But if a doctor issues a certificate on the strength of a patient's word, it must be noted by adding "as informed by the patient".

A claims officer of the Department of Manpower Utilisation, Mr J Furstenburg, said in evidence that certificates on which these words appeared were unacceptable to the department.

Dr Gous, a senior medical officer of the Transvaal Provincial Administration and Dr Nell, an East Rand practioner, were both found guilty of contravening this rule.

Both admitted that they had not treated patients but had issued certificates without adding "as informed by the patient", because such certificates were unacceptable to the department.

Dr Gous was found guilty on an alternative charge of improper conduct and warned, while the committee is to recommend to the Medical and Dental Council that Dr Nell be suspended as a practioner for three months.

Dr Nell was found guilty on two charges of providing medical certificates to three black workers who had been fired after an illegal strike on the East Rand in 1980.

Dr Gous signed a certificate as a locum tenens for a patient of the medical partnership he was working for, accepting the diagnosis of and treatment by senior doctors to corroborate the word of the patient.

Dr Urbani, who gave evidence for the accused in mitigation of sentence, said doctors "all over the country" were breaking rule 17(a) of the code to expedite payments by the Department of Manpower Utilisation for humanitarian reasons.

After the hearing Dr Urbani said he believed there were about 5 000 families in Kwa-Thema on the East Rand alone who were waiting for unemployment insurance payments.

333

Industrial Week 6/7/82

Govt funds basic training scheme

THE Government is to supply R9-million to launch a new scheme which will provide unemployed people with three to eight week training courses.

By Hugh Poulter

Workseekers of all population groups between 15 and 30 years old and who have not progressed beyond Standard six are eligible for training, provided they have been registered as unemployed for at least six weeks, could not be placed in employment and have little job experience

According to the Minister of Manpower, Fanie Botha, preparatory steps have already been undertaken and the first training course should get underway soon

The courses will be of a general nature and geared to employers' needs in various regions.

They will be held in existing facilities, such as group training and in-service training centres in the private and public sectors

Approved candidates will be trained free of charge, during which they will receive a subsistance allowance

But the aim of the courses is that employers will subsequently provide trainees with more specific skills in the work situation

Botha says that many workseekers are unemployed becaue they lack basic skills, often because they have left school early

Under the new scheme workseekers will be trained to a level at which employers could build on through their own in-service training

"Unemployment causes social problems, and it is our duty to train unemployed people up to a point where they can be placed on the labour market" says Botha.

The Department also says that it will endeavour to place workseekers in employment on completion of their training

It is now organising a pilot scheme for the training of unemployed people at the group training centres in Port Elizabeth and Bloemfontein.

The scheme was planned on the basis of recommendations by the National Training Board and the National Manpower Commission after employers in the private sector had been consulted.

335

Special procedures must be adopted for workers that are laid off

Retrenchment at large



OUT: Retrenchments swell the rate of unemployment.

By JOSHUA RABOROKO

WHILE South Africa is entering an economic recession, and the rate of unemployment swells, trade unions and employers are expected to pay attention to retrenchment procedures.

Retrenchments and demands for higher pay have been the cause of most strikes in the country since the beginning of the year, say union sources.

In answer to retrenchment procedure which is causing the escalating rate of unemployment in the country the Institute for Industrial Relations has issued a booklet which contains useful guidelines for employers, workers and trade unions on this issue.

The booklet provides a brief outline of redundancy procedures in Europe USA, and information about statutory unemployment benefits and legal issues at stake in retrenchments in South Africa.

According to the booklet, retrenchment has "serious implications" for blacks, especially those from the homelands who stand to lose their urban residential rights once they are unemployed.

The booklet maintains a "loss of work through no fault of one's own is confirmation of one's own lack of importance in the world, and helplessness in the face of political and economic change.

"Normally, in times of recession, it is the poorly skilled worker who has the least financial resources to fall back on, that is the first to go.

"It is thus important for employers to consider a fair means of retrenching or finding employment for workers who are believed to be redundant," the booklet says.

The following guidelines were laid down.

• Consider ways of avoiding redundancies. There are options which include not recruiting new staff, restraining existing staff, redeploying or transferring employees, eliminating overtime and cutting the worker force into shorter working hours.

• Carefully consider [illegible] arrived at in consultation between management and workers. Other means include voluntary redundancy, where the company asks workers to accept compensation higher than usual severance payments; early retirement; last-in, last-out policy.

• Decide on the steps to be followed in informing workers of redundancies. In Britain, for example, legislation requires employers to consult with unions "at the earliest opportunity, before retrenching workers."

Unions must be informed at least 90 days in advance of the retrenchment of 100 or more workers and at least 30 days in the case of [illegible] there.

This allows reasonable time for consultation between unions and management and for workers to seek other employment.

Besides providing information about jobs available in other companies in their areas, employers can allow workers time off, with pay, to seek new employment.

Details of retrenched employees can be sent to other employers, and potential employers can be offered facilities to conduct interviews on company premises.

Redundancy payments are usually agreed on in negotiations between unions and management, according to the booklet.

Retrenched workers should receive three months salary plus a percentage of annual salary based on age.

Retrenched workers should also be given an assurance that they will be given priority when vacancies occur and they should be assisted in approaching authorities with regard to unemployment insurance benefits.

The need for such guidelines should be seen in serious light, especially in view of the fact that many employers believe that they may dismiss workers at will without giving any reasons and that they have a "right" to do so especially where the employment contract specifically provides that notice of termination of employment may be given by either side.

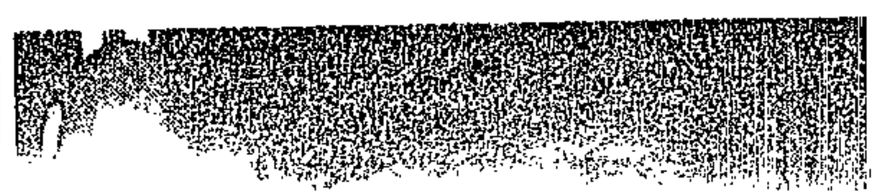
In terms of common law, the worker may, in proper circumstances, claim damages against the employer for wrongful dismissal. He will however, not be successful in claiming reinstatement.

At its recent meeting, the Metal and Allied Workers' Union, a Fosatu affiliate, formulated proposals for retrenchment procedures and has decided to discuss them with management on the Reef.

The union is seeking assurance from employers that workers will receive redundancy pay, and that retrenched workers should be guaranteed re-employment as soon as jobs are available.

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Chicken men of 1982



A CORPORAL of 21 Battalion at the Lenz military base was crowned "Chicken Eater 82" in a contest held at

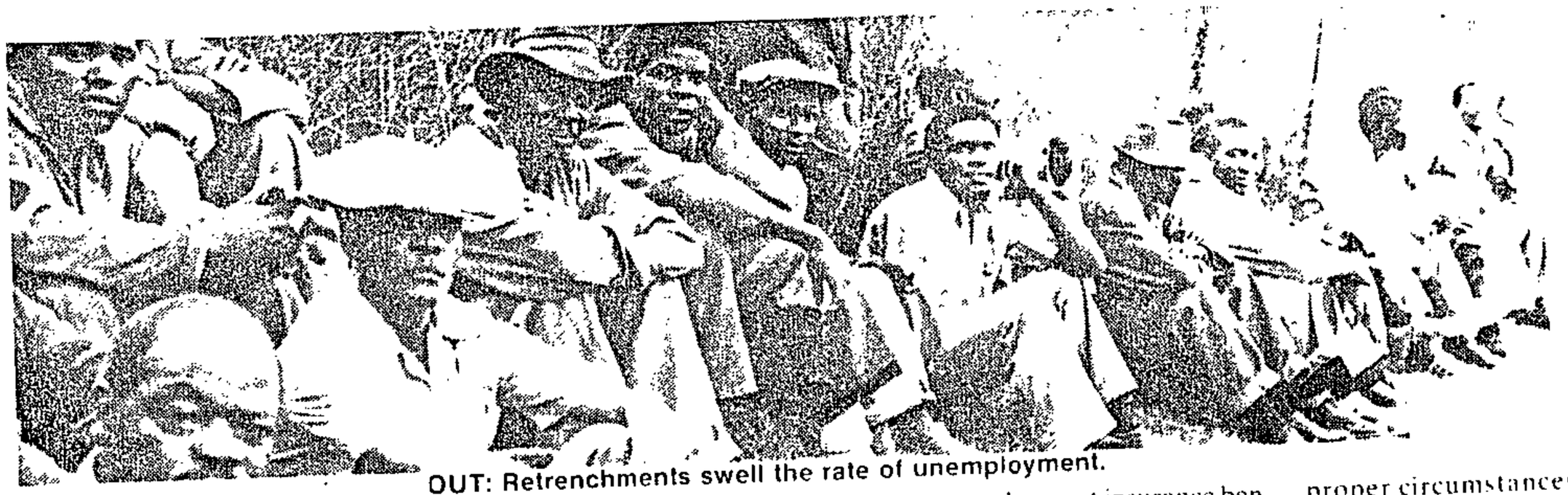
New

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WIN
R20 000
IN THE
GREAT
eWOP

Radio bursaries

Social workers

THE exodus of black social workers to industry will be the main subject

Chicken men of 1982



A CORPORAL of 21 Battalion at the Lenz military base was crowned "Chicken Eater 82" in a contest held at the base this week.

Corporal Sizwe Yeko beat 22 other contestants to snatch the open title when he finished off two full chickens in an unrecorded time at the military hall.

New name game

THE Vaal Triangle Community Council (VTCC) has decided to rename the Sebokeng

335

Workers meeting

Sowetan 9/7/82

The Transvaal region of the 6000-strong Black Allied Workers Union is to hold a meeting in Johannesburg tomorrow to discuss retrenchements and other labour issues.

The region's secretary general Mr Cosmos Thokoa said that in recent weeks some members of the union had been retrenched by a firm in the area and that this matter had given rise to "much concern" among other workers.

The meeting will discuss a wide variety of other issues, including how workers can improve their skills and know-how.

Mr Thokoa said that since the union had broken away from the General and Allied Workers' Union, it had made "tremendous strides" in organising members.

"Bawu has a strong membership in the Transvaal and we hope to get more of our members back," he said. All members are urged to attend the meeting which starts at 1 pm.

Voluntary lay-offs help migrants

ARGUS 9/7/82

335 ~~207~~ ~~102~~ ~~115~~

Labour Reporter

WORKERS at Trident Marine Engineering with rights to remain permanently in the Western Cape have volunteered to be retrenched to save their fellow contract workers from having to return to the homelands, where the chances of finding alternative employment are minimal.

Trident Marine retrenched 13 workers earlier this month because of a downturn in the dry-dock sectors of their operations, according to Industrial Relations manager, Mr G Cormack.

VOLUNTEER

Mr Cormack said the retrenchment exercise had been made easier for both management and the workers because of a previously negotiated procedure with the workers and their union, the General Workers' Union.

According to a GWU spokesman, the workers were informed of the decision to retrench in advance. They decided that those with Section 10 1(a) and (b) rights, entitling them to remain permanently in Cape Town, would volunteer to be the first to go, rather than let the contract workers return to the homelands.

"The union and the workers are concerned that retrenchment will lead to increased rural poverty. Rather than let their fellow workers suffer the full burden of retrenchment, those with Section 10 rights gave up their jobs to protect the contract workers from unemployment," said the spokesman.

"The union is proud of the stand made by these workers. It is an example of the unity between migrants and Section 10 workers in our union," she added.

● Jobs in peril.—Page 19.

Mercury 335

9/7/82

841 affected as mines close

Pietermaritzburg Bureau

MORE than 800 Natal mineworkers from two mines in the coal-rich Glencoe area are to be relocated on other mines within the giant General Mining Corporation group when the company closes Northfield Colliery — the second of its two mines in the area — on July 17

This was confirmed last night by mine manager Mr J P Buys, following a report yesterday that the Iscor steel works in Newcastle would stop drawing its supply of coking coal from the mine.

Only nine days ago Northfield's sister mine, the Burnside colliery some 14 km away, closed down.

Northfield would retain a skeleton staff of about 19 white and less than 300 black workers to mine coal for domestic use in the area, Mr Buys said.

The other employees of the two mines — some 81 whites and about 760 blacks — would be absorbed into Gencor's other mines at Hlobane near Vryheid, Kilbarchan near Newcastle, and about half-a-dozen mines in the Transvaal, he said.

These mines supplied power stations, and coal for export and domestic use, he said.

He understood that Iscor would be drawing coking coal from its own Durban Navigation Colliery — the scene of this week's riots and strikes by mineworkers — some 40 km from Newcastle.

W CAPE JOBS IN PERIL

ARGUS 9/7/82 #335 #346

METAL and engineering workers in the Western Cape are likely to feel the brunt of the recession soon.

Labour Reporter

Thirteen employees — about 10 percent of the workforce — at Trident Marine Engineering have already been retrenched, and an unspecified number at Dorman Long Swan Hunter will be the next to go.

The industrial relations manager of Trident Marine, Mr G Cormack, said operations in the dry-dock had been particularly badly affected by the recession. Employees "at all levels" were recently retrenched.

NEGOTIATED

"However, the whole retrenchment exercise was made easier for all parties due to management having previously negotiated a procedure with the workforce, who had the help and backing of their union.

"The process was accomplished without disagreement, and the critical needs of both management and the workforce were met," he said.

A spokesman for Dorman Long Swan Hunter said he expected some retrenchments, but would not indicate how many.

Several employers in the metal and engineering industry agreed that retrenchments were likely, but many said they had enough work to tide them over at least until the end of the year.

A spokesman for a steel firm said: "We are busy now, but we wouldn't like to commit ourselves. We're in the same boat as everyone else."

EIGHT MONTHS

A spokesman for a major engineering firm said he expected retrenchments in about eight months. "It is easier to retrench than to put workers on short-time."

He said most companies whose workforce was represented by a trade union were negotiating retrenchment procedures.

Workers covered by the Industrial Council for the iron, steel and engineering industry are entitled to only a day's notice if employers tell the IC of their intention to retrench two weeks in advance.

However, unions who are not party to the IC agreement are determined to push for greater job security.

The Metal and Allied Workers' Union in the Transvaal and the General Workers' Union are negotiating to prevent retrenchments wherever possible and, where they are inevitable, to ameliorate the effects.

Short-time, rather than retrenchment, is a demand of both unions.

Mr Jack Roos, director of the Cape Chamber of Industries and Western Cape chairman of the Steel and Engineering Industries' Federation of SA, said retrenchments were most likely in semi- and unskilled categories.

EFFECTS

"For years, people have been crying wolf, and now the wolf is at the door.

"We must expect a tightening up of the situation, but I can't say now what the extent of retrenchment is likely to be."

The civil engineering industry is already feeling the effects of the recession.

Mr J Hollingshead, Cape secretary of the SA Federation of Civil Engineering, said some bigger firms were doing "practically no work."

"It is not a cheerful picture.

"There will undoubtedly be retrenchments because of a falling-off in the amount of work.

"We use mainly contract labour, and thus the unemployment problem will be felt more severely in the homelands than in the Western Cape," he said.

TRANSPORT

Wage rises encourage automation

THE MOTOR industry looks like setting the pace for increased automation in SA, with the announcement from Sigma that it can no longer pursue its traditional policy of labour-intensive manufacturing.

Sigma is the first motor assembler to have made a public announcement in favour of automation and does so, it says, because in the past two years it has had to concede substantial increases in wages "and it appears likely that pressures for further wage increases will be maintained."

He points out that organised labour unions have pressed wage claims hard in the past two years and industry is now counting the costs against automation.

Butler describes Sigma's policy as part of a rationalisation package which underlines the seriousness with which the company is now facing the next four years of economic doubt.

Its original plans were to expand production by commissioning the R14-million factory it bought from Leyland at Blackheath, in July last year.

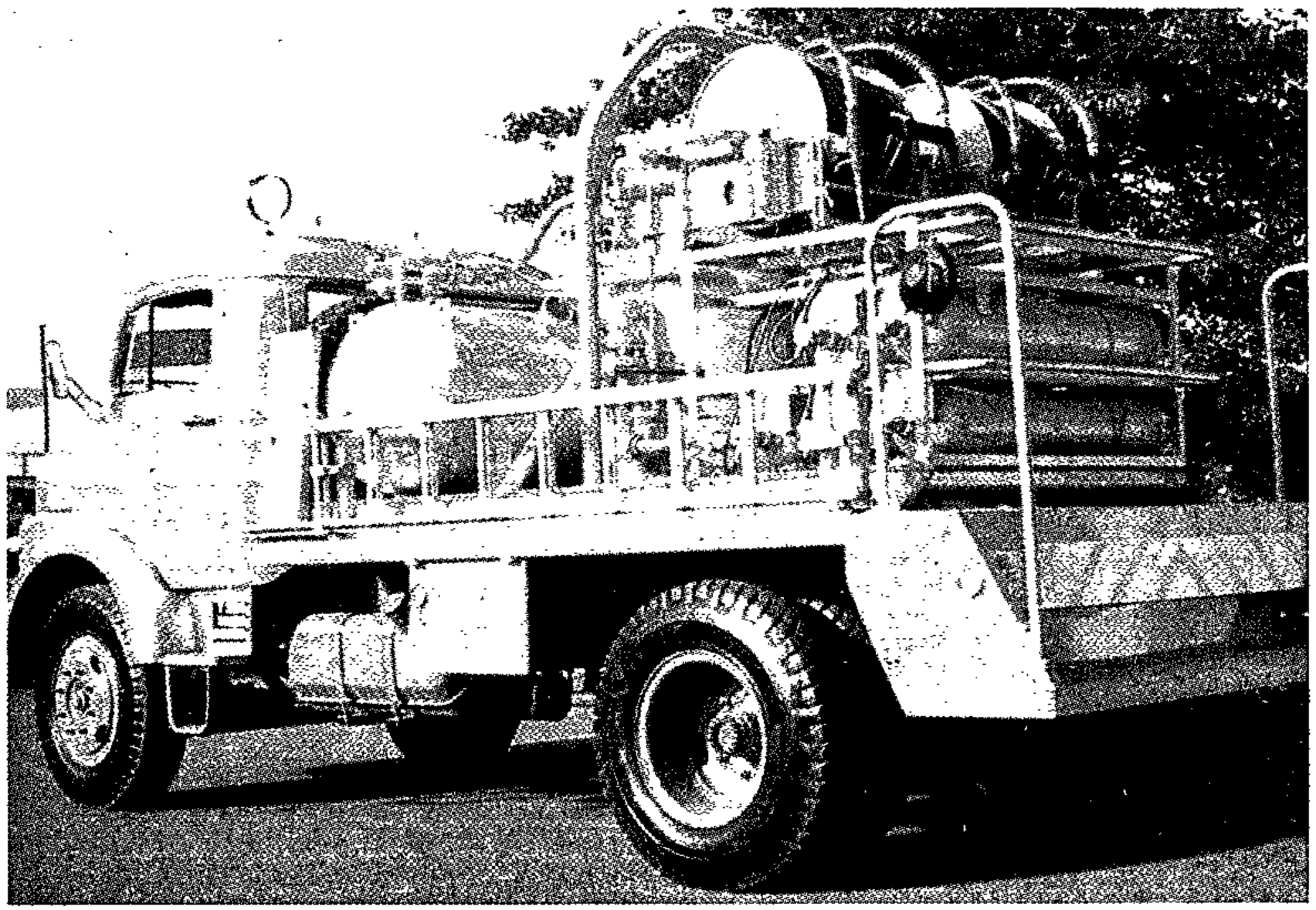
This deal becomes effective in January, but Sigma has had second thoughts.

Butler says: "developments in the intervening period have caused Sigma to reassess its strategy.

"Recent formulation of Government policy indicates that not only will deconcentration benefits not be available in the Western Cape but also that the transport and other subsidies granted to the motor industry are to be phased out.

"It appears likely that pressures for further wage increases will be maintained, and Sigma has every incentive to centralised production and to switch from labour-intensive to capital-intensive manufacturing techniques."

Iscor orders fire fighters



Mather and Platt has recently supplied Iscor with four Ansol "Twin-Agent" crash rescue, fire fighting vehicles for the protection of the Sishen, Thamazimbi and Grootegeluk plants. The company claims that the vehicles are ideally suited for the fast knock down of fires in Iscor's fuel storage areas, large off-highway vehicles and major plant and equipment.

Silencers



MR Donki Zondani, left, and Mr Shadrack Gqiba . . . volunteered to be retrenched.

Bleak future for 11 who voluntarily gave up jobs

ARGUS 13/7/82

Labour Reporter

THE men who recently volunteered to be retrenched at a Cape Town engineering firm to save the jobs of 11 contract workers from the homelands face a bleak future.

Two of them told The Argus yesterday of some of the burdens of being unemployed at a time of recession.

Mr Donki Zondani and Mr Shadrack Gqiba, both of whom have worked for Trident Marine Engineering for the past eight years, were two of the 11 workers with rights to remain permanently in Cape Town who offered to be retrenched first to save contract workers from having to return to a much more insecure existence in the homelands.

The men, who are all members of the General Workers' Union, decided that Section 10 workers would volunteer for retrenchment after negotiations with management.

The company announced last week that because of a downturn in business, 13 workers had to be laid off. Only two contract workers lost their jobs because of the other workers' decision.

Mr Gqiba and Mr Zondani, are family men with small children.

TERMS

"When Trident started short-time, it was only Section 10 people who were affected," Mr Zondani said. "The contract workers could not go on to short-time because it was against the terms of their contract. But later the contract workers also agreed to short-time to relieve the Section 10 people.

"Now, when the management announced there would be retrenchments, the Section 10 people felt they must show the same feeling to the contract workers. "They had suffered enough through working short-time and we felt they should at least be given a chance to finish their contracts."

Mr Gqiba said employees had never distinguished between Section 10 individuals and contract workers.

PROBLEMS

"We all had the same problems because we all worked for the same company. That is why we joined the General Workers' Union. We knew by standing together we could help solve our common problems.

"We accepted the retrenchment because we knew it had to happen, unlike the past where anything could happen. We knew the contract workers would be the worst off if they were retrenched," he said.

Both Mr Zondani and Mr Gqiba said it had not been easy for them to decide to give up their jobs.

Mr Zondani has 12 children to support, a number of whom are at school. Mr Gqiba has 10 children and five grandchildren.

Although some of the children are working, he is nevertheless worried about how long his severence pay of R800 will support his family.

Unemployment insurance can take several months to come through, according to Mr Zondani.

"You also have to wait in queues every day at the labour office in Langa and this takes up a lot of time if you are trying to look for another job", he said.

Jobs in Cape Town may become increasingly scarce, particularly for Africans, as the recession deepens.

In spite of the fact that both workers have strong letters of recommendation from Trident management, they say they will first concentrate on getting back all their pension payments to meet their financial obligations.

Neither is optimistic about his chances of finding a new job soon.

Homeland jobs for just 1 in 6 workseekers

By Anthony Duigan

At least 130 000 black workseekers enter the labour market each year in the homelands. Last year only one in six of these could find work in the black states.

This fact emerges from the annual report of the Corporation for Economic Development, released in Pretoria yesterday. It suggests that more than 100 000 blacks are likely to flood into urban areas each year seeking work.

In his annual report CED managing director Dr J Adendorff emphasised the enormous amount of money required to create jobs in the homelands for their growing populations.

He pointed out that, if urban areas and homelands were taken into account, about 260 000 blacks entered the job market each year. This number would rise to 320 000 within the next 18 years, he said.

In the last financial year the CED created only 21 738 jobs in the black states, Dr Adendorff added.

The total investment in job creation by the CED and the private sector by the end of the last financial year was R567 million. This had resulted in 68 500 new jobs in industry and farming created at an average cost of about R8 250 each.

Last year 11 562 new jobs were created in the farming sector at R3 250 for every work opportunity. The establishment of jobs in the industrial sector was far more expensive — at about R12 500 a job.

A major problem facing development agencies was the the steep population growth rate among blacks, about 3,1 percent a year, Dr Adendorff said.

"A further bottleneck is the limited financial resources at the disposal of the CED and its associated corporations," he said.

Much development in the homelands had to be financed with loans obtained at the current high market rates and the CED often had to invest this expensive money in less profitable projects, it was explained.

The result was that the corporation had to scale down development programmes to match the funds available.

"The problem of homeland development can only be resolved by economic development within the national states," Dr Adendorff continued.

INTERNAL

The concept of regional development and the provision of jobs outside these states would naturally play an important role in the welfare of the homelands but these territories could become fully fledged states only when their internal economic development kept pace with their political development, he said.

The shortage of trained technicians hampered development in the black states and technical training would have to be given priority.

Improved incentives for industrialists who set up businesses in the homelands was stimulating interest among labour-intensive industries and the CED was continuing its programme of developing infrastructure in these areas.

CAPE TIMES 14/7/82

Dockworkers laid off

335 Staff Reporter

A LOCAL marine engineering company, Dorman Long Swan Hunter, have laid off a number of workers at their plant at the docks.

A spokesman for the company declined to disclose how many were affected. He also denied a retrenched fitter's claim that Polish workers had been shipped in to replace South African workers.

"We took on two Poles eight months ago, and our parent company Dorbyl went to Vienna and recruited a number of highly-skilled Polish artisans. But there is nothing definite yet as far as we are concerned."

The fitter, who asked not to be named, said that at least 11 Polish artisans had been hired after the company had retrenched 65 workers in two batches.

The company spokesman said there was "nothing abnormal" about workers being paid off. In the ship repair business it was either "feast or famine".

He said one of the causes was the recession in the marine engineering industry throughout the world.

2 000 on four-day week

16/7/82

Own Correspondent

About 2 000 workers in Sigma's manufacturing division in Pretoria will go on to a four-day working week from Monday.

It is understood other motor vehicle factories in Pretoria are considering a similar move.

The decision by Sigma management was taken despite June sales for Sigma vehicles being the highest in two years and Sigma's Mazda 323 creating a South African record for the most units in one range sold in a month.

Not all workers in Sigma's manufacturing division will go on to a four-day week.

About 800, including manufacturing engineering workers, will still be on a five-day week.

Firm probes 'unfair firing'

RDM 17.7.87

335

Mail Reporter

AN ELANDSFONTEIN tyre depot of Cargo Carriers is investigating the possibility that one of its black administrative staff members was unfairly dismissed.

Mr Wiseman Mbambi, an invoice clerk with "an absolutely clean job record", yesterday complained to the Rand Daily Mail that he had been wrongly accused of being responsible for a shortfall of R35 000 at the depot. He had, however, not been charged by the company.

The security officer at the depot, Mr Watt Pringle, summarily fired Mr Mbambi while the manager of the depot, Mr Gordon Peck, was away on business.

But Mr Mbambi claimed that he was fired because a white employee at the depot could not face competition from a black.

Mr Mbambi said his salary was about R360 a month when he was fired on July 12 but he was paid out only R133,84 three days before he was supposed to receive his full salary.

When Mr Peck returned to the depot he started an investigation into the dismissal.

Mr Peck said yesterday he could not comment without all the facts, but asked Mr Mbambi to contact him.

He said he could promise Mr Mbambi "an absolutely clean job record" if Mr Mbambi applied to work elsewhere.

U
E

Nelspruit is hit by a strike

PE TOWN
WER BOOK

Labour Correspondent

NELSPRUIT this week became the newest area to be hit by labour unrest as about 400 workers at major metal firm Delta Manganese downed tools in protest at retrenchments.

Worker demands to withdraw from the metal industries pension fund played a key role in the dispute.

Many workers at the plant are members of the National Union of Sugar Refining and Manufacturing Employees, a Natal-based union which has branched out to the metal industries.

The company's managing director, Mr L J Carter said yesterday that the dispute had ended.

He said workers gathered outside the plant on Thursday and refused to start work. However he said they returned yesterday and "we have been interviewing them all to ensure this does not happen again". He said production was normal.

Mr Carter said the strike was sparked by the retrenchment of 45 workers who lost their jobs because of a cutback in plant operations.

But he confirmed Delta had been holding "extensive discussions" with workers on a demand that their pension money be refunded. The metal industries' pension fund does not allow workers to withdraw their money from the fund until six months after they leave the metal industries.

"We were sympathetic to this and asked the fund for an exemption enabling us to refund the money. But this was refused," he said.

On the wage issue Mr Carter said Delta had a "house agreement" which meant it did not have to pay the same rates as those in the industries' wage agreement.

● Workers at OK Bazaars' KwaMashu branch downed tools yesterday and won the resinstatement of retrenched colleagues a Commercial, Catering and Allied Workers Union spokesman announced.

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Subject ECONOMICS IA
(to be copied from the heading on the Examination Paper)

Paper No PAPER 1
(to be copied from the heading on the Examination Paper)

SATS employees 'not being fired'

Mail Reporter

RUMOURS that employees of the South African Transport Services were being paid off were unfounded, said a SATS spokesman yesterday, but ways were being sought to cut costs in the organisation.

He said the poor economic climate had forced the SATS to increase productivity and decrease the ammount of overtime worked by staff throughout the country.

The spokesman said certain projects would be postponed, although no contracts have been cancelled.

"No one has been laid off but the staff situation is constantly being reviewed," the spokesman added.

He said the SATS would also investigate the position of people over 63 at present employed on a casual basis. If it was found they were not doing "a full day's work", certain steps would have to be taken.

The spokesman said everyone's case would be treated on merit.

He said other methods to reduce costs would include a cutdown on the transportation of goods at weekends and passenger services which were not absolutely necessary and were unviable.

EVERY CANDIDATE MUST enter in column (1) the number of each question answered (in the order in which it has been answered); leave columns (2) and (3) blank.

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17/7/82

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Pay-off rumours denied

Mercury

Mercury Correspondent

JOHANNESBURG—Rumours that employees of the South African Transport Services were being paid off were unfounded — but a SATS spokesman said yesterday ways were being sought to cut costs in the organisation.

He said the poor economic climate had forced the SATS to increase productivity and decrease the amount of overtime worked by staff throughout the country.

The spokesman said certain projects would be postponed, although no contracts have been cancelled.

'No one has been laid off as yet but the staff situation is constantly being reviewed,' the spokesman added.

He said the SATS would also investigate the positions of people over 63 presently employed on a casual basis. If it was found they were not doing 'a full day's work', certain steps would have to be taken.

The spokesman said everyone's case would be treated on merit.

He said other methods to reduce costs would include a cutdown on the transportation of goods on weekends and passenger services which were not absolutely necessary and were unviable.

Temporary staff hit by reductions

Labour Reporter

Planned cuts in the number of State transport service workers will mainly affect temporary staff, a spokesman for the South African Transport Services said yesterday.

He was elaborating on a statement by the general manager, Mr Kobus Loubser, who said the staff complement would have to be reduced by about 7 000 employees because of the current recession.

The spokesman said directives had been sent to SATS departments across the country informing them of the need for cutbacks because of adverse economic conditions.

Overtime and Sunday duty was being reduced where possible and staff vacancies were being filled only where absolutely necessary, the spokesman said.

Mr Loubser had also said several shunting yards on the Reef would be closed down to improve efficiency.

EL firm to work four-day week

JOHANNESBURG — An East London firm, Tek Corporation, is to cut its working week to four days in the face of the economic downturn, said a statement released on behalf of the company today.

Two thousand employees would take a 20% pay cut when they went on to a four-day week on September 1.

Mr Mike Bosworth, the managing director, said the company had chosen a shorter working week rather than a lay-off of staff.

Tek Corporation was described in the statement as one of South Africa's largest electronics and home entertainment manufacturing companies.

Mr Bosworth said the 20% cut in the pay bill would help the company fight the shrinking profit margins and lower sales in some markets caused by the economic downturn.

He said the firm's locally manufactured audio range had been hardest hit by "high interest rates, escalating inflation and reduced consumer demand".

"The television market has, however, held firm and Tek's increased productivity will be directed at this market."

He said manufacturing staff would be redeployed to help achieve a 17% increase in productivity.

About 1 000 sales and field staff — and some personnel in strategic areas — would not be put on the four-day week.

Mr Bosworth, who will also take a pay cut, said the company was working to lessen the impact of the shorter week on take-home pay "until we can get back to normal, hopefully by the end of March next year". — Sapa

4-day week at EL factory

335

24/7/82

D. Dispatch

EAST LONDON — One of South Africa's largest electronic companies, Tek Corporation (formerly SATV), is introducing a four-day week at its East London plant to help fight shrinking sales and profits.

In a statement released yesterday managing director Mr Mike Bosworth said 2 000 of the company's 3 000 employees would take a 20 per cent pay cut when the short week came into effect on September 1.

"It was either a shorter working week, or retrenchment of staff," Mr Bosworth said after the statement was released. "But unless we are able to produce in four days what is now being produced in five, we may still have to retrench."

Workers were told of the cutback by the supervisory staff yesterday morning, and Mr Bosworth said their reaction had been "excellent".

"Everything was explained carefully, and everyone seems to accept we are in difficult times."

The company hopes that the cutback in its wage bill will overcome shrinking profit margins and lower sales in some markets, caused by the economic downturn — and increase productivity by 17 per cent.

"Our locally-manufactured audio range has been particularly hard hit," Mr Bosworth said. "High interest rates, escalating inflation and reduced consumer demand have taken their toll.

"The television market has held firm, however, and our increased activity will be directed at this market."

Two thirds of Tek's employees — including management — will be affected by the cutback with only key personnel, and sales and field staff, retained on a five-day week.

"It goes from me, all the way down," Mr Bosworth explained.

He stressed, however, that the cutback might only last six months, "until we can get back to normal".

"I fully appreciate that our decision will cause hardship but I am confident that — in the long term — these measures will give the group a solid foundation for future prosperity."

● Tek Corporation, a subsidiary of Federale Volksbeleggings, consists of Tek Electronics (Pioneer and Telefunken audio and video ranges), Tek Industrial (Electronic components and sub-assemblies), Tek Plastics and Tek Logics.

The corporation has small operations in Dimbaza, near King William's Town, and in Johannesburg. Mr Bosworth said they would not be affected by the cutback. — DDR

Brick company lays off 150 workers

Property Editor

COROBRIK has so far laid off about 150 workers in its slow-down programme following the slackening of demand in the building industry.

This was confirmed yesterday by Mr Cedric Savage, managing director of Toncoro, the huge holding company that controls the country's largest brickmakers.

He added that two more factories might be closed during the next nine months but at this stage could not say in which parts of the national network they would take place.

But he said that at no stage could he foresee more than 700 men of the workforce of 14 000 being fired.

'We do not believe that is bad in the light of the economic and building situation in the country,' a spokesman said.

The situation varied according to the locality. For instance, a slowdown in the coal-mining industry had affected the need for brick production in the northern parts of Natal and the stockpile of bricks had become larger.

But because of demand in Richards Bay, the Empangeni brickworks was still booming.

Stockpile

In the rest of Natal the stockpile of bricks had now risen to 37 days' production, many millions of bricks. In the Transvaal it was still only 15 days.

The spokesman said: 'These figures must be seen in perspective. Last year, there was a year's delay in the supply of bricks in Natal. Hopefully, that will never happen again because the company has taken a longer-term view in its planning.

'It must be accepted that when a take-off comes again, that stockpile would be absorbed at speed.

'But one must look at the state of the economy. It is not going to improve in the near future. Holding stock costs money when one looks at the interest rates and the way capital is locked up.

'We would like to say that people are only being put off for a couple of weeks, but it could be a year,' he said.

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non-exhibitors

But many of the exhibitors said that the show is open to all and it's just hard luck if non-exhibitors are using the exhibition to promote their own products.

The show, which ended last Friday, was considered a success. Crowd figures were down compared to previous shows but visitors praised the quality of the exhibition which they said was of an extremely high standard.

Motor strikers o back to work

STRIFE torn motor industry resumed production
week despite a deadlock in talks between motor
ufacturers and Fosatu's National Automobile and
t Workers' Union at a specially called Industrial
ncil meeting.
olkswagen's Uitenhagen plant and Ford and
eral Motor's PE plants were closed for a week
n 10 500 Black workers downed tools.
mployers have offered a minimum of R2,15 an hour
NAAWU orginally demanded R3,50 an hour but
since indicated it is prepared to reduce its
ands
o new wage proposals were put forward as both
s are now formally in dispute and the Council's
ute procedure comes into effect.

Iscor cuts Pretoria jobs

335 (184) 260 Industrial Week 27/7/82

IN A drive to improve performance Iscor has this year reduced 2 319 of the original 13 000 Black and White posts at its Pretoria Works, writes Lynn Carlisle.

A senior Iscor official says this has been necessary due to the falling demand worldwide for iron and steel.

But he adds that this figure does not represent the number of workers who have been laid off "

For 444 staff have been retired on pension and 172 Whites and 84 Blacks have been transferred to other Iscor plants. In addition 763 White and 626 Black workers have resigned their jobs which is the normal number," he says.

Although Iscor says that it will continue to rationalise wherever it can it is unable to say at this stage what further decommissioning of old plant is expected and how many existing posts will be taken out this year.

Wine winners

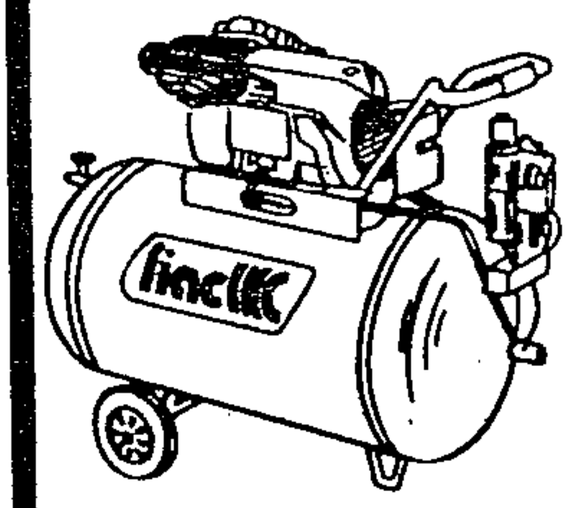
The answer to the Solly Kramer's wine of the week competition of June 15 is "Simonsvlei Cabernet Sauvignon."

The winner of the R25 liquor voucher is T A Hamilton, Box 40284, Cleveland 2022. The R10 liquor voucher has been won by J Horrell, Box 39097, Booysens 2016 and G H Peters, Box 370, Parow 7500 wins the B5 voucher.

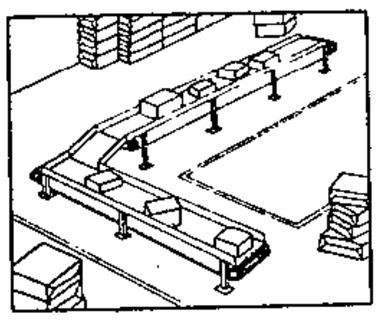
See page 31 for information about our new competition.

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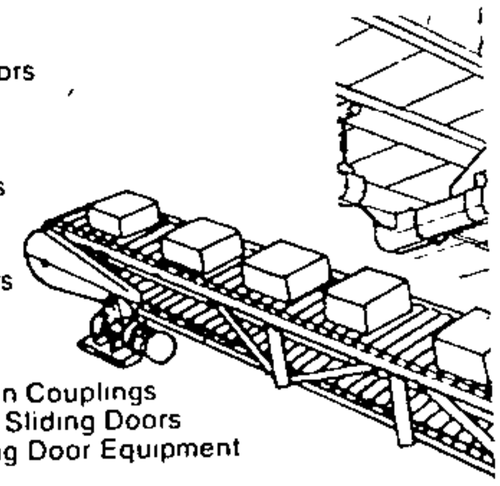
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after being dropped there from a vehicle which pre-

operation the saboteurs returned to the hole in the

ground attack jet, three old Hawker Hunters and a

Zimbabwe's air strength has now been lost. — Sapa-AP

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Another polio case

PRETORIA — Another polio case has been reported in Giyani, bringing the number of children hospitalised to 254.

The Deputy Director-General of Health, Dr James Gilliland, said today the latest polio victim had been admitted to the Nkhensani Hospital.

A total of 25 children have died since the epidemic broke out at the end of March. — Sapa

Tight job market in PE except for skilled

335

E. Post 27/7/82

By SIMON BLOCH

WITH the national economy winding down, job opportunities in Port Elizabeth have become scarce.

And for the thousands due to leave school or graduate from universities and technikons at year's end, the job prospects are grim, according to personnel consultants.

The country's biggest employer, the South African Transport Services, is not taking on new staff in a bid to reduce its salaried numbers by 7 000 to cut costs.

In Port Elizabeth there is still a "fair demand" for skilled and trained workers. But for unskilled workers, employment prospects are extremely poor.

Women are the worst affected group. Other than temporary junior secretarial jobs and lower-to-middle income jobs such as barmaids, waitresses and clerical workers, little is available.

Two consultants said they had far more unemployed women "hopefuls" on their books than men.

"But with so many women looking for almost anything to bring in a steady income, the few vacancies that do arise are snapped up almost immediately," one said.

Consultants report that the number of enquiries for jobs had increased steadily this year, while the number of vacancies had steadily decreased. The situation had become worse in the past two months, they say.

One consultant, Mrs Julie Hess, said the number of vacancies advertised by firms last month had dropped by 41,4% compared to June last year.

The administration personnel officer at Barclays Bank, Mr J Becker, said most firms were not taking on new staff and were looking instead for increased productivity from existing staff.

The director of the Emthonjeni Training Centre, Mr Dieter Kussel, felt that the shortage of jobs was temporary. A bad economy was the best time to train staff in preparation for an economic upswing.

"Instead of laying off workers, employers should rather send them on training courses. There is little cost in this because companies can obtain tax concessions for courses offered and on the salaries of staff who are being trained," he said.

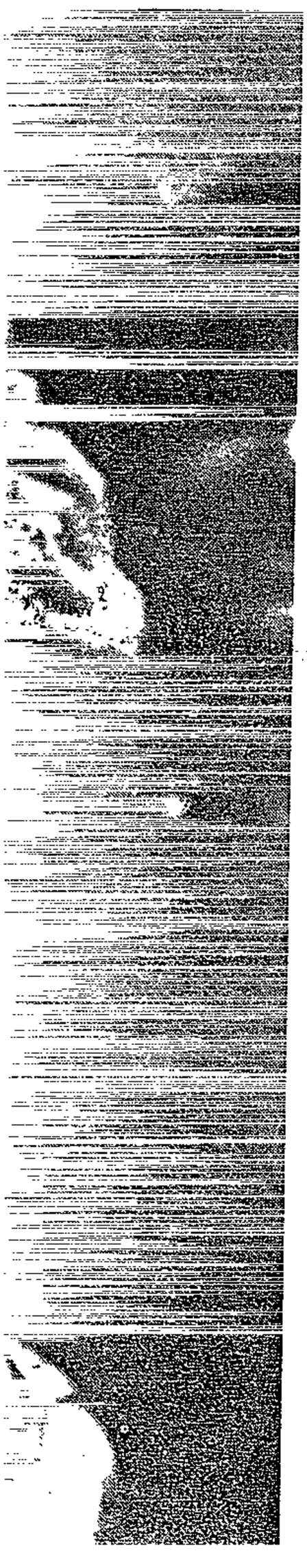
One consultant said employers were making staff redundant and then leaving the vacancies unfilled.

Top management personnel were often the casualties with firms opting to dispense with their services rather than lose the services of skilled workers.

Consultants spoken to agreed that top level jobs offered the fewest opportunities.

They also said that employers had become more "discerning" in their selection. "They are not taking chances any more in hiring a pretty face or a smooth talker to do the job."

from beauty



LIMA — Miss Canada, Karen Dianne Baldwin, last night won the Miss Universe title from five other finalists.

The 18-year-old university student received the crown from Irene Saez, who won the title last July in New York City.

Miss Guam, 18-year-old Vatty Chong Kerkos, was first runner-up.

Miss Italy, 21-year-old Cruzia Frowlepouti, was third, Miss Greece, 19-year-old Tina Rossou, fourth and Miss USA, 20-year-old Terri Utley, fifth.

There was near pandemonium on the stage immediately after a tearful, dazed Miss Baldwin received her crown. She broke into a big smile, then began crying and put her hands to her face when her name was called.

A scheduled Press conference set for immediately after the pageant was cancelled without explanation and Miss Universe was whisked off to a celebrity ball at the luxurious Bolivar Hotel in downtown Lima, where the 77 contestants were housed for three weeks while rehearsing the pageant.

Miss Canada told judges before last night's contest her ambition was to have her own business in the beauty, fashion and modelling industry.

The 1,8-metre tall beauty has chestnut hair, green eyes and weighs 55 kilograms. She told the judges she considered the Roman Catholic missionary, Mother Teresa, the greatest person in the world today.

Among the finalists, Miss Guam is a dance instructress from the city of Tamuning, Miss Italy is a student from Rome, Miss Greece is a model from

Diana Dakin dies aged 45

Post Reporter

MRS DIANA DAKIN, wife of the president of the Eastern Province Cricket Union, Mr Geoff Dakin, died early today in the Port Elizabeth Provincial Hospital.

Mrs Dakin, 45, was admitted to hospital on Sunday after suffering a major brain haemorrhage while playing in a golf tournament in Port Elizabeth.

Her husband, who is vice-president of the South African Cricket Union, had returned home the previous day from a fortnight in Britain where he tried to help put South Africa's case for readmittance to the cricketing fold to the International Cricket Conference.

Mrs Dakin was selected to represent Eastern Province at golf on a number of occasions. She leaves her husband, a married daughter, Jenny, and two sons, Grant and Bryce.

A funeral service will be held at noon tomorrow at the St Cuthbert's Anglican Church in Port Elizabeth. The family has requested that donations in lieu of flowers be made to St Cuthbert's Church.

Price of matches up

Post Correspondent

JOHANNESBURG — The price of matches has gone up by 50%, from 2c to 3c a box.

The Lion Match group says it is the first price increase since 1977. A spokesman said the new price compared favourably with the rest of the world.

Screaming to victory

MONFORTE D'ALBA, Italy — A 90-year-old farmer has beaten 40 younger participants to win the fifth annual screaming contest held in this north-western Italian town.

Carlo Rappalino's voice

WHEN YOU WANT
QUALITY
PAINT

More stop work at the Umfolozi mill

Mercury Reporter

ABOUT 400 workers at the Umfolozi sugar mill stopped work yesterday over wage and other grievances, according to the mill's general manager, Mr I Bales-Smith.

The strike is the mill's second in less than a month — the entire workforce downed tools on June 7 over the dismissal of two colleagues.

Mr Bales-Smith said the strike which involved the mill's day shift seemed to have been sparked off by a small group of workers in the transport section who had decided 'they were not going to work'.

He said a number of grievances had been raised by these workers prior to the strike and these were being investigated but yesterday they had raised further grievances.

'The major worker demand is one for more pay,' he said, 'but they had also asked that certain grades of workers be reclassified.'

Mr Bales-Smith said the strikers had been told that the company 'has undertaken to look at the various problems when they return to work.'

But the workers made no move to return to work yesterday and it was likely that the night shift would join the strikers, he said.

It is understood that the general secretary of the National Sugar Manufacturing and Refining Employees Union, Mr Selby Nsibande, also addressed the workers but he could not be contacted for comment.

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Subject ..... Economics IA.
(to be copied from the heading on the Examination Paper)

Paper No ..... I .....
(to be copied from the heading on the Examination Paper)

EVERY CANDIDATE MUST enter i column (1) the number of each questic answered (in the order in which it h been answered); leave columns (2) ar (3) blank.

	Internal	External
(1)	(2)	(3)
1b	12	
2b	8	
3b	12	
Examiners' Initials		

NOTE CAREFULLY

1. Enter at the top of each page and in column (1) of the block on this cover the number of the question you are answering.
2. Blue or black ink must be used for written answers. The use of a ball point pen is acceptable. Red or green ink may be used only for underlining, emphasis or for diagrams, for which pencil may also be used.
3. Names must be printed on each separate sheet (e.g. graph paper) where sheets additional to examination book(s) are used.
4. Do not write in the left hand margin.

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1. No books, notes, pieces of paper or other mate rial may be brought into the examination room unless candidates are so instructed.
2. Candidates are not to communicate with othe candidates or with any person except the invi gilator.
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Union turns the screw

335

Sowetan 28/1/82

By JOSHUA RABOROKO

THE Durban-based Dano Textile Industry has decided to solve the dispute between workers and management by agreeing to reduce the number of workers it had planned to retrench.

This has been confirmed by the Midland (Natal) branch secretary of the National Union of Textile Workers, Mr Jabu Gwala, who said the union "welcomed the move."

About 1 000 workers went on strike at Dano last week over the dismissal of a colleague and the union intervened on behalf of the workers.

After talks with the union the management agreed to re-employ the man, according to union sources.

During the talks the union also protested to the management about the proposed plans to retrench several hundred workers.

In the agreement between management and the union, it was promised that only between 70 to 80 workers would be retrenched.

Mr Gwala said that the firm also promised that those who would be retrenched would be given preference when new vacancies were available.

The Dano management declined to comment on the issue.

Queues lengthen in vicious circle of unemployment

(335) Mercury 29/7/80

THE LONG lines of unemployed men and women bear testimony to the growing despair of industrialised countries.

In Britain latest unemployment returns show that 3,2 million people are without jobs, nearly 10 percent higher than the worst level during the Great Depression. One out of seven British workers is unemployed and half of the teenagers leaving school will not find work.

The problem is international. The Organisation for Economic Co-operation and Development, a Paris-based inter-governmental research body for 24 member nations, mainly in Western Europe and North America, forecasts that unemployment in these countries will rise to 32 million in the first half of next year. The



present level of unemployment, at 25 million, is already the worst since the Great Depression. Worse still, official statistics fail to tell the full story. If unregistered unemployed workers and married women are taken into consideration, many more are jobless.

Although the OECD forecasts that there will be a mild recovery by the end of next year, the revival probably will have a negligible impact on employment levels. Nor will any recovery help the unemployment problems of the poverty-stricken lesser-developed nations, which are in a critical situation.

Unemployment, too, has brought with it significant economic, sociological and psychological changes in Western countries.

Following years of expansion and expectations of ever-increasing profits, North American, Western European and Japanese industries are now slashing expenditure. Worried about losing their jobs, consumers are buying less.

It is a vicious circle. Sales decline, prices are cut, profits fall and more workers are laid off. Instead of constructing new factories and businesses, which in turn could employ more workers, corporations are desperately busy paying off or servicing huge debts. Those with surplus cash are lending it at high interest rates, instead of investing it. Many companies try to retain workers, but are able to employ them only on half-time work.

Throughout the West many unemployed workers take to moonlighting: they are paid in cash for their extra-mural work. Although the money slips past the tax man, at least it helps business. Employed people on the other hand continue to spend. So there is a paradox of seemingly prosperous cities and depressed areas.

Many expensive London restaurants and theatres are full. Holidays are

Neil Behrmann
LONDON

booked out. But in cities such as Liverpool drab streets are filled with unemployed who spend their time drinking in the pubs or watching television. There is also more street violence and increased racial tension.

Economists talk blandly about increasing productivity and making their companies leaner and tougher during recession. But this is only partly realisable. There are many reports of overworked and overpressurised survivors. Some



employment consultants and personnel officers talk about shocked and angry white-collar workers who wander about aimlessly. Some pour out unproductive and unnecessary work to show that they are indispensible. Others work less effectively. Smaller sales staffs trim turnover and future goodwill.

U S manufacturing companies report that worries about the future are making people ill. Absenteeism among white-collar workers is rising and the death rate is double the average numbers recorded during the early 1970s.

A recent editorial in the British Medical Journal said that unemployment was causing ill health and depression.

'At first, shock and disbelief are combined with a sense of optimism and holiday. Then the holiday feeling gives way to inertia, exhaustion, loss of self-esteem and family tensions.

'Finally there is the broken state. Despite the lifting from earlier anxiety and depression, there is a feeling of inferiority and submissiveness with an acceptance of a more limited way of life and little hope of change.'

In Western Europe a third of the 16,5 million unemployed have been jobless for more than six months. The medical journal warns that long-term unemployment has an enduring effect on the personality and causes an increase in mental and physical illness. Besides homicides and increasing admissions to mental hospitals, there are greater incidences of heart and kidney disease and cirrhosis of the liver.

The effect on top management can be dramatic. A once ebullient and dynamic managing director became acutely depressed and suicidal when his company collapsed. His ego was shattered. Fortunately, according to his family, he is beginning to recover slowly.

Insecure employed workers apply for other jobs, but with the intense competition for few posts, many are in despair. Even though they are unhappy in their jobs they cannot move.

A London librarian and research officer became so depressed by constant rejection that she was forced to take sick leave. Now back at work, she is on tranquillisers.

'I hate my job, but there are no other prospects,' she said, adding that she spent her time applying for jobs and waiting for rejection slips. With thousands of applicants responding to advertisements, most firms don't even bother to reply.

Gloomier still, economists warn that unemployment might continue to rise. No relief is in



sight.

During the great depression, governments started public work programmes, such as road- and dam-building, to employ workers and get economies moving again.

Today governments are so indebted that there is little room to prime the pump. Economists fear that if the government reflates, inflation will accelerate and the world economy will slip back into the same situation again, or even into a worse state.

Many economists believe, even, that tight-money anti-inflation policies have proved to be a disastrous mistake.

'If one compares the success against inflation with the consequences of unemployment, is it really worth it,' asks Brendan Brown, a senior economist at brokers Phillips and Drew.

someone else.

Specify sex, age of stock e.g. oxen, heifers and poultry as 'stock'.

P. Income

Sometimes, we have to accept incomplete answers, as people may simply be unwilling to tell the truth.

Job offers plentiful for skilled EL workers

EAST LONDON — The chill of the economic recession is being felt by unskilled workers — but there are still opportunities for skilled workers and men fresh out of the defence force.

This emerged from interviews with personnel consultants and the local office of the Department of Manpower Utilisation.

The regional manager of a large multinational personnel consultancy, Mr Neil Oosthuizen, said jobs were getting "tight" but that the situation was "not critical in any sense."

Mr Oosthuizen said there were still a lot of vacancies to be filled, particularly for people qualified in technical skills or middle-management financial managers.

"It is true that some of our clients have asked us to cancel a vacancy they wanted filled, but this is only about five per cent of the total number of vacancies we have on our books," he said.

The owner of a locally based personnel consultancy, Mrs Pauline Dossin, said the economic recession had not really affected the employment market yet.

"We have just as many jobs on our books available and there haven't been droves of applicants.

"Some companies, if they are not retrenching staff, are freezing vacancies. They are not filling a job if it becomes vacant."

The employment and vocational guidance officer of the Manpower office here, Mr P. le Grange, said there was a problem with people who had little or no qualifications, but that otherwise there were few obstacles.

"For skilled workers or people who are prepared to be trained as skilled workers there are more than enough opportunities," he said.

"In the clerical positions there is also a demand for people who have matric.

"As for opportunities for young men straight out of the defence force, there is a big demand. I am constantly being asked by employers if there are any young men out of the army available.

"If only army leavers would come to us at our Hill Street offices or phone us, we could fix them up pretty quickly."

Mr Oosthuizen said there had been no noticeable difference in the numbers of people applying for Unemployment Insurance Fund benefits.

He also said the numbers of first applications for UIF cover had stayed the same. — DDR

GENERAL NEWS

Hard time ahead for unskilled workers

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Stan 29/7/82

Unskilled workers in South Africa are going to bear the brunt of unemployment in the economic recession.

This gloomy prediction is made in the second quarterly economic opinion survey conducted by the University of Stellenbosch's Bureau for Economic Research.

The survey based its conclusion on more than 1 800 questionnaires completed by businessmen. It shows that South African firms are opting for capital intensive production methods rather than for labour intensive measures.

Economic growth is likely to continue to drop and, because of this, unemployment among unskilled workers is likely to increase, the report says.

Daily retrenchments of unskilled or semi-skilled workers bear out these views.

ASSISTANCE

The Johannesburg offices of the Metal and Allied Workers' Union this week saw groups of recently retrenched workers looking for assistance.

Transvaal branch secretary of the union, Mr Moses Mayekiso, said retrenchment often occurred at companies where there was no union presence.

Mawu has formal and informal retrenchment agreements with companies where it has members.

The union is affiliated to the Federation of South African Trade Unions, which has issued policy statements on retrenchments.

Its guidelines include advance notice to unions of any retrenchments, compensatory payments to retrenched workers and the all-

Workers at Sigma and Datsun in the Pretoria area were retrenched and more than 300 workers lost their jobs recently at Volkswagen in the Eastern Cape.

The head of the Midland Chamber of Industries, Mr Brown Matthews, said car sales had not seriously been affected so far this year, but the Eastern Cape's share of sales in the South African market had declined.

"Trends indicate that we are in for a harder time," Mr Matthews said.

FIRST TO GO

The president of the Trade Union Council of South Africa and president of the Garment Workers' Union, Dr Anna Scheepers, said some clothing and knitting firms in the Transvaal were already dismissing staff.

"The less skilled and the unskilled are the first to go, while it is less difficult for skilled workers to find new employment," Dr Scheepers said.

The latest edition of the union's publication, The Garment Worker, says retrenchment procedures are urgently needed.

The editorial recommends that:

- Employers should consult workers in advance and try to find other solutions.
- Employers should help workers find other jobs and give them first option of re-employment when vacancies occurred.
- Redundancy payments should be provided — usually three months' salary and a percentage of an annual salary based on age.

Trade unions have accused employers of taking advantage of strikes to dismiss workers, which was in effect the same thing

important principle of "last in, first out."

REDUCTIONS

Mr Mayekiso said metal firms on the East Rand had initiated many retrenchments recently.

The head of the Steel Engineering Industries Federation of South Africa, Mr Sam van Coller, said redundancies were clearly a problem.

"We can certainly anticipate reductions in the employment of semi-skilled and skilled workers," Mr van Coller said.

He added that companies tried to do everything they could to avoid retrenchments by employing measures such as shorttime and eliminating overtime where possible.

The motor industry this year has also seen a growing number of retrenchments as retrenching staff.

The management of a electronics firm in East London — Tek — announced last week that all staff, including salaried personnel, would work a four-day week and take a cut in salary to avoid retrenchments.

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Star 29/7/82

30/7/82 (330) (336) (338) (334) (335) RDM

Railwaymen will stick to pay demands

Pretoria Bureau

RAILWAY union leaders will not water down pay demands in the wake of the drastic cost-cutting campaign launched by the South African Transport Services on Wednesday.

The union men are due to meet the Minister of Transport Affairs, Mr Hendrik Schoeman, in the near future for a series of meetings on next year's pay increases.

The one black, one Indian, two Coloured and seven white unions are expected to press for increases which will match the inflation rate.

Nor will the cost-cutting campaign, designed to avoid disastrous financial losses at the end of the current financial year, mean wholesale sackings, according to the union leaders.

The "no redundancies" assurance was given the country's 280 000 black and white railway workers by the chairman of the Federal Council of SATS Staff Associations, Mr Jimmy Zurich.

He said leaders of railway unions were serving on an economy committee in the general manager's office to initiate and monitor economy measures, which had been discussed with them.

The squeeze on costs, Mr Zurich said, had been forced on the Railways by the worsening recession.

"We are in the red for the first three months of the financial year to the extent of R85 000 000. If losses were to continue at this rate for the rest of the financial year, the country's transport system would end up in a state of deep crisis."

Cape Times

200 take 'unpaid leave'

By PHILLIP VAN NIEKERK

ABOUT 200 workers at the Dorman Long Swan Hunter factory in Bellville have found a novel way of avoiding retrenchment — they are taking voluntary unpaid leave.

The workers, who belong to the General Workers' Union (GWU), were recently told the company wanted to retrench 30 to 40 workers. They all decided to take three months' unpaid leave over the next year to 15 months instead, thus avoiding the necessity of retrenchments.

A GWU spokesman said the workers, who handed in their leave applications this week, felt they should all make the sacrifice of losing several months' pay to prevent some losing their jobs.

Procedure

The company is still in the process of recognizing the GWU committee and retrenchment procedures had not been finalized when the company announced it planned to lay off workers. The GWU spokesman said they were still negotiating a general retrenchment procedure.

A Dorman Long spokesman said management had agreed to the workers' proposal because while it meant the labour force would be disrupted, the company could offer employment to a wider spread of employees.

"However, one of the provisos was that the leave, which would be strictly voluntary, should be at the discretion of management. Certain key employees will not be able to take unpaid leave.

"In the meantime, we are hopeful for an upturn in business so we can call the people on unpaid long leave back to their jobs."

'An indication'

Miss Di Cooper, assistant branch secretary of the GWU, said the workers' decision was "an indication of the extent to which workers are prepared to unite and protect themselves".

Trident Marine workers — also members of the GWU — recently decided that only workers with permanent residence rights would be laid off, after the company had announced it intended retrenching employees. This was to save the jobs of the contract workers, who would have had to return to the homelands with little chance of getting new jobs.

Miss Cooper said both the Dorman Long and Trident Marine cases showed that it was worth negotiating over retrenchments. "During a recession, management can save a lot of trouble if it is prepared to look at the alternatives to retrenchment."

Earlier this month, there were large retrenchments at Dorman Long's ship-repair factory at the docks, where the GWU is not organized.

Output low: VW sends 1 000 home

Own Correspondent

PORT ELIZABETH. — More than 1 000 assembly workers at Volkswagen were sent home yesterday morning after only four hours of their shift because of excessively low production in the company's manufacturing sections on Thursday.

Yesterday afternoon Mr Ruben Els, public affairs manager at VW, announced that the assembly area would also be closed on Monday because production was still too low yesterday.

On Thursday morning 2 000 workers were sent home from the manufacturing area of the plant after workers in the press and body shops had downed tools.

Workers at the company have also refused to work overtime since Tuesday.

At Ford yesterday, workers from the truck plant were sent home at noon because normal production targets were not being met.

Volkswagen, Ford and General Motors resumed their operations this week after closing down their plants two weeks ago following a strike by more than 10 000 members of the National Automobile and Allied Workers' Union which halted production on July 15.

The strike followed deadlock in Industrial Council wage negotiations.

Stevedore companies merging

Cape Times 2/8/82

By PHILLIP VAN NIEKERK

THE SA Stevedores Service Company (Sassco) and Rennies Grindrod Cotts have merged, creating an effective monopoly in the South African stevedoring industry.

Mr Neville Organ, chief executive of Freight Services and chairman of the new company, SA Stevedores Limited, said the move was aimed at rationalizing the companies' interests in a "strategic but shrinking industry".

Freight Services, owners of Sassco and Rennies Grindrod Cotts will each own half of the new company.

Mr Organ said retrenchments of workers — in line with rationalization in other areas — was inevitable, but it was too early to say how many would be laid off.

Negotiated

All reduction of staff would be negotiated with the General Workers' Union (GWU) — which represents the vast majority of the industry's 4 000 to 5 000 workers and is recognized at the four major ports — Cape Town, Durban, Port Elizabeth and East London.

While the merger would create a *de facto* monopoly, any competitor would be free to apply for a licence, although this was unlikely in the current difficult times, Mr Organ said. "We merged because we were killing each other and one of us was on the verge of bankruptcy.

According to a joint statement by the merging companies, the stevedoring industry has been severely affected by a declining volume of breakbulk cargo caused by increasing containerization.

"Over the past five years, the annual tonnage handled by stevedores at South African ports has dropped by 40 percent from 18-million tons to 11-million tons. The current containerization of the Far East and North American routes is expected to decrease volumes even further, and to increase the excess capacity in the industry.

"At the same time the industry has, over the past two-and-a-half years, improved working conditions and wages very considerably, invested heavily in sophisticated handling equipment and improved the training of its labour and supervisory staff.

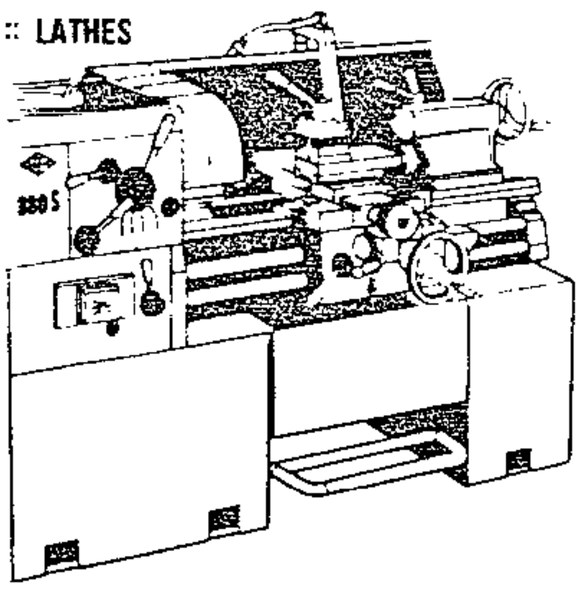
"The merger is in line with the worldwide trend towards consolidation in the stevedoring industry."

The general secretary of the GWU, Mr Dave Lewis, said the creation of a single giant stevedoring company in South Africa had "extremely important implications for the 5 000 workers in the industry".

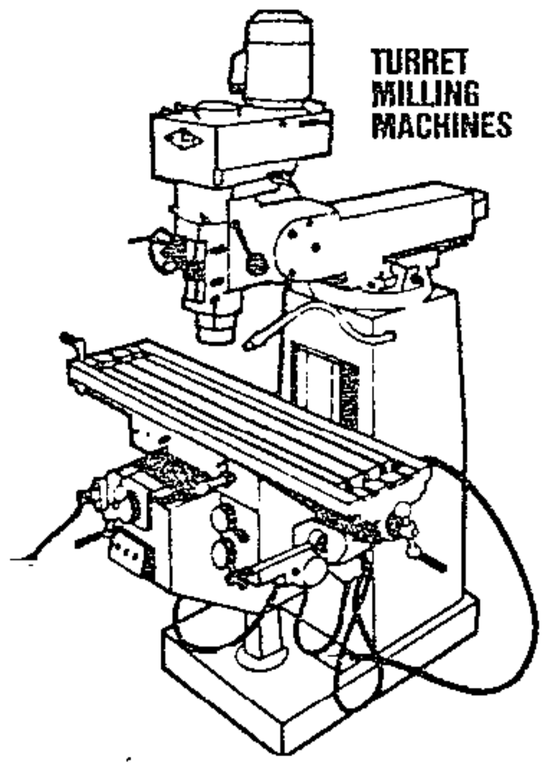
He said the union was formally informed of the merger "at the very last minute" and added "we are not satisfied with the marked lack of consultation to date.

"Our agreement with the employers specifies clearly that the mechanics of this merger will be negotiated with GWU committees at the four ports and we are pleased that the new company has committed itself to immediately honouring this commitment."

:: LATHES



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Mr Kristal pointed out ... taking a decision ... osteoarthritis. — Sapa-Reuter

Steady drift towards unemployment in the Eastern Cape

Post Reporter

UNEMPLOYMENT is steadily increasing in the Eastern Province.

According to figures released by the Department of Manpower, the number of Asian, coloured and white unemployed increased from 3 736 in June to 3 823 in July.

Positions were found for fewer job-seekers last month with 440 finding employment, compared to 501 in June

After placements, 3 383 people remained unemployed last month compared to 2 621 in July last year.

The number of coloured men registering as unemployed increased from 1 634 in June to 1 661 last month. Jobs were found for 132.

More coloured women also registered with the department. In July, 792 were registered compared to 676 in June. Jobs were found for 132 coloured women.

Figures for the number of white women and youths and Asians (male and female) who registered as unemployed, dropped from June last year to June 1982.

However, more jobs were found for white women and Asians in June last year.

The number of registered unemployed coloured men in Port Elizabeth increased from 1 109 in June to 1 129 last month, and in Uitenhage from 310 to 328.

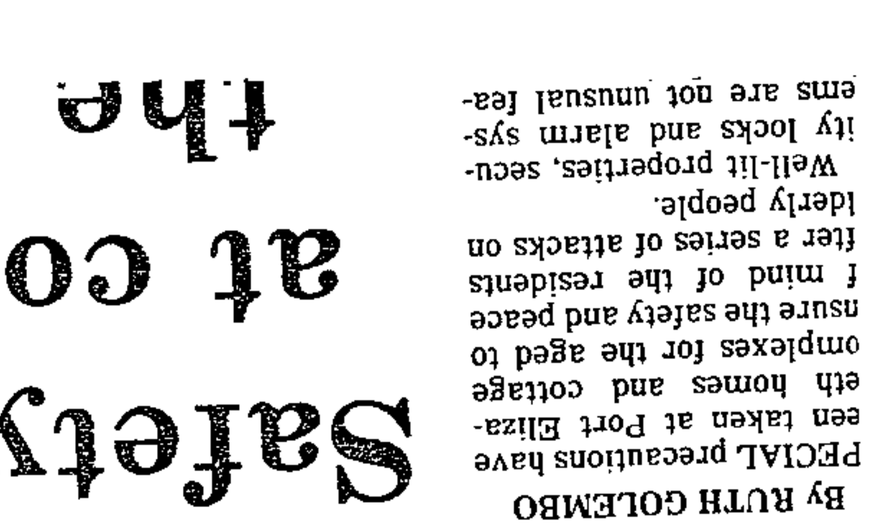
In July last year, 1 853 people were registered as unemployed in Port Elizabeth. The figure for last month was 2 415, and 2 408 for June.

A Sapa report from Cape Town says unemployment figures for July in the Western Cape have not risen dramatically in spite of the downturn in the economy.

Figures released by the Department of Manpower indicate the registered unemployment figure for whites, coloureds and Asians in July this year as standing at 3 337, which is 656 more than for the same month last year.

In 1978, when there was a similar recession, the figure stood at 7 850.

An opinion survey released by the Bureau for Economic Research at the University of Stellenbosch last week predicted that the unemployment rate, particularly of non-skilled workers, was likely to increase because of the anticipated lower growth in economic activity.



Mr BERT HARRADINE shows the revolver he would not hesitate to use if anyone threatened his safety.

Safety top priority at complexes for the aged in PE

By RUTH GOLEMBO

SPECIAL precautions have been taken at Port Elizabeth homes and cottage complexes for the aged to ensure the safety and peace of mind of the residents after a series of attacks on elderly people.

Well-lit properties, security locks and alarm systems are not unusual features in the area.

Mr and Mrs FRANK HUGHES, in their flat with a security gate to intruders out, feel elderly people are aware of the need for measures.



One retired couple said they had not been any trouble at the cottage complex.

At a complex of the aged in Walmer residents said they were of the problems of their doors locked.

Elderly women walking sticks to themselves and watchmen patrol grounds.

NEWS

335

2 m could be jobless by 1987 — expert

fd 8/82 Star

Own Correspondent

More than two million South Africans could be out of work by 1987 says the Director-General of Manpower, Dr Piet van der Merwe.

Up to 21,9 percent of the labour force could be unemployed by 1987 — affecting 2,4 million people — if there was an economic growth rate of 3,6 percent, Dr van der Merwe told a Johannesburg symposium today.

He said he based his figures on the Economic Development Programme from 1978 to 1987. The programme estimates what unemployment will be if the economy grows at various rates.

"At a growth rate of five percent, which is characterised in the EDP as one of growth under very favourable circumstances, unemployment is expected to increase by 11,5 percent of the labour force, (1,3 million people)," he said.

Dr van der Merwe said the solution to South Africa's unemployment was difficult and contentious and that a co-ordinated approach was needed.

"South Africa is in the anomalous position where it has both a surplus and a shortage of labour — a shortage of high level manpower and certain categories of skills, and a surplus of unskilled labour," he said.

He said the shortage of skills had grown in areas such as artisans. There were 21 739 vacancies in 1981, compared with 9 951 in 1979.

Dr van der Merwe said some important changes to South Africa's labour legislation were being planned for the next two years.

He said changes would include the introduction of the Conditions of Employment Bill and the Machinery, Occupational Safety and Occupational Hygiene Bill, which would respectively repeal the Shops and Offices Act of 1964, and the Factories, Machinery and Building Works Act of 1941.

The most important changes would relate to the difficult and sensitive issue of the registration of trade unions; levels of collective bargaining and the functions of the industial court, Dr van der Merwe said

Despite proposed changes some "very vexing problems" would still face the country.

These included:

- Unemployment, which could leave 2,4 million people out of work by 1987.
- Many vacancies in critical skill areas.
- Industrial relations problems — South Africa last year lost almost 227 000 man days because of strikes and work stoppages.
- Collective bargaining issues.

SKILLS TRAINING

Making work

FM 6/8/82

An East Rand group training centre has become the third participant in a government pilot scheme for training the unemployed.

The scheme is beginning to yield encouraging results.

In April the Department of Manpower announced it would be using existing facilities, such as group training centres and in-service training centres, in the private and public sectors to train unemployed people of all races. Those eligible would be people between the ages of 15 and 30 who had not progressed beyond standard six, who had been registered as unemployed for at least six weeks and who had little job experience.

Group training centres in Port Elizabeth and Bloemfontein were the first to be utilised, and this week the Apex group training centre in Benoni joined the scheme.

The length of courses offered varies between three and eight weeks. Government pays for the training and the cost of housing trainees, and also gives them a subsistence allowance. Training is geared to employers' needs and the department tries to find jobs for people who complete their courses. They emerge from the scheme as semi-skilled workers and receive certificates stating their capabilities.

Almost all who have been trained under this scheme so far have been blacks and senior officials in the department are happy with results. There had been fears that training might raise expectations which could not be fulfilled. However, it has been possible to find jobs for most of those who have undergone training.

Officials say this has been achieved through close consultation with employers to determine their needs. "There is no purpose in training people in work for which opportunities do not exist," says Johan Fourie, director of Apex.

There does not seem to be any shortage of unemployed people with the right aptitude for the courses being offered. Fourie says tests completed during the selection process show that many unemployed people appear to have a higher potential than those who have jobs.

He says that despite the slowdown in the economy, demand for certain categories of semi-skilled and skilled labour remains high. He says that in his region there is an immediate demand for about 170 heavy vehicle drivers as well as many vacancies for welders. A strong demand for trained workers is still being received from the building industry.

Each of the three centres taking part in the scheme has about 50 unemployed people undergoing training every week, and Apex hopes to double its complement by the beginning of next year. If the scheme continues to yield good results, it will probably be extended to many other parts of the country.

UNEMPLOYMENT in the Western Cape is on the increase with hundreds being retrenched or working for limited periods only as the economic climate worsens.

The latest news of retrenchments comes from the Simon's Town Naval Dockyard where one-fifth of apprentices, presently being trained, will be put off during the next six months.

The proposed retrenchment of certain apprentices once they come out of their 'time' in the dockyard coincides with the retrenchment of temporary staff over the age of 65. The first group of temporary staff was retrenched at the end of July. The rest will be put off in small groups over the next few months.

Navy personnel have approached certain labour bureaus and other branches of the defence force for employment for the 60 apprentices who will be put off.

Trades

Only apprentices in certain trades will be affected by the Navy's streamlining of their huge civilian work force. These trades include blacksmithing, rigging, ship-building, welding, marine fitting, marine pipe fitting and boiler-making.

Dockyard spokesmen have assured all those who are to be put off that they will be allowed to complete their training and trade tests.

● At the Dorman Long Swan Hunter factory in Bellville about 200 workers are taking voluntary unpaid leave to avoid being retrenched. The workers were recently told that the company wanted to retrench between 30 and 40 workers. The workers, who are all members of the General Workers' Union, then decided to avoid the necessity of retrenchment by taking three months' unpaid leave over the next year to 15 months.

Another 30 people have been retrenched at the DRG Flexible Plastics factory. According to the Managing Director, Mr A N Jordan, the retrenchments were related to the present economic climate.

Four percent

"About four percent of the total staff was retrenched as we are rationalising our operation. The retrenched people were paid at least three months' salary to enable them to look for other employment," Mr Jordan said.

● A spokesman in the clothing industry said there is no chance of retrenchments in the industry before the end of the year — but they expect the recession to hit them early next year.

UNEMPLOYMENT CRISIS LOOMS

Unemployment of apprentice dockyard workers face retrenchment

Migrant workers may get the chop

ABOUT 170 workers at Salcast (Pty) Limited in Johannesburg are to be retrenched on Monday, August 16.

According to one employee, management called a meeting to make this announcement last week. He said they were told every department would be affected by this action because of the country's present bleak economy.

WORRIED

"All the workers attended this meeting, at which we were told the company was forced to retrench 174 of us. They said those retrenched would be given preference when vacancies arose, but most of us are worried because we do not know who will be affected," he said.

The company is a member of the Stewarts and Lloyds group and employs mostly migrant workers from Natal. Those affected by retrenchment have been told the company will provide transport fares home, leave pay and other retrenchment benefits. In addition, they will be notified of any vacancies in future.

SHORTAGE

A company spokesperson said the workers were being retrenched because of "a shortage of work".

Fifth treason

A DETAINEE arrested while writing exams at the Durban Technikon last year was jailed yesterday for four years for refusing to give evidence in the treason trial now in its sixth day here.

Alyanda Mpahlwa (23), who was writing his final architectural-technician exams, is the fifth detainee to have been sentenced here for refusing to give evidence.

Last week, four men received sentences of three to five years.

Mpahlwa said that his Christian conscience prevented him from testifying in "political cases" against his "people who are in the struggling class and who are all oppressed by the Nationalist Government".

He did not want to help the Government in "imposing punishment on the accused".

RED TAPE RESTRICT GOD'S WO

A VISITING American priest from London who came t hold a series of lunchtime sermons in Johannesburg w preach in this country when he arrived at Jan Sm weekend.

BY SAM M

Father Richard Harries, Dean of Kings College in London and a well-known church figure in the United Kingdom, was told by immigration officials at the airport that he needed a work permit to preach in South Africa.

A puzzled Father Harries told The SOWETAN yesterday that when he arrived on Friday he was given permission to remain in the country for only seven days and told not to address any public meeting, including preaching.

It was only yesterday morning, shortly before he was due to start with his first lunchtime sermon at St Mary's Cathedral, that he was given permission to stay in the country for 15 days and also to preach.

"I found it strange having to obtain a work permit before I could talk about God here," he said. "When I applied for a visa with the South African Embassy in London, I told them what

Cop shot in Paris

PARIS — One person was killed and seven others were wounded when a group of men opened fire near a synagogue here yesterday, police sources said.

First reports said four men had opened fire on a crowd outside the synagogue at about 1.25pm. One of the casualties was said to be a policeman on duty outside the building.

The gunmen fled on foot after firing automatic weapons for two to three minutes, witnesses said. — AFP.

East Rand foundry to retrench 200

12/8/82

335 Star

Labour Reporter

The economic downturn has hit the iron foundry business and the East Rand Salcast company is having to retrench at least 200 workers.

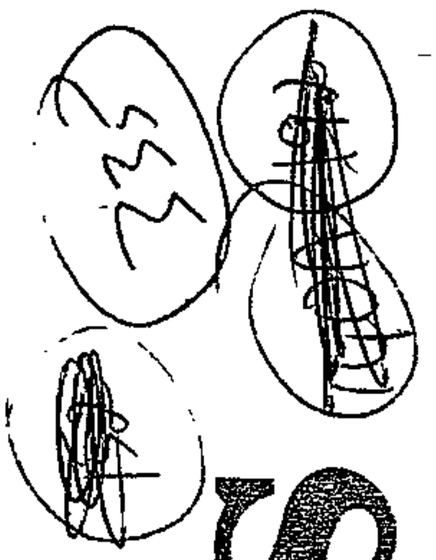
Salcast is part of the Stewarts and Lloyds group.

Most of those affected are migrant labourers who work in the foundries and are relatively unskilled.

Salcast operates a redundancy payment policy laid down by Stewarts and Lloyds which provides for payments based on age, length of service and wage rates.

The retrenchments would be on a "last-in, first-out" basis, a Salcast spokesman said.

507 Ford workers laid off pay packets



By SANDRA SMITH

THE Ford Motor Company today laid off 507 hourly paid workers because of the slump in the South African economy.

Those affected were told of the move in a letter when they collected their pay packets.

At the Neave plant, where 330 are believed to have been laid off, workers were paid through the fence instead of inside the plant.

Five police vehicles were parked opposite the plant, and reaction squad police in camouflage uniform watched the payout. There were no incidents.

Ford's Port Elizabeth operations have been closed down until August 20 after repeated work stoppages in the wake of a dispute in the industry's Industrial Council.

In a statement today, Ford's director of industrial relations, Mr Fred Ferreira, said: "The need to reduce our work force has been occasioned by the worsening economic situation.

"As shown by July sales results, the economy is now firmly set on a downward phase of a cyclical adjustment, which is not expected to show any relief in the near term."

The high sales in the industry in recent months had largely been due to the market having been artifically stimulated.

Ford now expected a marked decline in the demand for new vehicles, and had accordingly found it necessary to align labour requirements with lower production levels.

The company had delayed laying off workers for as long as possible through shorter shifts and working weeks and the non-replacement of staff leaving.

"This latest action, combined with the three days paid leave being taken by hourly paid employees during the current shutdown, should stabilise production and minimise any effect should future sales fall below current projections," Mr Ferreira said.

The trade unions were kept appraised over the past three months of the possible need to observe a mid-year shutdown and to effect lay-offs, he said.

"We regret this action, but the alternative of continued excessive short-time can no longer be considered because of the impact on workers' income."

General Motors and Volkswagen said today they did not expect to retrench workers in the near future.

VW's manager of public affairs, Mr Ruben Els, said VW did not have plans to retrench staff at present.

"In the current economic climate the position will have to be reviewed on a continuing basis in relation to the vehicle market and the company's overall performance," he said.

VW laid off 316 workers in April.

The director of the Midland Chamber of Industries, Mr Brian Matthew, said the lay-offs were not unexpected.

He said it was forecast last year the passenger car market would be below last year's record in 1982.

During the first six months of this year car sales had held up well. If the market was down by a predicted 10 to 12% at the end of the year, it mean that there had been a big downturn during the second half of the year.

"Taken together with the local motor industry's declining share of the market, lay-offs are not really unexpected," Mr Matthew said.

The National Automobile and Allied Workers' Union was unable to comment as it was holding urgent meetings to discuss the matter.

Thousands more to lose their jobs

By Labour Reporter Tony Davis

Thousands of workers will lose their jobs in the coming months because of the economic downturn.

Unskilled and semi-skilled workers are bearing the brunt of dismissals as companies retrench staff to cope with the economic slump. And there is no indication of any early improvement in this trend.

Hardest hit are the motor and engineering industries.

LAY-OFFS

The Ford motor company in Port Elizabeth yesterday announced it was laying off 507 workers.

The company was already operating shorter work-weeks and short-time.

In Uitenhage Volkswagen laid off 316 workers in April.

In January, Sigma retrenched about 500 workers and temporarily laid off another 348 at its Pretoria plant.

FOUR-DAY WEEK

Sigma last month launched a four-day week for about 2 000 workers in its manufacturing division, and Datsun-Nissan at Rosslyn put 1 500 workers on short-time in July.

In the engineering industry, workers are being laid off weekly, particularly in the Transvaal.

The two industries are susceptible to economic pressures because of their dependence on consumer spending.

HIGHER COSTS

With any downward trend in the economy, the motor and engineering industries feel the pinch. Increased parts and production costs exacerbate the problem.

Employers and trade unions have produced retrenchment guidelines to soften the blow of unemployment.

The principle of "last-in, first-out" is used to protect workers with seniority.

PRINCIPLES

Other principles include:

- The union must be notified in advance of any decision to retrench workers.
- Suitable benefits for retrenched workers must be ensured.
- Retrenched workers are given first option of re-employment.
- Other methods of cutting costs, such as short-time and no overtime, are undertaken before retrenchments occur.

Other methods used by employers to bypass retrenchments involve early pensioning of workers, not replacing workers who have resigned or been pensioned off or working four-day weeks.

The Tek group in East London has decided to work a shorter week as well as take a cut in salaries.

Modernisation is another factor in retrenchments.

Iscor has decided to lay off about 2 000 workers in Pretoria since January because modernisation of machinery resulted in the closure of some plants. Vacancies have not been filled.

Commenting on the retrenchments at Ford, a spokesman said that only those with less than five years' service were affected and skilled labourers were not involved.

Lay-off strikes hit firms as union advises talks

By STEVEN FRIEDMAN
Labour Correspondent

THREE strikes over threatened retrenchment of workers were reported yesterday as a major trade union urged employers to consult their workers about lay-offs.

About 500 workers at a Rosslyn firm Auto Plastics downed tools on Thursday in protest at the planned retrenchment of 63 workers and returned yesterday after management opened negotiations with the National Automobile and Allied Workers Union (Naawu).

Another retrenchment strike was reported at a Roodepoort firm Lucas Batteries. The company's managing director Mr R I Henshaw said the strike had been settled.

Unionists also reported a recent retrenchment strike at B and S Engineering in Brits, which was settled after the firm agreed not to trim staff.

At Auto Plastics, the planned retrenchments followed a decision by the company's Port Elizabeth branch to work short time, a Naawu spokesman said.

The company agreed to discuss possible alternatives to retrenchment with the union.

At Lucas Batteries, Mr Henshaw said management explained to workers that retrenchments were necessary because of a fall-off in work. They accepted this and agreed to return to work. The retrenchments would go ahead.

"We had no alternative because of the nature of our business and the state of the economy. There are a growing number of strikes over this issue, which seems inevitable as the economic downturn continues," Mr Henshaw said.

Naawu's spokesman said in both the other strikes management planned to inform workers that they were to lose their jobs only on the day they were expected to leave.

"This is not only traumatic for the workers concerned but it angers colleagues because they are not consulted".

And in both cases management when challenged by workers seemed to find it "relatively easy" to find alternatives, he said.

Ford operations in PE closed and some workers laid off

By SANDRA SMITH

THE Ford Motor Company closed down all its Port Elizabeth operations and laid off 507 hourly-paid workers this week, a move which could prolong the continuing disruptions to production in the Eastern Province motor manufacturing industry.

The industry has seen a month of go-slows, work stoppages and a strike after a breakdown in talks with the Industrial Council for the Motor Manufacturing Industry.

On Tuesday, Ford announced the closure of its four Port Elizabeth plants for 10 days after repeated work stoppages.

Yesterday it laid off 507 workers because of the worsening economic situation.

The National Automobile and Allied Workers Union (Naawu), which represents about 10 000 workers, has warned that workers "cannot be expected to be passive and without resistance" to the move.

Members of a rival union, the Motor Assembly and Component Workers Union of SA (Macwusa), have also been hit by the lay-offs, and Naawu shop stewards say this will act as a unifying factor.

This week the Naawu delegation to the Industrial Council pulled out of talks when a dispute was referred to arbitration by a third party.

The union is now pushing for individual bargaining with the three motor manufacturers, who have not indicated whether they will be prepared to conclude in-plant agreements.

Workers at General Motors downed tools on Wednesday when 18 employees were sacked in connection with alleged assaults and damage to company property the previous week. The plant had just opened after closing on Friday, when workers downed tools.

Following the retrenchments at Ford Naawu has demanded that all those paid off be re-instated unconditionally; that the union is consulted on any plans to reduce the work forces of any of the motor manufacturers; and that any retrenchments take place in consultation with employees.

Ford lays off 507 workers

CAPE TIMES 14/8/82

Own Correspondent

PORT ELIZABETH. — Ford South Africa retrenched 507 hourly-paid workers yesterday — approximately 11 percent of its hourly workforce — because of South Africa's "worsening economic situation".

The workers knew only yesterday of the retrenchments when they received letters thanking them for their services to the company with their pay packets.

The letters told them all money owed to them would be included in the packet, as well as a day's payment in lieu of notice.

While the retrenchments affect workers in all the company's plants, the majority are from the Neave plant which has the greatest number of employees.

Police

At Neave yesterday morning workers were paid through the fence while several police vans with Reaction Unit policemen in camouflage gear were parked outside.

No incidents were reported at any plant.

Last night the National Automobile and Allied Workers Union (Naawu) warned that the reaction of workers to the retrenchments "could not be expected to be passive and without resistance".

Shareholders

A statement issued by the union said that Ford had shown it protected the interests of its shareholders "irrespective of the repercussions on human life or the effects on any country it operated in".

In a statement issued yesterday the company said it had put off retrenchments for "as long as possible" through working short-time and by not replacing workers who left. This could no longer be considered "because of the impact on workers' incomes".

GM, VW

Mr Peter Sullivan, manager of public relations at General Motors, said yesterday the company had "no plans for any lay-offs".

Volkswagen's manager of public affairs, Mr Ruben Els, said the company had "no definite plans for retrenchments at this stage".

● A Naawu spokesman said yesterday GM management had agreed to meet with union representatives to discuss a procedure for investigating the dismissal of 17 workers on Monday. They were fired for their alleged participation in acts of violence and intimidation.

He also said a general meeting of Ford workers would be held on Tuesday on the retrenchments.

Union says sackings raise conflict chance

Weekend Argus Bureau

PORT ELIZABETH. — The mass retrenchment at Ford this week is seen by workers as an attempt to frighten them of calling further strikes, but it has raised the "conflict potential."

This was said today by the secretary of the National Automobile and Allied Workers' Union (NAAWU), Mr Fred Sauls.

His union's members have in the past month been responsible for an unprecedented wave of strikes in the Eastern Cape motor industry related to a protracted wage dispute.

MEETINGS

Mr Sauls said in an interview that a further line of action would be decided at a series of union-worker meetings early next week.

Ford announced yesterday that 507 workers were being laid off because of hardship in the industry. The company has already this year implemented shorter weeks or an equivalent operation and short-time

The reaction of workers to their retrenchments "could not be expected to be passive and without resistance," Mr Sauls said.

MANUFACTURERS

Contrary to frequent claims that the motor manufacturers in the Eastern Cape were there for the well-being of the community, Ford had shown it protected the interests of its shareholders "irrespective of the repercussions on human life or the effects

Irrespective of the workers' decision, NAAWU would take up with managements the lay-offs and the sacking of six Ford workers and 17 General Motors workers for alleged "molestation" of other workers, he said.

The sackings led to walkouts at both plants early this week.

Ford then closed its operations until August 20, but General Motors has remained open.

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Package deal for workless

By JOSHUA RABOROKO

THE country's economic slump may force thousands of black workers out of their jobs.

And, their chances of being immediately re-employed looks gloomy, according to union and employer sources.

However, a new insurance multiplan package aimed at the low-income market and offering unemployment benefits has shed a ray of hope for the unemployed.

The package has been circulated throughout Johannesburg, Durban, Cape Town and can be bought for as little as R2,90 per week or R11,60 a month.

According to the managing director of Africover, Mr Dennis Gamsy, the package offers unemployment cover, compensation for loss of income, loss of limbs, loss of eye-sight, permanent disability, medical expenses and loss of life.

It also offers a substantial amount of money to be paid out at retirement and funeral benefits for the whole family.

Mr Gamsy said that the policy's benefits were "unique", because when workers are unemployed they remain covered for six months without paying premiums. Once re-employed, the missing premiums do not have to be paid up.

If the worker is ill for more than three weeks, they can claim for loss of income.

However, the package does not cover illegal strikes.

A trade unionist said more and more companies were retrenching workers to cut down on costs.

The unemployment rate in the country has swelled and it was the low-income black who was worst hit.

He added that Africover may help those blacks who were already hit by the escalating cost of living while looking for new jobs.

Jobs grow scarce as slide begins

from page 1

tail trade over the past two months.

This comes amid reports of a drop in demand for cars and building material.

Commenting on the shrinking employment market, Mr Hilton Blake, of the University of the Witwatersrand's Graduate School of Business Administration, said: "School leavers and bachelor graduates are in for a tough time."

As profitability decreased the ability of companies to pay higher salaries would decrease and wage increases would be lower than last year's.

The effect would be worse in labour-intensive areas than in the capital-intensive field, Mr Blake said.

Referring to the recent announcement by the Railways that it would not replace people leaving in up to 7 000 posts Mr Blake said this was unprecedented.

Among the fields least affected were data processing, where there remained an acute shortage of staff, and accountancy.

Jobs grow scarce as slide begins

By Tony Stirling

Jobs are becoming harder to get as the downturn in the economy begins to bite.

More than 1 300 workers in the motor industry have been laid off so far this year and employment agencies report fewer jobs are available, especially in the temporary and lower paid categories.

Experts predict school leavers will also find it hard to get jobs this year, with "ridiculously high" starting salaries of R500 a month now a thing of the past.

Signs that the slump was beginning to be felt were shown in the latest figures released by the Government's central statistics services, which showed a noticeable drop in re-

To Page 3, Col 4

MRGAS
17/8/82

Union in bid to prevent layoffs

Argus Bureau

PORT ELIZABETH. — The National Automobile and Allied Workers' Union (NAAWU) has been negotiating with the Goodyear Tyre and Rubber Company in Uitenhage in an attempt to prevent the layoff of 75 employees.

The local secretary of the Federation of South African Trade Unions (Fosatu), of which NAAWU is an affiliate, Mr M Sam, said today Goodyear had told shop stewards it planned retrenchments soon.

The number of workers who would be affected had not been specified, but the union had been told by Goodyear the company had about 75 surplus employees.

Four employees have already been laid off this month.

Some departments in the Uitenhage plant had been working a four-day week since July ad some had changed from a "swing shift" to a five-day week in an attempt to avoid retrenchments.

"We have met company representatives and suggest Goodyear should freeze employment, eliminate overtime work and not replace employees whose services have been terminated or who have resigned," Mr Sam said.

The company had accepted these proposals.

Goodyear's personnel manager could not be contacted for comment.

Firms retrench workers as slump begins to bite

Labour Reporter

THE current world recession in the steel industry has forced Anglovaal subsidiary Ferralloys at Cato Ridge to close down three of its five furnaces, causing the retrenchment of about 160 workers.

And its Machadadorp plant in the Eastern Transvaal is in much the same position, with only one out of four furnaces in operation. About 209 workers have been retrenched at that plant.

Earlier this year Gencor announced that two Glencoe mines would be closed because of the steel industry recession.

A Gencor spokesman said that at this stage none of the Glencoe employees had been retrenched because they had been transferred to other Gencor mines.

No choice

Meanwhile, CI Industries near Pinetown has laid off 190 workers and Barlows Communications will be retrenching 382 employees by the end of September.

An Anglovaal spokesman said yesterday: 'Stocks at the Ferralloy plants had built up to the point where we had no other choice but to close down the furnaces.'

It is understood that the retrenchments were negotiated with the Fosatu-affiliated Metal and Allied Workers' Union, which has agreements at both plants.

The company spokesman said the firm had agreed to give former employees the first option on re-employment should the situation change.

He said the introduction of short time had been looked at, but because the ferro-alloy process required the furnaces to be in operation for the entire 24 hours, this was not possible.

The spokesman said the workers had been retrenched according to the principle of last in, first out.

They were given *ex gratia* payments as well as the opportunity to leave work earlier than the retrenchment date in order to find alternative employment, he said.

'Although a light cannot be seen at the end of the tunnel, there are no plans to close down further,' the spokesman added.

Downturn

At CI Industries a spokesman said 45 workers had been laid off after the completion of a factory construction project, 45 from the commercial vehicle section because of a 'rationalisation of the workforce' and about 100 from Park Homes after a cutback in Government spending.

She added that only the workers from Park Homes had been laid off because of the downturn in the economy.

Barlows Communications' managing director, Mr A J Ellingford, said that in the light of the present economic situation the company had 'no alternative but to reduce capacity'.

atal Mercury, Wednesday, August 18, 1982

Blacks hit hardest as jobless mount

Mercury Correspondent

PRETORIA—The number of jobless, particularly among blacks, has begun to mount as the economic recession deepens.

This is clear from the latest employment figures in three major employment areas — mining, manufacturing and construction — released here yesterday by the Statistical Services Division of the Prime Minister's Department.

During the second quarter of the year — March to May — the total employed in these three areas decreased by more than 16 000.

The all-race total employed in the mining and quarrying industry fell by 10 538 to 715 162; in the manufacturing industry by 4 200 to 1 478 300; and in the construction industry by 15 000 to 443 100.

During the three months, earnings in the mining industry dropped by R3 441 000, in the manufacturing industry by R60 953 000 and in the construction industry by R14 823 000.

Increase

And according to economists the trend towards greater unemployment will pick up pace between now and the end of the year. They also expect a great increase in the number of insolvencies.

They estimate too that unemployed and underemployed blacks must now exceed 1 500 000.

Warnings of increased unemployment have been given recently by the Minister of Finance, Mr Owen Horwood, and by the Director-General of Finance, Dr Joep de Loor.

Shrink

Barclays Bank's chief economist, Dr Johan Cloete, said rising unemployment reflected in the figures for the second quarter of the year were systamatic of the country's economic malaise.

Similar trends were recorded in 1975, 1976 and 1977 following the period of high growth in 1974.

The major effect of rising unemployment was that total consumer expenditure would shrink, quickening recessionary trends.

The president of the Trade Union Council of South Africa, Dr Anna Scheepers, said the most worrying aspect of the recession was the mounting unemployment.

Between June and July this year she said more than 1 000 clothing industry workers lost their jobs. Since July four clothing manufacturers had gone insolvent. Further retrenchments were expected in the clothing industry.

Unemployment was becoming a massive problem. In South Africa it was aggravated further by socio-political factors among blacks who constituted by far the great majority of the workless population.

Dr Scheepers said it was obvious that in the current circumstances most of the more than 200 000 new black workers who came onto the labour market in the year would join the ranks of the unemployed.

'The time may come when the situation becomes significantly more serious and the Government may have to consider relief work to absorb at least some of the unemployed" Dr Scheepers said.

Shock rise in unemployment

RAND DAILY MAIL, Wednesday, August 18, 1982

335

Recession hits blacks as SA jobless figures mount

By GERALD REILLY

UNEMPLOYMENT in South Africa — especially among blacks — has begun to mount as the economic recession deepens.

The latest employment figures for three major areas — mining, manufacturing and construction — show the total employed in the three areas for the second quarter of the year has decreased by more than 16 000.

And earnings in the quarter, March to May, rose by R79 217 000. The figures were released in Pretoria yesterday by the Statistical Services Division of the Prime Minister's Department.

The all-race total employed in the mining and quarrying industry fell by 10 538 to 715 162; in the manufacturing industry by 4 200 to 1 478 300; and in the construction industry by 15 000 to 443 100. During the three months, earnings in the mining industry dropped by R3 441 000, in the manufacturing industry by R60 953 000 and in the construction industry by R14 823 000.

The major effect of rising unemployment is a shrinking of consumer spending and a quickening of recessionary trends. And economists believe the trend towards greater unemployment will increase further before the end of the year.

They estimate unemployment and underemployment figures for blacks have now topped 1 500 000.

The Progressive Federal Party's finance spokesman, Mr Harry Schwarz, said the figures indicated the recession was starting to bite.

He warned that excessive unemployment was a destablising factor in any country.

The president of the Trade Union Council of South Africa, Dr Anna Scheepers, said the most worrying aspect was the mounting unemployment. Between June and July this year, she said, more than 1 000 clothing intry workers had lost their jobs. Since July four clothing manufacturers had gone insolvent — and further retrenchments were expected.

Increase in SA jobless figures

CAPE TIMES 18/8/82 335

Own Correspondent

JOHANNESBURG. — The number of jobless in South Africa, particularly among blacks, has begun to mount as the economic recession deepens.

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Worsening trend

And according to economists the trend towards greater unemployment will quicken between now and the end of the year. They also expect a big increase in the number of insolvencies.

They estimated also that unemployed and under-employed blacks must now exceed 1,5-million.

Warnings of increased unemployment have been given recently by the Minister of Finance, Mr Owen Horwood, and by the Director-General of Finance, Dr Joep de Loor.

Barclays Bank's chief economist, Dr Johan Cloete, said rising unemployment reflected in the figures for the second quarter of the year indicated the country's economic malaise.

Similar trends were recorded in 1975, 1976 and 1977 following the period of high growth in 1974.

The major effect of rising unemployment was that total consumer expenditure would shrink, quickening recessionary trends.

'Worrying'

The president of the Trade Union Council of South Africa, Dr Anna Scheepers, said the most worrying aspect of the recession was the mounting unemployment.

She said that between June and July this year more than 1 000 clothing industry workers had lost their jobs. Since July, four clothing manufacturers had gone insolvent. Further retrenchments were expected in the clothing industry.

Unemployment was becoming a massive problem. In South Africa it was aggravated further by socio-political factors among blacks, who constituted by far the majority of the workless population.

Dr Scheepers said it was obvious that in the current circumstances most of the more than 200 000 new black workers who joined the labour market this year would join the unemployed.

"The time may come when the situation becomes significantly more serious and the government may have to consider relief work to absorb at least some of the unemployed," she said.

...ainst a red traffic light. The system went into operation ... Picture: NOEL WATSON | Home Streets, Wynberg ... Johannesburg

...ts hit ...ckse

...ed to be hoping ... support for its ... constitutional ... Grassroots col... ...er hostility to the ... hamper any deal ... between Labour ...vernment.

...d Sauls, general ... of Naawu, said yes... ... resolutions indi... ...so-called 'col... ...kers have finally ...e Labour Party". ...w follows state... Mr Hendrickse that ...as "abusing" the ...mm and that its de... ...e rejected by the ...y.

statement, Fosatu ... Mr Hendrickse of "anti-worker state... ...d said he could "no ...laim to speak for ...".

...mini said there was ... irresponsible in call... ... living wage.

...ber price ... expected

... Correspondent

...REASE in the price ... is expected to be ...ced today by the ... chairman of the ...African Lumber Mill... ...ociation, Mr Wynne ...

...onday Mr Evans said ...sibility was being dis... ... at the association's ... congress this week.

...bin Carter ...eal fails

...TON. — New Jersey's ...t court yesterday vot... ... to uphold the murder ...tion of former boxer "Hurricane" Carter, convicted of killing people 16 years ago. ... is the subject of a for... ...hit song, "Hurricane," by Dylan, which contended ...s framed. — UPI.

...iner dies ... rockfall

...YEAR-OLD winch-driv... ...as killed in a rockfall at ...gident Steyn Gold Mine's ...4 Shaft in Welkom at the ...head.

...is name is being withheld ... his next-of-kin in Le... ...ho have been informed. — ...

'Militant' union wins recognition in Natal

Labour Correspondent

THE unregistered SA Allied Workers Union (Saawu) has won its first formal recognition agreement in Natal.

The union has been recognised by a British-owned ink firm Coates Brothers at its Isipingo plant.

The company was hit by a strike two years ago and talks between the two sides have been going on for some time.

A joint statement by Saawu and the company says that both sides have affirmed their belief in "industrial relations and industrial peace".

The agreement is believed to be a precursor to further written accords between the company and Saawu.

Saawu's general secretary, Mr Sam Kikine, this week hailed the agreement as "a victory for both the company and the workers". He said Saawu regarded Coates Brothers as "a progressive company".

Mr Kikine has appeared in court to face charges under the Terrorism Act after being detained without trial for some months. He was then released on bail. He was hospitalised during his detention.

The company's managing director Mr G P Jordan said yesterday the agreement was "nothing momentous — it simply reflects the direction in which most employers are now moving".

He declined to elaborate further, saying the two sides had agreed not to enlarge on the statement.

Saawu's strongest branch is in East London, where it is known to have won three recognition agreements.

The union has been the subject of repeated official action, particularly in East London, and many employers in that area refuse to deal with it, claiming it is "too militant".

Saawu's president and vice-president, Mr Thozamile Gqweta and Mr Sisa Njikelana, are awaiting trial on charges under security laws and its East London chairman, Mr Eric Montonga, has been in detention for eight months.

Fears of stay-away when Ford plant re-opens

By STEVEN FRIEDMAN
Labour Correspondent

FORD workers in Port Elizabeth yesterday sharply attacked the retrenchment of 507 colleagues and there are fears that they will refuse to go back to work when the company resumes production on Friday.

Meanwhile, it was learned yesterday that East Cape motor employers are to meet Fosatu's National Automobile and Allied Workers' Union in the first attempt to discuss the wage dispute since Naawu quit the industry's industrial council.

Employers suggested the meeting after Naawu asked the three motor assembly firms for direct plant bargaining on workers' wage claims. Employers suggested the union meet the industry's employer association to discuss the issue.

Ford closed its plant until Friday after continued work stoppages prompted by the wage dispute. Last week Ford announced it was laying off 507 workers, in reaction to the country's worsening economic situation, said Ford's industrial relations director, Mr Fred Ferreira.

Although demand for new vehicles had been high in June and July, Ford believed this trend was "artificial" and that demand would drop markedly.

Mr Ferreira said Ford had told unions at its plants that some form of mid-year labour cutback was probable.

But yesterday, Ford's Naawu members rejected this. They believe the Ford layoffs are a ploy to "sow division among workers during the current dispute". At a meeting they called for the immediate reinstatement of all laid-off workers and employer consultation with worker leaders before staff cutbacks.

He said the union would be seeking a meeting with Ford on the issue and added that Naawu had "an unwritten agreement" with Ford that it would be consulted about the retrenchment of workers.

● Meanwhile, Sapa reports Naawu has been negotiating with the Goodyear tyre company in Uitenhage over its plans to retrench 75 workers.

Three jailed for raping 17-year...

Mail Reporter

THREE Heidelburg men were found guilty in the Pretoria Supreme Court yesterday of raping a 17-year-old schoolgirl who was later found murdered.

No-one was found responsible for the murder of the girl, Gertrude Vilakazi.

Michael Mokoena, 22, was jailed for five years, Moses Mokoena, 20, was jailed for four years and David Sebiloane, 23, was sentenced to 18 months, six months of which was conditionally suspended for three years.

The three men, all from Ratanda Location, were found guilty of raping the girl in a church toilet on November 21, last year. The two Mokoenas were further found guilty of raping her on an ash heap a few kilometres from the church.

Mr Acting Justice Kirk-Cohen, who sat with with assessors, said he could not determine who was responsible for the murder of the girl.

Before passing sentence, the judge said the str... made safe ...

The judg... three other ... toilet. Dur... stabbed nin... then been ... where she ...

Sebiloan... ed not gui... chael Mok... his girlfrie...

Advocate and Mrs H Knopp

IN A report in the Rand Daily Mail on August 6 — headlined "Diamonds in Ownership Row" — it was incorrectly stated that Mr H Knopp, his wife Mrs C Knopp, and others were ordered by the Rand Supreme Court to hand over diamonds worth R124 200 to the deputy sheriff pending determination of their ownership.

In fact the order made by the court restricted Mr and Mrs Knopp and others from in any way disposing of the diamonds and from leaving the Republic.

At the hearing on Thursday, August 5, counsel appearing for Mr and Mrs Knopp, and others, told the court that his clients:

● Denied possession of the diamonds and were therefore unable to hand them over to the deputy sheriff.

● Were unaware of the whereabouts of the said diamonds.

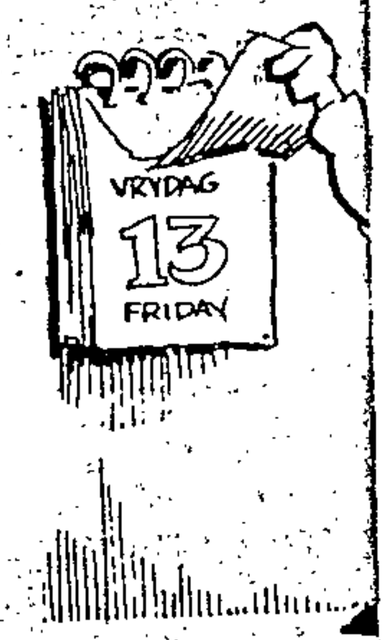
● Were prepared without prejudice to their rights to allow the deputy sheriff to carry out a search.

● Would make these submissions under oath in due course.

The Rand Daily Mail expresses its regret to Mr and Mrs Knopp for any inconvenience caused.

POLITICAL comment in this issue by R A Gibson, Benjamin Pogrund, Steven Friedman; newsbills by Mike Stent; headlines and sub-editing by Chris Smith; cartoons by David Anderson, Dave Gaskill; all of 171 Main Street, Johannesburg.

Tax-free ...



Or any day ... your curre... Bank account earns 6½ %... up to R10 000 per person... Draw and invest at any o...

We make it po...

...lan fined R100 for killing cat

Mail Correspondent

21-YEAR-OLD man who broke the neck of ... gentle and lovable" cat and drowned it was ... R100 (or 50 days') by Mr D J Willemse in ... Durban Magistrate's Court yesterday.

Peter John Smith, an apprentice electri... was convicted of contravening the Ani... waterlogged body of his cat, he asked Smith what he had done to the cat.

Smith replied he had been playing with the cat and it had bitten him.

He had then broken its neck and drowned it to ensure it was dead, he told Mr Clay-Smith.

The court was told that that someone had heard the cat cry out in pain before its body ... and that Smith had said he was

MATTER OF FACT

A photograph on Page 2 of yesterday's Rand Daily Mail identified one of the Hyde Park High schoolboys who won the CA/ICL Management Contest Award as Paul Grouws. This should have

For th... glimpse ...

Jobless total stays critical in East Cape

335

E. Post

19/8/82

Post Reporter

THE number of people out of work in the Eastern Cape was certainly critical — even if this wasn't reflected in the latest statistics which show a drop in the number of jobless.

This opinion was made known today by the president of the Port Elizabeth Chamber of Commerce, Mr Denis Creighton, who was commenting on the fall in the number of African workers registered as unemployed.

It is no longer compulsory for unemployed Africans to register with the labour bureaux.

The overall figure for the East Cape Administration Board's labour bureau, taken at the end of June, was 10 124, compared with the 54 864 recorded last June.

The figure for registered unemployed Africans in Port Elizabeth is 1 683, compared to 17 250 in June last year.

"We have not held much regard for the figures because it is known that they were inaccurate," Mr Creighton said.

"Unemployment is there for everybody to see. The critical situation becomes apparent when regarding the social ills," he said.

The importance lay not with the quantity of unemployment but with the training of the unemployed.

"Most people who are unemployed are also unskilled. At the same time, there is a shortage of skilled labour," Mr Creighton said.

Training people would have a two-fold effect. It would reduce the number of people unemployed and, at the same time, ease the shortage of skilled labour.

"One stategy, especially thoughout the Third World, is to encourage the informal business sector, and see to it that a cottage industry develops," he said.

Hang on to jobs — De Villiers tells Uitenhage

E. Post 14/8/82 335 BB2

By JERRY McCABE

UNREALISTIC pay demands by trade unions could destroy many jobs and escalate an already serious unemployment problem, the Minister of Industry, Commerce and Tourism, Dr Dawie de Villiers, said last night.

Addressing about 350 people at a National Party meeting in the Uitenhage Town Hall, he said: "Those who are at present employed should look after their jobs — particularly in this period of an economic decline."

Dr De Villiers cautioned unions and employers to look to see the disastrous effects of economic decline on some African states to the north.

"It is only the radicals and revolutionaries who would like to see that happen in South Africa. It is in the interests of all the people that the economy of this region remains strong," he said.

"We must understand that after the good years the hard times are coming. We are entering a period where everyone will have to tighten their belts."

Dr De Villiers said economic development was a top priority. "It is important that we grow so that we can provide jobs and also contribute to stability and peace."

Although many South Africans complained they were unable to make ends meet, "nowhere in the world does the average white person live as well as he does in South Africa".

Despite all problems, Dr De Villiers felt confident that the 1980s would be South Africa's "golden years" and trusted that the Eastern Cape area would not be left behind in the country's growth.

There were people who said South Africa overplayed the role the Soviet Union was playing in Africa.

"It is not Africa's commitment to the Soviet Union which gives rise to concern but rather the Soviet Union's commitment to Africa."

South Africa could not be accused of overplaying a Soviet threat when two of her closest neighbours — Angola and Mocambique — were Marxist and while there were 15 000 Cuban troops and 5 000 East German military advisors in Southern Africa.

The Soviet threat made decision-making the more difficult.

With regard to the revolutionary constitutional proposals recently announced by the Prime Minister, he said the Government's aim was not to destroy the balance of power but to grant the coloured and Indian people their rights.

Dr De Villiers said, to half-hearted heckling from a section of the audience, that he was saddened to think that the people who had formed the Conservative Party had recently supported the National Party's policies. "Where is their political honesty?" he asked.

Union to demand reinstatement of 507 workers

Post Reporter

A DELEGATION from the Motor Assembly and Component Workers' Union (Macwusa) was due to meet Ford management today and demand the reinstatement of 507 workers retrenched last week.

The workers were retrenched on Friday because of the slump in the South African economy.

A meeting of Macwusa members at Ford yesterday ordered the union's executive committee to demand the workers' reinstatement.

The meeting resolved to wait for a response from Ford before considering further action.

Members will meet on Monday for a report back on the union's meeting with Ford management today.

In a statement Macwusa said it felt "offended" by Ford's failure to consult the union before announcing the retrenchments.

"Judging by the mood of the meeting it is evident that this action by the company had done much to cause a deterioration in the relationship between workers and management. It could have serious repercussions," the statement said.

Members of the National Automobile and Allied Workers Union (Naawu) have also demanded the reinstatement of those retrenched and have decided to return to work tomorrow on the understanding that the company will comply.

Ford closed its Port Elizabeth plants for 10 days because of repeated work stoppages and plans to resume production tomorrow.

Benoni plant retrenches 600 workers

By STEVEN FRIEDMAN
Labour Correspondent

A MAJOR East Rand metal company, Salcast, is to retrench 600 workers today — a quarter of the work force at its Benoni plant.

Its general manager, Mr Tubby Boynton-Lee, said yesterday the company, a member of the Stewarts and Lloyds group, was offering a wide-ranging "package" to retrenched workers after talks with Fosatu's Metal and Allied Workers' Union.

As a result, Mr Boynton-Lee said, the company was hopeful the retrenchments would not spark unrest. But he confirmed that the company had made security arrangements in case of unrest and had informed police.

"We know the hardships involved. The workers will have to return to the homelands where there are no jobs. But we have no choice."

Mawu had asked the company for talks on possible retrenchment a month ago, Mr Boynton-Lee said.

In terms of the procedure laid down by the metal industry's industrial council, companies must inform the council of pending redundancies two weeks before they occur, and the company had agreed to inform Mawu at the same time.

It also decided to give workers a week's notice, instead of the legally required 24 hours, and would offer them redundancy pay.

The company will:

- Guarantee that workers will be laid off on a "last in, first out" basis — length of service will be the only criterion;
- Attempt to arrange other jobs for workers with long service;
- Re-employ as many of the retrenched workers as possible "as soon as business picks up". The company will keep the names and addresses of retrenched workers and contact them when jobs were available;
- Make arrangements to contact workers in the homelands to ensure they receive their unemployment benefits; and
- Allow workers to stay in their hostel rooms until the end of August.

Sapa reports that the Midland Chamber of Industries has formally asked the Mayor of Port Elizabeth, Mr H van Zyl Cillie, to intervene in the dispute between the South African Transport Services and the General Workers' Union.

The union, which represents nearly 1 000 workers in the harbour, has tried for 10 months to hold talks with SATS on conditions of employment of its members and has now given the employers until Monday to respond.

The SATS has consistently refused to meet a GWU delegation because approaches have not come through recognised SATS channels.

SATS has also said there will be no negotiations with any worker body other than its own staff associations.

Mr Van Zyl Cillie yesterday confirmed receipt of a letter from the chamber on the issue, but said the contents were confidential.

D. Dispatch
20/8/82

Pay demands 'must not destroy jobs', minister warns

PORT ELIZABETH — Unrealistic pay demands by trade unions could destroy many jobs and escalate an already serious unemployment problem, the Minister of Industry, Commerce and Tourism, Dr Dawie de Villiers, said here.

Addressing about 350 people at a National Party meeting in the Uitenhage town hall, he said: "Those who are at present employed should look after their jobs — particularly in this period of an economic decline."

Dr De Villiers cautioned unions and employers to observe the disastrous effects of economic decline on some African states.

"It is only the radicals and revolutionaries who would like to see that happen in South Africa. It is in the interests of all the people that the economy of this region remains strong," he said.

"We must understand that after the good years the hard times are coming." — SAPA.

Salcast foreman killed

By SELLO RABOTHATA

A FOREMAN employed by Salcast (Pty) Limited in Benoni was shot dead and several others have received death threats after about 600 employees were retrenched last week.

The man was Mr Ezekiel "Ngdlangadla" Moremi (43) of 12037 Barwa Street, Daveyton. Another man was also said to have been killed when he knocked off from night shift, but this could not be comfirmed.

Company officials said they did not know of any of these incidents. One said: "I can neither deny nor confirm this." She said reporters should speak to a Mr Van der Merwe, who was not in. Another said he did not think the killing had anything to do with the recent retrenchments.

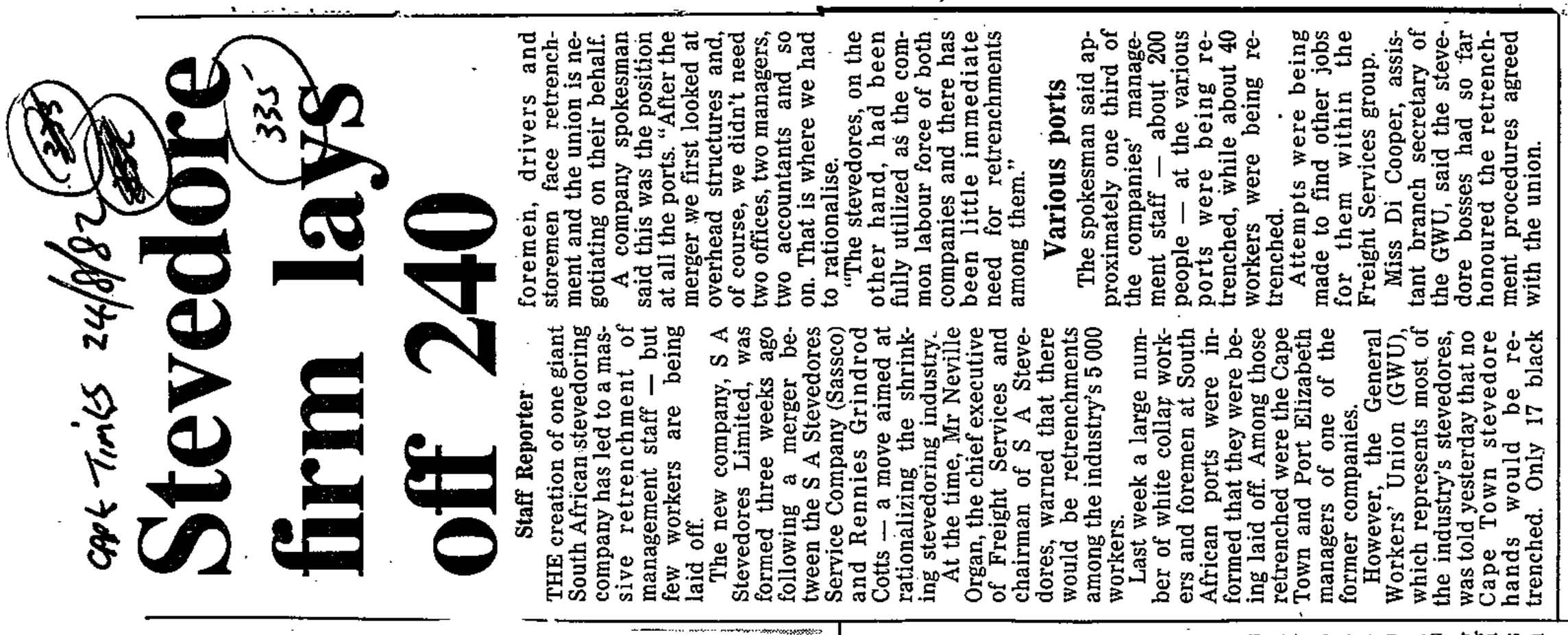
Although management seems to be in the dark over the matter, employees told **The SOWETAN** that those who had been retrenched were bitter about it. Some blamed the superiors or "indunas".

The employees' hostel in Vosloorus, built by the company, was also reported to have been damaged.

One employee said: "Two of the supervisors in a department have since disappeared and we are worried about them. Many others fear they will also be victimised.

alcoholism.

In addition to the genetic theory, there exists a large number of investigations which have tested hypotheses that there is a constitutional abnormality which is responsible for alcoholism. Specific attention had been given to endocrinological functioning, physiological reactivity of the autonomic nervous system, neurological status, various measures of body



Cape Times 24/8/72

335

Stevedore firm lays off 240

Staff Reporter

THE creation of one giant South African stevedoring company has led to a massive retrenchment of management staff — but few workers are being laid off.

The new company, S A Stevedores Limited, was formed three weeks ago following a merger between the S A Stevedores Service Company (Sassco) and Rennies Grindrod Cotts — a move aimed at rationalizing the shrinking stevedoring industry.

At the time, Mr Neville Organ, the chief executive of Freight Services and chairman of S A Stevedores, warned that there would be retrenchments among the industry's 5 000 workers.

Last week a large number of white collar workers and foremen at South African ports were informed that they were being laid off. Among those retrenched were the Cape Town and Port Elizabeth managers of one of the former companies.

However, the General Workers' Union (GWU), which represents most of the industry's stevedores, was told yesterday that no Cape Town stevedore hands would be retrenched. Only 17 black foremen, drivers and storemen face retrenchment and the union is negotiating on their behalf.

A company spokesman said this was the position at all the ports. "After the merger we first looked at overhead structures and, of course, we didn't need two offices, two managers, two accountants and so on. That is where we had to rationalise.

"The stevedores, on the other hand, had been fully utilized as the common labour force of both companies and there has been little immediate need for retrenchments among them."

Various ports

The spokesman said approximately one third of the companies' management staff — about 200 people — at the various ports were being retrenched, while about 40 workers were being retrenched.

Attempts were being made to find other jobs for them within the Freight Services group.

Miss Di Cooper, assistant branch secretary of the GWU, said the stevedore bosses had so far honoured the retrenchment procedures agreed with the union.

the personality trait analysis, learning theory and psychoanalytic theory.

There have been many attempts to construct an alcoholic personality in order to enable people with a pre-disposition to alcoholism to be identified, warned and helped beforehand (Blanc, 1968 & Lisansky, 1960).

Some of the most frequently mentioned personality traits al-

legedly common among problem drinkers are a low frustration tolerance, feeling of extreme inferiority, combined with attitides of superiority, fearfulness and dependency. Other characteristics include oral dependence, low self-esteem, immaturity, over-dependence and over-sensitivity.

A serious weakness of these studies concerns the inadequate research designs utilized. No attempt was made to match the tts" of "alcoholics" against the wider popu-

the alcoholics were drawn. In a review of designed studies Syme concludes that:

tindings emerge to indicate that alcoholics be distinguished from other groups of people any simple investigated personality dimen-, 1957, p. 199)

nadequacy and one inherent to this specific is the difficulty in establishing whether traits" are the cause of or the effect of hese studies used primarily institutionali- subjects it was virtually impossible to sal relationship.

Learning theories of various types have been invoked not only in the attempt to explain why some people become alcoholics, but to explain why people drink at all.

Alcohol consumption according to these theories, is a reflex to certain kinds of stimuli or a way of reducing fear and anxiety. The basic assumption of the reinforcement theory of learning is that the learning of an association between a stimulus and a response requires the presence of some sort of

Massive staff cutbacks: many more workers stand to lose jobs

335 ~~150~~ Sowetan 25/8/82

MANY South African workers, especially blacks, face prospects of shattered careers as they stand to lose their jobs in the country's present economic slump.

By JOSHUA RABOROKO

Trade unionists have predicted that strikes and general labour unrest, which have become a common feature in this country, will continue unabated.

Some business leaders say that the labour issues are already becoming their biggest single headache.

A sample scan of some of the companies, hit by disruptive industrial action of some kind in recent weeks, shows the extent of the problem.

Over 10 000 workers demanding more pay went on strike in the Eastern Cape, affecting the Volkswagen, General Motors and Ford motor plants.

The Ford Motor Company in Port Elizabeth, which is already operating shorter work weeks, has laid off 507 workers.

In Uitenhage, Volkswagen laid off 316 workers in April. In January Sigma retrenched about 500 workers and temporarily laid off another 348 at its Pretoria plant.

Last month the company launched a four-day week for about 2 000 workers in its manufacturing plant and Datsun-Nissan in Pretoria put 1 000 workers on short time in July.

Recently workers employed by engineering companies in the Transvaal have been laid off weekly. More companies in Natal have also announced that they will retrench workers.

By the end of next month nearly 600 workers will have been retrenched by two New Germany, Natal, companies.

CI Industries have laid off about 300 workers and Barlows communications will retrench 382 employees by the end of September.

CI managing director Rob Haywood said 45 workers were laid off after completion of a factory construction project, 45 from their commercial vehicle section and more than 100 from another section following a cutback in Government spending and orders.

Barlows' MD Mr A Ellington said in the light of the present economic situation the company had no alternative but to reduce capacity in its operations which regrettably meant declaring redundancies.

However, employers and unions have produced guidelines to soften the blow of unemployment. The principle of "last-in, first-out" is used to protect workers with seniority.

A spokesman for Ford said that only those with less than five years' service were affected and skilled labourers were not involved.

A major East Rand metal company Salcast is to retrench 600 workers — a quarter of their work force at its Benoni plant. The company's general manager Mr Tubby Boynton-Lee said the workers, mostly members of the Metal Allied Workers' Union, have been offered a wide-ranging retrenchment "package deal".

He hoped that the retrenchment would not cause any labour unrest and admitted that the company had made security arrangements in case of unrest.

Workers on the streets mean empty bellies. And there are fears over the sociological effect of unemployment.

Staff cuts at EL factory

335 D. Dispatch 25/8/82

EAST LONDON — Johnson and Johnson, one of the city's major industries, is cutting back on its workforce and is also introducing short time and work sharing programmes.

According to a company statement yesterday, the cuts are because of the general downturn in the country's economy, the increase in interest rates and the deterioration of the United States dollar to the rand exchange rate.

"Like many companies in today's economic climate we have been forced to take action which will protect the profitability of the company," J and J's managing director, Mr Richard Cook, said.

"We have introduced alternatives such as short time and work sharing where possible in order to avoid redundancies but the current economic situation makes this action inperative in certain areas of our business.

"We are obviously anxious to ensure job security wherever possible and we are keeping our employees informed on the action the company will be taking to secure its long term growth and profitability."

The company's personnel director, Mr Wayne Munro, said he could not comment on how many employees were affected or who was affected.

"It is a changing situation so it is very difficult to fix a number."

The largest trade union recognised by the company, the South African Allied Workers' Union (Saawu), is expected to discuss the issue today. — DDR

Johnson plant in EL cuts

workers

By Barbara Hart
Own Correspondent

EAST LONDON — Johnson and Johnson in East London is retrenching employees and introducing short-time and work-sharing programmes because of the economic downturn.

Mr Wayne Munro, the personnel director, said he could not say how many workers had been or would be retrenched, because "it is a moving target."

The managing director, Mr Richard Cook, said in a statement that the cuts were being made because of the downturn in the economy, the increase in interest rates, and the weakening of the rand against the United States dollar.

"We have introduced alternatives such as short-time and work-sharing, where possible, to avoid redundancies.

"We are obviously anxious to ensure job security wherever possible, and are keeping our employees informed on the action the company will be taking to secure its long-term growth and profitability," Mr Cook said.

The South African Allied Workers' Union, which is recognised by the company, will discuss the issue today.

Managers axed after stevedoring merger

Mercury 335 25/8/82

Labour Reporter

ABOUT 100 management staff, mainly whites, have been retrenched in Durban following the recent merger of Stevedores Service Company and Rennies Grindrod Cotts to form one giant stevedoring company.

The new company, Stevedores Ltd, was formed three weeks ago — a move aimed at rationalising the shrinking stevedoring industry.

A company spokesman said yesterday that about one-third of the companies' staff — about 200 people — and about 40 workers at the various ports were being retrenched.

Laid off

About half of these were from Durban because it was the largest port, he said.

He added that the staff had been told last week that they were being laid off and attempts were being to find other jobs for them within the group.

It is understood most of those retrenched locally had been in mid-management and senior management positions.

The spokesman said that after the merger the company had looked at the overhead structures and had realised it did not need two offices, two managers, two accountants and so on.

The stevedores, on the other hand, had often been shared by both companies so there was little need for retrenchments among them, he said.

A spokesman for the Durban branch of the General Workers' Union, which represents most of the stevedores in the four major ports, said a number of black foremen who were not members of the union had been laid off, but 'at this stage management hasn't informed us of any plans to retrench stevedores'.

The company, he added, had undertaken to negotiate with the workers' committees if any retrenchments should occur.

Business and Shipping

335 E. Post

E Cape unemployment crisis worst in country

26/8/82

By LOUIS BECKERLING
Business Editor

LATEST employment and economic growth-rate statistics focus attention on the mounting unemployment crisis facing the Eastern Cape.

Though accurate unemployment figures are not available, elementary arithmetic indicates a possible figure of between 200 000 and 500 00 people either unemployed, or underemployed — figures which are growing weekly with the increasing incidence of lay-offs and redundancies.

The fact that the Eastern Cape is suffering more acutely from unemployment than any other region in the country is recognised by the Prime Minister's Economic Advisory Council.

According to deputy chairman, Mr Jan Dreyer, this is reflected in the top priority granted the area in the regional economic development programme for the country.

In a telephone interview from Pretoria yesterday Mr Dreyer confessed that his council had produced estimates of the unemployment in the area, but he was reluctant to publish the figures.

"I hope you will not insist on getting these figures. We're not sure about their accuracy.

"We may be in a position to publish them towards the end of the year, but for the moment I'd prefer not to divulge them," he said.

Significantly, however, Mr Dreyer conceded that despite the concern over the accuracy of the figures, the council attached sufficient importance to them to grant the Eastern Cape top priority in promoting industrial development.

National employment figures published by the Central Statistical Office show that non-agricultural employment in the first quarter of this year stood at 4 957 247 which represents a 2,2% increase over the same quarter last year.

The implications of this inadequate growth in employment become clear when contrasting this *real* situation with the projections made in the Economic Development Programme, which indicates that the number of new jobs required to maintain unemployment figures at their present levels should increase by 2,6% a year, or some 354 000 annually.

Such a growth rate can only be achieved were the economy to grow by between 4,5% and 5% a year — and in his annual address the Governor of the Reserve Bank, Dr Gerhard de Kock, conceded this week that "real gross domestic product in 1982 might be in the vicinity of 1% or less".

Accurate assessments of unemployment are notoriously difficult to come by.

In the Reserve Bank annual report published this week the rate of unemployment among blacks was put at 7,1% of the economically active population at the end of last year.

CSO statistics of current population levels indicate a working-class black community of 5,7 million, so according to this estimate unemployment among blacks runs at some 404 000. However, statistics prepared by the Graduate School of Business put the economically active Black population at 8,2 million, and were the Reserve Bank's estimate of 7,1% still applied this would put the total unemployed and underemployed Black population at a staggering 1 154 929.

This figure should be contrasted with the estimates revealed in Parliament earlier this year, when the Minister of Co-operation and Development told Mrs Helen Suzman only 116 724 blacks (males and females) were registered as unemployed at administration boards throughout the country.

Though the figures of registered unemployed are notoriously unreliable (a black worker illegally in a "white" area is unlikely to register his presence and risk being endorsed out), the significant fact emerging from the Minister's reply was that no less than 46% of the unemployed blacks were registered in the East Cape Administration Board.

ECAB figures of 38 330 men and 15 593 women compared, for instance, with just under 5 000 and 500 respectively in the Western Cape, and 8 500 and 22 500 on the West Rand.

If this ratio of 46% is applied to the CSO's estimate of total unemployed of 404 000 it would suggest some 186 162 blacks are out of work in the Eastern Cape. And if the ratio is applied to the broader-based estimate of the GSB, it would appear that just over a half a million blacks are either unemployed or underemployed in the Eastern Cape.

Unemployment among the other population groups, by contrast, was very low at the end of last year.

In figures published in Hansard, Port Elizabeth was shown to have 745 whites, 1 460 coloureds, and 12 Asians registered as unemployed.

Whatever the final figures reveal, it is clear that the Eastern Cape faces a horrifying spectre of mass unemployment.

Furthermore, in recent weeks almost 2 000 workers have been added to the ranks of the unemployed in Port Elizabeth alone (some 300 sacked at Union Spinning Mills, more than 1 000 suffering a similar fate at Veldspun International, and 507 laid off by Ford Motor Company).

Clearly what is required is a massive and well-organised campaign to attract industrialists to the Eastern Cape — and ensure that the basic infrastructural requirements are present.

And that is presupposing that major employers currently in the area do not leave or drastically reduce employment as a result of mounting concern over the activities of trade unions.

Port Elizabeth cannot afford not to meet the challenge.

Study of

Imports force GEC to sack workers

The flood of imported electric motors has forced GEC Machines of Benoni to put most of its hourly-paid workers on a four-day week.

The situation is so bad that 33 members of the salaried staff are to be retrenched at the end of next month and overtime has been discontinued indefinitely.

Mr Mike Sullivan, director and general manager, said in a statement yesterday that most of the administrative and supervisory staff affected by the retrenchment would be given offers to go elsewhere in the GEC group.

The company, a member of the GECSA group, employs 1 350 at the Benoni factory.

Mr Sullivan said his company was not the only manufacturer of electric motors forced into cutbacks.

"While part of the cause can be blamed on the economic downturn, by far the biggest reason is the wholesale importation of electric motors."

He said workers had been told that factory loading had been reduced to such a level that the company, the biggest manufacturer of electric motors in South Africa, could not maintain the existing workforce on a five-day week.

"While management has made application to the Board of Trade to restrict the rate of imports, the exercise has taken longer than was hoped," said Mr Sullivan.

The company could not wait any longer, but should the Board of Trade give favourable consideration to its application, it may return to its former working hours.

2 000 laid off as downturn hits textiles

Cape Times 28/8/82

335

Labour Reporter

THE textile industry has been hard hit by the economic downturn and one local firm — Hextex in Worcester — has laid off 175 workers.

Mr Norman Daniels, general secretary of the Textile Workers' Industrial Union, says most textile firms in the Western Cape have gone on to short time and an estimated 2 000 workers have been retrenched throughout the industry.

Employers say the situation is "very, very bad" and worsening by the day, with order books shortening considerably.

Mr W Wilson, managing director of Hextex, said 175 out of a staff complement of 1 750 had been retrenched over the past few weeks and more redundancies were likely before Christmas.

The names of the retrenched workers had been taken and it was hoped their jobs would become available again next year.

"The situation is being aggravated by a surfeit of imports. Most of the textile industry is in the same downturn," he said.

Many firms not replacing staff

Mr Daniels said that because of appalling trading conditions in the industry, most firms were cutting back on the number of working days and shifts. Many were either not replacing or laying off staff.

Sections of the garment industry have also been hit, but according to Mr C McCarthy, secretary of the Cape Clothing Association, consumer spending in the cut-and-sew industry has remained high.

The knitting industry, on the other hand, had been hit by imports.

"But I don't know of any firm that has retrenched workers. The number of people employed has diminished, but this is because they have not been replacing workers.

"In such a large female-employing industry, the staff turnover is very high — mainly because of pregnancies — and staff numbers can be reduced without firing workers, which is a last resort."

Textile group reassures on retrenchments

EAST LONDON — The Da Gama group of companies, the largest employers of labour in the Border area, were not retrenching any staff but were not replacing staff that left, the company's managing director, Mr Casey Joosse, said yesterday.

Mr Joosse was asked to comment following retrenchments at a textile company in the Western Cape where 10 per cent of the total workforce of 1 750 had been affected.

He said the general down-turn in the economy was accompanied by the high cost of money which now stood at 20 per cent.

He said there was not a single textile company in the country that had as much work now as it had at this time last year.

"We do not retrench as a matter of policy and we are using this time to get the entire factory on a more efficient footing — repairing machines that had needed to be repaired, improving training methods and getting our staff better trained to handle their jobs," he said.

He added that every problem presented opportunities and since the present time was a problem time it needed to be approached positively for optimum achievement of goals.

Mr Joosse felt the other problem, which many people did not seem to realise, was that the government was creating its own inflation by raising general sales tax and adding surcharges.

"And the point here is that you cannot run the economy in this country as you do in many other countries.

"The priority here has to be the creation of emplóment opportunities."

He said the company had cut down on weaving, which involved the mere production of fabric, because it was not working to full capacity.

As they dealt mainly with wholesalers who supplied small shops there was no point in pushing up production when stocks in shops were not moving as fast as they had been doing, he said.

Mr Joosse said textile mills were geared to carry large stocks of raw materials to manufacture goods but not to carry manufactured goods.

"As soon as they are manufactured they must be moved to the markets. But then the customers say they are going to need this but not yet."

He said the textile industry would not be as heavily affected as the car industry in any down-turn in the economy.

The head of the Frame Group here, Mr Sydney Frame, would not comment on whether his company had cut down on staff and production because of the down-turn. — DDR

Lay-off has become a daily threat to workers

(335)

Star
31/8/82

By Tony Davis, Labour Reporter

Retrenchment is fast becoming a daily threat in South Africa — and thousands of workers are finding themselves on the street without hope of re-employment.

The economic downturn is forcing companies to lay off workers or introduce shorter working weeks.

Hardest hit by retrenchments this year are the metal industry in the Transvaal and the motor industry countrywide.

More than 1 000 metal workers and 1 300 auto workers have been laid off so far.

Most are unskilled or semi-skilled workers, which makes their chances of finding other employment more difficult.

Retrenchments are a major dilemma for trade unions, which are now seeking retrenchment provisions in agreements with companies.

White-collar workers are also feeling the pinch. At GEC Machines in Benoni 33 people are to be retrenched, and at JCI's head office in Johannesburg, about 80 people have been either paid off or put on early pension.

It is understood several hundred workers at the giant Edward L Bateman engineering and foundries complex in Boksburg were laid off last week. The management has refused to comment.

About 600 workers were laid off at the Salcast foundries in Benoni earlier this month.

Employers are seeking alternatives to retrenchment and are resorting to shorter working weeks, a ban on overtime and weekend work, or not replacing personnel who leave.

The motor and metal industry have both put thousands of workers on to four-day weeks this year because of the economic downturn.

Economists do not foresee any change in the prospects in the near future.

In Cape Town, about 200 workers with the Besterecta construction firm have been given a week's notice.

They are mainly women at two sites in Mitchells Plain.

A director confirmed the retrenchments, but not the number involved.

They were being paid 50 cents an hour — although the minimum wage specified in the industrial council agreement for the building industry is R1,20 an hour.

Economists do not foresee any change in the prospects in the near future.

Workers lose their jobs at an ever increasing rate

335
Sowetan
1/9/82

THE threat of retrenchments are fast becoming a daily occurrence in South Africa with thousands of workers finding themselves on the street without hope of re-employment.

The economic downturn is forcing companies to either lay off workers or find alternate solutions through shorter work-weeks.

Over 1 000 metal workers and 1 300 auto workers have been laid off so far this year.

Most of the retrenched workers are unskilled or semi-skilled which make the possibilities of finding new employment all the more difficult.

Retrenchments are proving to be a major dilemma for trade unions which are now seeking retrenchment provisions in their agreements with companies.

Lay-offs are also being felt by white collar workers. At GEC Machines in Benoni 33 people are to be retrenched and at JCI's head office in Johannesburg, about 80 people were either paid out or put on pension prematurely.

It is understood that several hundred workers at the giant Edward L Bateman Engineering and Foundries complex in Boksburg were laid off last week.



JOBLESS: More and more workers face the same fate.

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Firm puts hourly-paid men on four-day week

Labour Reporter

SOUTH Africa's largest manufacturer of electric motors, GEC Machines, has switched most of its hourly paid workers to a four-day week and has retrenched 33 white-collar employees.

And it is understood that at least two Pietermaritzburg metal industries have also introduced a four-day week.

GEC's general manager, Mr Mike Sullivan said: 'We are not the only manufacturer of electric motors to have been forced into cut-backs.

'While some of the cause can be ascribed to the current economic downturn, by far the biggest reason has been the flood of imported motors into this country.'

Mr Sullivan said the company had made an application to the Board of Trade aimed at restricting the rate of imports but 'the exercise has taken longer than was hoped'.

'Should the Board give favourable consideration to the application we would give consideration to returning to our former working hours,' he said.

A local spokesman for the Metal and Allied Workers' Union said it appeared the metal industry was being the hardest hit by the recession.

He said short time had been introduced in two Pietermaritzburg metal plants.

Mawu's general secretary, Mr David Sibabe, said that in the past fortnight two other Reef metal firms had also announced retrenchment plans.

1,3-m jobless in SA by 1987 —Minister

535

Star 2/9/82

Staff Reporters

Unemployment is expected to reach 1,3 million by 1987, affecting 11,5 percent of the South African labour force, says the Minister of Manpower, Mr Fanie Botha.

Mr Botha yesterday addressed businessmen in Pretoria and Johannesburg during a "whistle stop" tour of business centres throughout the country.

He said the challenge was to create 250 000 new jobs every year, train workers, curb inflation and improve the industrial relations system.

At his Pretoria meeting Mr Botha warned employers not to neglect the interests of loyal, law-abiding workers who lost time and income during labour unrest because of the actions of others.

He urged businessmen to co-operate with the Government and trade unions to ensure labour peace.

About 48 percent of all strikes in 1981 had been caused by wage disputes, he said. A further 15 percent of strikes were triggered by the pensions issue.

Mr Botha noted a strong preference on the part of some trade unions for collective bargaining at plant or enterprise level. He said this posed problems such as union multiplicity and inter-union conflict.

Mr Botha strongly supported the "tried and trusted" industrial council system of negotiating.

But he had little specific advice for employers plagued by workers' demands to move away from this system.

When asked how employers could overcome effects of the Physical Planning Act which prevented certain workers from taking up residence and employment in developed areas, Mr Botha said long term regional development plans would help.

His advice to trade union leaders was to put the interests of the country first, the interests of their members second and their own interests third.

He told trade union members to beware of people who were "feeding off the backs" of others and had not spent a single day at the work-bench.

The reaction to Mr Botha from Johannesburg businessmen who gathered at the Carlton Hotel yesterday was subdued.

There was little discussion of the strikes that have crippled some sectors of industry in recent weeks.

Mrs Adele van der Spuy, a campaigner for women's rights, called for separate taxation for working married women, saying this would encourage more women to enter the labour market, relieving the labour shortage.

Heavy borrowing burdens parent

BTR closes Victor Kent

335

RDM 2/9/82

By Financial Reporter

THE Victor Kent group, a wholly owned subsidiary of BTR (SA), has ceased trading.

According to a company source, BTR (SA) has decided to pull out of capital equipment and rationalise its management to concentrate on rubber and other non-capital product interests.

The reason for this seems to lie in the debt-equity ratio of 96,2% disclosed by the BTR (SA) report for 1981, presented on April 2.

BTR plunged heavily into short-term borrowing in 1981. While its long loans rose from R2 100 000 to R2 800 000, short-term borrowing doubled from R19 500 000 to R38 700 000. Interest charges totalled R3 500 000.

BTR (SA) decided to use the axe; and it would appear that Victor Kent, the only subsidiary group with a creative not a supportive role, was chosen as the victim.

Last December, Victor Kent was apparently riding high. It had moved into a new office complex of space-age design and a new manufacturing facility in Kempton Park. All its four productive subsidiaries were showing profit.

On Tuesday this week BTR pulled out the rug.

BTR's initial decision was, a source said, conveyed to Victor Kent in mid-May by BTR deputy-chairman Mr Owen Green, who is also managing director of BTR (UK).

Victor Kent was burdened with a heavy inventory, partly because of extended lead times from overseas suppliers, and partly because of change in market emphasis which had led to a stock mix problem.

Since then, however, the group has reduced its inventory and is not overstocked, says the source. He does not believe it is a bigger burden on BTR (SA) finances than other subsidiaries.

The final instruction to Victor Kent's board to cease operations on August 31 was given by BTR (SA) on July 21.

Attempts to sell Victor Kent as a viable concern have failed because of the economic climate. But certain franchises have been placed and others are under negotiation.

The principals, says the source, have undertaken to support their products through the transition until the franchises are placed.

Victor Kent is an old South African company that was taken over by BTR (SA) in 1969. The Victor Kent Holdings subsidiaries are:

- Victor Kent Ltd, which has the franchises for the supply and installation of Hitachi mine ventilating equipment and for Wolfe mine safety lamps.
- Eaton Kent, assembler of Yale forklift trucks and hoists and distributor of Timberjack forestry equipment.
- Silvertown, makers of hydraulic hoses and fittings.
- Victor Kent Projects, which undertook project work in the mining industry.
- Construction Equipment Sales, which has the franchise for Thwaites dumper trucks and other construction equipment.

While all Victor Kent's 370-plus staff have received notice, certain people will stay on to service long-standing commitments.

No hint of the impending action was given in the 1981 BTR (SA) report, which spoke of Victor Kent's service facility and manufacturing line being "vastly improved" by the move to the new premises and of R6-million of Hitachi mine ventilating equipment being sold during the year, with a strong forward order book.

However, it did say that in 1981 BTR increased its loans to Victor Kent from R480 047 to R4 735 417 against a constant book value of shares of R1 820 000.

As BTR's excessively high gearing was apparent in March, the question is — how long before mid-May was the decision taken to axe Victor Kent?

Until the assets are disposed of, it would appear that the closing down operation will afford BTR little benefit.

When this point was put to Victor Kent's managing director, Mr John Vos, he said: "It could be in the final analysis that, although it may be costly, it will be to BTR's benefit in the long term."

Asked to what level BTR's loans to Victor Kent had now been reduced, Mr Vos declined to comment and referred the question to BTR (SA).

BTR group managing director Mr L Dean is on holiday and no other BTR executive was available for comment.

Star 1/4/82 335 3/9/82 3/4

Workers laid off

About 200 workers at two Cape construction company sites have been laid off because of the economic recession.

The management of Besterecta Construction confirmed that workers, mostly women, were paid off at the sites in Mitchell's Plain.

Workers complained that they were paid low wages and were retrenched without being given notice.

An industrial equipment manufacturer at New Germany in Natal, Victor Kent, is apparently shutting down.

RAND DAILY MAIL, Thurs

'950 new jobs needed for blacks every day'

2/9/82

Pretoria Bureau

AN "IMPOSSIBLE" 950 jobs had to be created for black workers every day, the annual conference of the Transvaal Agricultural Union was told in Pretoria yesterday.

The Letaba district union chairman, Mr Edward Vorster, also claimed the Government's industrial decentralisation programme had failed so far in its aims to control and reduce the flow of people from the platteland to urban areas.

Control measures so far instituted had not had the desired effect, he said.

In the forthcoming decade, he said, the picture was "anything but rose-coloured" — an estimated 305 000 extra blacks would join the urban labour force every year.

For blacks alone, it was neccessary to create 228 000 jobs every year and, if the flow to the Republic from the homelands was to be stopped, 118 000 jobs would have to be created every year in or near the national states

Broken down, this meant an average of 950 new jobs a day had to be created.

Excluding new black workers entering the market, the figure dropped to 500 a day

According to the economic development programme, industry had to create 35 000 new posts every year

But over the past 21 years, the decentralisation effort had only created 151 744 new posts for blacks in decentralised areas — an average of only 7 226 a year, Mr Vorster said.

In 1981, 214 projects had been established in decentralised areas.

The total investment in the projects totalled R303-million — of which a large proportion was paid out in cash

The total value of benefits to industrialists was R129-million

This meant that for every job created industrialists were offered R10 970 in concessions, he said.

It was apparent from this that efforts to decentralise industry had failed.

But agriculture had a part to play in job-creation — it had scandalously neglected the processing of its own products.

The time had come for agriculture to become more involved in the secondary processing of its own products.

This would not only advance decentralisation, but would be financially rewarding for farmers, he said.

Tutu and Bush may meet

The Star Bureau

WASHINGTON — Bishop Desmond Tutu, general secretary of the South African Council of Churches, might meet United States Vice - President Mr George Bush on his forthcoming trip to America.

Both men are due in New Orleans at a week-long church conference starting on Sunday. Mr Bush will give the key-note address and he might seek out Bishop Tutu.

The United States Government may have had a behind-the-scenes hand in obtaining a foreign travel document for the Bishop. It has welcomed South Africa's decision to allow Bishop Tutu to travel.

A State Department spokesman said: "The United States welcomes this decision. As an advocate of peaceful revolutionary change, the United States holds Bishop Tutu in high regard and we welcome his visit to the United States on church business."

D. Rispotch

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Section C

46 workers laid off by EL manufacturer

EAST LONDON — Forty-six employees at the Tek Corporation's television manufacturing plant here were laid off this week following a "re-deployment of jobs".

This was disclosed yesterday by the company's managing director, Mr M. Bosworth.

The work done by the 46 here will in future be done at the company's plant at Dimbaza, Ciskei.

"However, as a result of the re-deployment, 46 new openings have been created at Dimbaza," Mr Bosworth said. The overall number of employees would not change and new workers would be hired to fill the posts at Dimbaza.

The growth of a section at the plant here had forced management to switch other smaller sections to Dimbaza "in the interests of productivity and economics".

The news of the laying off came less than 48 hours after the corporation changed to a four-day working week in an effort to combat shrinking sales and profits.

Announcing the four-day week earlier this year, Mr Bosworth said 2 000 of the company's 3 000 employees would also take a 20 per cent pay cut when the short week came into effect on Wednesday this week.

He stressed yesterday that the dismissal of the 46 was not the start of a retrenchment programme. — DDR.

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Subject Economics II
(to be copied from the heading on the Examination Paper)

Paper No Paper 1.
(to be copied from the heading on the Examination Paper)

EVERY CANDIDATE MUST enter in column (1) the number of each question answered (in the order in which it has been answered); leave columns (2) and (3) blank.

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Examiners' Initials		

NOTE CAREFULLY

1. Enter at the top of each page and in column (1) of the block on this cover the number of the question you are answering.
2. Blue or black ink must be used for written answers. The use of a ball point pen is acceptable. Red or green ink may be used only for underlining, emphasis or for diagrams, for which pencil may also be used.
3. Names must be printed on each separate sheet (e.g. graph paper) where sheets additional to examination book(s) are used.
4. Do not write in the left hand margin.

WARNING

1. No books, notes, pieces of paper or other material may be brought into the examination room unless candidates are so instructed.
2. Candidates are not to communicate with other candidates or with any person except the invigilator.
3. No part of an answer book is to be torn out.
4. All answer books must be handed to the commissioner or to an invigilator before leaving the examination.

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

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Fired workers won't be replaced

PORT ELIZABETH — Because of the drop in cargo being handled in the country's ports, the 400 dockworkers fired here after a go-slow this week would not be replaced, a spokesman for the South African Transport Services said yesterday.

The remaining 900 men were sufficient at present, the spokesman said.

The decline in traffic was due to decreased exports.

The International Transport Workers' Federation has condemned the sackings in telex messages to the Minister of Manpower, Mr Fanie Botha, and the Minister of Transport Affairs, Mr H. Schoeman.

SATS' action would solve nothing and only aggravate the dispute, the federation's general secretary, Mr Harold Lewis, said.

The general workers' union was affiliated to the federation and had its full support, he said. — SAPA.

SA facing period of hardship

● From Page 1

now.

This does not mean an increase in skilled workers, but that production and staff cuts have meant companies require fewer employees.

The bureau's Dr O Stewart said the economy would decline sharply for the next year. Consumer demand would drop because of fears about inflation and low wage and salary increases.

And he said retrenchments would increase, particularly in luxury industries such as car and furniture manufacture.

Mr Mark Anstey, of the Institute for Industrial Relations, said many companies were disguising retrenchment by failing to replace staff.

He said retrenchment among all types of workers — even executives — was becoming a major issue, and a step that could be avoided for some time if companies gave the matter proper consideration.

"So far there have been 10 strikes reportedly caused by retrenchments. Some trade unions are taking a fairly strong stand. The Council of Unions of South Africa, which has 48 000 members, has issued a six-point plan for avoiding retrenchments, and the Metal and Allied Workers Union has worked out a similar strategy."

Mr Anstey said unemployment figures in South Africa were patchy. Blacks in homelands and independent states were excluded and, generally, only registered work-seekers were monitored.

He said certain groups should be protected from retrenchment, such as men doing military service, pregnant women or workers without urban resident rights.

Thousands will lose jobs as recession takes its toll

SOUTH AFRICA is facing its worst recession since the end of the Second World War.

Thousands of consumers, already cringing under high food prices and taxes, will lose their jobs within the next year, experts predict.

This week an East Rand company, for example, retrenched 20% of its workers — from the boardroom down. Many companies are retrenching staff for the first time in 80 or 90 years.

South African Transport Services, the country's biggest employer, is reducing its staff complement by 7 000 — some of this by not replacing staff.

In a whistle-stop tour of major towns this week, the Minister of Manpower, Mr Fanie Botha, warned that unemployment — now estimated to be about 17% — would increase to 21,9% of the potential work force by 1987 if the unemployment growth rate of 3,6% was maintained.

More than 1 300 workers have been laid off in the automobile industry so far this year, while thousands more are working a four-day week.

In June and July this year more than 1 000 clothing workers lost their jobs and since then four clothing manufacturers have gone insolvent.

The Eastern Cape has been hardest hit — one in four black workers in that area is unemployed. Only about 2% of white and coloured workers in the same area have no work.

Research by the Bureau for Economic Research at Stellenbosch University reveals the skilled labour shortage has 'decreased' from 41% last year to 35% now.

This does not mean an increase in skilled workers, but that production and staff cuts have meant companies require fewer employees.

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STRIKES INCREASE AS UNIONS TAKE STAND ON RETRENCHMENTS

THE Prime Minister's Economic Advisory Council has given a gloomy economic outlook for 1983 with skilled manpower remaining a problem and the 1% increase in GST having adverse effects on prices and the poor.

Just how hard is the recession hitting South Africa? CHARLENE BELTRAMO reports.



● Farm worker Joshua Ngobo demonstrates the simple all-steel plough which it Natal manufacturers claim will make it easier for poor rural farmers to till their land.



RIKES INCREASE AS IONS TAKE STAND RETRENCHMENTS

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Mr Anstey said unemployment figures in South Africa were patchy. Blacks in homelands and independent states — where unemployment is as high as 50% — were excluded and, generally, only registered work-seekers were monitored.

He said certain groups should be protected from retrenchment, such as men doing military service, pregnant women or workers without urban resident rights.

"There should be some corporate social responsibility."

If redundancies were unavoidable, he said, companies had several options:

- Early retirement — taking into account pension benefits or lack of them.
- Workers could be retrenched on a performance basis, if the company has adequate performance records.
- Voluntary redundancy could be considered if the severance pay packet was made interesting.
- Unions should be asked for suggestions.



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A new push for farming f the R55 one manpower plo

By MIKE CADMAN

A NATAL company is selling a cheap one-man 'push plough' — said to be capable of saving South African farmers hours of back-breaking work — which has been hailed as a breakthrough for poor farmers.

Made of steel and weighing just over 15kg, the plough is light enough to be pushed by a man and reaches areas previously inaccessible to large implements.

The owners of the Maritzburg manufacturing firm claim it will enable farmers to plough a field in two hours — a task that would have taken a whole day to dig with a hoe.

"The plough is almost unbreakable and very simple in design," Mr Johnny Lloyd, managing director of the firm, said. "It is ideal for the person who needs a small areas of land.

"It is very easy to use — all the to do is push the implement and blade does the rest. The blade is that furrows of varying depths ...

Mr Lloyd said he had seen a ... in the United States and thought worth experimenting with in S...

"We have been very pleased sponse so far," Mr Robin Martin general manager, said.

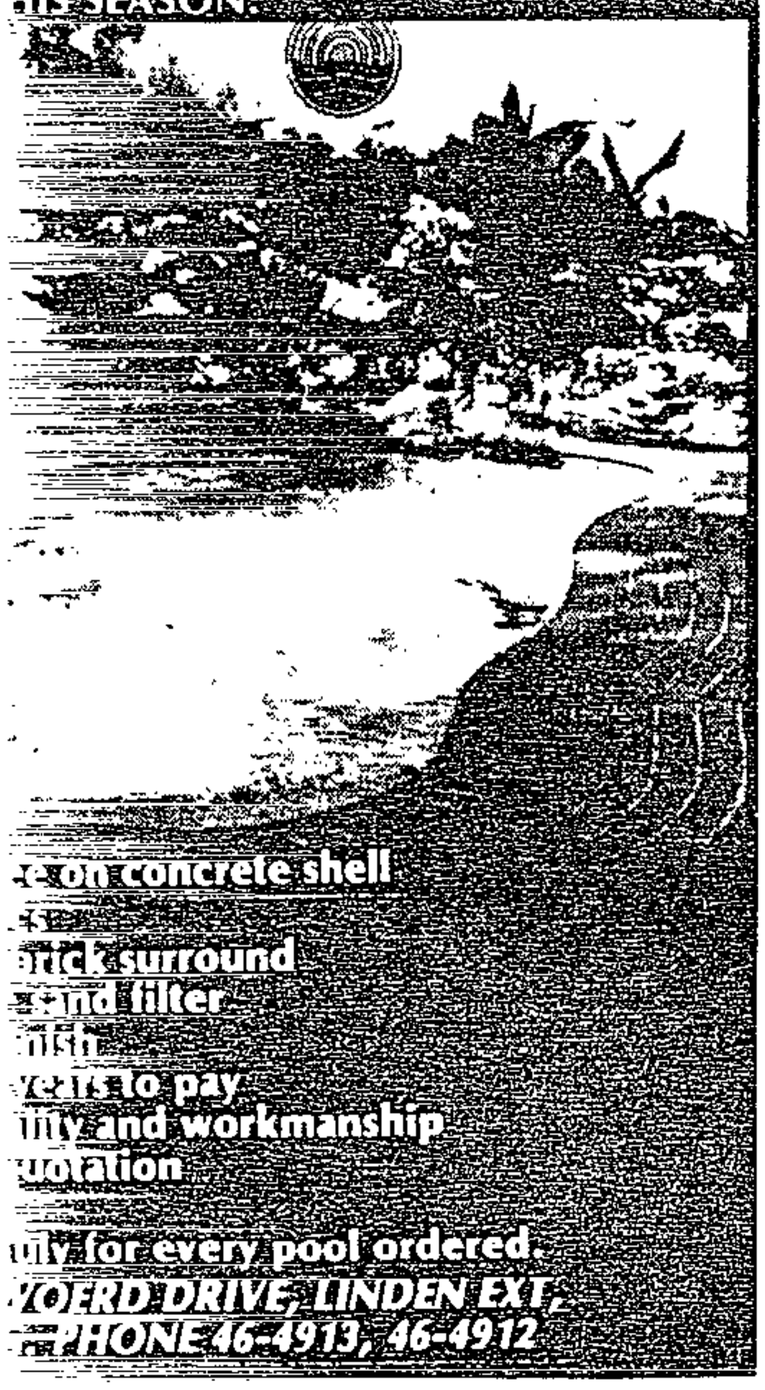
"As far as we know it is the ... type available in the country. C... mainly rural black people. It ... about R55 at the factory gate.

"We intend approaching vario... governments and other organi... hope that they will order the p...

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LAY-OFFS COULD FOLLOW CUTBACKS IN SPENDING

Economic squeeze worries Armscor bosses

By RON GOLDEN, Defence Reporter

THE economic squeeze and the threat of cuts in defence projects is worrying Armscor bosses who have not ruled out the possibility they may have to lay off white employees.

Another factor which could significantly affect the economic future for the arms manufacturing giant is the likelihood of a ceasefire in Namibia.

If this comes about, the needs of the Defence Force could be dramatically reduced, which in turn would mean fewer orders for Armscor and its nine affiliated companies.

An Armscor spokesman told the **Sunday Tribune** this week there was no question of staff lay-offs this year, but he did not rule them out in the future.

"We are suffering from the economic squeeze at the moment and we are worried, but no decisions on lay-offs have been made at this point."

Should redundancies come about next year the first victims would probably be employees in concerns sub-contracting which are believed to be dependent on its orders. Both blacks and whites could be affected.

The spokesman denied there were to be retrenchments among white staff in Armscor itself in November.

"There will be none this year," he said.

Government departments were asked by the Treasury in January to trim their budgets wherever possible — and the Defence Department was no exception.

A spokesman for the Defence Force, asked about the possibility of defence cuts because of the financial squeeze, said it was difficult at this stage to predict what might happen next year.

"We haven't got the amount of money we had in the past," he said.

The overall outlook for the Defence Force is that there will probably have to be a close look at priorities, possibly shelving or even cancelling projects of lesser importance.

The navy, which has plans to update and modernise its fleet with multi-million rand corvette-style craft in mind, is said to be under pressure to trim its projects.

Asked about this, a navy spokesman would only say: "At this stage our planning is going according to this year's budget. Next year's budget has not been finalised yet."

Navy projects go to Armscor, who put them out to contractors which include shipbuilding yards in Durban. So the squeeze could even reach Natal.

Big jump in number of E Cape people out of work

335
6/7/82
E. Post

Post Reporter

THE number of registered unemployed whites, coloureds and Asians in the Eastern Cape increased from 2 336 in August last year to 3 830 last month — an increase of 64% in a year.

But last month's figure was only slightly up on the previous month when 3 823 people were registered as unemployed, according to figures released by the Department of Manpower.

Positions were found for more jobseekers last month than during July, with 496 finding employment compared with 440 the previous month. During June 501 positions were found.

The number of coloured men registered as unemployed after placement increased from 1 529 in July to 1 741 last month.

But last month jobs were found for 182 coloured men compared with 132 in July.

The number of coloured women registered as unemployed also increased. In July 792 coloured women registered and jobs were found for 66. In August 938 registered and 72 obtained employment, leaving 866 without jobs.

The number of coloured men unemployed in Port Elizabeth in August rose from 1 129 in July to 1 336. Last year in August 739 coloured men were registered as unemployed in Port Elizabeth.

The total number of whites, coloureds and Asians unemployed in Port Elizabeth last month was 2 865 compared with 1 749 in 1981 and 2 415 in July.

RAND DAILY MAIL, Monday, September 6, 1982

1,6m more jobs in SA by 1987, say the experts

Mail Correspondent

CAPE TOWN. — Job opportunities in South Africa — already suffering from a crippling shortage of skills — will increase from 5 400 000 in 1977 to 7 000 000 in 1987, an increase of 1 600 000, according to projections by experts.

The projections also show that by the end of the century only about one in 10 workers will be white.

An analysis by Professor J L Sadie of the Bureau for Economic Research at the University of Stellenbosch shows that whites will constitute a decreasing proportion of the labour force. Over the 20-year period from 1980 to the turn of the century, 80% of the additional supply will come from blacks.

Since the white population is already fully drawn into the skilled manpower market, the acceleration in meeting skilled manpower demand will have to come almost entirely from the ranks of the blacks.

According to Prof Sadie's analysis, about 900 000 blacks will have to be drawn into traditionally white management positions by the year 2000.

The most critical shortage of skills is in the technical field. A recent report by the Federation of Societies of Professional Engineers shows that the current number of engineering graduates is about half the demand. By 1985 supply is likely to shrink to one-third of demand.

It is at the technician and artisan level that the skills shortage is most crippling.

The Higher Level Manpower report of the National Manpower Commission says that for an annual growth-rate of 4,5%, South Africa should produce 9 500 technicians and 23 000 artisans annually. But the present output is 2 000 technicians and fewer than 10 000 artisans.

These are some of the Manpower Commission's projections of employment opportunities for 1987 (the 1977 figures are in brackets):

- Professional and related workers: 790 000 (481 000).
- Managerial and administrative workers: 212 000 (149 000).

Recession leads to E.Lost worker retrenchment

335 Feb 8/9/82

Post Reporter

THE recession which has hit the Eastern Cape motor and associated industries has led to a tyre company retrenching 39 workers and going on short time, and another going on a four-day week.

For the past month the Firestone company has been working a four-day week because of a slackening in the demand for tyres for heavy duty vehicles.

And at Goodyear 39 workers have been laid off. More might still have to go.

The company has introduced a four-day week in its truck and tractor tyre division, and changed from a six to a five-day week in its passenger vehicle tyre section.

General Tire has not laid off any workers and does not expect a shortening of its five-day week this year.

Last month 507 workers were laid off at the Ford motor company, and in April Volkswagen retrenched 315 workers.

Spring: top aim to help jobless

9/9/82
D. Dispatch
335

EAST LONDON — Unemployment, improved relations between different groups in the community, cost effective management and friendship with Transkei and Ciskei were the four priority targets for this mayoral year set by the mayor, Mr Errol Spring.

Speaking after his formal induction for a second term of office last night, Mr Spring said the top priority would be overcoming unemployment.

He said this would be tackled by striving to consolidate the Border Metropolitan Development Corporation (Bomedco).

"We see Bomedco as complementary to, and not in competition with, the Regional Development Advisory Committee (RDAC).

"Bomedco cannot succeed in isolation, and Bomedco's success will be the community's success."

His second priority, he said, would be the improvement of relations "between all groups and people in our community. We are all part of one community, and the city's problems are all our problems."

Mr Spring said a common denominator had to be found to bind everyone in the community together. "I submit that the common denominator is our city — let us stand united as East Londoners."

The third priority would be more cost effective management of the city's affairs. "We can no longer afford the luxury of not using our own resources to the optimum potential."

Mr Spring said the fourth priority would be friendship and co-operation with Transkei and Ciskei.

Earlier, in his mayoral minute of his first year in office Mr Spring said the council would have to look "very seriously" at the city's infrastructure for industrial development.

"East London is now, as a result of the adoption of the Cape of Good Hope proposals, in a far more competitive position than before.

"But, we find ourselves in the position of having to look very seriously at the East London infrastructure per se because we are not, at this stage, in a position to cater for significant industrial development in East London itself on account of a lack of infrastructure."

Referring to the government's electricity subsidy, which became effective in April, Mr Spring said the council was "applying tremendous pressure on the relevant government department" to ensure the subsidy was received by the city soon, and would then be passed on to all consumers.

He said the city bus service, which operated at a loss of R720 000 last year, was a cause for growing concern.

"I wonder how long this city can carry losses of this nature," he said.

Mr Spring was installed as mayor by Mr Robbie de Lange (Snr) after being proposed by Mr Willem Morris, seconded by Mr Vossie Bezuidenhout.

Mr Joe Yazbek was installed as deputy mayor after being proposed by Mr Donald Card, seconded by Mr Brian Snell. — DDR

Pictures, page 2

Unions fighting retrenchment as economic slowdown bites

THE CONFLICT between the new mainly black trade unions and employers is likely to intensify as South Africa's rapid plunge into a recession begins to bite into sales and profits and cut-back measures are introduced.

By **Ian Bissell**
Labour Reporter

The black trade unions grew rapidly during the recent boom before the effects of the world recession had filtered through to this country. But with the economic slowdown and the subsequent fall in the demand for labour their task has been made more difficult.

Employers beginning to feel the pinch have sought to 'rationalise' production and thousands of black workers country-wide face retrenchment, reduced wage packets and increased unemployment.

Latest employment figures in the three major employment areas — mining, manufacturing and construction — revealed that during March to May the total employed in these industries decreased by more than 16 000.

Reports of staff cutbacks are becoming more and more common. Apart from Ferralloys at Cato Ridge retrenching 150 workers, a number of local textile, engineering, and chemical plants have introduced short time as they begin to experience a drop in orders.

Reminder

The eastern Cape wage dispute is a sharp reminder of where the economic slowdown is being felt most. Already, Volkswagen has postponed its R100 million expansion programme and hints at similar moves have been made by Ford and General Motors. On top of this, Ford recently retrenched more than 10 percent of its Port Elizabeth workforce.

The recession has become something of a trial of strength for these new black trade unions. Alongside ongoing disputes over recognition and wages the emerging unions are faced with retrenchment of members and in some extreme cases the closing down of factories.

Even the power of the unions' main weapon, the strike, has been whittled away. On occasions employers have taken advantage of strikes, using them as opportunities to cut back on labour by not taking back all the strikers or to introduce new conditions of employment. Also, since certain industries have experienced a drop in orders, temporary closures do not pose problems.

But employers are not having it all their way. In previous recessionary periods they had merely retrenched employees as an easy method of cutting back on production, but this is being bitterly fought by the black trade unions. As a result they are having to examine other methods of coping with the slowdown.

Trade unions have urged employers to consider cutting back on casual workers, suspension of overtime and early retirement of pensionable personnel before they turn to retrenchments.

Barlow Rand's executive director, Mr Reinald Hofmeyer, said: 'To keep retrenchments to a minimum we have urged our companies to cut back on recruitment and to try to let natural attrition take care of the situation by not replacing people as they leave.

'We have also urged consultations with employees to find out what they would like to see — short time, elimination of overtime and other similar measures rather than retrenchment.'

The first out

If retrenchments are inevitable — and the onus in many cases has been on the employer to prove to the union that all other methods have been exhausted — the unions have attempted to negotiate the best lay-off terms for the workers.

The Pietermaritzburg Fosatu shop stewards' council proposed that companies retrench on the principle of 'last in, first out' and that retrenched workers should be paid at least one month's wages for each year of service.

The unions have also demanded that employers agree not to take on any new staff or fill any vacancies before the retrenched workers have been reinstated. In a number of cases they have asked employers to help find the workers jobs elsewhere.

In spite of union pressure employer sources were not completely critical of having to negotiate with trade unions over retrenchments. They said dealing with experienced trade-unionists often smoothed over the introduction of cut-back measures which could have easily led to wildcat strikes.

There is also evidence of remarkable sacrifices being made by workers. In one case, at Dorman Long Hunter's Belville plant, when it was announced that 30 employees would have to be retrenched the entire work-force volunteered to go on three months' unpaid leave instead.

At Trident Marine, in the western Cape, members of the General Workers' Union decided that only workers with Section 10 rights — and not contract workers — would be among the 13 employees the company intended retrenching.

This decision showed a remarkable solidarity with their fellow workers for whom unemployment would have meant a return to the impoverished homeland with little opportunity of finding another job.

The economic slowdown has not halted labour disputes over bread-and-butter issues, and on top of facing the new issues the unions are continuing their battle to increase workers' wages to a 'reasonable' level.

The General Workers' Union's general secretary, Mr David Lewis, said workers' wages had not kept up with inflation during the boom, so wage demands were not likely to be reduced.

A recent Federation of South African Trade Unions publication on black wages argues that to simply maintain 'the poor living standards of the past', workers have been compelled to work increasing amounts of overtime.

No 'truce'

The cut-back on overtime and introduction of short time is, therefore, likely to further ferment wage disputes.

The chairman of the Premier Milling group, Mr Tony Bloom, said he did not expect to see the recession bringing in 'a truce' between employers and the emerging trade unions over issues like wages.

'We have just completed country-wide wage negotiations with trade-unionists from several of the new black trade unions and although they adopted a hard attitude they were also very fair,' he said.

Mr Bloom said he had found no evidence of 'unreasonable militarism'.

'The unionists went into negotiations extremely well prepared.

'The negotiations were not conducted on an emotional or political level,' he said.

Even so, the Fosatu-affiliated National Automobile and Allied Workers' Union which is caught up in the eastern Cape wage deadlock has come under severe criticism for its 'excessive' demands.

Naawu's regional secretary, Mr Les Kettledas, said their demands 'basically meet the rising cost of living'.

'In 1980 we undertook a survey of households with five members and found that it would need a wage of at least R2 an hour for that household to be able to afford the main consumer items.

'Our new demands have been based on this, plus the rise in cost of living experienced over the past two years,' he said.

Trade-unionists, including those in unions affiliated to the established Trade Union Council of South Africa, said employers must realise that for 'too long' workers had been paid low wages. The high wage demands were an attempt to rectify this, they said.

Slump tightens squeeze in motor industry

ARGUS 9/9/82

335

Argus Bureau

PORT ELIZABETH. — The economic slump is tightening the squeeze in the motor and associated industries in the Eastern Cape, where another company has retrenched workers and several have cut working hours.

In some cases, the production cuts are being partly attributed to the recent spate of work stoppages in the motor manufacturing industry here.

The latest company to announce retrenchments is Goodyear, whose public affairs director, Mr Mike Selley, said today that 39 production workers were laid off at the firm's Uitenhage plant in the past week.

More may have to be laid off unless the market stabilised, he said.

Cutbacks

To avoid large-scale retrenchment, the company had introduced a four-day week more than three weeks ago in its tractor tyre division, while the passenger tyre division was working a five-day week.

The production cutbacks had been caused primarily by the drop in the truck and tractor market and replacement market because of the reduced economic activity during the slump.

The Goodyear moves come in the wake of the retrenchment of 316 workers at Volkswagen, Uitenhage, in April and the retrenchment of 507 workers at Ford last month.

Firestone in Port Elizabeth has been working a four-day week for the past month and envisages having to do the same for the rest of this month, although it does not expect to make any retrenchments.

Overtime

It has been reported that Dorbyl Automotive Products in Uitenhage retrenched an unknown number of workers at the beginning of last month and has eliminated all overtime work.

SKF bearing manufacturers and Borg Warner Automotive Components, also in Uitenhage, have eliminated overtime.

Another Uitenhage company, the steel wire manufacturers, National Standard, started working a four-day week in June and went onto a three-day week during the spate of motor industry work stoppages in July.

It is reportedly having a one-week shutdown next week to balance production.

Ciskei promise to help

335

E. Post 1/9/82

By KEITH ROSS

EAST LONDON — Assurances that attempts would be made to provide work for the many unemployed in Peddie were given this week by Ciskeian Cabinet Ministers.

The number of unemployed has grown since 142 families were brought to the village from Kammaskraal, in the first stage of a resettlement plan.

The Vice-President of Ciskei, the Rev W M Xaba, said industrialists would be approached to provide employment for the people of Peddie.

He said his Government would try its best to get industrialists, especially those in the pineapple industry, to open factories in the village.

The Minister for Public Works, Chief D M Jongilanga, said his Government was determined not to make Peddie commonage just another transit camp.

His Government wanted a permanent settlement with an infrastructure.

Chief Jongilanga deplored the fact that the Government's efforts at resettlement had been under attack.

He said Kammaskraal was a problem Ciskei had inherited from South Africa.

The community consisted mainly of elderly people who had been removed from the Alexandria district and dumped at Kammaskraal by the South African Government.

"We are trying to solve the problem," he said. "We have to come to the rescue of these people."

He said some of the newly resettled people would be employed building houses on the commonage for the 4 000 Glenmore people due to be resettled by the end of the year.

Atlantis Diesel at half capacity

C. Times 11/9/82

By GORDON KLING

THE R400-million Atlantis Diesel Engine project officially opened by the Prime Minister last April is running at only one-half of budgeted capacity and the managing director, Mr Hartmut Beckurts, is trying to allay employee fears of retrenchments.

Confirming that the project had been hit far harder than the rest of the motor industry by the downturn in the economy, Mr Beckurts yesterday said ADE was doing all in its power to avoid laying off workers and was genuinely confident it would succeed. He appealed to manufacturers to support the project without reservations "in the interests of the country and the South African worker".

There had already been substantial retrenchments by other industries at Atlantis, but ADE could assure its more than 2 000 employees that their jobs were safe in spite of the deepening recession, Mr Beckurts said, unless it was let down further by the cancellation of orders.

Imported engines

Cancellations and an oversupply of engines imported by ADE have hit production, along with considerable buying ahead by manufacturers last year in a move designed to beat higher ADE prices.

This had led to production falling 50 percent below budget, against a general motor industry slump of about 10 to 20 percent. It was hoped that surplus stocks of imported engines would be cleared by early next year.

The works committee had agreed at a meeting with management on Thursday to permit changes of jobs, and people who were surplus on one line were being put on to another.

Mr Beckurts said he could not guarantee job security but he emphasized that his outlook was positive. "I don't want to give you the feeling that while I'm saying one thing I'm actually worried stiff. I think we've reached the lowest ebb in order intake."

Production was now about 100 engines a week, compared with 200 earlier in the year, but the low volume of work could be accommodated without layoffs because not all the production lines were fully manned.

CAUGHT IN THE SQUEEZE

Slump claims another victim — and there's worse to come

By INGRID STEWART



SICAZO NYOKO
Seven children

SICAZO NYOKA believed he would soon have a house in town where he could live with his wife and seven children.

His job, he thought, was secure after working for the same company, doing the same job, for 13 years.

But on Wednesday he was retrenched.

The recession had claimed another victim.

His wife, seven children and an elderly mother survive on the R60 a month he has sent them. They live on a farm near Begville.

"What am I doing to do now?" he asks.

For 13 years he has been living in a Dalton hostel, sharing a room with 21 other men.

Last year Mr Nyoka was given urban rights under Section 10 of the Urban Areas Act because of his long service with the same employer. Now he could live with his family permanently instead of seeing them three times a year over weekends.

"I put my name on housing waiting list and I knew it would not be long before they could all come and be with me. But without a job, there is no hope at all," he said.

Mr Nyoka is just one of many in the unemployment queue as registered white, coloured and Indian unemployed alone increased by 200 between June and July.

road for small businesses.

"The small business is caught in the cash squeeze," said Michael

THE recession is taking its toll on the hotel trade. Latest victim is the Rydall Mount Hotel, which closes this week after more than 30 years.

Company Secretary John Taylor said: "The type of holidaymaker that we catered for can no longer afford a two-week family holiday. And people who can no longer afford a three-star holiday and so drop to a lower grade hotel still want three-star treatment. And that costs three-star money."

Other hotels are keeping afloat by offering special packages to attract the customers:: special weekend rates and discounts for the aged.

Said Fedhasa's Ernest Uken: "Whatever hits the housewife, hits the hotelier harder."

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IN THE SQUEEZE

Slump claims another victim — and there's worse to come

By INGRID STEWART

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Mr Nyoka is just one of many in the unemployment queue as the recession takes its toll.

Durban employment agencies report an increase in the number of job applicants who have lost their jobs.

A spokesman for one said there was a decrease in the number of vacancies for the less skilled and it was the unskilled and semi-skilled of all races who were being retrenched.

The Department of Manpower in Durban reported the number of registered white, coloured and Indian unemployed alone increased by 200 between June and July.

"It's not too bad yet," a spokesman said, "but we know that in the next month or two its going to become a lot worse."

Economists have conservatively estimated that the number of unemployed and underemployed blacks throughout the country must now exceed 1 500 000.

Most large companies are expected to weather the economic storm. But the recession could mean the end of the road for small businesses.

"The small business is caught in the cash squeeze," said Michael Smuts of the Small Business Advisory Bureau.

"Debtors are taking longer to pay, creditors are only prepared to give goods on shorter terms and the banks are reluctant to lend any more money."

The Central Statistical Services office says the number of civil summonses for debt issued between April and June increased from 57 530 to 74 136. Summonses on companies rose from 5 621 to 7 261.



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Jobless queues lengthen as recession bites

Star 13/9/82

Labour Staff

Employers in the metal and motor industries are battling the spectres of retrenchment and unemployment.

The recession has meant that thousands of workers have been laid off with little prospect of finding new jobs.

Another blow to workers has come with a new ruling by the West Rand Administration Board that contract workers from the homelands will not be permitted to take on any new employment if they leave or lose their jobs.

This directive from the office of the Chief Commissioner of the Witwatersrand means such workers will have to return to the homelands, which are already hard hit by unemployment.

Surveys have shown this year that the availability of jobs is also declining. Employers have turned to short-time, bans on overtime and shorter work-weeks to combat retenchment.

The metal industry countrywide — but largely in the Transvaal — has seen hundreds of retrenchments this year.

The head of the Steel, Engineering Industries Federation of South Africa, Mr Sam van Coller, said today that employers were trying to reduce retrenchments.

Mr van Coller said cut-backs by the South African Transport Services, the Post Office and the gold mining industry had meant less work for the metal service industries.

Most of the metal services, from foundries to heavy and light industry had been affected, he said.

The automotive industrp in the Pretoria area and the Eastern Cape sas been lit, with Ford, Sigma nad Volkswagen laying off more than 1 000 workerse this year. The motor components industry

To Page 3, Col 1

Queues of jobless are likely to lengthen

from page 1

has also beenaffected by the cuts in the automotive assembly industry.

Many assembly plants have had to resort to four-day weeks and no overtime. Employers have, however, promised retrenched workers jobs when they become available.

Semi-skilled and unskilled workers are hardest hit by the lay-offs as employers and trade unions try to adhere to a policy of "last-in, first out."

For the first time white workers are being laid off and white collar, office staff are finding their jobs in danger.

The number of jobs available in mining, manufacturing and engineering has dropped sharply.

In mining statistics show a drop of about 1 000 workers since March this year.

The decrease in jobs has also been reflected in newspaper advertisements for labour.

Goodyear pay error

14/9/87

Post

Post Reporter

THE Goodyear Tyre and Rubber company has appealed to about 40 workers who were retrenched recently to return to the factory in Uitenhage to collect a R15 attendance bonus owed to them.

The area secretary of the National Automobile and Allied Workers Union, Mr M Sam, said today he had met Goodyear representatives on Friday after it was realised some of the retrenched workers had not received their full attendance allowances.

Mr Mike Selley, director of public affairs at Goodyear, said retrenched workers were entitled to collect a R15 attendance bonus.

'Low' jobless estimate

Cape Times 17/9/82 (4)

335

Labour Reporter

THE government's unemployment figures are unrealistically low, according to a study in Bishop Lavis by the Southern Africa Labour Development Research Unit (Saldru).

The report compares figures based on the government's definition of unemployment with those based on a wider one.

Using the wider definition, it found the unemployment rate in Bishop Lavis to be 13,9 percent — 4,4 percent higher than the figure based on the government definition (9,5 percent).

All people falling outside the government definition and not working are classified "not economically active".

According to the Saldru report, excluded from this definition are the "underemployed" who are regarded as fully employed, the chronically unemployed who have not looked for a job in the past month, poverty-stricken children under 15 years unable to find a job and migrant workers unable to accept a job within one week.

Strikes increase rent arrears

Post Reporter E. Post 20/9/82

UNEMPLOYMENT, aggravated by industrial unrest, is affecting the payment of rents in coloured areas, says Port Elizabeth's Director of Housing, Mr M Molyneaux.

In an interview Mr Molyneaux said some families had experienced difficulty in paying their rent in August.

His department would take the "normal action" against defaulters, he said, adding that nobody had been evicted because of arrears directly caused by the recent strikes.

He said figures were favourable in June and July, but the real effect of the strikes on breadwinners could be seen in August when there were more rent defaulters.

"We in the Housing Department are monitoring the position closely," he said.

The Chief Director of the East Cape Administration Board, Mr Louis Koch, today said the strikes had had no noticeable effect on rent arrears in the black townships.

Mercury 21/9/82

Workers retrenched

335 1916

Labour Reporter

THE downturn in South Africa's economy has hit major rubber manufacturer, Sarmcol, forcing it to retrench 260 employees.

In a statement released yesterday, Mr A W F Bird, Sarmcol's managing director, said the company had 'regrettably' laid off 200 weekly and monthly paid staff at its Howick plant and a further 60 at other branches because of 'a lower production demand'.

Sarmcol had attempted to avoid retrenchment by introducing a four-day week and shift pattern changes, but the hoped for 'upturn in trading' had not materialised, he said.

Mr Bird said: 'When the economic recovery occurs, priority will be given to employees with prior service in any recruitment that takes place.'

City builders face jobs blow

ARGUS 22/9/82 335

MANY MEN ALREADY LAID OFF

Labour Reporter

THOUSANDS of workers in the construction industry will lose their jobs because of reduced Government spending on sub-economic housing.

The three major mass housing firms in Cape Town — Ilco Homes, Besterecta and Model Development — have already laid off workers.

With the Mitchell's Plain contracts coming to an end, hundreds more will be retrenched at the end of the year.

Mr J Demmers, managing director of Ilco Homes, a Durban-based company, said 1 500 workers had been laid off in Cape Town in the past eight months.

A spokesman for the company said many of the remaining 500 workers would lose their jobs when the Mitchell's Plain contract expired at the end of December.

"Contracts are very tight at the moment. We are carrying on working but on a much smaller scale," said the spokesman.

He could not specify the numbers that would be retrenched, but confirmed there would be a "gradual reduction" of staff between now and the end of the year.

Besterecta, another firm working on a Government contract in Mitchell's Plain and New Crossroads, has retrenched at least 200 people in the last month.

It is likely that hundreds more could be out of work at the end of the year when the Mitchell's Plain contract comes to an end.

Dr J Evenwal, a director of the firm, said, when commenting on the retrenchment of the 200 workers three weeks ago, that the situation was "serious".

AFFECTED

The building industry was being severely affected by the recession and a "terrible number" of people would soon be without work if there was no improvement, he said.

Model Development has laid off about 2 000 people over the past year from the Mitchell's Plain operations alone, according to a source in the housing industry.

Model Development was recently taken over by Murray and Roberts in an attempt to "keep it on its feet".

NORMAL

However, in spite of the bleak outlook for workers in the mass housing firms, the president of the Master Builders' Association, Mr M E Puttergill, said the situation in the building industry generally was not as bad as it initially appeared.

"The situation in the building industry in terms of employment is normal.

"When contracts come to an end it is natural that workers are laid off. It is important to look at the overall situation in the building industry," he said.

In fact, there had been an increase in employment in the building industry since last year, said Mr Puttergill.

fare situation in South Africa.

Fire kills man, leaves 400 jobless

Star 23/9/82

Own Correspondent

More than 400 employees of the Ga-Rankuwa Itireleng Institute for the Blind have been laid off work because of a fire yesterday.

The fire, which started when a grinding machine exploded, destroyed the entire workshop of the institute.

A blind man was killed and six men and a woman were taken to the nearby Ga-Rankuwa hospital with injuries. The men were treated and discharged but the woman is said to be badly burned and is still in hospital.

Mr J de Wald Pretorius, manager of the institute, told the employees yesterday they would not lose their pay. He said he would notify them to return as soon as the institute had been rebuilt.

Mr de Wald Pretorius has appealed to the workers to help rebuild the workshop.

CAPE TIMES 24/9/82

Union attacks Barlow Rand press statement

Own Correspondent

JOHANNESBURG — Fosatu's National Union of Textile Workers yesterday sent a telex to the Barlow Rand group rejecting a press statement in which Barlow Rand gave its account of the dispute at its Uitenhage subsidiary Veldspun

The telex addressed to the Barlow industrial relations director, Mr Reinald Hofmeyr, and released to the press, attacks the statement and adds:"If we are in any way misreading your intentions, please clarify. If not, shame on you"

The telex, sent by the union's acting general secretary, Mr John Copelyn, accused Barlow Rand of allowing Veldspun to "supress workers", pay wages "far below the poverty line", "unilaterally" retrench workers and of closing all doors to arbitration of the dispute.

Mr Hofmeyr said yesterday that he had replied to the union acknowledging the message and adding he would "be in touch" with NUTW on its contents

Earlier this week, Barlow Rand issued a press statement reacting to union and student criticisms of its role in the dispute in which more than 1 000 workers downed tools in protest at retrenchments at Veldspun and were dismissed.

It said a company survey had found that nine out of 12 Uitenhage and Port Elizabeth textile firms paid lower wages than Veldspun

It also charged that the union had agreed to the retrenchments that had led to the dispute, but had then endorsed a strike by its members in protest against them

Barlow Rand also said NUTW's recognition agreement with the company emphasized that the union would not represent striking workers and that strikers would be instantly dismissed. It said the union had broken the agreement.

In the telex, Mr Copelyn said Barlow Rand "cannot have it both ways".

"If you allow your subsidiaries to supress workers with vigour and disregard for human consequences, you cannot proclaim you are uplifting the quality of life of workers

"If you unilaterally retrench workers in conflict with your proclaimed policies, you cannot rescue yourself by trying to suggest that the union which challenges its unfairness has 'agreed' to it.

"If you allow your subsidiaries to close all doors that would have allowed the original dispute to be referred to arbitration, you cannot honestly be heard to say our members have breached the agreement."

Mr Copelyn said NUTW was "still, after six weeks, awaiting your reply to what solution you see to the dispute. It appears from your press statement that your 'solution' is that the workers concerned should suffer in silence".

● A line-up of women at work.

Economic downturn hits women job seekers hard

CAPE Times 26/8/82 333

ARE WOMEN job seekers being hit harder than men, now that the economic downturn has made jobs harder to get?

Most emphatically YES, says Lynette Marsh, regional manager of the largest personnel agency in the country. Though not, she insists, as a result of discrimination.

"Men have skills and experience that women don't have. And women are being affected right across the board. Only credit controllers and sales personnel are much in demand."

The trend became noticeable as early as April, she said. "The physical volume of job vacancies decreased sharply in July and is still decreasing."

More equivocal is market research officer Erica Ackermann, who has been keeping tabs on job advertisements in a Johannesburg newspaper.

Her research indicates that there are now fewer jobs available than this time last year and the situation isn't likely to improve.

The categories of job seeker most in demand are people with specialised skills — either the very highly skilled, working in traditionally "male" fields like engineering, or low-level skills in the computer field that few South African women have acquired.

But she pointed out that the ad columns weren't valid as a means of comparison between the sexes. Most men got jobs via the network, by word of mouth, and job advertisements are usually for female staff.

Mr Neville Mackay, managing director of a personnel group of companies, on the other hand, believes all work seekers are being affected equally.

Hardest hit

"There's been a general drop in demand for staff as companies close their ranks. Though I don't feel there's any great scarcity of jobs in Johannesburg or on the Reef. Round the coast people are finding it much harder."

Hardest hit so far, he said, were general clerks and receptionists.

He added that female temporary staff would be in greater demand as firms started retrenching and work overloads increased.

But, from what all three had to say, it is clear that in the more common female job categories — secretaries, bookkeepers, clerks, typists and switchboard operators — the demand is for skilled employees and specialists, particularly those with experience of working office machines.

Gone are the days when secretaries could get by with 35 words a minute typing and 70 words a minute shorthand.

And the comfortable old platitude trotted out by mothers to daughters — "if you knew typing you'd never starve" — no longer holds true.

Secretaries have to specialise, either as executive, legal, medical or statistical secretaries, and they have to know how to operate office machinery like dictaphones and word processors.

And it isn't enough to be a mere copy typist. Nowadays you have to be a word processor at the very least — of which there is apparently a hopeless shortage.

Your chances will also be enhanced if you become a typist/clerk, able to do figure typing and prepare wage and salary sheets.

In fact, if you want to be sure of employment, it's better to branch into computers.

Says Erica Ackermann: "I would really advise that instead of becoming typists, people obtain skills in the computer field . . . as data capturers or magtab operators, for instance.

"South Africa has a real need for skills like these."

She believes South African women have been extremely tardy in realising the crucial role computers will play in the future.

Her research has also shown an overwhelming demand for specialised clerks — claim and pensions clerks, foreign exchange clerks and tellers and conveyancing clerks.

Cape Times. 24/9/82.

'Confusion' on unemployment

335

Industrial Reporter

IN SPITE OF appearances to the contrary, unskilled labour remained a scarce resource in South Africa, Professor Brian Kantor, economics professor at the University of Cape Town, told businessmen in the City yesterday.

Addressing a recently-formed business promotion and communication organization, The Club, he said he believed there had been much confusion about the apparent black unemployment problem. What was regarded as unemployment would be better understood as relatively low rates of participation by rural blacks, and especially black women in modern sector employment.

"Unemployment in the usual sense of the word can be cured by a reduction in real wages that would encourage firms to employ more labour in a more labour-intensive process of production."

Increasing the rates of participation in the labour force required higher real wages to encourage an increased supply of labour and the abandonment of traditional sources of income and utility.

"When we talk loosely about unemployment, we are referring to a problem of poverty rather than of unemployment. Wages and opportunities in the modern sector have not been attractive enough to encourage more blacks to give up links permanently to the traditional tribal economy."

Restrictions on black migration to the cities were the most obvious and serious inhibition to black economic progress and economic development generally in South Africa, Professor Kantor said.

The pressure on employers in the Republic, and particularly foreign-owned companies, to be good employers in the sense of paying relatively high wages, was "positively harmful to the interests of the poor if these minimum wages exceed market-determined minima".

Dispute to be taken to Fosatu

ARGUS 7-7/9/82

335

Argus Bureau

PORT ELIZABETH — A trade union representing workers dismissed after a walkout at Veldspun International Textiles is to take up the dispute at national level with its parent group, the Federation of South African Trade Unions.

The acting general secretary of the National Union of Textile Workers, Mr J Copelyn, said from Durban today that this step, the first of its kind by the union, followed a meeting on Friday with Veldspun representatives at which no progress had been made.

The meeting — one of several — followed a dispute at the company's Uitenhage plant two months ago.

BOOKLET

The dispute was highlighted last week when an industrial group was mentioned in a booklet produced by a group of University of the Witwatersrand students, the economic research committee.

The booklet said: "A company in the Barlow stable pays starvation wages, refuses to have meaningful negotiations with a majority union, and is practising massive retrenchments, mostly of union members."

About 60 Veldspun workers were allegedly fired for refusing to do the work of retrenched colleagues. About 1 500 workers struck in support and were said to have terminated their services, but those who returned were taken back until 800 were left.

MISLEADING

A Barlow Rand spokesman said this week that claims by student and union critics were biased and misleading.

An attack on Mr A M Rosholt, the group's executive chairman and chancellor of Wits, was "in very poor taste" and a "slur on his integrity."

The union has told Barlow Rand in a letter that if it allowed its subsidaries "to suppress workers with the vigour, recklessness and disregard for human consequences as in Uitenhage, you cannot proclaim you are uplifting the quality of life of workers."

Mr Copelyn said the union's prime concern at Friday's meeting had been the position of the sacked workers.

EARNINGS

He said a wage issue had led to the sacking. The 60 workers had refused to do the work of retrenched staff because they would lose substantial earnings. The company had made it clear it did not accept earlier proposals, and would consider new ones.

Mr Copelyn would not speculate on what course of action Fosatu might decide on.

A spokesman for the Romatex Group, which owns Veldspun, confirmed that no progress had been made in resolving the dispute, but said the door was open for further talks.

He said attitudes in the group had hardened because of "inaccurate allegations" by the students and the union.

Veldspun was working with a full labour complement for current needs, comprising workers who had been loyal, and replacements.

The union was the one with the problem, as hundreds of its members had lost their jobs, he said.

400 CDA workers go on 4-day week

D. Dispatch 28/9/82

735 197

EAST LONDON — Four hundred assembly-line workers started a four-day working week at Mercedes Benz's truck assembly plant here yesterday.

A spokesman for Car Distributors Assembly (CDA) said the shorter working week was because of "economic circumstances".

"We have found it necessary to curtail production," the spokesman said. "Instead of retrenching staff we have decided to introduce a four-day week in certain truck plants.

"The truck assembly operation will be closed every Monday from today until further notice," he said yesterday.

The spokesman said the decision to work a shorter week had come after discussions with shop-stewards from the National Automobile and Allied Workers' Union (Naawu).

Wherever possible, employees laid off on Mondays would do cleaning work or other work on Saturday, so they could receive a full week's pay.

All other plants would operate as normal, the spokesman added.

Naawu's East London organiser, Mr Juda Fazzie, was not available for comment. — DDR

RDM 23/9/82

400 workers go on to short week

EAST LONDON — Four hundred workers started a four-day week at the Mercedes Benz truck assembly plant in East London yesterday.

A spokesman for Car Distributors' Assembly blamed "economic circumstances" for the shorter week.

"We have found it necessary to curtail production," he said. "Instead of retrenching staff we have decided to introduce a four-day week in certain truck plants.

"The truck assembly operation will be closed every Monday until further notice."

He said the decision was made after discussions with shop-stewards from the National Automobile and Allied Workers' Union.

The East London organiser for Naawu, Mr Juda Fazzie, was unavailable for comment. — Sapa.

Anglo may have to close Indumeni

By STEVE ELLIS

INDUMENI, Anglo American's Dundee coking coal producer, may be forced to close down soon.

The company has announced that Iscor wants to enter discussions with a view to closing the mine sooner than previously expected, which was in the second quarter of 1984.

"The company has been advised by Iscor that, in view of the current economic recession in SA and in steel importing countries worldwide, Iscor is taking steps to reduce its output of iron and steel by a substantial amount."

Indumeni has agreed to talk and a further announcement will be made if agreement is reached.

In the company's latest annual report, it was said that a detailed examination would be made of the feasibility of exploiting high sulphur anthracite and lean coal reserves after the Iscor coking supply deal lapsed.

The directors said then that there were "significant difficulties" in marketing the lower grade coal — on both the local and export markets.

Since the issue of the report, Indumeni was granted an export allocation of 300 000 tons of bituminous and/or anthracite coal a year for 30 years. It was also granted provisional permission to export a further 150 000 tons of coal a year which was unsaleable on the local market.

Today, shareholders are warned that both the domestic and export markets for anthracite and lean coal have deteriorated further since an export allocation feasibility study was completed.

"In addition, it has become evident that, even if it should prove possible to identify a viable mining operation producing high sulphur anthracite or lean coal for export, the phase four export programme ... is not expected to commence before the late-1980s."

Indumeni's directors said that it would not be possible to maintain continuity of operations after Iscor pulled out and that a decision would be made soon whether to:

- Effect final closure of the mine, or
- Place the colliery on a care and maintenance basis pending the possible exploitation of the export allocation in the late 1980s.

In the 15 months to March, the Natal coal miner posted taxed profits of R920 000 — on an annual basis, 13,4% ahead of the previous year's bottom-line profit of R649 000.

Dividends over the extended trading period totalled 60c a share compared with 43c the previous 12 months.

Cutbacks in working hours normal — MD

D. Dispatch 29/9/82

335

EAST LONDON — Periodic cutbacks in working hours at factories was fairly normal throughout the country, the managing director of Berkshire Industries here, Mr Mike Strong, said yesterday.

Commenting on his factory's irregular short-time programme to balance output with demand, Mr Strong said most companies were working a certain amount of short-time on a sectional basis.

"We implement short-time as and when necessary, primarily to ensure our inventory balances with demand. We hope this should counter the present situation.

"You will probably find this is much par for the course around the country," Mr Strong said.

Another local factory, the Schrader tyre valve company, has also worked on a short-time basis.

However, the works director of the company, Mr Terry Lockyer, said the cutback was because of alterations to the factory's electric system.

He said the factory was now back on full-time.

Other major East London factories — Car Distributors Assembly, Tek Corporation and Johnson and Johnson, have previously announced short-time programmes. — DDR.

No cash relief for jobless metal workers

By STEVEN FRIEDMAN
Labour Correspondent

SKILLED and semi-skilled metal workers who are out of work because of the state of the economy have found they cannot claim unemployment money from the metal industries — because of an agreement made some years ago between their unions and employers.

The agreement, which could prompt a white and coloured worker backlash as unemployment mounts, means money paid into the giant metal industries' provident fund by workers can only be paid out when they die or retire — not, as in some industries, when they lose their jobs.

And yesterday four metal workers who have lost their jobs claimed their families were "starving" because they could not find jobs or claim money from the fund.

They claimed they were not consulted by their union, the SA Boilermakers' Society, when the agreement was made and compared their position to that of furniture workers who, they said, were getting unemployment pay from their union. They said "hundreds" of workers were in the same position.

But a union spokesman said the men "have their facts wrong".

In several industries unions and employers have set up funds which enable workers to claim money when they are unemployed.

But as a result of requests by established unions, the Metal Industries' Life and Provident Fund, to which workers in higher job categories belong, does not allow workers to withdraw contributions until they retire or die.

The same provision also applied to the Metal Industries Group Pension Fund, which applies to workers in the lower categories.

But in the wake of last year's pensions unrest employers agreed to allow workers, who have left the industry for six months, to claim their money.

If these workers lose their jobs, they can claim from the Unemployment Insurance Fund for the first six months.

But workers in the top job grades cannot withdraw their money because of established union requests that the money be "frozen" until retirement.

Yesterday the four men, who asked not to be named, said they lost their jobs a few months ago and could not find new ones despite asking at factories almost daily. Three are welders and one is a machine operator.

They said the union had been unable to find them jobs and, concerning unemployment relief, had told them "that we can only get our money when we die or turn 65."

One man said he did not qualify for UIF benefits because he had earned more than R1 000 a month, two said they had had difficulty claiming from the UIF and the fourth had not applied.

They said they had between five and 17 years' experience in the industry.

A spokesman for the Boilermakers Society said yesterday the men had "got the wrong end of the stick".

He said the union had little trouble placing retrenched members in jobs and denied there were "hundreds" of workers who could not find work. "There is no need for members to starve — the union can find them jobs," he said.

Razor accused tells of mystery killer

Court Reporter

A MIDDLE-AGED welder accused of cutting the throat of his 28-year-old mistress with a razor blade told a Supreme Court judge yesterday the murder had been committed by another unidentified man.

Mr William Joseph Clulow, 56, of 603 Flemming Hall, Koch Street, Joubert Park, told Mr Justice K van Dijkhorst in the Rand Supreme Court Mrs Elizabeth Ann Perry had been murdered while he was in the toilet.

Mr Clulow pleaded not guilty to the murder charge.

He said he and Mrs Perry had begun living together last December — a week after he met her.

"I was very fond of her. I don't know whether she was in love with me. She cared for me and looked after me. We had no cause for jealousy."

On May 8, Mr Clulow, Mrs Perry and some other men had been drinking in a neighbouring block of flats. He returned to his own flat, followed by Mrs Perry, where they both lay on the bed, fully dressed.

Mr Clulow said he went to the toilet and returned about 10 minutes later. Someone hit him over the head as he entered the room.

He went down on all fours. When he looked up he saw Mrs Perry's naked body on the floor with blood gushing from her throat, he said. He tried to stop the bleeding, but went to get help when he did not succeed.

Mr Herbert Browne testified that he found Mr Clulow and Mrs Perry on the floor of their flat. Mr Clulow had one leg over her body.

He presumed they were having intercourse but, as he turned to leave, he saw blood on Mrs Perry's head. Mr Browne said he grabbed an ashtray and hit Mr Clulow over the head. Judgment will be given today.

Road deaths soar in the Peninsula

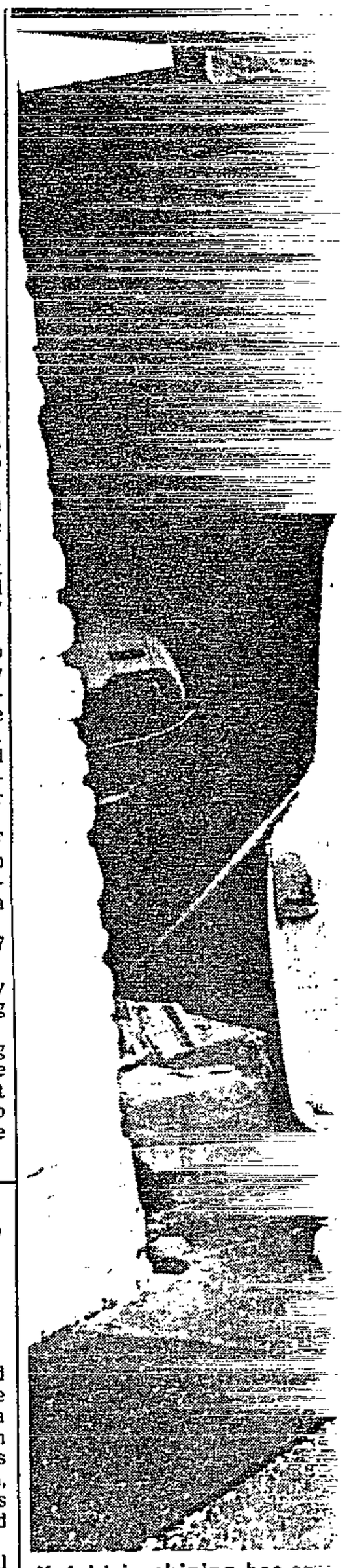
CAPE TOWN. — The road traffic death toll in the Cape Peninsula rose by a startling 160% between 1980 and 1981, the Cape's Medical Officer of Health, Dr R J Coogan, said in his annual report released yesterday.

The number of accidental deaths rose from 323 in 1980 to 636 in 1981, and this rise was largely because of the increase in road traffic deaths — 365 in 1981 compared to 140 in 1980.

Railway accidents claimed the lives of 62 people in 1981 compared to 46 in 1980.

More people died of poisoning (10), burns (32), drowning (38) and falls (74) than the previous year. The only decrease in accident deaths were those from electrocution and asphyxia.

There were 43 suicides in Cape Town in 1981 compared to 49 in 1980. — Sapa.



Knight in shining bee-ar... whose car was invaded ye...

More tha...

Mail Reporter

A JOHANNESBURG woman h... in her bonnet yesterday — in fa... were about 8 000 bees, not only bonnet of her car, but in the h...

"The bees were constantly ... and out through the open window car and it looked as though the making a hive," a distressed Mrs Morwood of Bellevue said yes...

Mrs Morwood said when she

200 laid off by motor firm

PORT ELIZABETH — About 200 workers were laid off yesterday by General Motors, due to deteriorating economic circumstances. Mr Rod Ironside, assistant managing director of GM, said in a short statement there had to be "some adjustment in the workforce in line with economic conditions."

He said about 200 workers would be involved in this "adjustment" and that this would be effective from yesterday.

"This act is regrettably necessary but unavoidable after we have had to adjust the work hours and shifts to the maximum extent possible within the context of operating a motor plant," Mr Ironside said.

Officials of the National Automobile and Allied Workers' Union (Naawu) could not be contacted for comment.

Naawu has been involved in a lengthy wage dispute with GM, Ford and Volkswagen since July. — SAPA.

Naawu backs move to work four-day week

EAST LONDON — The National Automobile and Allied Workers' Union (Naawu) supported the decision by Car Distributors Assembly (CDA) here to put 400 workers onto a four day working week

This was confirmed yesterday by the Naawu organiser in East London Mr Juda Fazzie.

Mr Fazzie said the union's shop stewards met with CDA management about a week before the decision was made. The management had declared its intention to retrench the 400 workers at the meeting.

"Fortunately, in our house agreement with the management we have a proviso that before management retrench workers the option of short-time be tried and it was agreed to put the 400 workers onto a four day working week." Mr Fazzie said.

Mr Fazzie said Naawu and the CDA management had agreed on a formula whereby workers on the short-time programme would be paid their full wages for the four days plus an additional rate calculated according to the employee's length of service with the company.

He said the union was still working towards improving conditions for workers at the factory. — DDR

Star 6/10/82

200 retrenched; union hits GM

335

By Tony Davis,
Labour Reporter

The General Motors plant in Port Elizabeth yesterday retrenched more than 200 workers.

The move was slammed by the National Automobile and Allied Workers' Union which said today that the lay-offs were unacceptable.

A GM spokesman said the retrenchments were made because of general economic conditions in the industry.

"This act is regrettably necessary after we have had to adjust work hours and shifts to the maximum extent possible," the spokesman said.

He would not comment, however, on whether the retrenchments were negotiated with trade unions at the plant.

Senior Naawu official, Mr Les Kettledas, said 230 production workers were affected and the union had negotiated with GM not to take on any new labour before considering these workers.

"We have called on GM to continue implementing short-time and will ask for a longer shut-down at the end of the year," Mr Kettledas said.

"Retrenchments are unacceptable as careful forward planning can avoid this."

Naawu was still trying to negotiate a retrenchment policy with GM, he said.

● Ford recently laid off 500 workers and Volkswagen has also laid off more than 300 workers this year.

Claims are not true — union leader

By STEVEN FRIEDMAN
Labour Correspondent

THE general secretary of the SA Boilermakers Society, Mr Ike van der Watt, yesterday rejected claims that his union had agreed to the rules of the giant metal industries provident fund without consulting its members.

He also rejected claims that there was widespread dissatisfaction with the rules among union members.

He was reacting to claims from a group of unemployed members of his union — the biggest in the country — who have found that the fund's rules only allow them to withdraw money when they retire or die and not when they are jobless.

They said they were not consulted about these rules, which were supported by all established metal unions, and that they had no money to support their families. They also claimed that the union had been unable to find them jobs.

Mr Van der Watt said yesterday the fund's rules had been discussed at numerous branch meetings of the union. He said the workers who criticised the union's decision on this issue had not attended any of these meetings.

"We have 54 000 members and we obviously can't consult each one on every issue. But branch meetings provide every member with a chance to make his voice heard in the union and the provident fund has been discussed at the meetings.

"We encourage members to attend their branch meetings, but if they don't bother, they will obviously lose their chance to influence union policy.

His union had not experienced widespread dissatisfaction from members with the provident fund. "Obviously in a union this size you can't please everyone, but the vast majority of our members appear to be happy with the rules."

On claims that the union could not find workers jobs, he said that, despite the growing recession in the metal industries, the union was still able to place most of its members in the upper categories in jobs.

He also queried the men's claims that they had had problems claiming Unemployment Insurance.

"If they qualify and have really been laid off and have not resigned, they should have no problem," he said.

ill show irs soon

sources believe contenders are the ...oderator the Rev ...gieter, the Moder ...Western Cape and Die Kerkbode, the ...J Moller, the actu... ...e NGK's general Dirk Fourie and ...y of Pretoria theo- ...rofessor Johan

...is is the only one ...even moderately

...o Smith, the en- Afrikaner theolo- this year quit his ...llenbosch as dean ...'s biggest semi- ...come a dominee in township, Pretor- ...week: "The com-



...ction of the ...de Meyer, ...y de Long.

ing synod is a make-or-break one for the church."

The last general synod was four years ago. This is the first since the Ottawa decision, the threat of the three black daughter churches to break away, and the dramatic changes in Afrikaner politics this year.

The synod also plans to discuss the thorny issues of mixed marriages and separate development.

"The NGK has definitely been affected by the split in Afrikaner politics, and it is no longer so easy for it simply to take a definite stand behind the National Party," said Dr Smith.

Dr Smith, one of the 123 theologians who signed the controversial letter condemning apartheid, warned that the influence of the church would be eroded seriously if it failed to take definite decisions on certain burning issues.

One of the most important is the NGK's future relationships with its three black daughter churches.

Many members of these churches — the coloured 678 000 member NG Sendingkerk in SA; the 1,1-million member black NG Kerk in Afrika and the 2 000 strong Indian Reformed Church in Africa — want to unify and have called on the mother church to join them.

"The problem is that the NGK has a policy of separate churches for separate groups and it is impossible to think they'll want to unify," said Dr Smith.

A church merger would also force the white NGK to recognise the ordination of daughter church ministers, leaving the way open for mixed worship and black ministers being called to white congregations.

The NGK synod has already decided that their services may be open to all "provided that practical arrangements are undertaken", but the recent refusal of the Pretoria Universiteitsoord congregation to hold regular mixed services indicates that the autonomous congregations are unwilling to accept the decision.

Another problem to be faced by the synod is whether the NGK should retain its links with the WARC.

Prof Heyns believes it should.

"The immediate reaction to our suspension has been emotional, but I hope it will lead to a re-evaluation of our policies," he said.

"Quite a lot of the criticisms raised at Ottawa were biblically valid and we should take note of them.

"But we must try to convince our members that staying in the WARC is not following a policy of racial integration."

SAA pilots told to quit

By CHRISTINA PRETORIUS

AN ECONOMY drive by South African Airways has resulted in early retirement for at least six pilots

They are all over 50, but stand to lose up to 20% of their pensions because the usual age of retirement for SAA pilots is 58.

Their notice periods, of three months each began on October 1

Pilots interviewed this week said SAA had not given reasons for retiring them prematurely

"We haven't any idea what yardstick they are using Ill-health or incompetence can't have anything to do with it," said one.

SAA has refused to explain why only six pilots over the age of 50 had been singled out for early retirement.

"The moment a pilot turns 50 he immediately becomes eligible for three months' notice of retirement. This can be given by him or by us," said Mr J C van Rooyen, the SAA public relations officer.

"South African Transport Services has been cutting back because of the recession. The pilots are being retired as part of this. It is possible that some will lose part of their pension money because they are retiring earlier than usual," he said

As part of the cut-back, SAA has also cut staff expense accounts by 10%.

On the claim that some of the six could lose as much as 20% of their pensions, one pilot said "None of us was prepared for retirement and we certainly cannot afford to lose a fifth of our pensions. There should be some kind of compensation."

The pilots — all senior flying staff — claim that SAA cannot really afford to lose their experience.

"In two years' time, when the economy is on the upturn, they are going to need us. It will cost SAA a fortune to train younger pilots to our level of competence."

, say builders

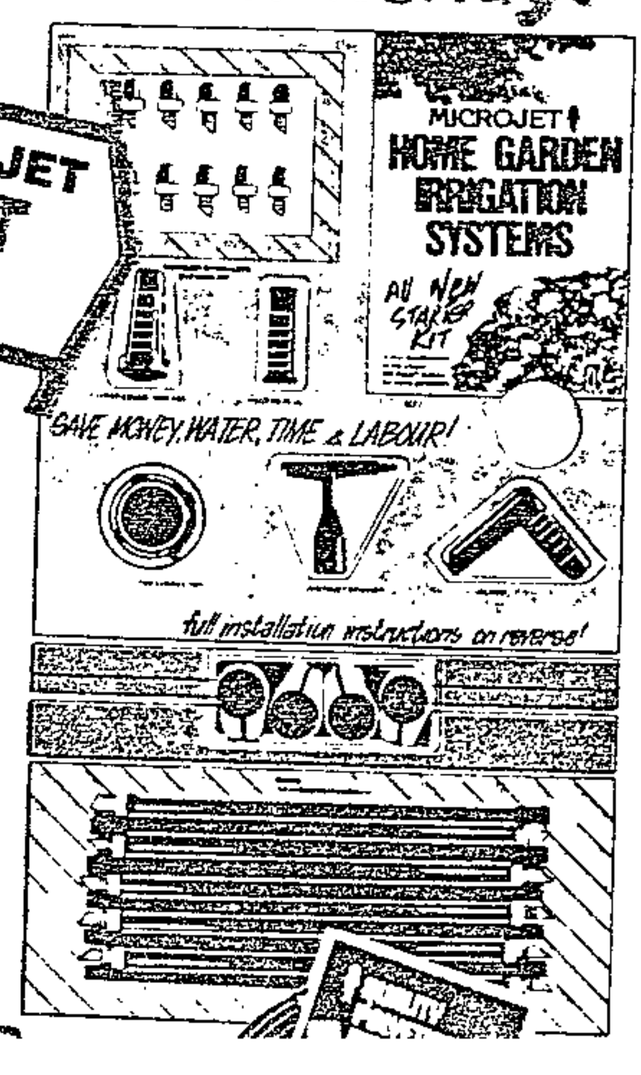
Biko Avenue or Mandela Close if I could afford it," said Left-wing chairman of the local authority's public works committee, Mr Derreck Allison.

"The council is concerned about civil rights and wants to be associated with people fighting for them wherever they are."

But a saleswoman on the estate said: "I haven't found anyone who has heard any of these names. People coming to look at the houses are already asking

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the all-in-one-pack to start your own watering system

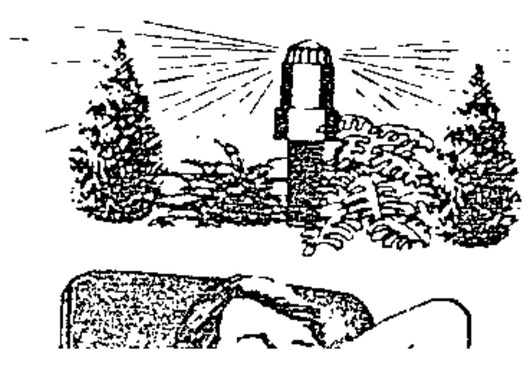


The kit includes:

360° MICROJET sprinklers
Tap Connector
End Plug
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Hose clamps
Risers (for underground installation)
Easy step by step installation instructions

The MICROJET system provides correct water coverage — you save water, money, time & labour and just watch your garden grow.

A single MICROJET can cover an area of up to 38 sq. metres (7 metre dia. circle) depending on water pressure



FACE OF WEST RAND SET TO CHANGE DRAMATICALLY

Third of workers in gold mining will lose their jobs

NEARLY a third of the people employed in the gold mining industry on the West Rand will lose their jobs by the turn of the century — only 18 years away.

And in 40 years' time only five of the West Rand's 11 gold mines will still be operating.

Experts predict that 50 000 of the 137 000 people now employed in the mining industry in the region will lose their jobs by the year 2000. By then the area will be mined out and the mines closed.

Many of those who earn their living in mining are likely to be employed in industries which will spring up in the wake of the decline of the mines.

At a 'Strategy for the Future' conference in Carletonville this week, mining experts explained how West Rand towns would have to provide alternatives to gold mining if they are to survive into the next century.

The warning was levelled mainly at Carletonville, Westonaria and Fochville — although all towns on the West Rand will be affected to some extent by the decline in the mining industry.

"Any decrease in mining activities will detrimentally affect all economic activities in the area unless an alternative economic base can be devised," said Mr John Rosmarin, engineer and member of the Transvaal Township Committee. "When the mines start closing down, it is probable that this will coincide with the replacement of the mining village by large scale industrial development."

Professor Fritz Potgieter, director of the Institute for Regional Planning at Potchefstroom University, said the aim was not to plan for growth in the area but to maintain economic activity when mining shrinks.

Report and pictures by MIKE CADMAN

"Alternative industrial activities must be phased in when mining begins to diminish. In this way the population will be assured of a long-term future for themselves and their children."

He said it was essential for the mining companies to diversify their interests to ensure that they had a role to play in industrial development which would take place in the area.

More than 60% of all jobs offered on the West Rand are related directly to the gold industry, and most of the area is involved directly in the industry.

By the turn of the century, there will be only eight mines in the area. And only five of these will still be operating in the year 2000.

At present, more than 13 000 whites are directly employed by the industry.

The 1990s will see the closure of the Blyvooruitzicht, Western Areas and the ten-terspost mines.

Most of the people employed on the mines by the end of the century will still be migrant workers, said Mr Peter Janisch, general manager of gold operations for Gold Fields South Africa.

"With the total population of South Africa, including the homelands, being projected at 40 to 50-million by 2000, there will be strong pressure for mines to continue to offer employment to rural residents.

"In the year ending June 1982, black gold miners spent R65-million at their places of employment."

The acting town clerk of Westonaria, Mr Jan du Preez, said future industrialisation plans would be aimed at using as many of the black workers shed by the gold industry as possible.

"Their buying power is considerable, but their labour is also invaluable to new industry.

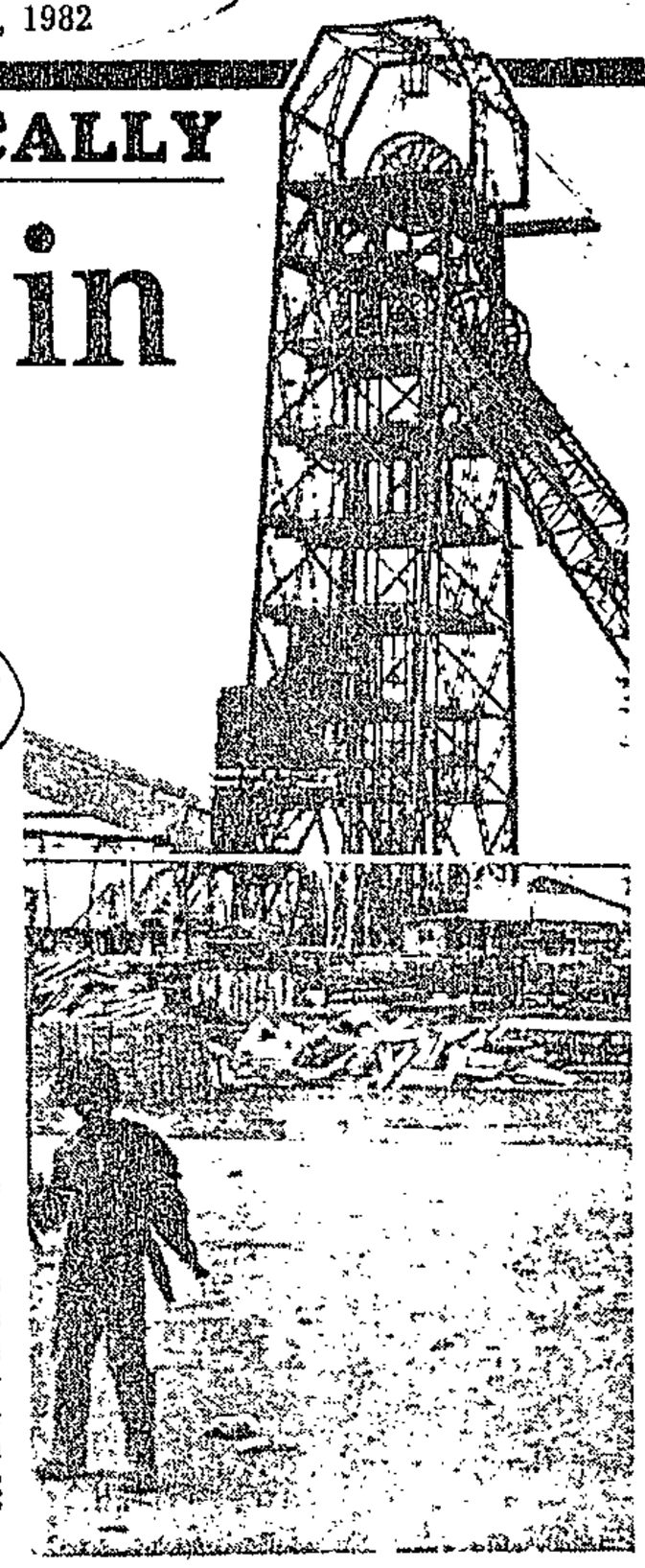
"Provision is also being made for the construction of coloured and Indian housing between Westonaria and Carletonville. Skilled workers in these groups will then be able move in when industry becomes established."

Mr Rosmarin said careful thought should be given to the type of industries introduced to the area and the methods involved in doing this.

"Consideration should be given to the types of industrial uses that should be attracted to the area.

"It is not advisable to try to compete directly with existing industrial areas in the Pretoria/Witwatersrand areas.

"Ideally, the West Wits area could attract certain types of industries which could act as a catalyst for further growth, and also give the area a character which could become a marketing tool for promoting the area," he said.



● The mines on the West Rand employ thousands of workers, but by the year 2000 a third of them could lose their jobs. And in 40 years' time, only five of the present 11 gold mines in the region will still be operating. Experts are already looking into ways to attract industries to provide those people with alternative employment

Fastener trade cuts work force

By Priscilla Whyte

DUE to the present economic climate the R180-million a year fastener industry has had to resort to widespread retrenchment.

Graham Pearson, MD of Pearson Manufacturing and vice-chairman of the South African Fastener Manufacturers Association (Safma) said: "We have reduced our labour force by 25%.

"Personnel have been pensioned off and if anybody leaves or is fired they are not replaced".

Pearson said that if excess manpower is kept the manufacturer could land himself in troubled water.

John Bryant, MD of National Bolts, told Industrial Week: "In the July-August period 10% of the staff at the National Bolts Parys plant were retrenched."

Manufacturers disagree about whether there is over capacity in the fastener industry.

Stewart Place, chairman of Safma said: "I would estimate the overcapacity to be 50% of what the market requires."

But Leon Theron, marketing manager of Industrial Fastener Manufacturers (IMF) said: "We are satisfied with our level of plant utilisation."

Pearson argued: "It is not only overcapacity, but the market is shrinking."

Bryant said imports from the Far East are increasing.

"These countries are enjoying government subsidies for steel and are producing fasteners at crazy costs".

Theron said: "IFM imports two types of fasteners not available here.

"The other items that we import are manufactured by our competitors and they refuse to sell them to use because of their restrictive marketing practices."

Place said another application for import control is being prepared by Safma for the Board of Trade and Industries.

Theron divulged: "We certainly have not made representation and do not intend making representation for import control."

Lay-offs sweep East Rand industry

By Erik Larsen and Sarah Pennell, East Rand Bureau

Retrenchment, an indicator of a slumping economy, is sweeping the East Rand.

During the past few months, more than 1 700 people are known to have been laid off on the East Rand.

Most of these were unskilled workers in the steel industry, although many companies report retrenchments across the board, affecting even senior management.

These statistics do not provide a comprehensive picture of retrenchment in the region.

But the figures, obtained from the Metal and Allied Workers' Union (Mawu) and some big companies which have laid off workers, are symptomatic of a trend. Many smaller businesses too are feeling the pinch.

It is difficult to obtain an overview of retrenchment as employer federations usually do not require such details from their members.

More than 21 East Rand companies are known to have laid off workers within the past three months. Management at these companies have blamed the move on the downturn in the economy.

Retrenchments range from 500 workers at a large Benoni foundry to four employees at a panel-beating company.

Predictions are that redundancy will increase as the economic position worsens.

To protect workers who are being laid off the Metal and Allied Workers' Union (Mawu) has drawn up guidelines on retrenchment.

But these guidelines have not been widely accepted by companies and many workers are finding themselves destitute and without the prospect of re-employment.

Bodies such as Seifsa and the Federated Chamber of Industries also provide affiliated employers with guidelines on retrenchment.

Industry sources believe there is no foreseeable end to the recession and this will mean employers will have to continue to retrench workers or seek other cost-saving measures.

Sigma fired 600 in '82

ABOUT 600 people have been retrenched by the Sigma Motor Corporation in Pretoria since the beginning of the year, the personal director, Mr S S Lemmer, told The SOWETAN.

Mr Lemmer said 500 hourly-paid workers had been dismissed at the beginning of the year because of a "decline in the economy".

Now slump hits job-finding business

335 E.Post 9/10/82

By SALLY KERNOHAN

THE bottom has fallen out of the Port Elizabeth employment market. In an unprecedented slump, local employment consultancies are suffering a drop in business of as much as 25%.

And now, possibly for the first time as South Africa tightens its belt in the current economic recession, consultants are having to tout for business.

At least one consultancy has cut its commission fees by 2% and others told Weekend Post they were definitely "feeling the pinch".

Fee cutting is not the only move that one consultancy has made. Staff working there have agreed to a drop in salary, knowing they are better off where they are in a market where jobs have become critically scarce.

Other consultancies Weekend Post spoke to were in the more fortunate position of not having to cut fees or reduce staff, but all agreed they were facing lean times.

Many companies are not replacing staff as resignations occur. Also, traditionally at this time of the year, the Eastern Cape work force sits tight, waiting for Christmas bonuses — another hard knock for the employment agency businesses.

Mrs Julie Hess, manager of a nationwide employment consultancy, told Weekend Post the drop in business was "25% plus".

"Business is extremely quiet," she said. "Fortunately we have not had to cut fees or cut back on staff yet."

Mrs Hess said many people were unemployed and at the slow rate the economy was growing, unemployment figures were expected to go even higher.

"By the same token, South Africa is in an anomalous position of having both a surplus of labour and shortages of high-level manpower, not to mention shortages in certain categories of skilled labour," she said.

"There is a surplus of unskilled labour and it's sad that in a recession it is the unskilled labour force that really suffers.

"Fortunately, a recession is usually followed by a boom period again, so we shall just have to sit this one out."

Discussing jobs for school-leavers, Mrs Hess said the job scarcity in some senses was not an "ill wind".

"Because jobs will be scarce for matriculants, I predict that many more will go into tertiary education which is the best move they can make.

"Then, when the economy starts its upswing again, they will be in the pound seats, with good qualifications behind them.

"In fact, we shall be advising all school leavers to study further. I can't impress on them enough the importance of higher education, whether it be university or technical, in the employment market," said Mrs Hess.

Her remarks were endorsed by Mrs Maureen Gasson, owner of Port Elizabeth's oldest employment agency.

"For this year's school-leavers, finding a job is going to be a real battle. We shall also be urging them on to tertiary educational training," said Mrs Gasson.

She confirmed there was a slump in the employment business and put the figure as high as 30%.

"The decline has come very suddenly and we are working in difficult times. I have never known a situation in Port Elizabeth where employment consultants have actually had to go out and tout for business, but that is what is happening now.

"Many companies to whom I have spoken have frozen their head counts and have confirmed they are definitely not replacing staff as they leave," said Mrs Gasson.

Mrs Rosemary Areington, manager of the local branch of another national agency, told Week-

● To Page 2

Harder now to find jobs

E.Post 9/10/82 335

● From Page 1

end Post that all the agencies were feeling the pinch.

"But we shall just have to ride it out," she said.

Mrs Areington said they were not considering any cutbacks in their Port Elizabeth offices, "but we are definitely not enjoying the busy boom period we had at this time last year.

"However, I must add that the job scarcity is not as bad as it was two years ago," she said.

One bright spot in the otherwise gloomy picture is that salaries have shown no signs of dropping. But this only applied to skilled staff.

A spokesman for another agency predicted that school-leavers who did manage to find jobs would not start at the high salary level their counterparts enjoyed last year.

Seifsa warned on recession, worker unrest

Star 11/10/82

By Stan Kennedy

The economy is entering a potentially serious recessionary phase and most sectors of the metal industries are being affected, the Steel and Engineering Industries Federation (Seifsa) was told today.

Mr J E D Bramwell, retiring president of Seifsa, told the federation's annual meeting in Johannesburg large numbers of workers were being retrenched and the competitiveness of the metal and engineering industries was being reduced locally and overseas, despite the declining value of the rand.

He said the federation's member industries, as a major sector of the economy, were essential for the well-being of the country as a whole.

MAJOR PART

The annual gross output of the metal and engineering industries was R11 000 million, or a third of the country's total manufacturing output.

Seifsa industries employed more than 500 000 people, or a third of the total manpower in all manufacturing activity, and new capital investment over the past five years was R2 600 million.

In 1981 output of steel ingots was 8,8 million tons, down 0,9 percent on the peak level of 1980. Pig-iron production at 7,4 million tons was marginally up on 1980, while the export-intensive ferro-alloy industries, at 1,4 million tons, were slightly below the 1980 level.



Mr P E Streicher, MD of SA Manganese Amcor, is the new president of Seifsa.

Foundry output for all types of metal cast was 677 000 tons, matching the previous year's levels.

Mr Bramwell said discussions had continued during the year with trade unions not party to the Industrial Council.

DISTRUST

Misconceptions and a serious degree of distrust among black workers of the industrial council system had become apparent.

"While this was to be expected because of their exclusion from this forum since its inception, the solution to their concerns lies in a better understanding of collective bargaining in the council and not a resort to shop floor wage negotiations.

"The goal of improved standards of living can only be achieved by improving the productivity of the industry through raising worker skills," he said.

"To seek to achieve this by raising wages to unrealistic levels will merely add to the inflation problem."

DEMANDS

The year had seen continuing industrial unrest.

He said the Industrial Council was establishing mechanisms to handle the tensions.

The skilled worker shortage had been a major restraint on the industry's progress for many years and was a contributory factor in inflation, he said.

Steps were now being taken to overcome the problem with the removal of barriers based on colour.

More than 5 600 apprentice contracts were approved at regional level last year and the target for 1982 was 5 500.

The new president of Seifsa is Mr P E Streicher, managing director of SA Manganese Amcor. Vice-presidents are Mr J W Nelson, Mr F P Kotzee and Mr J E D Bramwell.

SKF has laid off 80

East Rand Bureau

A large Boksburg bearing company, SKF, has retrenched more than 80 workers during the past few months.

Mr Len Maynard, the company's personnel manager, said the redundancies were not a result of the general economic downswing but because of a slow phasing-out of certain unprofitable lines.

The workers involved in producing these items were no longer required.

Retrenchment was likely to continue as more unprofitable items were discontinued.

Job hunting 'is getting harder'

Labour Reporter

DURBAN employment bureaux are hard-pressed, because of the economic recession, to find jobs for the increasing number of unemployed.

On top of this, a survey yesterday of major employment bureaux revealed that there were a third fewer places available for employment seekers this year than there were last year.

But Mr C Botha, the managing director of Alert Employment, said the recession had brought with it a demand for sales personnel.

'Companies have found that they have a stockpile which they have not been able to shift so they have cut back on production and are attempting to employ more sales personnel,' he said.

But judging from the last recession, Mr Botha said, the companies soon found this did not help. They then laid off the sales personnel.

Qualified

Durban Employment Bureau owner, Mrs E C Kingston, said that the recession was particularly affecting those looking for jobs who had no formal qualifications.

'Employers are tending to ask for more highly qualified people and the workload is being spread over fewer people,' she said.

One employment consultant said he had even come across a case where two men had been taken on by a local metal factory, but within a month both had been retrenched.

'People are tending to hold on to their jobs and not changing them as frequently,' he said.

Mercury 13/10/82

SHIPPING

Andy von Glehn

Slump hits workers in shipping industry

RIGHT: Hard-hit artisans look to new horizons.



AT LEAST 250 breadwinners have lost their jobs in the last three weeks, during what is one of the worst slumps to have hit the local shipbuilding and repair industry.

Boilermakers, welders and riggers are looking for capital projects upcountry, to which they can migrate as an oil rig nears completion in a shipyard that has no new orders to work on.

And artisans at the ship-repair yard of Elgin Brown & Hamer, who have been reduced in number to about two dozen, spend their four-day working weeks playing cards, dozing and fishing from the vacant repair quays.

About two weeks ago Sandock Austral laid off 152 workers, 21 of whom had been occupied in their repair section and the rest in the shipbuilding and general engineering departments.

Elgin Brown & Hamer had by that time already

maining workers were told that as business was so slack, they would have to work a four-day week — or more accurately, stand-by four days a week.

In spite of this gloomy picture, the industry may now be through the worst and may look forward to slightly brighter days — if one is to make anything of the better dry dock bookings for the month.

Dry dock master, Mr Cocky Hansen, took fewer bookings for the Prince Edward graving dock in September than ever before during the 14 years he has been in charge.

While he advance-booked 30 vessels for September last year, only four shipowners made reservations for last month.

There were 10 bookings for this month, which he says is reasonable and similar to bookings in May, but two

but he believed that the low figures may have been influenced slightly by the fact that the dock could not operate at full capacity until maintenance was completed at the beginning of this month.

Tariffs

The coming of the depression had been sharp, sudden and severe, said Mr Dick Jenkins, chairman of the Shipbuilders and Ship-repairers' Association of Durban.

The association is extremely concerned about the state of the industry and is likely this month to press the Railways to reconsider recently adjusted tariffs, which repairers say are discouraging shipowners from bringing their vessels here.

He said his association did not pool information about the redundancies in the industry.

There had been no

800 workers, may be in trouble if they don't win a new order within the next four months.

'I'm not wildly enthusiastic about how things are going,' said an executive member of the board of Murray and Roberts, the yard's holding company.

'The market is flat as a pancake and there are many hungry yards looking for orders. But being contractors at heart we never say die.'

One month from now the yard hopes to launch one of two rigs in the yard and it will have to reduce its staff. More workers would be taken on to complete the remaining rig before February.

'There is a difference between reduction and redundancy,' he said. 'If there are no new orders then there will be redundancies.'

For the artisan in the industry one day's notice is an accepted fact of life although certain-

Mercury 13/10/82

whittled down its repair staff, dismissing between 30 and 40 artisans and almost 50 labourers in the first week of September, shortly before a major refitting job on the gas carrier Thorheide was completed.

A day later the re- have already been cancelled.

'I think we hit the bottom in September and may be making a comeback now,' Mr Hansen predicts.

In March he docked 12 vessels, in June 10, July eight, and August seven,

redundancies at Dorbyl Marine, where he is ship-repair manager, as surplus workers could be absorbed by the shipyard.

Oil rig builders Amardah Shipyards, who not long ago employed between 700 and

ly not a pleasing prospect.

Said one: 'Long before a job is due to be completed, a few friends look out for projects elsewhere, and when the time comes we all jump into a car and head off.'

Union in bid to curb jobs lay-offs

By STEVEN FRIEDMAN
Labour Correspondent

SHOP stewards of the Metal and Allied Workers Union (MAWU), representing 29 000 workers at 71 East and West Rand factories, have decided to demand joint negotiations with their employers on a procedure to protect workers threatened by retrenchments.

MAWU said in a statement that a meeting of its Witwatersrand shop stewards council had decided to seek a meeting on October 30 with all employers at plants where MAWU has members and to ask that negotiations take place jointly.

It said the meeting had bitterly attacked employers for laying off "thousands" of workers while continuing to make "very large" profits and claimed that firms were ignoring a retrenchment procedure suggested by MAWU.

It said the drought — which prevented migrant workers' families growing food — and the West Rand Administration Board's refusal to allow contract workers to take new jobs had made it more difficult for retrenched black metal workers' families to survive.

About 70% of the union's members on the Rand are contract workers.

Employers could not be reached for comment yesterday, but this week the outgoing president of the Steel and Engineering Industries Federation, Mr Bill Bramwell, said metal employers had tried to keep retrenchments to a minimum.

MAWU said thousands of metal workers had been retrenched "and condemned to starvation", but that engineering companies who had announced year-end or interim results had "still been able to show very large profits".

It said the meeting had rejected the argument that these profits were needed to create more jobs. It accused most metal companies of investing "heavily" in new machinery which would "make even more workers redundant".

Workers said while three large companies had paid workers redundancy pay, other major companies had paid none at all.

Most employers were refusing to try "short-time" working instead of retrenchments because they said this would increase overheads and cause skilled workers to leave them, MAWU said.

Unemployment 'at 40 percent in townships'

335 Mercury 14/10/82

Pietermaritzburg Bureau

ABOUT 40 percent of the male population of the black townships surrounding the capital are out of work — but less than half of them are regarded as unemployed by the Government.

These figures were given by Mr Norman Bromberger, a senior research fellow in the Development Studies Research Group at the University of Natal in Pietermaritzburg.

Delivering a university lecture on developing Pietermaritzburg's black 'suburbs', he said two recent surveys in different townships outside the city arrived at the very similar finding that about 20 percent of the men betwen 16 and 64 years old were looking for work.

'However we found that a surprising number had not looked for jobs in the past month and as such did not qualify as unemployed in terms of the ususal official definition,' he said.

A large number said there were problems with their reference books, while other were 'disqualified' from inclusion in official unemployment statistics by taking occasional work, or not being able to take up employment, if offered, within the next week.

Other facts revealed by Mr Bromberger's research and that of his students, was that almost 70 percent of the unemployed men were less than 30 years old, and nearly 30 percent were under 19. About half had less than five years formal education.

He said the area covered in the research included 150 000 people in townships other than Edendale — which is generally believed to house about 100 000 people.

Mr Bromberger's figures suggest that the number of unemployed black men around the city stands at some 60 000, of whom possibly less than 21 000 would be officially regarded as unemployed.

Pietermaritzburg is believed to have a black male workforce of about 25 000.

October 15, 1982

Mawu hits out at retrenchments

THE second Witwatersrand Shop Stewards Council of Mawu was held on 10 October 1982 at Katlehong attended by three hundred and ten shop stewards a Press statement released by Mawu yesterday read.

The meeting discussed further steps to be taken in Mawu's campaign for a retrenchment procedure, and also the dispute at the Barlow Rand Company, Veldspun.

The meeting was unanimous that workers were being made to bear the brunt of the economic recession. Most of the engineering companies which have announced year-end or interim results recently have still been able to show very large profits. But thousands of workers have been retrenched in the industry and condemned to starvation.

The meeting rejected the argument that profits were needed to create more jobs. It was pointed out that most of the metal factories were investing heavily in new machinery which would increase productivity and make even more workers redundant.

The meeting discussed the problems facing retrenched workers. The drought has made it completely impossible to grow food in the rural areas. There will also be no money now for most people to plough. In most areas workers were supporting many other people who were unemployed. No money at all will now be coming to these areas to buy food.

PAY

The meeting condemned the attitude of the administration boards in refusing to register retrenched workers who find jobs.

Workers said: "We must put it clearly — the employers are killing our children with no mercy, just to keep their shareholders fat."

The meeting heard that many companies were failing to follow the retrenchment procedure proposed by Mawu. Some companies, such as Henred, Siemens and Stewardt and Lloyds, have paid redundancy pay. Others, like Dorbyl, have not paid any redundancy pay at all.

The meeting also confirmed that if retrenchment takes place, it should be done on the basis of Last In First Out (Lifo). Most companies are using this system in each department separately, so keeping new workers and retrenching old workers. The meeting condemned this as being highly unfair.

The Shopstewards Council then resolved to call a meeting with Witwatersrand employees on 30 October to negotiate a retrenchment procedure.

A general meeting of all Mawu members on the Witwatersrand will be held in the near future to discuss these issues further with Mawu's members.

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2. Candidates are not to communicate with other candidates or with any person except the invigilator.
3. No part of an answer book is to be torn out.
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Any dishonesty will render the candidate liable to disqualification and to possible exclusion from the University

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Staff laid off at Cato Ridge abattoir

Mercury 16/10/82

Labour Reporter

EIGHT white workers at the Cato Ridge abattoir have been laid off in a 'rationalisation of staff', the abattoir's manager, Mr L T Baumgardt, said yesterday.

Mr Baumgardt said the lay-offs, which represented an 'infinitesimal' percentage of the abattoir's full staff complement, would not be followed by further retrenchments.

The abattoir, built at a cost of R47 million, was running at 60 to 70 percent capacity, he said.

The abattoir had been granted limited export status but would not be applying for full European Economic Community export status because the EEC's requirements did not justify 'the cost rise'.

The big squeeze — 2

(335) Star 16/10/92.

SA jobless '24 pc and rising'

Labour Reporter

The skills shortage and downswing in the economy are adding to the already staggering ranks of the unemployed in South Africa, now estimated at 2 500 000 "and expanding rapidly."

Addressing a seminar in Umtata this week, University of the Witwatersrand lecturer, Dr David Webster, said this figure represented about 24 percent of the labour force.

Government statistics show that about 750 000 people are unemployed. But these are only the registered workers, labour academics warn. The figure of 2 500 000 people includes what is generally described as the "disguised" unemployed.

These unemployed workers are unregistered and are found in rural areas throughout the country, but largely in the Eastern Cape. In some areas of this region, Dr Webster said, he found unemployment rates of up to 50 percent.

Influx laws prevent many working-age people from migrating to the urban areas to find employment, but even if they could come to the towns, their lack of skills would prevent them from obtaining a job.

There is little demand for unskilled people and recession-hit companies were relying on "natural attrition."

The big squeeze — 1

335 Star 16/10/82

Ships idle as trade slumps

Staff Reporter

Durban harbour is virtually at a standstill as a result of the slowdown in the economy.

And, since April this year, there has been a 20 percent drop in goods handled by the South African Transport Services throughout the country.

SATS, the country's biggest employer, has had to reduce its staff by about five percent. It has done this by not replacing some employees who have retired or resigned.

Dr Kobus Loubser, SATS general manager, revealed this on a tour of Natal harbour with the Minister of Transport, Mr Hendrik Schoeman and 32 MPs.

Dr Loubser said the situation reflected the recession in the world economy.

In Durban harbour ships are lying idle for months at a time, waiting for cargo.

Projects in Natal, which have been postponed, include the next phase at Richards Bay.

However, better times are ahead, according to the South African Foreign Trade Organisation.

Exporters can look forward to a better year in 1983, according to the organisation's intelligence manager, Mrs Anne Moore.

The outlook for 1983 looked promising, provided inflation did not rocket, she said.

This year Safto expects the value of South African exports (excluding gold) to be 13 percent higher than in 1981.

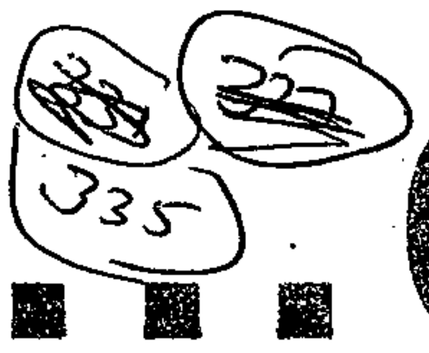
A further increase of 19 percent was expected next year, Mrs Moore said.

"We expect exports to pick up as there are signs that the overseas economies, particularly in the US, are bottoming out. Our own companies, because of domestic recession, have products for export," she said.

mer political prisoners who can't find work

y INGRID STEWART

PLEASE, SOMEBODY ... GIVE US A JOB!



FIVE years ago Bongani Ntsele and Themba Xunu had the world at their feet.

Themba had a good, teady job — employed s a laboratory technician in the sugar industry. Bongani had a econd class JC to his redit and was looking owards a future as an ccountant.

But it all came to a alt when they were letained, charged and onvicted under the errorism Act.

They were released rom Robben Island in uly and cannot find mployment.

"One supervisor I approached told me I would have difficulty finding a job because I had a particular kind of conviction. They're afraid to give us jobs because they think we are dangerous," said Bongani.

They accept they're in a double bind. Their release coincided with the beginning of the recession. Jobs are hard to come by anyway.

But, according to Miriam Cele, Durban's organiser for Dependent's Conference, an ecumenical organisation which looks after the families of political prisoners, the trend against employing people with a political conviction is general.

"I am looking for jobs for former political prisoners who were released four years ago. As soon as an employer hears they have a political conviction, they're not interested," she says.

"Even families of political prisoners have problems keeping their jobs."

She cites two cases of people who had good jobs but were dismissed because a husband and brother were serving time for a political conviction.

"Employers are afraid they're going to influence the other workers, that they're not good people, that they're going to make trouble," says Mrs Cele.

But nothing could be further from the minds of 28-year-old Bongani and Themba, 30.

Both came off the island to find they are the sole breadwinners for their families.

Bongani's father died while he was in prison, leaving him to support a mother, niece and nephew. The children are still at school and his mother is too old to work. They have survived so far on his mother's R80 pension which arrives every two months, and a grant from Dependent's Conference.

Themba's stepfather died a few weeks after his release.

The desperate plight of two for

He comes from a family of seven. A sister, working in Pietersburg, is able to send about R20 a month home and his brother assists with a labourer's wage. His mother is also too old to work. With overtime Themba was earning about R250 a month five years ago.

While they were on the island both men studied for their matric and both have already passed English and Zulu at the matric level. The rest of their subjects are commercial, including accountancy and business economics.



Themba Xulu and Bongani Ntsele (right) . . . out in the cold after serving five years on Robben Island

S. Tribune 17/10/82

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Durban Harbour . . . once a hive of activity with more than enough work for everybody . . . now they're laying off men as the slump begins to bite

SA ports hit by recession

By FRANCI HENNY

THE recession has hit South African ports and is threatening to sink the shipping industry.

Shipping companies are whittling down their fleets and ship-repair artisans are being laid-off amid gloomy predictions that the world-wide slump — said to be the seafarers' worst in 50 years — could last for several more months.

"It's no secret that we are experiencing the worst shipping recession since the 1930's. Many countries are in serious trouble and we have also had to curtail some of our services," said a public relations spokesman for a major shipping company.

"The worldwide recession has caught up with South Africa," said a Department of Transport spokesman. "A number of companies are now selling ships. Safmarine has sold three and Unicorn has two up for sale.

"It is better to sell ships than to keep them laid-up. Bringing an idle ship back into commission can be costly because they have to be chipped and repainted."

Safmarine's cargo ships, SA Huguenot and SA Weltevreden, were taken off the Far East run and reportedly sold for 1,8 million dollars while the sugar carrier Sugela is said to have been sold for as little as 850 000 dollars.

LAY-OFFS AND GLOOM AS SLUMP THREATENS TO SINK THE SHIP INDUSTRY

year), commercial shipping dropped by 2½ percent, cargo shipping by five percent, the container section showed a slight increase but coal exports slumped by 23 percent.

Figures calculated over six months show commercial shipping has dropped by 4½ percent, cargo and container shipping by nine percent and coal exports by 33 percent.

Over a three-month period, commercial shipping has dropped off by 7½ percent, cargo shipping by 10 percent, containers by 13 percent, and coal exports by 52 percent. percent.

During August (which are the latest figures available), commercial shipping has dropped by 4,8 percent, cargo and container shipping are both down by 12 percent, and coal exports by 52 percent.

called during September and August this year compared to the same period last year.

Conventional cargo last month had dropped off by 14 406 tons compared to last year. Container cargo for September is down 25 304 tons, and ore shipping has dropped by 30 335 tons.

The estimated total drop in tonnages handled at Port Elizabeth during September this year is 70 045 tons less than last year.

According to Durban's acting Port Captain, Ken Carter, only 26 ships have docked in the harbour this month. However, in May, about 45 ships passed through Durban's dock — almost twice as many.

"There are currently five ships just lying idle, waiting for instructions from their owners. Three tied to buoys inside

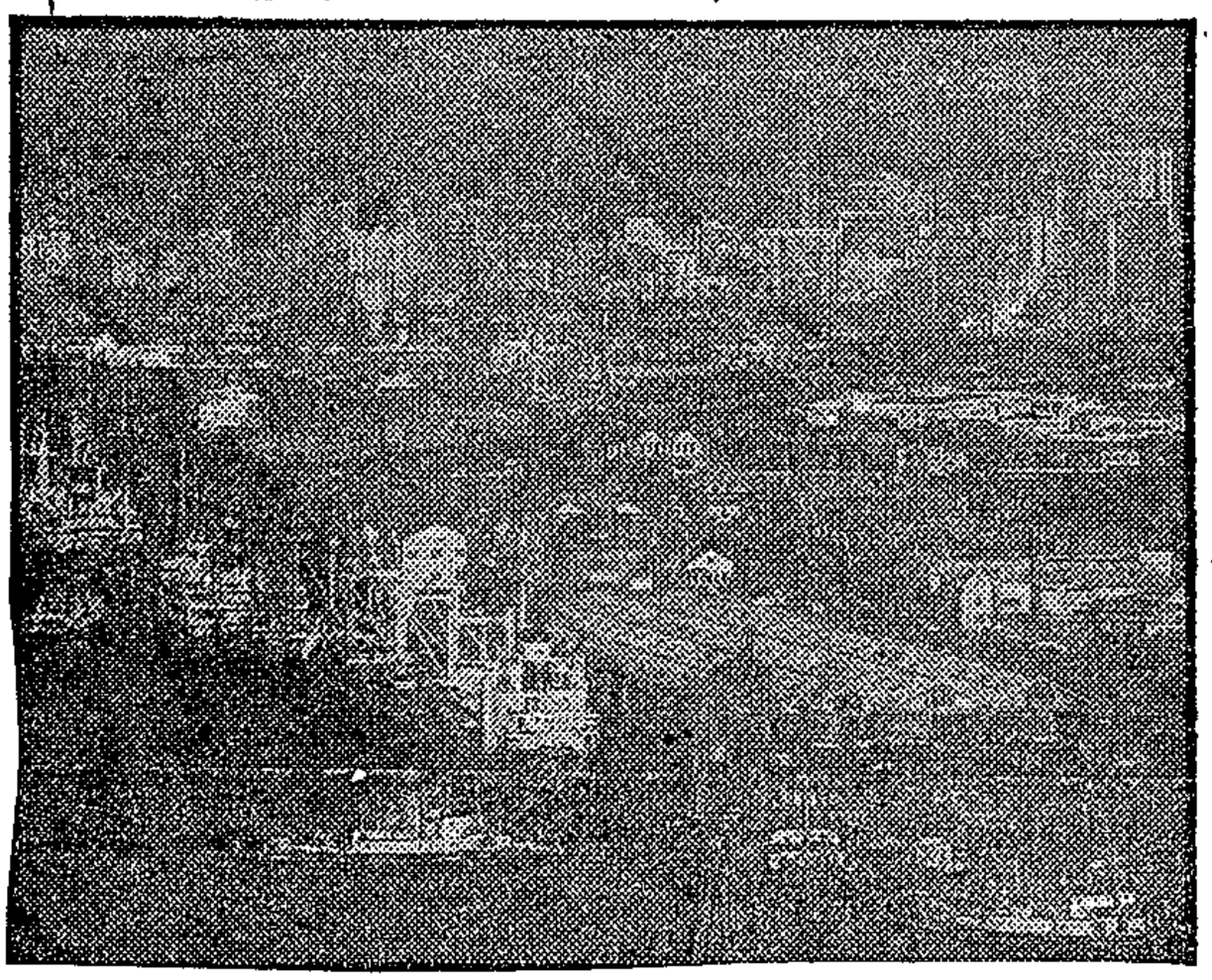
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to comment on the sales, saying this was a condition of the contract.

A Unicorn spokesman said they were selling their vessel, Swazi, used on the west coast of Africa in the Port Nolloth area.

"The sale is a direct result of the decline in the economy of the diamond industry. Our other ship, Sezela, is used on the local coastal trade."

He said there was a "general decline" in the export business and that the coastal trade was static.

The spokesman declined to comment on the selling price of the two vessels, saying it was open to negotiation.

In Durban, the situation has deteriorated over the past few months.

Port Director, Arrie Burggraaf, said there was a general downturn in business that seemed to be "snowballing" in the past three months.

He supplied the following figures calculated until August and compared to the same period last year which gave an indication of this downswing:

Over a 12 month period (compared to a similar period last

... trend we find here, reflects the situation at other South African ports . . . even worldwide," said Mr Burggraaf. At Cape Town harbour, the drop in tonnages came suddenly.

"This is specially true of the last two months," said a harbour spokesman. The figures he supplied show 217 261 tons of imported cargo were landed during August last year. This year, in August, only 162 591 tons were landed.

Coastal imports in Cape Town dropped from 71 896 last year to 51 452 this year, and coastal exports reflect a similar decline from 85 104 tons in August last year to 21 230 tons in August this year.

A total of 156 638 tons of cargo was exported last year in August and this dropped to 82 760 tons this year in August.

"The situation will only improve when the money available for imports improves — if there are no imports, there is no work," the spokesman said.

Figures released by Port Elizabeth harbour authorities also show a decline in shipping.

Fifteen less ships

the harbour are still paying daily port dues and there are two outside the harbour.

"They have been there for several weeks and I expect they'll be there for at least another two months," said Captain Carter.

He said harbour fees varied according to the size and tonnage of the vessel.

"Crews of idle ships may, depending on the extent of the stay, be repatriated to their home countries with only a skeleton crew remaining on board — but only if the vessel has a safe mooring inside the harbour.

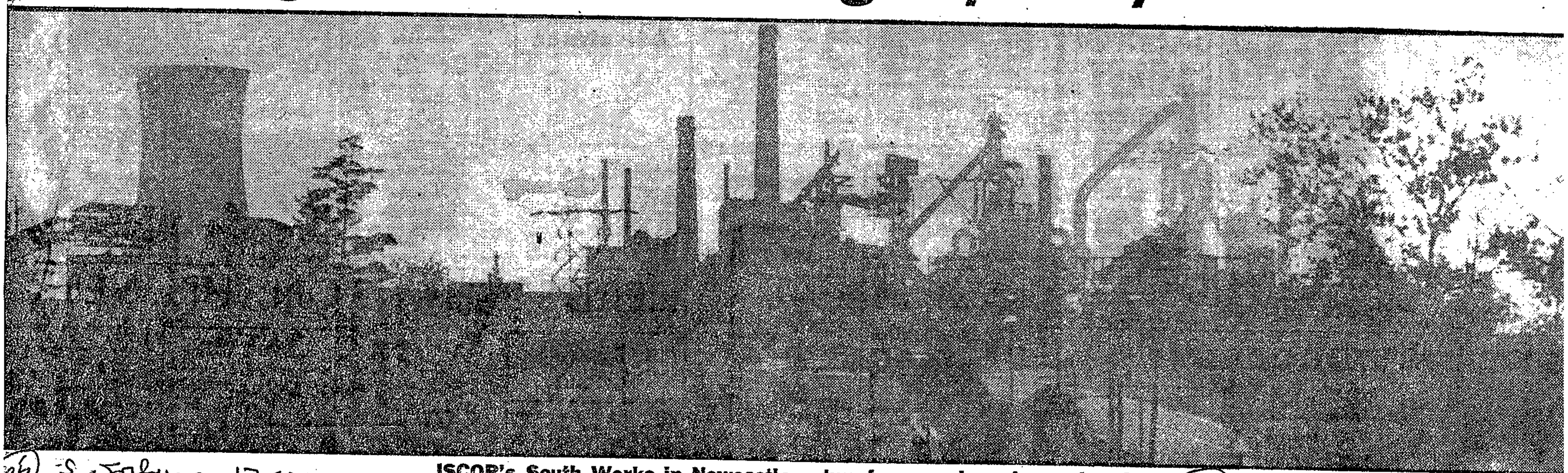
"Ships waiting outside the port are, by law, not permitted to do this and must keep a full crew complement," he said.

Capt Carter said to conserve fuel, several tug boats had been laid up. "But obviously this will not affect shipping as less are calling here.

"It's really strange with things so quiet here . . . we are used to working in Durban."

He said the harbour had not laid-off any personnel despite the slow-down in work. "But we are not recruiting either, nor are we replacing people who leave."

Steeling itself for the grey days ahead . . .



(25) S. Tribune 17.10 ☆

ISCOR's South Works in Newcastle – two furnaces have been closed

NEWCASTLE HARD HIT BY HUGE SLUMP

(335 S. Tribune 17/10/82

GROWTH town Newcastle is afflicted by an epidemic of rumour and uncertainty.

And it has grown a lot quieter since Iscor suspended operations of sections of its South Works and cut overtime for nearly all of its 14 000 workers. So quiet, quipped one local, that you can almost hear people biting their nails.

Added to the Iscor cutbacks — announced in September — and the general recession has been the completion of the construction of the giant capital-intensive Carbo-Chem factory. The withdrawal of the multi-national contractor, Fluor, and some of its sub-contractors is shaking some 200 high earning, free spending overseas families out of the local economy and putting about 2 000 people of all races back on the over-crowded jobs market.

Last week's **Sunday Tribune** quoted estate agents in the town as seeing a 15-20 percent drop in house prices, and the reappearance for the first time in a long while of houses to rent.

Nevertheless some prominent townsfolk, including Town Clerk, Len de Wet, believe there has been an over-reaction to these setbacks.

The people of Newcastle, he said, were so accustomed to an above-average growth rate that when they returned to more normal growth they assumed things were very bad.

Mr De Wet expressed surprise at the housing situation. Building plans passed this year were projected to be up 27 percent on last year and were running at more than R20-million at the end of August. Power consumption was up by more than 50 percent and the council is proceeding with major projects such as its R1,8-million Olympic swimming pool and R2-million city centre office block despite some trimmings in terms of Government requests for cutbacks.

Mr de Wet believes that in terms of the town's 28 000 white population the numbers leaving for one reason or another are not all that significant.

However, there has been a significant rise in black unemployment and banks are experiencing a marked rise in repossessions.

Many businesses in the town report a fall-off in trade — ranging from dramatic 50-70 percent drops to a slowing down of growth. It is clear that the ending of overtime by Iscor is taking a considerable amount of money out of the town's tills.

While workers told me their overtime earnings had been in the hundreds, general works manager Hans van Vuuren said this was an exaggeration. 10 000-11 000 of his workforce "wouldn't be be earning more than R30 a month. About 400-500 families were being displaced from the town as a result of production suspensions.



Gordon Dowsett — the town will steady



Town Clerk Len de Wet — the council has proceeded with major projects



David Travers-Jackson — businessmen are jumpy



Furniture dealer Frank Ludick — 40 percent down but able to ride it out for a year



Jeweller Premlal Makenjee — a lot of small businesses are worried

Report by ANTHONY SWIFT

The consequence for businesses is mixed.

Some report better returns than last year — one shoe shop proprietor asked: "Slump? What slump?" — while another reported 50 percent drop in takings.

Two motor-cycle outlets — said to be bedevilled nationally by rising prices and waning bike craze — reported 70-80 percent drops in sales, adding that accessories and spares sales had, however risen dramatically. "We got a lot of custom from contract workers," said manager Mark Benson. "I can't think of one contractor customer at the moment."

Jeweller Premlal Makenjee said trade was down by 20 percent and he expected the new year to be very difficult.

Quality furniture dealer Franz Ludick thinks Christmas will be a damp squib. He reckoned business was down by 40 percent. "I can't even entice people with bargains," he said. "The crunch came in September. Iscor suspended the purchasing financing scheme it ran for its employees out of its pension funds."

Compounding the problems of the smaller retail businesses has been the recent arrival in the town of giant Game and Clicks stores. Checkers manager, Louis Korff, said his store had also been affected by the coincidental arrival of Game and the Iscor cuts. Luxury lines in particular had taken a drop but food sales had grown. "I can only think the new stores are bringing customers who don't normally shop here."

But the happy-go-lucky feeling had gone out of spending.

President of

Newcastle's Chamber of Commerce, David Travers-Jackson, said that while the town had gained some independence from Iscor it remained the major employer. "It's still a case of when Iscor sneezes the town catches cold," he said. The Iscor cuts, on top of the recession, had landed a double punch and businessmen who were around when Iscor decided not to proceed with its phase 2 in 1974 were "terribly jumpy".

Many businessmen were ready to embark on expansion programmes but were holding back." We are very keen to get a statement of policy out of Iscor and an indication of where it is going in 1983."

Among the strong rumours unsettling the town were that there will be a 25 percent retrenchment by Iscor in January. Another is that the corporation will sell houses of workers who leave the town, further undermining house prices.

Iscor's Mr van Vuuren said he did not think there would be sizeable retrenchments in January and the company was too jealous of its housing facilities for workers to put its houses on the market. If the corporation had to cut back further on production it would have a 4-5-months warning period.

He said he would take the businessmen of the town into his confidence if there was any change in the situation — "but at the moment there is nothing in the wind".

The corporation was planning nothing drastic. It was just seizing the breathing space of the recession to refurbish some of its plant and increase its efficiency.

Mr van Vuuren said there was no possibility of Iscor permanently closing any plants as had happened overseas, and he believed there would be an upturn, following an anticipated upturn in the US economy, at the end of 1983.

Other rumours were that more than 50 "developments" in the town had been shelved and that major stores were planning to withdraw. However, there appears to be no substance to them.

Mr van Vuuren said he believed the uncertainty in the country had led some people to believe the situation to be far more fluid than it really was.

The feeling among prominent businessmen is that people who saw the recession coming and took precautions will ride out the lean months to an anticipated upturn.

Company owner Gordon Dowsett, who is active in central business development, summed it up: "Some people will get hurt but basically the town will steady."

It was perfectly poised and equipped to take advantage of the Government's decentralisation programme when the upturn in the economy came.

"Because of our physical setting — right in the centre, between Richards Bay and the hinterland, I think Newcastle is set for some very very strong growth, despite any setback in the short-term we might have."

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Union moves to block exports

Labour Correspondent

THE 100 000-member Federation of SA Trade Unions is to ask the Zimbabwean Prime Minister, Mr Robert Mugabe, to ban imports of all fabrics and yarns made by companies in the Barlow Rand group.

Fosatu's move is a reaction to the dispute at Uitenhage Barlow Rand textile plant Veldspun International, where about 1 000 members of Fosatu's National Union of Textile Workers have been fired after a protest strike over recent retrenchments.

Fosatu's weekend central committee meeting also resolved to set up a meeting of shop stewards in Barlow Rand factories where it has members to plan common strategies towards the group.

Barlow Rand industrial relations director Mr Reinald Hofmeyr said yesterday that Veldspun management and the NUTW had met last Wednesday and agreed "that every endeavour be made to re-establish a sound working relationship between the parties".

He said the Fosatu resolution "seems to be a strange way of working towards this goal". The resolution supports NUTW's stand at Veldspun and its demand that the fired strikers be reinstated, and also endorses a Uitenhage call for a boycott of white shops in support of the fired workers.

The resolution instructs Fosatu's general-secretary, Mr Joe Foster, to write to Mr Mugabe asking him to prohibit the imports "in consequence of (the company's) intractable stand on the Veldspun workers".

Agricultural manufacturers retrenching staff

Mercury 20/10/82

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Labour Reporter

MANUFACTURERS of agricultural equipment have been hard hit by the crisis in the agricultural industry and a number of factories have laid off workers.

Over the past year International Harvester at Pietermaritzburg has cut back its workforce from about 500 to 170 workers.

Major manufacturer Fedmech Farm and Construction Machinery, with plants at Vereeniging and Potgietersrus, said it had laid off 'quite a significant number of workers'.

Natal Agricultural Union's secretary Alwyn Bisschoff said farmers looking back at two years of drought in Natal were having to look very hard at whether they should replace equipment.

One major Northern Natal farmer, he said, had suggested that farmers begin to look at the possibility of sharing heavy equipment.

Mr Pieter van Rooyen, general manager of the Natalse Landbou, said they had had to cancel R3 000 000-worth of orders for agricultural equipment because of the loss of the expected bumper crop.

In yesterday's statement released by International Harvester announcing its latest retrenchments of about 100 workers, the plant manager, Mr R Haining, said market conditions had been 'hampered' by drought in the agricultural industry.

This had necessitated 'unavoidable' reduction in production levels, he said.

The statement added that 'naturally' when there was a favourable change in the market, 'we will select recruits from those employees who have been retrenched'.

Fedmech's managing director, Dr L B Knoll, said yesterday the company had foreseen the downturn in the economy 'a long time ago' and had insituted a programme of not replacing staff when they leave.

But, he said, the company still had had to retrench employees.

'Find employment or face political unrest'

FCI boss warns of massive job crisis

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Rbm 20/10/82

335 RDM 20/10/82

By GERALD REILLY
Pretoria Bureau

UNEMPLOYMENT is the biggest single danger facing South Africa, both a top businessman and academic have warned.

Yesterday the director of the Federated Chamber of Industries, Dr Johan van Zyl, told the Economic Commission of the President's Council in his evidence that large-scale unemployment "carried the seeds of widespread labour and political unrest" which would seriously undermine order and stability in South Africa.

Last week, a social anthropologist at the University of the Witwatersrand, Dr David Webster, told a workshop in Umtata, Transkei, 24% — or 2 500 000 people — of South Africa's entire labour force was unemployed.

There are three factors, Dr Van Zyl said, which influence the rate of unemployment:

- Population growth;
- South Africa's economic growth rate, and;
- The rate of urbanisation.

By the year 2 000, the total population is expected to nearly double — from 28-million in 1980 to 48-million, or by 2,8% per year.

The relative share of the black population is expected to rise from 71,7% in 1980 to 77,4% in 2 000. Dr Van Zyl said that while the white population would grow from 4 500 000 to 5 500 000, the black population would increase from 20-million to 37-million.

Currently, 300 000 new workers needed employment every year — by the year 2 000 this would rise to 430 000 a year, he said.

But Dr Webster's figures last week showed that even during the boom in South Africa in the 60s — when the economy grew by 5,9% — the rate of unemployment had remained constant at 19%. Dr Webster said this "structural unemployment" was a growing problem.

Most of the potential workers who will need employment by the year 2 000 have already been born, and will "represent increasing instability unless they are incorporated in the social and economic processes of the country", said Dr Van Zyl.

And projections by the office of the economic adviser to the Prime Minister have indicated that a growth rate of at least 5% is needed to absorb the expected increase in South Africa's labour force, and to create new jobs.

By the year 2 000, 66% of the total population will be urbanised, according to estimates by the Pretoria University Bureau of Economic Policy. The bureau expects the non-white urban population to double — from 12 to 24-million — in that time.

Their figures for blacks estimate an urban growth from about 9-million in 1980 to at least 20-million by 2 000 — and without effective rural development, the figure could reach 26-million, Dr Van Zyl said.

South Africa had to provide the basic needs of the population — food, housing, health, transport and education — through traditional means without placing a crushing burden on the taxpayer and State resources. And the demands for basic needs would be 2½ to three times greater than in the last 20 years, Dr Van Zyl said.

Already, Sowetans face a "crisis of survival". Dr Webster said last week the informal sector was increasingly important to Soweto families — 35% of them participated in informal economic activities, and most employees living in Soweto earned below the household subsistence level.

10% of workers at Uitenhage firm laid off

E Post 21/10/82

By SANDRA SMITH

ABOUT 85 workers, or 10% of the workforce at the Hella (SA) lighting equipment company in Uitenhage, were retrenched today.

Hella's marketing manager, Mr J Ryan, said the step was necessary because of the economic slowdown and because Hella had been affected by the short-time being worked by many of its major customers.

A three-day week had been considered, but Hella's varied manufacturing process made this impossible. The company was at present working a four-day week.

The local secretary of the Federation of SA Trade Unions (Fosatu) in Uitenhage, Mr M Sam, said that workers who had been retrenched had complained about severance pay.

They claimed to have been given only last and this week's wages. They were entitled to next week's pay as notice pay.

Mr Sam said Fosatu would try to discuss the matter with Hella.

Mr Ryan said the workers had been paid off in accordance with an industrial agreement, and none had complained.

● The Goodyear Tyre Company, which this year retrenched 109 workers, has given the National Automobile and Allied Workers Union (Naawu) an assurance that those who lost their jobs will be given a rehiring preference when vacancies arise.

Those workers who were interested should contact the company, a Naawu spokesman said.

Unemployment 'getting worse'

Own Correspondent

CAPE TOWN — The Bureau for Economic Research at Stellenbosch University says business is finding conditions more difficult and unemployment is increasing.

The good news in its latest opinion survey is that manufacturers are absorbing cost increases, which should improve the prospects for a reduction in inflation.

The survey shows that manufacturing and commerce are in a severely contractionary phase of the business cycle, with retailers, wholesalers and traders more conscious of the downturn than they were in June.

A further deterioration is expected in the fourth quarter, but views differ on how severe this will be.

Manufacturers and wholesalers are not expecting any further aggravation of the downturn, but retailers and motor traders think it will gather momentum.

This suggests that Christmas sales are likely to show less growth than last year, after providing for inflation.

The fact that manufacturers are absorbing price increases is confirmed by wholesalers and retailers, who report a slowing in price increases.

The bureau says the slowdown in business activity should help the balance of payments because a substantially lower volume of goods will have to be imported.

Summing up, the Bureau says: "The contractionary phase of the business cycle has gathered momentum and there are no indications of an easing in the fourth quarter.

"The sluggish conditions have already boosted unemployment and most businessmen are overstocked."

Assocom bid to encourage black jobs

Oct. 1982

By Michael Chester

Cabinet Ministers are to be asked to consider allowing blacks to open small businesses with fewer restrictions.

The move is considered an essential safety valve to ease explosive unemployment problems.

The initiative is being made by the Association of Chambers of Commerce in talks to be held soon with Cabinet Ministers.

The lobbying will also have the backing of the powerful Federated Chamber of Industries, whose executive director, Dr J van Zyl, strongly supports the new approach to find solutions for the jobless.

POTENTIAL

The objective is to sever the legal shackles on black workers, in particular in starting home-base businesses in what economists call the informal sector of the economy.

At stake is more freedom to launch small enterprises that range from carpet weaving and dressmaking to motor repairs and furniture making on a commercial basis — referred to overseas as cottage industries.

Assocom is convinced that the potential for job creation is virtually without limit, and its anxiety to see the scrapping of legal barriers has been intensified by evidence that unemployment is worsening as the recession deepens.

The issue will be taken up when the Assocom top hierarchy begins a round of confidential discussions with Government leaders in the next few weeks to pursue key economc issues raised at its annual congress held in Port Elizabeth last week.

Delegates gave unanimous backing to a motion calling on the Government to scrap all restrictions that inhibit the development of unofficial family businesses that may be run even in a single room of the house or as a backyard operation.

The Cape Town Chamber of Commerce listed a whole string of national and municipal laws that at tne moment hold the brakes on such small businesses:

● Central government and provincial legislation, including the Factories Act, Industrial Agreements and Wage Determination, the Income Tax Act, and trade licensing rules.

● Local authority regulations and by-laws that clamp strict parameters on business operations, and where they must be zoned.

Mr H du P Wilmot, the new Assocom president, who will lead the delegation at the Ministerial meetings, is bound to lay the emphasis on the dimensions of the untapped chances to create more jobs, especially in black urban and rural areas.

He will underline that "informal sector" business operations, increasingly attractive to Third World countries, can become a vital safety valve for unemployment and spreading underemployment problems.

Mr Fanie Botha, Minister of Manpower, estimates that officially registered unemployment threatens to climb from about 750 000 to 1,3 million by 1987. The challenge, he told businessmen, was to create 250 000 new jobs every year.

And Dr David Webster, a lecturer at Wits University, believes the problem may be even worse, allowing for the number of black workers out of a job but not registered as unemployed. He says a realistic head count would show about 2,5 million unemployed, about 24 percent at the working population.

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PE motor workers on 4-day week

PORT ELIZABETH. — Two motor assembly plants here, Ford and General Motors, will work a four-day week from next month.

General Motors in Kempston Road closes tomorrow and will work its short-time operations from Tuesdays to Fridays.

Ford will work a four-day week every other week.

GM's PR manager Mr Peter Sullivan said the effects of the economic downturn had compelled GM to adjust its production schedules.

"On present outlook it may be necessary to continue working a four-day week," he said.

Ford's employee relations manager Mr Dirk Pieterse said economic factors had made a four day week necessary at the Cortina plant in Struandale. — Sapa.

ARGUS 22/10/82 (334) (335

Unemployed man told he should leave city

A MAGISTRATE in the Langa Commissioner's Court told an unemployed contract worker he was no longer wanted in Cape Town and should return to the homelands.

Bonisile Bafile was appearing yesterday before Mr W Fourie on a charge of being in Cape Town illegally.

Bafile told the court he had come to Cape Town on contract but had lost his job on October 16. He was found guilty and cautioned and discharged.

Mr Fourie said: "Now you must go back to the homelands as your employers no longer want you here."

Bafile was one of 102 people charged in the Commissioners' Court yesterday under influx control legislation.

By lunchtime 79 people had appeared and a total of R3 180 imposed in fines.

This brings the total number charged under influx control legislation in the past three weeks to more than 1 400 and the amount paid in fines to about R31 000.

Most of the accused were charged with being in the area illegally and failing to produce reference books on demand.

WITHDRAWN

Charges against 19 people were withdrawn on the recommendation of the Aid Centre.

Two children, aged 13 and 14, appeared before the court charged with failing to produce their reference books on demand and being in the area without permission.

Both said they had come to Cape Town to find their fathers to collect money to pay school fees for themselves and siblings.

On discovering their ages, Mr Fourie withdrew charges against them and told them to leave Cape Town immediately.

An elderly man, Stefaans Plaatjies, who was found guilty of being in the area illegally, pleaded with the court for mercy as it was the fist time he had ever appeared in court. He said he had worked in the Peninsula since 1968.

"Old man, I think it is time you go back to Cofimvaba now," said Mr Fourie.

Plaatjies was cautioned and discharged.

such a conflict, unless it invest in South Africa

VW to work short week

E POST
22/10/82

Post Reporter

THE Volkswagen motor plant in Uitenhage will work a four-day week twice next month but, unlike its Port Elizabeth competitors, Ford and General Motors, this is not connected with the downturn in the economy.

VW's public affairs manager, Mr Ruben Els, said today the plant would probably close on November 8 and 22.

This was due to a "structural change-over" and was not related to a cutback in production, he said.

Yesterday Ford and GM announced that they would be working shorter time in the future.

GM was closed today and production will resume on Tuesday — but the firm may continue with a four-day week. Ford's Cortina plant will work a four-day week every alternate week from Monday.

Setback for plan to curb lay-offs

By STEVEN FRIEDMAN
Labour Correspondent

PLANS by unions for a meeting between employers and worker leaders at 71 metal plants in the Witwatersrand to discuss safeguards for workers against lay-offs received a set-back yesterday when the Steel and Engineering Industries Federation said it would advise its members against attending.

The plan was launched by the Metal and Allied Workers Union (MAWU) of the Federation of SA Trade Unions.

The union has claimed that many employers in the metal industry were retrenching workers without consulting majority unions and that many employers were laying off workers simply to cut costs.

MAWU has drawn up its own proposed retrenchment procedure and announced it was inviting employers at 71 factories, where it has members, to a meeting to negotiate an agreed procedure to safeguard workers against "unnecessary" retrenchments.

But yesterday, the director of Seifsa, Mr Sam van Coller, said Seifsa did not believe that "a meeting like this is the right direction retrenchment negotiations should go".

He said Seifsa believed that "substantive" retrenchment issues such as how much redundancy pay workers should get was an industry-wide matter and should be negotiated at the metal industrial council only.

But "procedural" issues such as whether companies should work short time instead of retrenching should be worked out between management and unions at company level "because of the inevitable difference between the situation of each company".

The planned meeting thus runs counter to both criteria — firstly because it is planned outside the council and secondly because it seeks to draw up industry-wide procedures which Seifsa believes unions should take up separately with individual companies.

Metal firms are not forced to abide by this policy, but Mr Van Coller said firms who approached Seifsa for guidance would be given advice in accordance with this view.

However, a MAWU spokesman said yesterday the union was going ahead with plans for the meeting and had written to each of the companies

85 workers retrenched

PORT ELIZABETH — About 85 workers — 10 percent of the workforce — at the Hella (SA) Lighting Equipment Company in Uitenhage, were retrenched today.

Hella's marketing manager, Mr J Ryan, said the step had been necessary because of the economic slowdown and because the company had been affected by the short-time worked by many of its major customers.

The local secretary of the Federation of South African Trade Unions in Uitenhage, Mr M. Sam, said that retrenched workers had complained about severance pay.

They claimed to have given only two weeks' wages and that they were entitled to three.

Mr Sam said Fosatu would try to discuss the matter with the company.

Mr Ryan said the workers had been paid off in accordance with an industrial agreement. None had complained.

● The Goodyear Tyre Company, which this year retrenched 109 workers, has given the National Automobile and Allied Workers' Union an assurance that those who lost their jobs would be given re-hiring preference when vacancies arose. — Sapa.

Workers offered old jobs

PORT ELIZABETH. — The Uitenhage firm Veldspun International, a member of the giant Barlow Rand group, has offered to rehire 214 of the more than 1 000 workers dismissed earlier this year in a strike over retrenchments.

In terms of the proposals their reemployment would be staggered, with some only resuming work next year, according to the national organiser of the National Union of Textile Workers, Mr John Copelyn.

Workers have not yet decided whether to accept the offer and will make their decision at a meeting late next week.

The decision to make the offer was taken after prolonged negotiations between the union and Barlow Rand, Romatex and Veldspun.

The Federation of SA Trade Unions (Fosatu), recently resolved to ask the Prime Minister of Zimbabwe, Mr Robert Mugabe, to stop the importation of Barlow Rand textile products. — Sapa.

Ford and GM go on four-day week

PORT ELIZABETH. — Two motor assembly plants in Port Elizabeth, Ford and General Motors, are to work a four-day week from next month.

GM closes today and will work its short-time operations from Tuesdays to Fridays. Ford will work a four-day week every other week.

GM's public relations manager, Mr Peter Sullivan, said the effects of the economic downturn had compelled the company to adjust its production schedules. The decision to adjust schedules was in keeping with the company's undertaking to minimise the potential for retrenchments.

Ford's employee relations manager, Mr Dirk Pieterse, said that because of economic factors affecting the motor industry, the Cortina plant at Struandale would be working a four-day week on alternative weeks.

Meanwhile, about 85 workers, or 10% of the work force at the Hella (SA) lighting equipment company in Uitenhage, were retrenched yesterday.

The company said the step was necessary because of the economic slowdown and because the company had been affected by the short-time worked by many of its major customers. — Sapa.

335
Mercury

Workers to be laid off this week

Labour Reporter

A PLYWOOD manufacturing firm, Uniply, is to retrench more than 100 workers at its Cato Ridge factory at the end of the week, it was revealed yesterday.

The factory, which was the focus of a strike earlier this year, negotiated the retrenchments with the Paper, Wood and Allied Workers' Union.

The union is presently involved in recognition talks with Uniply.

A union spokesman said the company had agreed to retrench the 106 workers on a last-in-first-out basis.

Those retrenched would be given four weeks' pay and a week's wage for every year of service plus Christmas bonus and leave pay, he said.

Fifteen workers had volunteered for retrenchment the spokesman said.

The company had guaranteed re-employment of the workers laid-off.

ad loc. 27

Taiwan blamed for knitters' lost jobs

Labour Correspondent

LOCAL knitting workers have been losing their jobs as a result of South Africa's closer relations with Taiwan, Fosatu's National Union of Textile Workers claims.

According to Fosatu's journal, Fosatu Worker News, local employers have told the union that, since the visit of the Prime Minister, Mr P W Botha, to Taiwan last year, Taiwanese knitwear is being allowed into the country "without any customs duties being applied".

One of the reasons, the union says, is that South African maize is being exported to Taiwan "on a large scale" and black knitting workers "are being made to suffer in order to increase the bank balances of South African farmers".

The union's opposition to allowing Taiwanese goods in without customs duty is likely to be welcomed by employers. Companies in the textile industries have claimed they are unable to grant large pay increases because of competition from the East.

The union says workers have been laid off at eight knitting factories.

At one, it says, the company agreed to reinstate 78 retrenched workers, another agreed to go onto a three-day week rather than retrench and the union has won severance pay at five, it says.

Two companies agreed to retrench workers on a last in, first out basis only and one agreed to guarantee that retrenched workers would be offered any new jobs which were created.

Govt warned over unemployment

Pretoria Bureau

THE Government was playing a dangerous game by neglecting to determine the real unemployment situation in South Africa, the PFP spokesman on labour issues, Dr Alex Boraine, said yesterday.

He was commenting on the latest unemployment figures issued yesterday by Central Statistical Services in Pretoria, which put unemployment among blacks in April this year at 406 000.

Dr Boraine said University of the Witwatersrand anthropologist Dr David Webster had estimated that about 24% of the country's labour force — or 2 500 000 people — were currently unemployed.

The official estimate was absurd, Dr Boraine said.

The 406 000 estimate bore no resemblance to the true state of affairs in South Africa.

Academics and people in management put the actual figure at more than 2 000 000.

Regrettably this figure would increase in the months ahead. Retrenchment of workers in the semi-skilled and unskilled areas was becoming commonplace.

A dangerous situation was being aggravated by the addition of about 300 000 new workers every year.

CAPE TIMES 28/10/82 335

Textile firms to lay off 660

By GORDON KLING

ABOUT 660 workers are to be laid off at Western Cape textile factories in the next few weeks, bringing retrenchments in the ailing industry during recent months to almost 3 000.

The managing director of the Unisec group's Paarl-based Berg River Textiles, Mr Bob Ankers, last night confirmed that an entire shift at the factory would be closed down with the loss of 560 jobs "in the early part of November".

SBH Cotton Mills in Epping would have to retrench about 100 workers on November 8, said managing director Mr Endre Harkanyi.

"The problem is too many imports, especially from the East — Thailand, Korea, Taiwan, Hong Kong."

Mr Ankers denied speculation that workers would not receive severance pay, but said it was possible they would not get a portion of the year-end bonus.

Describing the retrenchments as a "disaster for Paarl in particular and the Western Cape in general", the general secretary of the Textile Workers' Industrial Union, Mr Norman Daniels, laid the blame on the economic slump and textile imports.

"Maybe we have no control over the downturn in the economy, but it is criminal in my opinion to allow the imports to continue when they are wiping out the jobs of our people.

"Jobs are being lost and workers are on short-time in the industry throughout the country," said Mr Daniels, who estimated that more than 2 000 retrenchments had occurred in the months before the latest cut-backs.

"I'm told that the factories' order books are virtually nil."

Mr Ankers said he could not put his finger on the cause of the deep slump in demand for textiles.

"Everybody in the clothing trade seems to be busy, but nobody is buying textiles.

"I think what is happening is that there is massive de-stocking, to dangerous levels, and this is going to be a real problem because for the mills to react quickly on new orders is virtually impossible."

The secretary of the Industrial Council for the Clothing Industry, Mr Hardy Nel, said: "We are maintaining our employment levels at the record 62 500 of the last few months, but logically it would take some time for a drop in orders at the textile manufacturers to come through to us."

Clothing retailers yesterday noted that business had dropped off substantially in the past few weeks.

"At this particular stage it would be foolhardy to take too optimistic a view of the economic climate and we certainly are not optimistic about business in the next six months," the assistant managing director of Woolworths/Truworths, Mr Mike Stakol, said.

1. The answers must be written in ink and clearly marked. The left hand ... should be used for rough work, but no credit will be given for such work.
2. Enter at the top of each page and in column (1) of the block on this cover the number of the question you are answering.
3. Blue or black ink must be used for written answers. The use of a ball point pen is acceptable. Red or green ink may be used only for underlining, emphasis or for diagrams, for which pencil may also be used.
4. Names must be printed on each separate sheet (e.g. graph paper) where sheets additional to examination book(s) are used.

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

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EVERY CANDIDATE MUST enter in column (1) the number of each question answered (in the order in which it has been answered); leave columns (2) and (3) blank.

1. No books, notes, pieces of paper or other material may be brought into the examination room unless candidates are so instructed.
2. Candidates are not to communicate with other candidates or with any person except the invigilator.
3. No part of an answer book is to be torn out.
4. All answer books must be handed to the commissioner or to an invigilator before leaving the examination.

EDSON 1525

Thousands may lose their jobs

EROS 2 29/10/82 335

By SANDRA SMITH

THE number of workers retrenched in the South African textile industry — many of them in the Eastern Cape region — is expected to reach between 6 000 and 7 000 within the next six months, according to Mr Stanley Shlagman, executive director of the Textile Federation.

And he claimed that competition from imported goods from overseas was largely to blame for the textile industry's problems.

He said the expected retrenchments would represent 10% to 12% of the industry's labour force.

The expected retrenchment of 600 workers in Western Cape textile industries in the next few weeks will bring to almost 3 000 the number of workers already laid off.

Mr Shlagman said today the Eastern Cape section of the industry could also be expected to lay off workers in the near future.

He agreed with two major unions in the industry that one of the main reasons for the retrenchments was the importation of textiles from the Far East.

"We can stoically accept the fact that the industry is being affected by the downturn in the economy, but it is ridiculous to magnify the problem with imports," Mr Shlagman said.

An adjustment to import rates was being sought, but this was taking a long time to implement and there was still an inducement for other countries to export to South Africa because of low import duties.

"We should be more concerned with keeping our own people in jobs than in providing employment for Taiwanese, Koreans and workers in Hong Kong," Mr Shlagman said.

● The Taiwanese Embassy in South Africa has described the claims that locals workers are losing jobs because of low import duties as "absolutely untrue and misleading".

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Mawu meets with employers

THE Metal and Allied Workers' Union (Mawu) claims its employer body Seifsa, is circulating letters to employers urging them not to attend a meeting with Mawu scheduled for tomorrow.

According to a statement released by Mawu, the meeting to discuss retrenchment procedures with employers will go ahead as planned at the D H Williams Heliar Kollege.

The statement has said that in letters addressed to employers Seifsa recommended that employers do not accept Mawu's invitation to negotiate on a redundancy procedure but rather handle the matter at a company level within Seifsa.

The letter added that Seifsa would be pleased to arrange a meeting of East Rand employers to discuss the [illegible] that it has [illegible] the need for [illegible] discussions [illegible] the company [illegible] level.

D. Dispatch 30/12/82

Border textile plants to close early

335

BY TOM LOUW
Business Editor

EAST LONDON — Locally based Da Gama Textiles has told its employees that the strongest possible cost-cutting measures must be implemented to reduce losses and safeguard the company's future viability.

The company has announced the following measures:-

● The East London and King William's Town plants will close earlier for the Christmas break. They will be shut down from December 10 to January 10. Certain sections, such as engineering, will not be affected.

● Monthly-paid employees will be allowed to offset the extra days involved in the closure against their annual leave.

● For weekly paid employees, the additional early closure days will be unpaid.

● The 1982 Christmas bonus for monthly paid workers will be paid, and the sick leave bonus for weekly paid workers will also be paid.

● The annual salary review for monthly paid staff will be postponed until the end of June 1983, when the position will be reassessed.

● All black employees within their salary bands will receive a 10 per cent increase. Those outside the maximum for the grade will be adjusted individually and informed accordingly.

● Da Gama will not recruit any more weeekly paid employees and the 1983 monthly paid headcount is being reassessed.

The chief executive of the company, Mr Casey B. Joosse, told me that like many other companies, especially in the textile field in South Africa and overseas, Da Gama is suffering serious declines in orders, and prices continue to soften.

The current cost-cutting exercise at Da Gama will be carried out across all areas in the company, and all 1983 expenditure budgets have been prunded severely.

At the same time, Mr Joosse expressed concern that the inflow of imported textiles has continued at an undiminished rate. He said the industry as a whole is hoping that it will be given some relief in this regard.

Turning back to the current cost-cutting exercise at Da Gama, Mr Joosse said: "We are keeping all our 1982 promises. But salary increases and Christmas bonuses next year are going to depend on the profit situation of the company at the time.

"We are doing our best to avoid retrenchment. As the biggest employers in the Border we feel we have a social responsibility."

C. Herald 30/10/82 (335)

The anquish of unemployment

A VISIT to the Department of Manpower Utilisation's labour bureau in Cape Town can be a depressing experience.

By ANEEZ SALIE

I went there last week to interview the unemployed, who gather there daily.

The hopelessness of their situation, the humiliation, the frustration and sometimes the anger was evident. And for someone who has a steady job, this is depressing.

The first person to whom I spoke merely pursed his dry, white lips and stared blankly not uttering a word.

He could not care a damn about my question. Perhaps he was bored or, worse still, resigned to his lot.

An old man came stumbling along. He wanted work, he said, any work. He is David Jantjies and lives at 78 Matroos Weg, Belhar. He was born in 1911.

"I do lots of types of work and I am a hard worker. I'm no *skollie*," said Mr Jantjies.

What about pension; surely, he was entitled to that?

GREY."

"Yes I am but somehow I prefer doing things for myself, even though my beard is beginning to grey," Mr Jantjies replied.

Several men standing around interjected. They strongly urged him to apply for a pension.

"Frankly speaking," said one bystander, "the old man is a nuisance. We would all be happy if he received a pension because, when people come along offering work, he always rushes in first and offers his labour at half the price we would.

"I know I may sound callous but it's a hard world."

Indeed, and more so for Mr Henry Simpson, 35, who sleeps under the stars.

"I have no place to stay and I desperately need an in-service job. Caretaker, janitor, handyman...it does not matter as long as I am allowed to live where I work.

"It does not really matter what I am paid because I cannot go on sleeping in the open," said Mr Simpson.

But the chances of him fulfilling his wish are slim. He has been trying for four months.

Mr Peter Williams, 41, was also interested in an in-service job. Although he had a place to live, it was by no means permanent. Mr Williams has been hanging around the labour bureau for more than a month.

RETRENCHED

Prior to that he worked in a paint factory before he was retrenched.

"Since I was put off work everything has been going downhill," said Mr Williams.

Someone more fortunate, or so it seemed, was Mr James Michaels of Mitchells Plain.

He had been given a job by the labour bureau. It was for a day and he stood to earn R10.

But the problem was that it was in Bellville and Mr Michaels did not have trainfare. Even if he were to borrow money, it may dnot have done him any good.

He explained: "By the time I landed the casual job half the morning had gone, and by the time I reach Bellville and after [illegible]



● HOPELESSNESS, frustration, humiliation. These are some of the emotions experienced by the unemployed. Pictured outside the labour bureau in Cape Town are Mr David Jantjies (left) and Mr Peter Williams. Both have spent some time looking for work.

2,5-million out of work — claim

FEW realise it but it has been blamed for suicides, murders, insomnia and marriage breakdowns.

No, we are not refering to mothers-in-law but that scourge of the present economic system — unemployment.

It has become so bad that it is affecting about a quarter of the work-force in this country. And it is going to get far worse before it improves.

Labour expert, Dr David Webster of the University of the Witwatersrand, addressing a seminar in Umtata recently, said there are a staggering two-and-a-half million unemployed people in South Africa. This represents 24 percent of the labour force.

The Government however, claims there are only 750 000 unemployed people.

"DISGUISED"

country, but mainly in the Eastern Cape.

It is from here that many people stream to the Western Cape in search of jobs only to be harrassed and forcibly returned because the Government has declared the Western Cape "a coloured labour preferential area".

Dr Webster said he found unemployment in the rural areas and particularly the Eastern Cape to be as high as 50 percent.

CANNING

In the Western Cape, there have been a host of retrenchments lately, particularly in the construction, canning and motor industries.

Where workers are union-

procedures so that workers receive good retrenchment pay at least," Mr Theron said.

In the canning industry there have been massive layoffs. During this summer season, there will be about 4 000 fewer jobs, representing about a quarter of the present national employment level in the industry Mr Theron said.

Some canning factories have closed down. These are mainly those which catered for the export market.

"But for the food-producers who cater for the home market it is boom-time," Mr Theron said.

PROSPECTS

With regard to the employment prospects in general, it would appear, ac-

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30/10/80 (35)

looked for the place it will be so late that the boss will tell me he does not need me anymore.

"It would mean that I would have wasted that money. Money I did not possess in the first place and for which I spend day after day at the *labour*."

A typical Catch 22 situation.

Labour academics have warned that the official figure refers only to registered unemployed workers. Dr Webster's figure of two-and-a-half million includes what is generally known as the "disguised" unemployed, who are not registered.

They are found in the rural areas throughout the generally "softened".

In the case of the General Workers Union, many of their members have elected to work short time or to take unpaid leave to avoid layoffs.

Where retrenchments have been unavoidable, workers with permanent residence rights have sacrificed their jobs in favour of those who work on a contract basis.

Many unionised workers have also received varying degrees of retrenchment payments.

And how do workers cope once retrenched? Are unemployment benefits adequate?

APPALLING

According to Mr Jan Theron, general secretary of the Food and Canning Workers Union, one of the biggest unions in the Western Cape, the benefits are appalling, even ridiculous.

"This is why we always place great emphasis on negotiating good retrenchment

survey of the Bureau for Economic Research at Stellenbosch University just released, that the chilly winds of unemployment are going to be felt sooner than expected.

Cape Herald asked Mr Jack Roos, director of the Cape Chamber of Industries to comment.

"While it is true that there have been a lot of retrenchments lately, many employers have told me that they are trying their utmost to avoid this," Mr Roos said.

"What they are doing instead is not replacing workers who leave their employ. They are also not taking on additional employees.

DOWNTURN

"But this is not going to be sufficient, especially in view of the downturn of the economy which is just starting.

"For this reason, we can expect many more retrenchments in the coming year, and sooner than we expect."

S Times 3/11/82 (335)

Iron furnaces to close

HIGHVELD Steel and Vanadium Corporation is to close two of its submerged arc iron-making furnaces because of a "significant" reduction in demand for iron, steel and vanadium.

The corporation said in a statement in Witbank yesterday that the reduced demand was a result of the overseas recession and the South African economy's downturn.

"The production programme will be reviewed towards the end of the first quarter of 1983, when the hot strip mill is expected to be in full commercial production," the statement said.

The reduction in output would have an adverse effect on profitability and the rate of earnings for the final six months of the 18-month financial period would be lower than that achieved in the first 12 months.

The corporation could not say how much the reduction would be, but added that the results of the 18-month financial period should be satisfactory. — Sapa.

Furnace closures

THE Highveld Steel and Vanadium Corporation is to close two of its submerged arc ironmaking furnaces because of "significant" reduction in demand.

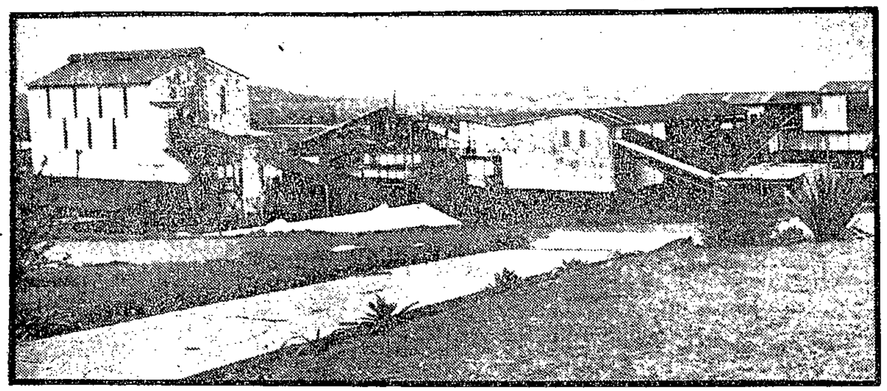
The corporation said in a statement in Witbank the reduced demand for iron, steel and vanadium was a result of the recession overseas and the downturn in the South African economy.

"The production programme will be reviewed towards the end of the first quarter of 1983 when the hot strip mill is expected to be in full commercial production," the statement said.

It added that output reduction would have an adverse effect on profitability and earnings, but did not say how much. — Sapa

HUNDREDS OF BLACK MINEWORKERS AND THEIR FAMILIES FACE STARVATION AND DESPAIR AFTER MASSIVE LAYOFFS

800 lose jobs in giant mine shutdown



The Indumeni Coal Mine, near Dundee, which closed down this week

THE shutdown this week of a giant Anglo-American coal mine in Northern Natal has sent hundreds of blacks packing to a bleak and jobless future in their impoverished homelands.

Almost 800 blacks — 80 percent of Indumeni coal mine's black labour force — have been axed in the shutdown.

Today they make the long trek back to their homelands as the last of the mine's production shifts grinds to a halt.

By SHAMI HARICHUNDER

"It's going to be a future riddled with starvation, poverty and misery for us," father-of-four Mfana Xaba, said this week. Mr Xaba, 38, is one of the almost 300 Zulus who will have to start job-hunting in KwaZulu when he leaves the mine today after working there for almost 21 years.

The remaining 500 retrenched workers are citizens of Transkei and Lesotho.

Their almost 80 Indian and white colleagues have been more fortunate. All of them have been offered tranfers to other coal mines owned by the Anglo-American group.

A small part of the black work force, comprising about 200, have been offered jobs on other company mines. They are mostly skilled workers.

The cause of the closure of the Dundee mine — one the oldest in the province and the eleventh in Northern Natal to close in recent years — is that Iscor, the giant iron and steel complex in Newcastle, has cut back on steel production due to a shrinking market.

A spokesman for Anglo-American's public relations division in Johannesburg, Colleen Hendricks, said this week negotiations were continuing with Iscor to ascertain whether they were still willing to accept coal from the mine at a reduced quota.

She said if Iscor agreed to this, production would drop at the mine and there would not be a need to close down.

The shutdown is expected to have ripple effects in surrounding towns, like Wasbank, Dundee and Glencoe, where business is expected to be badly hit.

Hennie Annandale, who owns a trading store near the mine, said he would have to close his business if the mine was shut down. He said he derived all his trade from mine workers.

Frans Zwane, 26, who lives in Vugeni township outside Wasbank, said he is going to find it impossible to keep his home fires burning now that he is out of a job.

He supports his elderly unemployed mother and three young brothers.

He said with his income of R130 a month he saw to all their needs. He lived in the mine hostel and did not pay rent.

"I am not worried about myself. I can stay without good clothes and food. It's my mother and brothers I am worried about. I don't know how they are going to survive. They were dependent on me," he said.

The future also looks bleak for Petros Chele, a 26-year-old Transkeian who has been working at the mine for six years.

"I don't know what I am going to do when I go back to Transkei. There are no jobs there. Even if I walk the streets for six months I will not find work," he said.



Petros Chele . . . no jobs in Transkei

RETRENCHMENTS (335)

Easing into recession

FM 5/11/82 (197)

Retrenchments are occurring over a broad spectrum of industry in Natal.

But many employers have chosen a sympathetic approach, and are working closely with the unions, considering staff cutbacks as a last resort only.

Options being explored in order to avoid retrenchments include cutting back on overtime, working short weeks, giving workers early leave or unpaid leave, getting rid of temporary staff, and not replacing workers who resign.

According to Roland Freakes, director of the Natal Chamber of Industries, most sectors have begun to feel the chill winds of recession. But unemployment levels are rising most significantly in the textile, clothing, footwear, furniture, heavy plant and motor accessories industries.

In Hammarsdale, home of the textile and knitting industries, about 10% of the workforce has been laid off in the past six months. An estimated 2 000 textile workers have been made redundant in Natal since the beginning of the year.

Selwyn Lurie, national chairman of the Textile, Yarn and Fabric Manufacturers' Association, confirms that retrenchments are on the increase, but he says where possible employers are trying not to lay off workers. He warns, however, that the situation could deteriorate next year: "We're right in the middle of it now. People will be taking decisions shortly."

Freakes says the employers' more "thoughtful" approach to retrenchment follows increased contact with trade unions and the fear of the social upheaval that could result from mass unemployment. "There is a general realisation that we must try to retain employment levels," he asserts.

Severance pay negotiations, common in retrenchment situations, "suggest that employers have concern for employees who have to leave and want to offer them something over and above their normal notice pay."

However, John Copelyn, acting general secretary of the National Union of Textile Workers, says it is more union activity than social conscience that contributed to the employers' change in attitude. According to Copelyn, several successful unfair labour practice claims, and strikes or threatened strikes over retenchment issues, have had a major part in changing employer/employee relationships.

More retrenchments seem inevitable as the recession deepens next year and employers and unions will find themselves negotiating more frequently on the procedures to be followed. Says Copelyn: "We will continue to insist that our members are properly treated in the event of cutbacks in the workforce."

Fired workers demand relief

Major ruling awaited from labour court

By STEVEN FRIEDMAN
Labour Correspondent

A KEY case heard by the Industrial Court in Johannesburg yesterday will test the right of fired workers to demand temporary reinstatement from the court if they allege the sackings were unfair.

Mr D R van Schalkwyk reserved judgment — but if he finds for the workers who brought it, many other employers who retrench or fire workers during a dispute may be faced with claims for interim reinstatement.

The case has been brought by the Metal and Allied Workers' Union and 52 migrant members fired by an Olifantsfontein company, Stocks and Stocks, against the firm and its holding company, Stobar Reinforcing.

The court yesterday heard arguments from both sides which, if upheld, would have crucial implications for labour relations.

Mr M Brassey, for the companies, argued that Section 35 of the Metal Industrial Council agreement, which sets out procedures employers must observe before firing or retrenching workers, was "void for vagueness".

He said it had no legal force because it did not spell out what an employer had to do to fairly dismiss workers.

Section 35 was hailed as a major breakthrough when it was introduced some years ago and this argument has major implications for the metal industries.

The company also says it is not subject to the metal industrial council agreement.

And Mr H Cheadle, for the union and the workers, submitted it was an "unfair labour practice" to "unilaterally" sack a whole work force to avoid retrenchment negotiations with a representative union.

The case is one of the first to be brought to the court in terms of recent new powers.

A change to Section 43 of the Labour Relations Act (LRA) allows the court to reinstate fired workers, while a dispute over an alleged "unfair labour practice" is being decided — a right once held by the Minister of Manpower.

The union and workers allege they were fired without warning by the employer in an attempt to avoid negotiation over retrenchment so that the company could carry out a "disguised retrenchment" by sacking all the workers and re-hiring only some. They also say the company breached Section 35.

The company denies this and alleges the workers broke their employment contract and were sacked after a go-slow action despite warnings to end it — which they deny.

Mr Cheadle said the workers had a "clear right" to interim reinstatement.

In terms of Section 43, an employer had to show a fired worker had been given a chance to put forward his view and, unless an employer could prove he had done this, the court should grant interim reinstatement.

Mr Brassey argued that, to qualify for relief, the workers had to show that there was no other satisfactory remedy for them.

They also had to establish a "clear right" to it and could not do so if there was a dispute of fact with the company, which there was.

Gunman 'only wanted to frighten' his former wife

By JOUBERT MALHERBE
Pretoria Bureau

"I NEVER wanted to kill my former wife — I only wanted to frighten her," a Pretoria man told a magistrate this week when he appeared in court on a charge of attempting to murder her.

Mr Abraham Joone, 28, of Zambezi Drive, Sinoville, choked with emotion when he told the magistrate he fired at his former wife last Saturday because he wanted her to experience the same anguish he suffered when she became involved with another man while he was doing operational service.

Mr Joone is charged with attempting to murder his former wife, Mrs Petronella Joone.

Mr Joone was granted bail of R1 000 after he told the court he would lose his job if he was detained until next week when the case is heard.

The prosecutor, Mr T Dicker, called Mrs Joone after opposing the bail application and she told the magistrate, Mr J Diener, that her ex-husband had threatened her twice since they were divorced on September 8 this year.

Last Saturday he collected their child at Mrs Joone's flat to take him to a fireworks display at Loftus Versfeld that evening.

That afternoon Mrs Joone went to a softball competition where she was later called and told her former husband was waiting for her in the parking lot.

She was told he had fetched her because their child had been injured after falling off a pavilion.

When Mrs Joone went to the car, Mr Joone allegedly threatened her with a firearm and told her to get into the car.

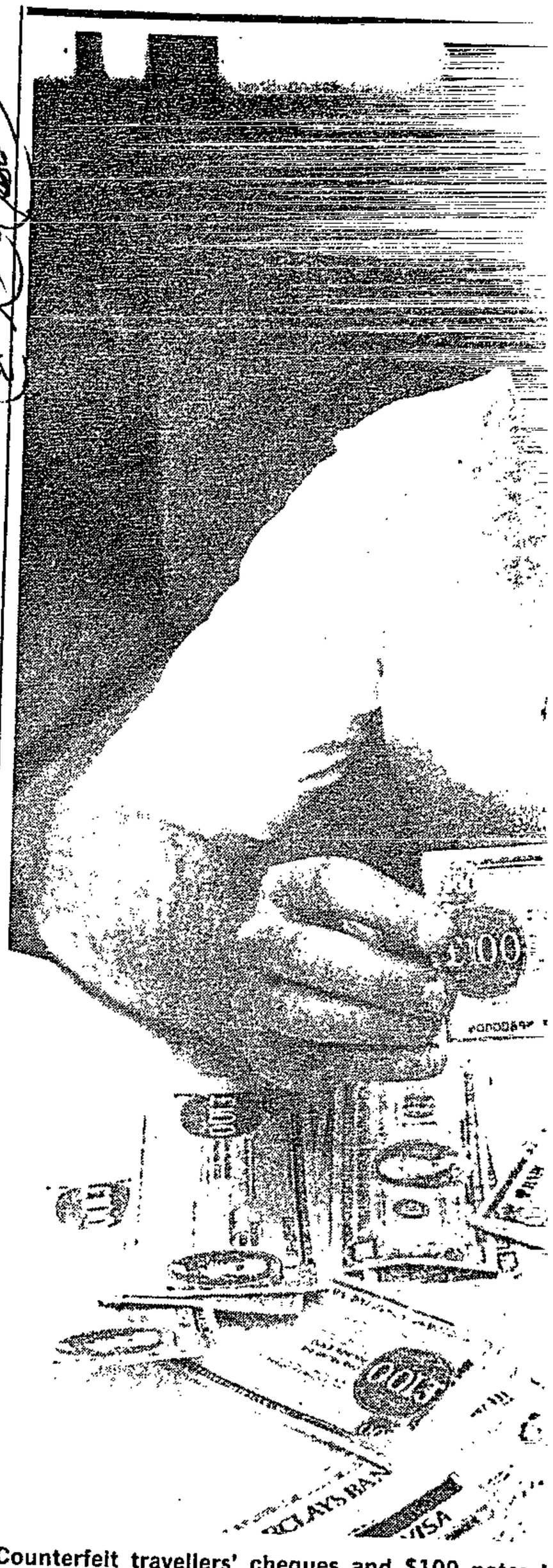
She refused and returned to the softball game, but Mr Joone allegedly followed her and fired a shot in her direction. Mrs Joone was not hit and Mr Joone was apprehended after allegedly firing another shot into the ground.

He told the court he had been to the house of a relative before going to the softball competition. When he saw the pistol lying in a cupboard, he decided to use it to give his former wife "a fright".

"I did not want to kill her," Mr Joone said.

His advocate, Mr B P Geach, said his client only realised the gravity of his conduct after having spent a few nights in police cells.

Bail conditions were that Mr Joone refrains from interfering with State witnesses — including his former wife.



Counterfeit travellers' cheques and $100 notes : Sergeant J N Visser shows some examples and ad:

'EVE'

WHY don't South Africans muck in when it comes to recycling trash? Read EVE tomorrow and find out.

Also in this issue is a look at a dangerous new drug, mothers and bonding, how to get your money's worth, hard sell in New York, recipes and fashion.

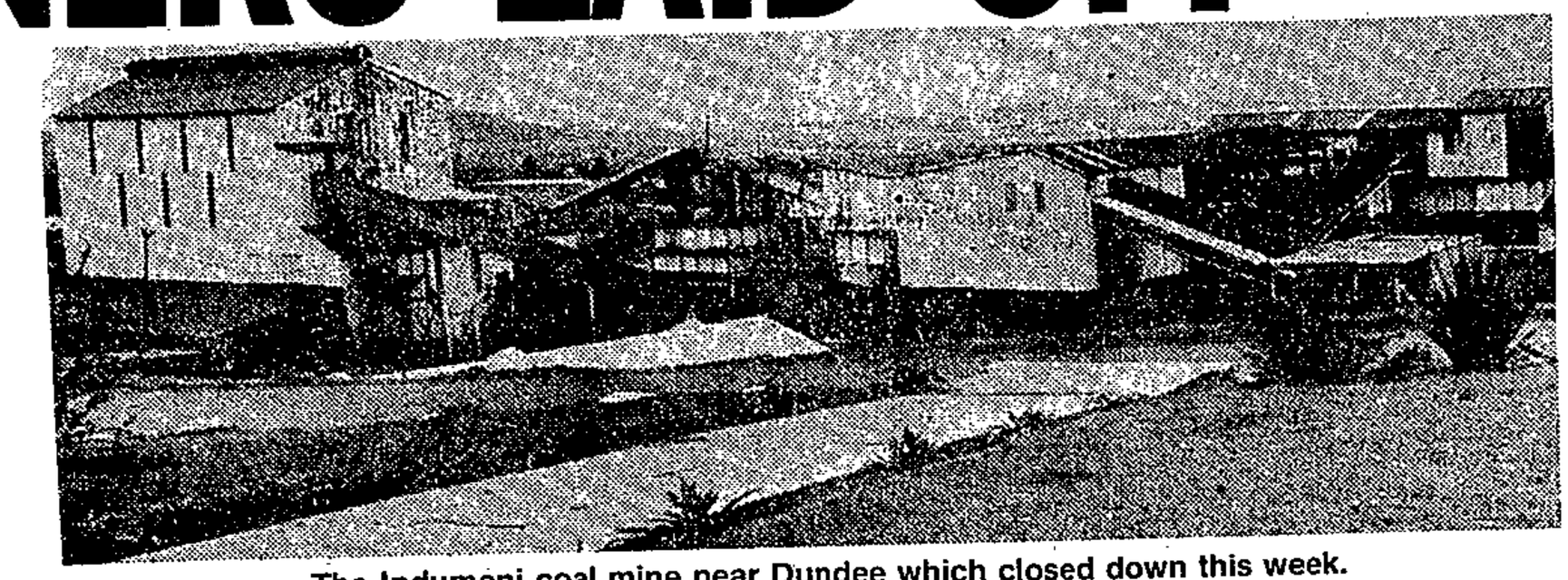
Don't miss this exciting issue of EVE tomorrow.



800 COAL MINERS LAID OFF

335

Blacks face starvation, but new jobs for whites



The Indumeni coal mine near Dundee which closed down this week.

THE shutdown this week of a giant Anglo-American coal mine in Northern Natal has sent hundreds of blacks packing to a bleak and jobless future in their impoverished homelands.

Almost 800 blacks — 80 percent of Indumeni coal mine's black labour force — have been axed in the shutdown.

Today they make the long trek back to their homelands as the last of the mine's production shifts grinds to a halt.

"It's going to be a future riddled with starvation, poverty and misery for us," father-of-four Mfana Xaba, said this week. Xaba (38) is one of the almost 300 Zulus who will have to start job-hunting in KwaZulu when he leaves the mine today after working there for almost 21 years.

The remaining 500 retrenched workers are citizens of Transkei and Lesotho.

Their almost 80 Indian and white colleagues have been more fortunate. All of them have been offered transfers to other coal mines owned by the Anglo-American group.

A small part of the black work force, comprising about 200, have been offered jobs on other company mines. They are mostly skilled workers.

The cause of the closure of the Dundee mine — one of the oldest in the province and the eleventh in Northern Natal to close in recent years — is that Iscor, the giant iron and steel complex in Newcastle, has cut back on steel production due to a shrinking market.

A spokesman for Anglo-American's public relations division in Johannesburg, Colleen Hendricks, said this week negotiations were continuing with Iscor to ascertain whether they were still willing to accept coal from the mine at a reduced quota.

She said if Iscor agreed to this, production would drop at the mine and there would not be a need to close down.

The shutdown is expected to have ripple effects in surrounding towns, like Wasbank, Dundee and Glencoe where business is expected to be badly hit.

Hennie Annandale, who owns a trading store near the mine, said he would have to close his business if the mine was shut down. He said he derived all his trade from mine workers.

Frans Zwane (26) who lives in Vugeni township outside Wasbank, said he is going to find it impossible to keep his home fires burning now that he is out of a job.

He supports his elderly unemployed mother and three young brothers.

He said with his income of R130 a month he saw to all their needs. He lived in the mine hostel and did not pay rent.

"I am not worried about myself. I can stay without good clothes and food. It's my mother and brothers I am worried about. I don't know how they are going to survive. They were dependent on me," he said.

The future also looks bleak for Petros Chele, a 26-year-old Transkeian who has been working at the mine for six years.

"I don't know what I am going to do when I go back to Transkei. There are no jobs there. Even if I walk the streets for six months I will not find work," he said.

(or Supplied)

Dundee coal mine closes

Pietermaritzburg Bureau

THE ANGLO American-owned Indumeni coking coal mine near Dundee has closed, ending months of speculation in the northern Natal town over the fate of the colliery.

A spokesman for Anglo American Corporation said negotiations with Iscor, South Africa's giant iron and steel corporation, were now sufficiently well advanced for a decision to be made to close the mine with effect from yesterday.

Iscor had approached the company with a view to closing the mine sooner than previously expected, which was in the second quarter of 1984.

About 1 000 mine employees will be affected, but the majority are to be relocated at other Amcoal Mines, the spokesman said.

A skeleton staff would stay on to carry out the closure of the colliery.

The spokesman said the possibility of exporting the remaining coking coal reserves had been examined but in view of the quality of the coal, particularly in relation to it's high sulphur content, this was not an economically viable alternative.

Bosses boycott union meeting

Labour Correspondent

ONLY one Reef metal employer ignored a request from the influential Steel and Engineering Industries Federation (Seifsa) and attended a meeting at the weekend called by the Metal and Allied Workers Union to discuss retrenchments.

The union had invited 85 East and West Rand metal companies, where it has members, to negotiate with union shop stewards on safeguards for workers against retrenchment.

It charges that most of the employers have not negotiated lay-offs with majority unions or offered workers a deal which could cushion their effect.

It hoped employers would negotiate a binding retrenchment procedure for all the factories.

However, Seifsa advised members not to attend the meeting, arguing that detailed retrenchment procedures should be negotiated by individual companies, rather than industry-wide, because of the different problems facing companies.

It also argued that industry-wide issues, such as redundancy pay, should be negotiated at the Metal Industrial Council only.

Yesterday, an MAWU spokesman said only one employer had attended the meeting in Katlehong township, near Germiston. The union had agreed not to release the company's name.

The spokesman added that shop stewards from 61 East and West Rand townships had attended and that the meeting had adopted several resolutions on retrenchment.

Details of the resolutions would be released in a statement today, he added.

The union had invited all 85 companies to the meeting by letter.

In all 16 replied to the letter, all refusing to attend. Five have already negotiated retrenchment procedures with the union and said they therefore saw no purpose in attending.

Many more are now jobless

By LOUIS BECKERLING
Business Editor

UNEMPLOYMENT in the Port Elizabeth-Uitenhage industrial area is at about twice last year's levels.

Statistics released by the Department of Manpower show that a total of 4 515 jobless people were on the department's books on October 25.

The figures exclude blacks and thus considerably understate the total unemployment picture.

October's total is 86% up on the same month last year and includes 2 238 coloured men — 115% up on last year's figure. The number of white men unemployed rose 88% to 415.

Worst hit as companies cut back on wage bills under the pressure of high interest rates and depressed demand was Uitenhage.

The figures show a dramatic 236% increase in unemployment among coloured workers in this area (from 182 in October last year to 613 this month). The number of white males without a job in Uitenhage rose from 41 to 88.

In Port Elizabeth the number of coloured men without work was 83% above last year's figure of 819, while 87% more white males were without jobs (285 compared with 152 last year).

RDM 1/4/82

Company warns its staff about move to cut costs

Mail Correspondent

EAST LONDON. — Da Gama Textiles, based in East London, has told its employees that the strongest possible cost-cutting measures must be implemented to reduce losses and safeguard the company's future viability.

The company has announced the following measures:

● The East London and King William's Town plants would close earlier for the Christmas break — they would be shut down from December 10 to January 10.

● Monthly paid employees would be allowed to offset the extra days involved in the closure against their annual leave.

● For weekly paid employees, the additional early closure days would be unpaid.

● The 1982 Christmas bonus for monthly paid workers would be paid, and the sick leave bonus for weekly paid workers would also be paid.

● The annual salary review for monthly paid staff would be postponed until the end of June 1983, when the position would be reassessed.

● The company would not recruit any more weekly paid employees and the 1983 numbers of monthly paid staff was being reassessed.

The chief executive of the company, Mr Casey Joosse, said that like many other companies, especially in the textile industry in South Africa and overseas, Da Gama was suffering serious declines in orders, and prices continued to soften. Since April the company's mills had been operating on a reduced time basis.

The current cost-cutting exercise at Da Gama would be carried out across all areas in the company, and all next year's expenditure budgets had been pruned severely.

Mr Joosse said: "We are keeping all our 1982 promises. But salary increases and Christmas bonuses next year are going to depend on the profit situation of the company at the time.

"We are doing our best to avoid retrenchment. As the biggest employers in the Border, we feel we have a social responsibility."

Henred clinches a deal on layoffs

THE Metal and Allied Workers Union's (unsuccessful) attempt to get Reef employers to a weekend meeting with union shop stewards to discuss retrenchments, has focused new attention on lay-offs.

Emerging unions say they should be negotiated with worker leaders and safeguards should be built in to ensure the effect on workers is cushioned.

They say that, as retrenchments grow, most employers refuse to do this. But how do things work when an employer does agree?

Well, last week motor firm Henred Fruehauf Trailers, which has recognised MAWU, negotiated the retrenchment of 84 people with the union.

The union wanted the company to work a shorter week. It says it considered this — as well as saving jobs, this would ensure the company preserved valuable skills — but felt it wasn't feasible.

But, except for a few workers whose skills were essential, the lay-offs took place on the last-in-first-out principle.

In addition, several older workers were retired on pension and Henred offered workers the chance to volunteer for early retirement — which its pension scheme allows. According to Henred, 100% of those laid-off were volunteers and they received their pension pay-out plus other benefits.

And the company has also frozen recruitment and decided there will be no more lay-offs this year.

Henred is not unique. Other

GENERAL NEWS

1000 fired as coal mine shuts

Labour Reporter

About 1000 black workers lost their jobs in Northern Natal yesterday when the Indumeni coal mine was shut down.

The closure of the Anglo American mine was the result of the downturn in the steel market which saw Iscor having to negotiate an end to its contract with Indumeni.

A skeleton staff was kept on to see to the mine's closure, although management was reported to be looking at alternative operations with certain grades of coal.

The majority of the workers came from the Dundee area while the rest were from Transkei and Lesotho.

It is understood about half of the long-service workers will be relocated at other Anglo American coal mines.

The remainder will return to the homelands or neighbouring states.

However, the remaining workers will probably receive preferential treatment regarding re-employment, according to industry sources.

White and Indian staff are also likely to be re-engaged at other group mines.

An Anglo spokesman confirmed the closure and said financial talks were under way with Iscor.

Employers avoided talks — metal union



By STEVEN FRIEDMAN
Labour Correspondent

THE Metal and Allied Workers Union has hit out at employers in the metal industry for staying away from a meeting where union shop stewards wanted to discuss retrenchments with them – and is to press for a new meeting on the issue.

The union has also attacked retrenchment guidelines issued by the Steel and Engineering Industries Federation (Seifsa).

In a statement yesterday, MAWU confirmed that only one employer attended the meeting — held near Germiston at the weekend – although 85 had been invited.

It said shop stewards from 61 companies had attended and had passed several resolutions, including one condemning both employers and the Seifsa, which advised companies not to attend.

The union said workers had claimed that employers were "always calling for joint negotiations on matters of common interest, but were afraid to attend a meeting where they would negotiate in this way with their own employees".

MAWU said it would take up the issue again with Seifsa and press for a new retrenchment meeting, on November 27, and would also go ahead with attempts to get employers to negotiate with it on safeguards for workers' jobs.

It accused employers of using the economic downturn to take a "hard line" and "crack down" on unions. This meant that workers would take a "much harder line with employers when the economy picked up.

Seifsa said it opposed the meeting because it believed retrenchment details should be worked out between workers and individual companies, not industry-wide.

The Seifsa guidelines urge employers to consider alternatives to retrenchment such as shorter working weeks, controlling overtime and not replacing workers who leave

They warn that lay-offs have an "extremely serious" effect on workers.

They say employers should consider the last-in-first-out principle, demanded by unions, but only after considering "merit" and the need to retain skilled workers.

The guidelines also urge employers to help workers claim unemployment insurance and find new jobs. The metal industry's industrial council bound employers to rehiring retrenched workers "where practicable" after the economy picked up.

MAWU says the guidelines "omit the major issues". It says they talk of "consultation" rather than "negotiation" — "presumably workers can talk but in the end they must agree".

Bosses snub metal union talks

ARGUS, 2/11/82

Argus Correspondent

JOHANNESBURG. — Metal industry employers have been condemned by the Metal and Allied Workers' Union (Mawu) for remaining on an "unrepresentative" negotiating body and refusing to deal directly with Mawu.

This was the follow-up to a proposed meeting on Saturday between the Fosatu-affiliated union and more than 80 industry employers.

The meeting was to have been held at Katlehong township near Germiston.

Only one employer turned up and the meeting was cancelled.

Mawu, however, planned to hold another meeting, a union spokesman said.

CONDEMNED

A statement by the union condemned employers for not attending, saying employers preferred to negotiate through the Industrial Council, which was an "unrepresentative body".

Meeting employers where Mawu had members would have ensured representative talks, the statement said.

Members on the Industrial Council represented only a small minority of the workers in the industry, the statement claimed.

Mawu also condemned the Power Steel, Engineering Industries Federation of South Africa for telling its members not to attend Saturday's meeting.

The Mawu spokesman said members were concerned that there would be lay-offs at many metal firms on the East Rand next month. Shop stewards were being urged to seek retrenchment agreements with their employers.

radio and television for prizes worth over R100

...ceptable to him.

Mr Maree said "Swapo is communist-orientated and therefore unacceptable to me in SWA."

The exercise also revealed the totally different approaches of the various parties to reducing the escalating conflict on the northern borders and of improving relations with neighbouring states.

The NP, the Progressive Federal Party and the New Republic Party candidates generally favoured — to varying degrees — a policy of diplomacy, dialogue and co-operation.

The Conservative Party and Herstigte Nasionale Party representatives tended to regard the use of military might, sanctions and the cutting off of aid, as the best ways of forcing South Africa's nearest neighbours to adopt more acceptable attitudes.

Full answers to all the questions are published on Page 7.

Meanwhile the Leader of the Opposition, Dr Frederik van Zyl Slabbert said yesterday Government policies, and particularly the way influx control was applied to black people, encouraged black militancy and confrontation.

At election meetings in Stellenbosch and Johannesburg North he also repeated the PFP's opposition to violence and accused Nationalists of misrepresenting the views of the PFP parliamentary candidate in Stellenbosch, Mrs Di Bishop.

He praised Mrs Bishop for the calm and principled way she had reacted to the attacks and had tried to bring the argument back to the central issues facing voters.

Dr Slabbert told the meeting in Stellenbosch support for the NP meant endorsing Nationalist policies which would increase polarisation and confrontation in South Africa.

"It is measures such as these which will determine our future, whether there will be violence and confrontation or peaceful change."

In Johannesburg North he said the PFP, unlike Nationalist Cabinet Ministers, was not selective in its rejection of violence to bring about change, whether the violence was perpetrated by Swapo, Zapu or anyone else.

(Reports by John Battersby and Chris Freeman, both of 121 Main Street, Johannesburg, and Tony Weaver and Michael Acott of 77 Burg Street, Cape Town.)

Silence over prisoner swop

Pretoria Bureau Chief

GOVERNMENT officials in Pretoria have indicated that they are unable to comment on the reports emanating from Lusaka that South Africa and Angola had planned to swop prisoners-of-war in the Zambian capital last week.

Zambia's Minister of Home Affairs Mr Frederick Chomba, said in Lusaka yesterday he knew that the swop was due to take place. However he was unable to say why the prisoner exchange had not taken place.

Reports from Angola said the swop, could have involved Angolan, Soviet and Cuban prisoners held by South Africa and two mercenaries, an American pilot and the bodies of three South African soldiers held by the Angolans.

Angola is holding two American mercenaries, Gustova Grillo and Gary Acker, who fought in the Angolan civil war.

Reports from Lusaka said South Africa is believed to be holding 100 Angolan prisoners and a Soviet adviser taken prisoner in 1981 during Operation Protea in southern Angola.

Sapa reports that a Department of Foreign Affairs spokesman approached in Pretoria for confirmation of the alleged swop, said: "We are not in a position to comment".

Contract bombshell for SA employers

By STEVEN FRIEDMAN
Labour Correspondent

BLACK contract workers who are retrenched before their contracts run out can sue their employers, lawyers have told the Steel and Engineering Industries Federation.

This news will come as a bombshell to scores of employers who have already retrenched contract workers this year. Trade unionists say "thousands" of contract workers have been laid off in the past few months.

And yesterday, a spokesman for the Legal Resources Centre agreed with Seifsa's lawyers' interpretation and said the LRC had a number of cases pending in which retrenched contract workers are demanding damages from employers.

This interpretation means employers who want to retrench contract workers must wait until the worker's contract runs out and then not renew it. If they do not wait, they risk a damages action.

The advice to Seifsa is contained in redundancy guidelines it has circulated to member companies.

The guidelines point out that black migrant workers — any worker who does not qualify to live in the cities permanently according to influx control laws — work on fixed contracts with their employers, which last at most one year.

"Legal opinion given to Seifsa is that an employer may not unilaterally retrench an employee before the end of the contracted period and that if (he) does so, the employee will, in appropriate circumstances, have the full range of remedies available for the breach of his contract," Seifsa says.

It adds that workers retrenched in this way could demand reinstatement and wages for the period after they were retrenched until the contract was due to end, or for his wages only.

A legal source pointed out that, in terms of the Black Labour Act, workers from the rural areas can only work in the cities if they sign a 12-month contract with an employer.

Regulations in terms of the Act laid down grounds on which a contract could be ended including the employer's "failure or inability to provide regular employment".

No precedent suggested this referred to retrenchment, he said, adding: "Even if it does, this does not stop a worker suing. The employer has contracted to provide a job for a year. If he doesn't, the worker has a claim.

● See Page 2

Breakfast Quip



"Now, THAT'S what I call Kruger rands.

Good news for farmers — rainy weather to continue

Mail Reporter

THUNDERSTORMS over the Transvaal and rainy weather over most parts of the country this week were predicted by the Pretoria Weather Bureau yesterday.

The heavy rain over the weekend in the city area resulted in a 20mm reading from 8am on Sunday until Monday 8am at Joubert Park, the Weather Bureau said.

The only parts of the country that did not benefit from the weekend rains were the far northern and eastern regions of the Transvaal where drought conditions are still prevalent.

Sapa reports that rains have brought new hope to Natal but much more is needed to ensure water supplies.

Good rains had also fallen in the Transkei and Ciskei areas bringing relief to both stock and crop farmers.

The thief who came to a 3-course dinner

By EMIELIA JAROSCHEK
Crime Reporter

MORE and more and more — that's what a robber wanted when he saw the "greenbacks" piling up in his leather bag.

The white man pointing a gun at tellers in a bank in La Rochelle, Johannesburg yesterday just could not get enough — he went from one teller to her companion then back for a second helping.

He finally got away with R10 927.

Police said that the robber, wearing a crash helmet, walked into the Bank of Lisbon on the corner of Johannesburg Road and Sixth Street, La Rochelle at 2.35pm and pointed a gun at a teller, Mrs Elizabeth Oliveira, 23.

He threw a leather bag at her and demanded cash.

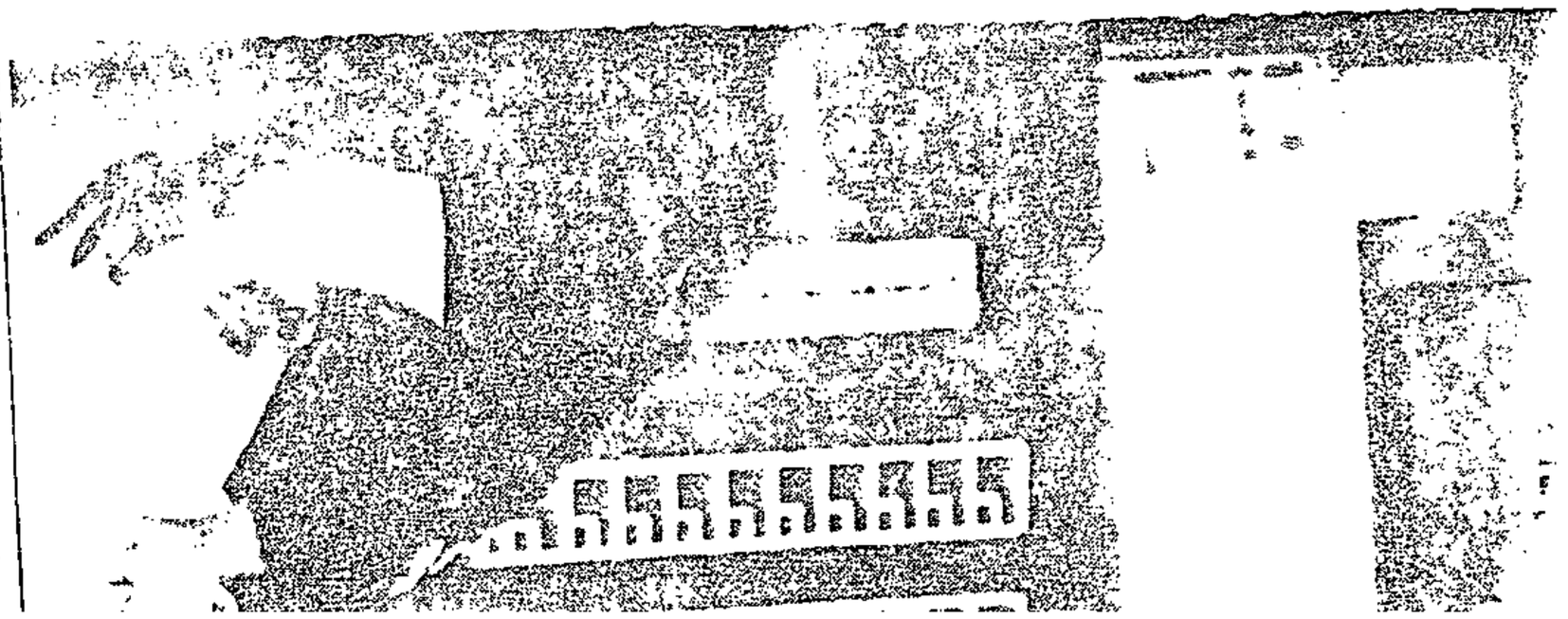
Mrs Oliveira complied and the gunman went to the next teller, Mrs Maria Santos, 34, with the same demand.

She also put money into the bag and he returned to the first teller, asking for more.

Mrs Oliveira gave him more, and the gunman finally appeared satisfied.

He ran out and jumped onto the pillion of a dark-coloured motorcycle and was whisked away by a partner, also wearing a crash helmet.

Brixton Murder and Robbery Squad detectives are still searching for the men.



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Mine closure leaves 800 out of work

Post Correspondent

DURBAN — The shutdown this week of a large Anglo American coal mine in Northern Natal has led to about 800 miners losing their jobs and facing an uncertain future in impoverished homelands.

The retrenched workers are made up of 300 Zulus, about 400 Transkeians and 100 from Lesotho.

They began packing up when the mine, one of the oldest in Natal, finally stopped production.

The Transkei workers say they face a "miserable future" because there is no work back home.

The same applies to the Zulu workers, some of whom have been employed on the mine for more than 20 years. They will return to Kwazulu, but there is little work there.

The Anglo American group decided to close the mine because of a cutback in production at Iscor, the giant iron and steel complex at Newcastle. Iscor has cut back its fuel requirements.

The Anglo American Corporation ensured jobs on other mines in the group for about 80 Indian and white employees, and was also able to place about 200 black workers, most of them skilled.

The shutdown of the mine, the third in Natal this year, is also causing serious concern to traders for whom the miners accounted for almost 90% of their turnover.

The miners paid in cash whereas nearby residents used credit, they said.

CISKEIANS GIVEN JOBS AT LOWER SALARY

Twenty workers fired from plant

TWENTY workers were this week retrenched from a leading fertiliser company in Potchefstroom and their jobs were immediately given to workers recruited from Ciskei at lower salaries.

The company, Triomf, owned by well-known millionaire, Mr Louis Luyt, is alleged to have taken on the new recruits on condition that they do not belong to any trade union, particularly the South African Chemical Workers Union (Sacwu) to which the retrenched workers belonged.

A spokesman for the retrenched workers also alleged that the management at Triomf had entered into a deal with the Ciskei Government, by which the recruited workers would be warned not to have anything to do with trade unions after their employment.

Those who defied the "no union membership" order, would be sent back to Ciskei and be "sorted" out by the authorities there.

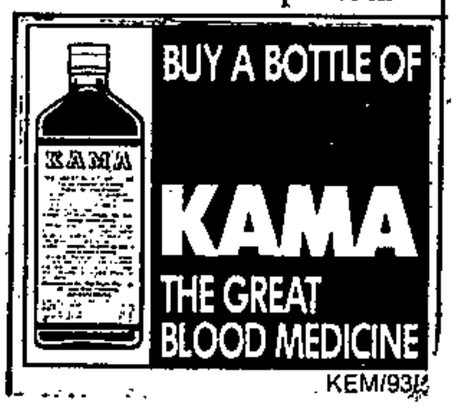
The general-manager of Triomf, Mr J J Gerber, denied that any deal had been entered into between his company and the Ciskei Government.

He also denied that Ciskeian recruits were employed at lower wages.

"We have in the past employed workers from Ciskei and we did that just for the sake of it with no sinister motives behind it.

"What we had now were retrenchments and there are still more to come. And this we did solely for purposes of maintaining a balance of staff proportionate to our production," he said.

He added that as the production rate fluctuated, more retrenchments and intake of new staff could be expected.



KEM/93

'Half-million' jobless in SA

CAPE TIMES
3/11/82
335

By PHILLIP VAN NIEKERK

THE NUMBER of unemployed people in South Africa has topped the three million mark and poverty among blacks is increasing at an alarming rate, according to the findings of a University of the Witwatersrand researcher.

Professor Jeremy Keenan, of the Department of Social Anthropology, who has been researching the problems of unemployment and poverty in the current recession, said his unemployment calculations were based on research done in 1976 by Mr Charles Simpkins, a University of Cape Town researcher.

"In 1976, Mr Simpkins found there were 2,3 million unemployed in the country. He found that there would have to be 200 000 new jobs created every year just for that figure to remain the same.

"During the recession of 1976 to 1978 the number of blacks in employment declined and it wasn't until the second quarter of 1980 that the 1976 employment level was again reached

"Last year the number of employed increased by about 150 000, but with the recession this year, about the same number have lost their jobs."

Professor Keenan said this meant there had been no absolute increase in employment since 1976, while another one million had entered the job market in that time.

"Adding that one million to Mr Simkins's 2,3 million, you have a rough figure of 3,3 million," he said.

"Inflation and other factors such as pension schemes have meant that black workers' wages did not rise in real terms between 1978 and 1980. On top of this, the effects of unemployment have led to increasing poverty among the black community.

"Any wage gains in 1981 have been offset by the effects of unemployment."

Unionists

Professor Keenan said he had also found that certain employers were using the recession as a means of flushing out trade unionists, getting rid of workers who were no longer physically so productive and moving into more capital intensive production.

"It is obviously in their interests for the recession to continue for a while as it is effectively weakening the working class."

He said his research showed that the black population had not benefitted from the recent boom.

Mr Simpkins said yesterday that his 1976 research had been based on subtracting the number of people in employment from the labour supply, which was based on census figures

Official statistics on unemployment were "unrealistically" low because they excluded the underemployed, the chronically unemployed who had not looked for a job in the past month and people who were ruled out because they were too young or too old, though they were in fact looking for work.

In addition, the government did not survey unemployment in the independent homelands, which were major areas of unemployment. He said most of the unemployed were in the homelands

Mr Simpkins agreed with Professor Keenan that the figure of 3,3 million was "rough", and, because of argument over the definition of who was regarded as economically active, it could be — at the most — half a million lower. "Still, this is an incredibly high rate.

'Three million' jobless in SA

CAPE TIMES
3/11/82
335

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Fedmis still to 'retire' 500

ABOUT 500 workers are to be retrenched by Fedmis company this year. 335

The company employs 11 000 workers throughout the country and the number of retrenchments is that of July until December this year.

Mr Dave Marlow, managing director, said the company was forced to put some of its employees on early retirement because of the economic situation. But, he said, such a move would not apply to most workers.

"Retrenchments are not only limited to one plant but cover all our companies in the country. And people of different ages and occupations have been affected," said Mr Marlow.

Mr Marlow said the company had dealings with different unions and that meetings had been held to discuss the problems.

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U'hage textile firm may re-employ shop stewards

By SANDRA SMITH

A SPOKESMAN for Veldspun International in Uitenhage, where 214 of more than 1 000 dismissed workers are to be re-employed, said today sacked shop stewards had as much chance of getting their jobs back as any other workers.

He was responding to questions raised at a meeting of the dismissed workers last week to discuss the company's offer to take back some employees.

There was uncertainty about the fate of shop stewards who were among those dismissed in August after workers went on strike when colleagues who refused to do the work of retrenched employees were laid off.

Workers also instructed officials of the National Union of Textile Workers (NUTW) to ask why, as was agreed, Veldspun's management had not provided the union with a list of those who would get back jobs.

NUTW officials met management representatives today to discuss the issues and for the union to convey the workers' acceptance of Veldspun's proposal to re-employ 214.

While the meeting was in progress a company spokesman said it had been made "absolutely clear" that membership of or a position in any union would not be a factor for consideration in the re-employment. The only factor would be suitability for the posts available.

Veldspun had no objection to providing both the NUTW and the Textile Workers' Industrial Union (TWIU) with a list of those to be taken back. However, they would not be given a list before the people were themselves informed.

Railways cut staff by 2 200

Mercury 3/11/82

Labour Reporter

SOUTH African Transport Services in Natal had reduced its staff by about 2 200 over the past three months by not filling vacancies, the Natal systems manager, Mr Willie Mitchell, said yesterday.

But it had not laid off any permanent staff, he said.

Mr Mitchell said in July SATS in Natal had more employees than it had had at the same time last year, but the system was moving less traffic.

The reductions had been achieved by laying off casual workers and by not replacing leaving staff, he said. The staff at present stands at 45 000.

It is understood that in one SATS department the staff has been reduced from seven to one.

Mr Mitchell said these measures were necessary to get SATS 'back to where we've got to be' because of the drastic fall in its income through the present economic situation.

He said during the fruit season the harbour usually took on about 100 to 200 workers but SATS was now avoiding taking on casual workers.

RDM 3/11/82 335

Metal firms to be sued over contracts

By STEVEN FRIEDMAN
Labour Correspondent

SCORES of Transvaal firms in the metal industry are to face claims for damages from the Metal and Allied Workers Union for retrenching black contract workers before their contracts had expired, the union said yesterday.

MAWU general secretary Mr David Sibabe said yesterday the union planned to write to employers demanding damages for over 1 000 workers. If all the claims succeeded, the cost to employers could run to thousands of rand.

He said firms who retrenched contract workers in mid-contract in future would also face actions.

The move follows the revelation, in a document circulated by the Steel and Engineering Industries Federation to employers, that employers who retrenched contract workers before their contracts had expired could be sued by the workers.

And yesterday, a MAWU source said the union believed that many contract workers could claim damages.

He said the union had examined the Black Labour Act and had concluded that employers could only fire contract workers if the workers were guilty of offences such as insolence, dishonesty and refusal to work.

MAWU was also considering bringing claims against employers where contract workers were fired for "vague reasons such as not producing enough".

The union has already referred several cases to lawyers, instructing them to act against the employers concerned.

● Editorial Comment — Page 6

GENERAL NEWS

Jobs tumble in steel and motor plants

Star 3/11/82

By Michael Chester

More than 3 600 jobs have been scrapped by major motor manufacturers as the recession slams the brakes on car and truck sales. Short-time work is widespread.

Few big motor assembly plants in Pretoria and Port Elizabeth have escaped severe production cutbacks.

The full impact of this has yet to be felt by hundreds of smaller companies which rely on feeding motor production lines with components.

In addition steel producers confirm they are forced to plan redundancies and more short-time schedules because of the nosedive in demand on overseas and domestic markets.

Highveld Steel fears more than 1 000 workers at its Witbank plants will have to be retrenched.

Mr Leslie Boyd, managing director, said talks were under way to work out precise redundancy figures. But it looked certain that more than 1 000 of the 6 800 labour force would be hit.

In addition, work hours in the rolling mills would be cut from 20 shifts a week to 12 or 15 shifts.

The labour force at the Highveld iron-ore mine at Roosenekal in the Eastern Transvaal would also be affected in the cutbacks, Mr Boyd said.

Iscor confirms it is also slashing production from an annual 7,4 million tons to about 5,7 million tons, leaving nearly 25 percent of its capacity idle. Three of its blast furnaces at Newcastle have been closed.

Mr J P Kotzee, Iscor managing director, has launched a programme to cut down heavily on the labour force. He hopes to achieve the reductions by natural labour wastages and transfers rather than actual lay-offs.

Mr George Clark, chairman of Dunswart Iron and Steel Company, reports its working week has been trimmed back, adding: "Sooner or later we shall have to think about shutting down some plants."

The stringency of labour reductions in the motor assembly plants has been underlined in a survey by the National Association of Automobile Manufacturers of South Africa (Naamsa).

It shows the total work force has been shrunk from 50 282 to 46 650 in six months. This means nearly one in 12 jobs has been axed.

"The downturn was signalled in September," said Mr Colin Adcock, president of Naamsa. "And the October sales figures — out in the next two weeks — will show the decline is worsening."

The widening impact of the recession is reflected at Barlow Rand, the biggest and most diverse industrial conglomerate in the country.

Its general engineering and construction divisions have been particularly hard hit. But a spokesman said retrenchments had been held at a minimum by reverting to short-time work where necessary.

Employers have been advised by Dr Hennie Reynders, chairman of the National Manpower Commission, to look into short-time rather than retrenchment when jobs are threatened. "Job sharing could prove a highly useful alternative to job cutting when worse comes to worst."

Said Mr Arthur Grobbelaar, general secretary of the Trades Union Council of South Africa: "We haven't touched bottom yet. We fear that a number of companies will announce retrenchments next month before the Christmas holiday begins.

"It will be a nasty Christmas for a lot of workers."

Expert puts jobless in SA at about 3-million

Mail Correspondent

CAPE TOWN. — The number of unemployed people in South Africa may have topped the 3 000 000 mark and poverty among blacks is increasing at an alarming rate, according to the findings of a University of the Witwatersrand researcher.

Professor Jeremy Keenan, of the Department of Social Anthropology, who has been researching the problems of unemployment and poverty in the current recession, said his unemployment calculations were based on research done in 1976 by Mr Charles Simkins, a University of Cape Town researcher.

"In 1976, Mr Simkins found there were 2 300 000 unemployed in the country. He found that there would have to be 200 000 new jobs created every year just for that figure to remain the same.

"During the recession of 1976 to 1978 the number of blacks in employment declined and it wasn't until the second quarter of 1980 that the 1976 employment level was again reached.

"Last year the number of employed increased by about 150 000, but with the recession this year, about the same number have lost their jobs."

Prof Keenan said this meant there had been no absolute increase in employment since 1976, while another 1 000 000 had entered the job market in that time. "Adding that 1 000 000 to Mr Simkins' 2 300 000, you have a rough figure of 3 300 000."

He said his research showed that the black population had not benefited from the recent boom. "Inflation and other factors such as pension schemes have meant that black workers' wages did not rise in real terms between 1978 and 1980. On top of this, the effects of unemployment have led to increasing poverty among the black community.

"Any wage gains in 1981 have been offset by the effects of unemployment."

Prof Keenan said he had also found that certain employers were using the recession as a means of flushing out trade unionists, getting rid of workers who were no longer physically so productive and moving into more capital intensive production.

"It is obviously in their interests for the recession to continue for a while as it is effectively weakening the working class."

Mr Simkins said yesterday that his 1976 research had been based on subtracting the number of people in employment from the labour supply, which was based on census figures.

Official statistics on unemployment were "unrealistically" low. They excluded the under-employed, the chronically unemployed and people ruled out because they were too young or too old, though they were in fact looking for work. Also, the Government did not survey for unemployment in the independent homelands, the major areas of unemployment.

Sowetan
5/11/82

Few attend metal union talks

THE Metal and Allied Workers' Union (Mawu) this week condemned employers and Seifsa for refusing to attend a meeting with the union to discuss retrenchment procedures last weekend.

The meeting, which was called by the union's Transvaal branch, was held at the D H Williams Hall in Katlehong on Saturday. It was attended by representatives of the union in 61 companies on the East Rand and by observers representing members from the Vaal and West Rand areas.

Only one employer, out of 85 invited, attended the meeting. Other companies either replied that they had already negotiated with the union on the subject or that they were unable to attend. Mawu condemned this action and pointed out that employers were always calling for joint negotiations on matters of common interest, but were afraid to attend a meeting where they would negotiate in this way with their own employees.

The meeting noted that employers were being hypocritical. They refused to negotiate in a meeting with representatives from organised factories. Instead they referred the matter to the Industrial Council which only represented a minority of workers.

East Rand employees often meet as a group through Seifsa to discuss problems. Seifsa has offered to call such a meeting on retrenchment yet employers claim they cannot negotiate as an East Rand group.

The meeting resolved:

- to condemn employers for not attending the meeting;
- to condemn Seifsa for interfering. This could cause conflict between employers and their employees;
- to condemn both employers and Seifsa for being afraid of democratic negotiations;
- all Mawu members should continue to press their employers to accept Mawu's retrenchment procedure;
- workers should press their employers to attend another meeting on November 27.

CARK TIMES 5/11/82

550 textile employees laid off

Own Correspondent

PAARL. — The "huge quantity" of textile products being allowed into the country from abroad, has caused the Berg River Textile Company of Paarl to retrench 550 of its employees, Mr E R.B Ankers, managing director of the company, said yesterday.

The workers will all be retrenched today.

Mr Ankers said that at a meeting addressed by Dr Dawie de Villiers, Minister of Industries, he had asked about the large textile imports from Taiwan.

Dr De Villiers had replied that as Taiwan bought goods from South Africa, South Africa had to buy goods from Taiwan.

Cheap textile imports cost jobs

ARGUS 5/11/82

197 ~~138~~ 335

Labour Reporter

THE textile industry is suffering tremendously because of cheap imports from South East Asia, according to Mr Norman Daniels, general secretary of the Textile Workers' Industrial Union (TWIU).

Mr Daniels was commenting on large-scale retrenchments from various textile mills around the country.

About one quarter of 130 000 workers in the textile industry in South Africa had lost their jobs since the beginning of the year, said Mr Daniels.

"In Paarl alone, there are at least 1 000 unemployed textile workers walking the streets."

Retrenchments

Commenting on the retrenchment of 550 workers today from Berg River Textiles in Paarl, Mr Bob Ankers, managing director of the company, said that cheap imports were the major reason for the retrenchments.

Mr Ankers said one reason why imports from the East were so much cheaper was that the South African textile industry paid a "fair day's wage" compared with "the sweat shops in the East".

Mr Ankers estimated that at least 6 000 jobs in the industry had been lost since the beginning of the year.

Short-time

"If you take into account the number of man hours lost through firms switching to short-time we are talking of the equivalent of 13 000 jobs," Mr Ankers said.

Mr Ankers said management had negotiated severance pay with the TWIU, but that the extent of unemployment being caused by "extrenchments was "extremely traumatic".

Another textile mill, SBH cotton mills, retrenched 50 workers today.

A spokesman from SBH said he could not predict how many more workers would be retrenched in the coming weeks.

Effects

The effects of cheap imports over the last three years were being felt now, he added.

The value of permits issued to importers from January to September this year was R310-million.

SBH paid "generous" severance pay to retrenched workers, said the spokesman.

Textile plant retrenches

PAARL — One of Paarl's largest factories retrenched 550 employees today.

The plant, Berg River Textiles Limited, belongs to the Unisec group.

Berg's managing director, Mr E R B Ankers, said the flood of textiles into South Africa from Taiwan had had an adverse effect.

Mr Ankers said he estimated 4 000 South African textile workers had lost their jobs. — Sapa.

Steel slump hits colliery jobs

By Tony Davis,
Labour Reporter

About 2 000 jobs on collieries under Anglo American control have been destroyed because of the drop in the iron and steel markets.

Iscor has had to reduce its iron and steel output substantially because of the impact of the recession locally and on steel-importing foreign trade partners.

Iscor's cutbacks are in turn affecting local mining as coal is used in large quantities in steel production.

Last weekend Anglo's Indumeni mine in Natal closed because Iscor terminated its contract.

Iscor is now making further cuts, this time affecting sections of Anglo coal mines near Witbank.

Iscor has already informed the Anglo American Coal Division, Amcoal, it no longer requires coal from the Hope and Main sections of the Springbok Colliery and the Navigation section of South African Coal Estates.

A decision to close the Main and Navigation sections had already been approved, an Anglo spokesman said.

The premature closure of collieries and sections will mean many redundancies as Anglo is unlikely to be able to place many of the workers in other operations.

The scheduled closing dates for the mines and sections were: Indumeni — mid-1984; Hope and Main — mid-1983; and Navigation — late 1985.

But these dates are all being brought forward and Iscor is having to negotiate the termination of the contracts with Anglo.

Amcoal had planned to open collieries in the next few years, and these would have taken on workers from the collieries slated for closure.

Expansion plans, which are still going ahead, are:

- At Goedehoop, where primary production gets under way early next year.
- At New Denmark, which will supply Escom's Tutuka power station. Production also begins early next year.
- At New Vaal, which is being planned as an open cast colliery, with production scheduled to start in 1984.

But now with the termination of several contracts by Iscor, many miners — largely rural blacks — are without jobs.

About 1 000 workers at Indumeni, 1 000 at Main and Hope and another 1 000 at Navigation are affected.

The Hope section of Springbok will not be closed but several hundred workers are being laid off, according to industry sources.

The Anglo spokesman said workers who were not relocated would receive redundancy benefits and be given preference in future recruitment drives.

- Iscor has already heavily cut back production and closed three Newcastle blast furnaces.

Textile factory cuts staff

ARGUS 5/11/82

Argus Correspondent

PAARL. — Five hundred coloured and black workers at the Berg River Textile factory in Daljosafat have been retrenched and are unemployed from today.

Forty-five white employees of the factory have also lost their jobs.

Talk of a additional 2 000 workers going was described by Mr Bob Ankers, managing director of the factory, as unfounded.

Berg River Textiles is the biggest factory employer of white, coloured and black workers in Paarl.

DROP

In an interview, Mr Anker blamed the dismissals on a considerable drop in turnover in his factory as a result of textile imports into South Africa from Taiwan.

Textile imports during the first four months of 1982 were equal to the total amount of imports last year, said Mr Ankers.

He had warned Dr Dawie de Villiers, Minister of Trade and Commerce, that heavy imports from Taiwan would result in South African textile factories facing the unfortunate position in which they would be forced to reduce staff.

RECIPROCAL

But Dr de Villiers argued that it was necessary for South Africa to have a reciprocal trade with Taiwan which imported goods from South Africa, Mr Ankers said.

The unemployment following on the dismissals could mean a monthly loss of R200 000 to Paarl shops and businesses. Mr Ankers also feared that the crime rate could suddenly show an increase.

"Five hundred people suddenly finding themselves idle with little prospect of other employment can become a menace to themselves and their surroundings," he said.

Express 7/7/82

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Iscor's cream sours

ISCOR which spent Rl-million on a publicity campaign to "promote an image of prosperity" is to slash nearly 10 000 jobs and millions of rands from overtime pay packets.

AILING SA IRON AND STEEL GIANT IS TO SLASH ITS WORKFORCE BY 10 000

By MARTIN WELZ

In a desperate bid to save South Africa's ailing iron and steel industry, Iscor intends to cut its wage bill by 20% by the end of the year.

In this way the corporation aims at an annual saving of R90-million, the money equivalent of an estimated 15 000 jobs. Overtime cuts will make up a major part of the savings.

The corporation announced earlier this year that it is to replace its outdated and inefficient blast-furnaces in Pretoria with new electric arc furnaces at an estimated cost of R400-million.

But now it is shopping around for a second-hand plant.

Because of the drastic cutback in production a major part of the old plant has been closed down earlier than originally planned, making replacemnt easier.

But senior Iscor spokesmen have emphatically denied rumours that the corporation is negotiating to sell out to private enterprise.

"We are aware of the rumours. They originate from Right-wing political sources seeking to unsettle our labour force," said Mr Wim van Wyk, divisional general manager, steel operations.

"There have been no such negotiations. In any case the corporation is not a profitable proposition for private investors," he said.

The job cuts are expected to be permanent. More efficient equipment and higher labour productivity will be expected to meet the challenges of future increased production.

In its annual report, to be circulated next week, Iscor announces that it has cut back production this year to 77% of its peak production in 1980 because of the recession. It is seeking to reduce its labour bill by an equivalent percentage.

The corporation emphasises that "very few" of the job cuts will be achieved by actually firing workers. Instead annual job contracts are not being renewed and posts that fall vacant are not being filled.



In the first six months of this year Iscor reduced its labour force from 70 000 to 65 000 and slashed overtime. By the end of the year the Iscor labour force will be down still further. Iscor sources estimate a loss of 4 000 jobs for whites and 6 000 jobs for blacks.

Iscor recently embarked on a Rl-million advertising campaign to promote an image of prosperity. The thousands of Iscor workers in Pretoria, Vanderbijlpark and Newcastle who are losing out heavily on overtime pay, have found little comfort in the full-page, full-colour newspaper advertisements displaying a silver bowl of strawberries and cream with the slogan: "Prosperity. A by-product of Iscor".

"See, Iscor adds the cream to the crop. With Iscor you are well-off," the ad concludes.

"We are technical people and know nothing about advertising," Mr Van Wyk explained. "The adverts were designed by an advertising agency to attract the attention of the reader."

Iscor workers to be retrenched

Argus Correspondent

PRETORIA. — Iscor will start to retrench workers early next year.

This was confirmed today by the group's personnel manager, Mr Johann Prinsloo who could not say how many would lose their jobs.

Mr Prinsloo said reducing the labour force had already started through "natural wastage."

Contracts of some black workers were not being renewed and positions being vacated were not being filled.

RUMOURS

Some vacancies were being filled by transferring workers within the group.

"Rumours are flying around about the number of workers that will be retrenched, but we are still calculating and won't be able to do anything about redundancy until the first quarter of next year," said Mr Prinsloo.

Among the first to lose their jobs will be pensioners who have been re-employed after retirement.

"We feel we should give preference to those workers who are still young and breadwinners," said Mr Prinsloo.

"But the retrenchment of pensioners will be done on a discretionary basis, and those who are doing vital jobs and cannot easily be replaced will not lose their jobs."

Labour Week

By STEVE FRIEDMAN

Behind the jobs problem

Rdm 8/11/82 (335)

WITH retrenchments becoming commonplace, it was only a matter of time before estimates of black unemployment appeared in the Press.

The other day, Professor Jeremy Keenan of Wits and pioneering unemployment researcher Mr Charles Simkins of the University of Cape Town put the figure at between 2 800 000 and 3 300 000 — and growing.

Now, unemployment is only noticed in the cities during economic hard times.

But Mr Simkins makes a point which is too often forgotten — that we would still have growing unemployment even without a recession.

Sure, recessions add significantly to the jobless. They hit the unskilled — the workers with least chance of finding new jobs — hardest and weaken the bargaining power of city workers.

But researchers say black unemployment had topped one million during the boom of the early 70s.

Most of the jobless are in black rural areas where there is no work — and influx control stops many coming to the cities.

Of course, if white industry needs their labour they are allowed in — so a massive boom could theoretically cut unemployment sharply.

But the chief problem is that booms don't create hundreds of thousands of jobs because employers are switching increasingly to using machines, not people.

This is a world-wide trend, but is worsened here because employers can't get the skilled labour they need — even during a recession. And that is largely the fault of influx control, poor black education, and other Government race policies.

In 1976, Mr Simkins said 200 000 new jobs a year were needed just to keep joblessness around two million. They haven't been created and won't be as long as the switch to machines — and the policies which cause this — continues.

But, while most of the jobless are in the countryside, the cities are the places in which they are more likely to react against their plight.

The 1976 township unrest occurred some 18 months into a recession. Some suspect the main cause was frustration because black matriculants could not find jobs.

The number of black matriculants is growing steadily. The same stage in this recession is due next year. So the need to defuse the situation may be urgent.

Mine movement

Rdm 8/11/82 (127) (211) (36)

AFTER years of near-stagnation, mine labour relations are changing rapidly.

Latest development is the disbanding of the all-white Council of Mining Unions in favour of a confederation of mine unions and officials associations which includes two multi-racial unions.

This means Mr Arrie Paulus's Mine Workers' Union has now abandoned its refusal to negotiate together with multi-race mine unions.

It also means the official body which bargains with the Chamber of Mines is open to all races for the first time.

This is a major step. It may lead to an industrial council in the mining industry, which the MWU has always opposed because it is difficult to exclude black and non-racial unions from a council. This will further entrench multi-racial bargaining.

There are now hopes that the long-awaited labour breakthrough on the mines, the last stronghold of racial colour bars in industry, has occurred and that changes allowing blacks to do more skilled work are on the way.

This may be premature, but there is no doubt the move will increase the chances of change in the country's most vital industry.

But it may have one other spin-off. There are at least two emerging black unions now recruiting black mine workers for the first time.

What if one of them refuses to join the new body, just as some metal unions have refused to join white-led unions on an industrial council?

Because there is a multi-racial forum for bargaining now, would the Chamber insist that any union that wants to bargain with it join the new confederation?

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Equilibrium
Maximum Price
Minimum Price
Rent Control
Minimum Wages Legis
International Trade
Transport Costs
Tariff
Economic Rent.

Industry axes student jobs

335 Industrial Week 9/11/82

By Lynn Carlisle

ASPIRANT technicians and engineering students face difficulty finding part-time work to gain practical instruction as major industrial organisations cut back on their annual intakes.

An avalanche of students is descending on the firms and despondency is mounting as candidates for jobs have doubled in some cases compared with last year.

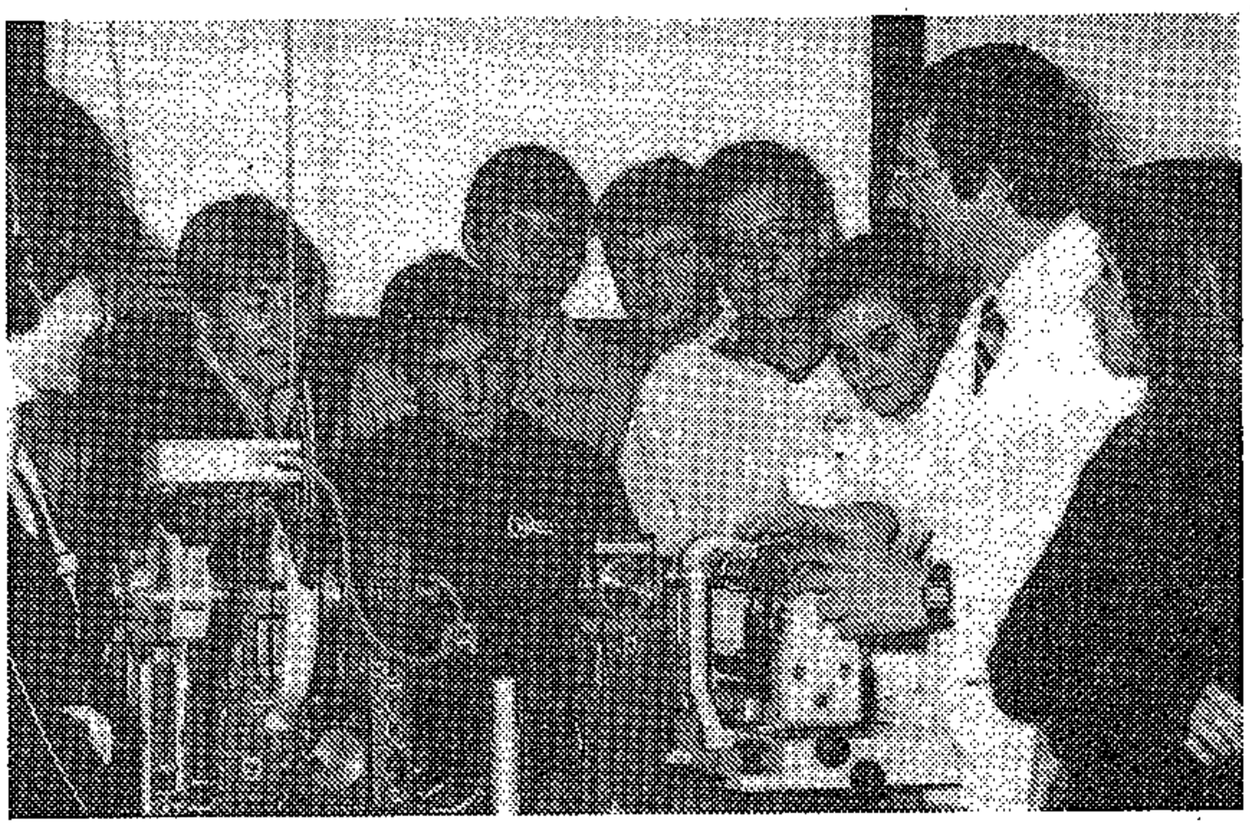
Early indications in some provinces are that students - mainly from technikons - who seek six months practical experience each year, will be forced to return to their classrooms next year.

Aside from the organisations with a healthy long-term outlook - major mining and construction firms, Escom, South African Transport Services and Barlow-Rand - many firms have withdrawn into their cocoons with the economic downswing.

A spokesman from the Combined Engineering faculties at the University of the Witwatersrand told Industrial Week that at least 100 of 685 second and third year students did not have bursaries, and a small number of the 500 first-year students also had to be found work for six to eight weeks vacation work

"This year was especially difficult and we really had to go out of our way to place them.

"Many firms told us it was not in their new budgets to take on students," said the spokesman.



Engineering students . . . rejected by industry as the economic purse strings tighten.

Distraught

One distraught father said his son, a first-year technikon student, had applied to many of the big companies for a vacation job, but as many as 120 candidates were after as few as six posts.

"Its the same old Natal sob story, hardly anyone is willing to contribute towards SA's industrial future.

"Yet when the boom comes the scramble is on to import overseas technologists and professionals, many of whom have qualifications not suited to local requirements," he said.

A reduction in apprentice indenturing is also forecast in several circles.

University

Philips Electronics is offering a similar number of positions for university and technikon students as well as for apprentices.

"But this year there are about 15 applicants for every position compared with five or six last year," said a company spokesman.

South African Transport Services (Sats) which has about 8 000 apprentices, 500 at Technikons, and 400 university bursars undergoing training, expects to cut it intake by 20% next year.

Transport men sacked as recession bites

335 Industrial Week 9/4/82

A 30% REDUCTION in traffic through Durban harbour, coupled with the deteriorating economy, is forcing some Transvaal and Natal transport operators to park their rigs and retrench.

Mike Norris, MD of Hultrans and recently elected chairman of the Public Carriers Association, said the transport inductry has not bottomed out yet.

"The economy is really starting to take its toll on our industry," said Norris.

"There is simply not enough business and transport fleets are lying idle.

"What is most disturbing is that operators are being forced to retrench."

According to Norris, a further result of the flagging economy, is that the smaller operators are cutting rates dramatically to uneconomic levels in an effort to maintain at least some level of cash flow.

The South African Transport Services (Sats) is also making a determined bid to capture a bigger slice of a declining market by aggressive campaigning in what used to be the domain of the private sector.

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Economic Rent.

Sigma deal for axed workers – R1 000 and how to survive

By Michael Chester

Each of the 485 car workers axed by redundancies at the Sigma Motor Corporation outside Pretoria will receive a minimum of R1 000 — including a Christmas bonus — in a compensation deal worked out by the company.

The severance pay package of over R500 000 is intended to soften the redundancy blow and help tide over victims until they find new jobs.

Retrenched workers have also been assured of first priority in rejoining the corporation when the industry re-

leave on November 26.

All retrenchments were agreed with the trade unions on a last-in first-out basis — except when particular skills are scarce, and with a proviso that shop stewards stay.

The new cutbacks bring the total number of workers laid off at Sigma since the start of the year to over 1 200, reducing the labour force to little above 4 000 as the recession slashes demand for new cars and trucks.

Few motor assembly plants have escaped the repercussions of the fall in demand, but Sigma appears to have been hardest hit.

The severance pay package is bundled around a redundancy benefit scheme operated by the corporation as standard policy.

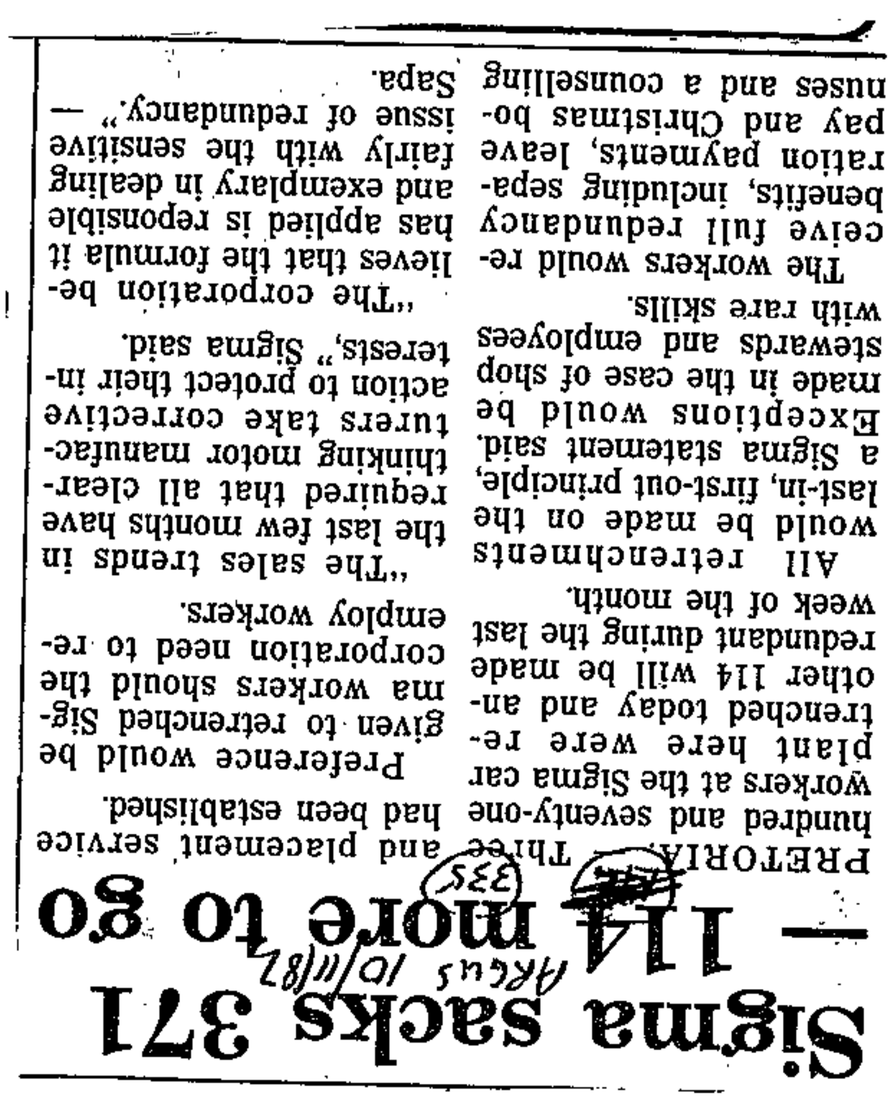
"The final amount should be adequate to tide over affected employees while they seek new jobs or — when improved economic circumstances stimulate demand for new vehicles — when they rejoin us here," said Mr Mof Lemmer, personnel director.

The corporation is also setting up a counselling service to advise jobless workers — including the creation of what amount to savings accounts into which they can deposit their severance pay and draw on it as required.

"Drawing on the total at intervals, once a week or once a month, may be a far better idea than drawing it all now and be tempted to spend it all in one go," said Mr Lemmer.

● See page 2

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Sigma sacks 371 — 114 more to go

PRETORIA — Three hundred and seventy-one workers at the Sigma car plant here were retrenched today and another 114 will be made redundant during the last week of the month.

All retrenchments would be made on the last-in, first-out principle, a Sigma statement said. Exceptions would be made in the case of shop stewards and employees with rare skills.

The workers would receive full redundancy benefits, including separation payments, leave pay and Christmas bonuses and a counselling and placement service had been established.

Preference would be given to retrenched Sigma workers should the corporation need to re-employ workers.

"The sales trends in the last few months have required that all clear-thinking motor manufacturers take corrective action to protect their interests," Sigma said.

"The corporation believes that the formula it has applied is reponsible and exemplary in dealing fairly with the sensitive issue of redundancy." — Sapa.

Unemployment benefit delays for out-of-work

Morning Labour Reporter 335

HUNDREDS of retrenched workers in Natal were having to wait months before receiving unemployment insurance fund benefits, union sources said yesterday.

Meanhwile, many retrenched workers were working as pedlars as there were no jobs available.

A spokesman for the Fosatu-affiliated Metal and Allied Workers' Union said the problem was particularily acute in the Pinetown area where laid-off workers were handed forms requiring at least 12 employers' signatures proving there were no vacancies in the area before workers could apply for their benefits.

The workers were told that they could get only two employers' signatures a day and if they presented more the forms were torn up and the workers issued with new ones.

He said workers were having enormous difficulty in getting employers to sign the forms as most of the bigger firms in the area merely put out notices saying that no work was available or workers were informed by the security guards on the gates.

A spokesman for the Black Sash Advice office in Durban said although the officials were entitled to issue workers with a form to prove they were looking for work, they should have been issued with UIF application forms at the same time.

The Port Natal Administration Board, which acts as agents for the Department of Manpower in Pinetown, said the UIF application form would have been filled in automatically by the board official and the worker would be issued with the other form 'which is really an introduction to employers'.

But, the Black Sash Advice office said they had had a worker in yesterday who had not been asked to sign any application form, nor had she been asked for her UIF card but was only issued with the form to be signed by employers.

A Chemical Workers' Industrial Union spokesman said a large number of retrenched workers had turned to selling cooked chickens, beer or vegetables to make a living.

He said employers often forgot to apply for a UIF card for their workers and so after being dismissed the workers had to wait up to two months for a card to come from Pretoria.

UNIVERSITY OF CAPE TOWN
EXAMINATION ANSWER BOOK

EVERY CANDIDATE MUST enter in column (1) the number of each question answered (in the order in which it has been answered); leave columns (2) and (3) blank.

(1)	Internal (2)	External (3)
3	28 37 } 65	
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Examiners' initials		

LABOUR

Sigma layoffs left no time for talk, says union

By Tony Davis,
Labour Reporter

The National Automobile and Allied Workers' Union has criticised Sigma for not giving enough advance notice of the decision to lay off 500 workers at its plant near Pretoria this week.

A Naawu spokesman said it was informed of Sigma's decision on Friday afternoon. This left it no opportunity to discuss the matter with management or the workforce as Sigma is operating a three-day work week from Tuesday to Thursday.

The spokesman said Sigma had met the exact terms of the union agreement with the auto firm but had left Naawu with little room for any constructive discussions.

The union has planned a tentative meeting of Sigma workers in Mamelodi township tonight to discuss the latest wave of retrenchments.

More than 500 workers were laid off at Sigma in January this year. Another 348 were laid off for one month. There were also further retrenchements although in smaller numbers, during the year.

The retrenchment procedure between Sigma and the union provides for:

- Severance pay in relation to length of service.
- Re-employment as vacancies occur.
- A policy of "last-in, first-out."

Sigma initiated a four-day work week in July and introduced the three-day week last month.

A Sigma spokesman said the firm had a policy this year of reviewing its economic position on a monthly basis. Unproductive workers also came under scrutiny on a regular basis.

Some industry sources fear that in the event of any worker militancy at Sigma the firm could use the occasion to lay off more workers — a case of "disguised redundancy."

Sigma's recognition agreement with Naawu followed a prolonged dispute which saw its entire workforce out on strike in April.

MICROECONOMICS

NOTE CAREFULLY

1. Enter at the top of each page and in column (1) of the block on this cover the number of the question you are answering.
2. Blue or black ink must be used for written answers. The use of a ball point pen is acceptable. Red or green ink may be used only for underlining, emphasis or for diagrams, for which pencil may also be used.
3. Names must be printed on each separate sheet (e.g. graph paper) where sheets additional to examination book(s) are used.
4. Do not write in the left hand margin.

WARNING

1. No books, notes, pieces of paper or other material may be brought into the examination room unless candidates are so instructed.
2. Candidates are not to communicate with other candidates or with any person except the invigilator.
3. No part of an answer book is to be torn out.
4. All answer books must be handed to the commissioner or to an invigilator before leaving the examination.

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

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Sigma cut back on staff

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Sowetan
11/11/82

A TOTAL 371 Sigma Motor Corporation employees were retrenched yesterday, and an additional 114 will be made redundant at the end of this month, according to a statement released by the company yesterday.

The latest retrenchment at the firm brings the number of those who have lost their jobs at the corporation to 900 this year, said Mr P Botha, liasion officer for Sigma.

In a statement, the spokesman attributed the trimming down of their workforce to the decline in motor sales, resulting from a weak national economy.

Dunswart cuts staff, work

Financial Reporter

DUNSWART Steel is to make 80 workers redundant and close down its works for virtually all of December because of difficult business conditions.

The group, which says it will incur a loss for 1982 with no dividends paid, warns that more redundancies may be necessary next year unless market conditions improve.

Dunswart is controlled by Gencor and its works are at Benoni.

In the six months to June 30 this year the company reported a R3 705 000 loss compared with a taxed profit of R1 703 000 in the same period in 1981.

At that time, Mr K T Brightman, the managing director, said: "We expect that with the light steel working well we shall achieve a sufficient pick-up in profit in the second half of the year to enable us to make a small profit, absorbing the half-time loss."

Conditions, however, have deteriorated since then, as Iscor and Highveld can testify.

The announcement yesterday referred to "depressed market conditions which have led to a shortage of orders and a consequent build-up of stock in South Africa".

"Dunswart Steel has found it necessary to close its works in the first week of December 1982 with a scheduled start up on January 3, 1983.

"The sponge iron plant has been taken off line for a temporary period.

"The 12 in mill, which has been replaced by a light modern section mill, will be decommissioned in line with the December closure."

Retrenchment warning

'At least make it palatable,' employers told

Labour Reporter

INDUSTRIAL unrest would continue unless employers took steps to prevent retrenchment or 'at least' made it 'palatable' to organised labour, Mr Taffy Adler, the national education secretary of the Federation of S A Trade Unions warned employers yesterday.

Addressing top management at a National Manpower and Management Foundation breakfast session in Durban, Mr Adler said during this year 11,8 percent of the strikes reported were over retrenchment, whereas no such strikes were reported last year.

'In the current situation in South Africa where there are such appalling shortages of essentials such as housing, transport and schools, it seems crazy that those who control the economy are cutting back in all areas of activity,' he said.

In the South African context, with the unemployment rate of nearly 16 percent or 1 600 000 people, retrenchment was 'a highly political issue'.

He said unionists did not accept the principle of retrenchment and would resist it as hard as possible.

'We have often found that management has used the economic downturn as an excuse for either cost-cutting or productivity exercise.

'In certain industries, bad management judgement as to stock build-up has resulted in the need to retrench not because of downturns in the absorption of current production,' he said.

Mr Adler said retrenchment should be seen as 'undesirable' and should be the responsibility of the 'entire community' with employers bearing the major share of that responsibility.

He said that through service a worker had accrued a right to his job and retrenchment interfered with this right.

Mr Adler said retrenchment was a 'major trauma' for the worker as 'he loses his livelihood, loss of seniority or benefit rights, promotion prospects amd has little chance of future employment'.

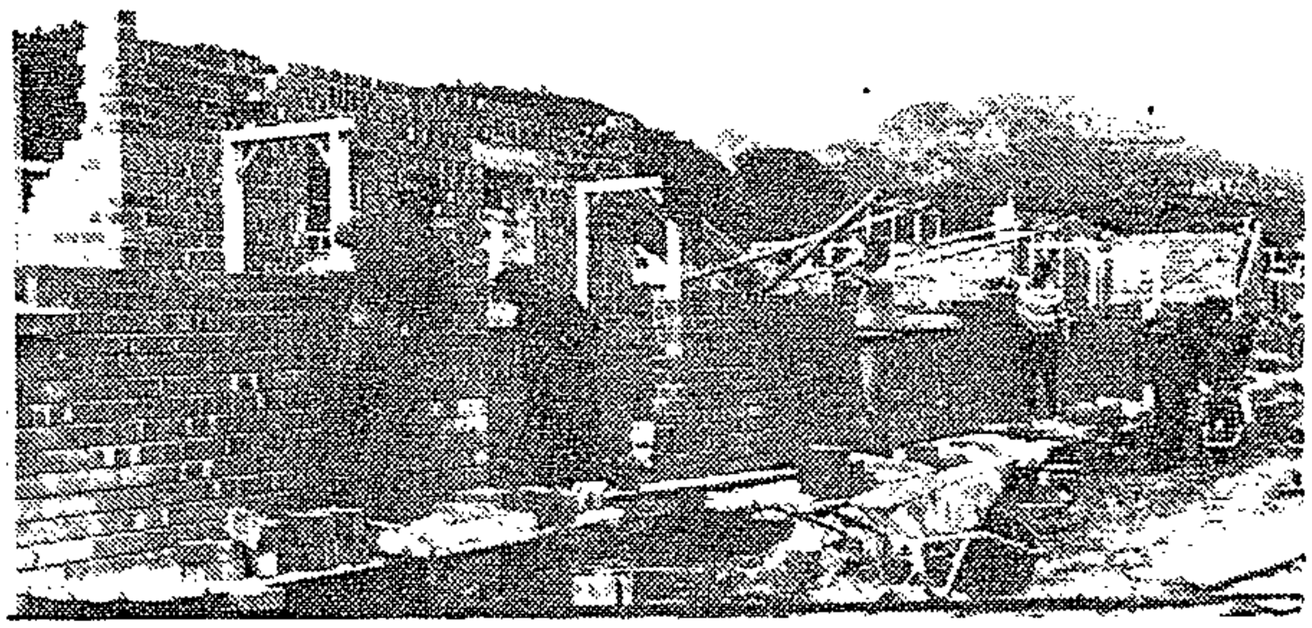
The heartbreak stories of those who try to make it in the city of gold

The great trek north to hardship

w/l ARGUS 13/11/82

By SYLVIA VOLLENHOVEN

A YEAR ago Mr Weldon Alexander of Wynberg went job-hunting in Johannesburg. His family never saw him again. He disappeared without trace after an unsuccessful search for work.



Out of work artisans, especially in the building industry, face bleak job prospects but trying your luck on the Johannesburg job market could be disastrous.

With unemployment in South Africa topping the three million mark, Mr Alexander, a plumber and pipefitter, was one of thousands of people — mainly coloured artisans — who joined the trek north in search of better prospects.

His wife, Mrs Maureen Alexander, says the only clue they had was his toolbox, found in a cloakroom at Johannesburg's railway station.

"My only hope now is to ask the SABC to screen his picture and the details on Police File and hope that someone will come up with something," she said this week.

Mugged

Her husband had been working at Sasol and was on his way back home when he was mugged and robbed of his money and rail ticket.

Although his wife sent him another ticket, he was not on the train when it arrived in Cape Town.

There are many heartbreak stories of people from smaller towns and cities trying their luck in Johannesburg. This week economic experts, trade union leaders and several hapless "trekkers" warned others not to follow the move to the north unless they first secured jobs, housing and schooling there.

Professor Joubert Botha, a Witwatersrand University professor of economics, told Weekend Argus it was "unwise for Capetonians to pull out their tent pegs" and move to Johannesburg.

Tunnel

"The economy is in a tunnel and until it gets better work opportunities will get less and less everywhere.

"Also the cost of moving and living here in Johannesburg is very high. Housing is an enormous problem," he said.

Professor Botha predicted that the downturn in the economy and the resultant joblessness would continue "for the foreseeable future".

An Athlone bricklayer's wife, Mrs Ronell W — she did not want to be named — said their stay in Johannesburg had almost ended in divorce.

Problems

"I don't want my personal problems all over the newspapers, but I agree that one should warn all those other people who might think that things are rosy up there," she said in an interview this week.

Her husband Raoul lost his job when the Cape Town building firm he was working for completed a large contract and was forced to lay of some of their workers.

"He tried to get another job but it was just impossible. We have friends in Jo'burg and Raoul went to live with them for a month to find work there," said Mrs W.

She stayed in Cape Town with their four children, but hoped to join her husband who was staying with a family in Coronationville.

"Towards the end of the second month the letters got scarcer and I was so worried. On top of this he told me not to come to Joburg but I left two of the children with my mother and went."

Mrs W said she feared they were becoming estranged and was anxious to know if her husband "had somebody else".

"We had not seen each other for such a long time but from the start we did nothing but argue and fight."

The source of their troubles was that her husband was feeling inadequate and depressed. He had been unable to find a job and the family he was staying with were not prepared to house his wife and children as well.

Mr W took a low-paying job at a store for a while, thinking he could still look out for better prospects.

Unemployed

"But, after a while of living like that we decided we'd much rather struggle in Cape Town. That place is horrible," said Mrs W, who has since found a job with a city department store. Her husband is still unemployed.

The general secretary of the Building Workers Union, Mr Bob Simmons, said: "At the beginning of the year many people in the building industry were going (to Johannesburg) but the men are now coming back here and telling us of all the problems up there," he said.

Mr Gregory Goede, an unmarried Capetonian living in Hillbrow, said all the coloured families he knew were struggling with either unemployment or lack of housing.

Put he
your p

More SA workers jobless

CAPE Times 13/11/82

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Correspondent

JOHANNESBURG. — The number of unemployed people in some of the country's major employment sectors has begun to climb as the recession deepens.

According to figures released by the Central Statistical Services in Pretoria yesterday, the number of people employed in mining, manufacturing, construction, electricity and transport and communications, fell by more than 30 000 — to 3 020 721 — between May and July. This is the biggest decrease for a number of years and reflects the slowdown economists claim will not bottom out until late next year.

Barclays Bank's chief economist, Dr Johan Cloete, said the increased unemployment in the three key sectors of mining, construction and manufacturing was the first clear sign of the recession which would now gather pace until the bottom was reached.

He said unemployment and business insolvencies would continue to rise next year.

From 13/11/82

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Unemployment figures take off

By GERALD REILLY
Pretoria Bureau

THE numbers of unemployed in some of the country's main employment sectors have begun to climb as the recession deepens.

Between May and July, according to figures released in Pretoria yesterday by the Central Statistical Services, the number employed in mining, manufacturing, construction, electricity, and transport and communications fell by more than 30 000 to 3 020 721. This is the biggest decrease for a number of years and reflects the slow-down which economists claim will not bottom out until late next year, at best.

Barclays Bank's chief economist, Dr Johan Cloete, said the increased unemployment in the three key sectors of mining, construction, and manufacturing was the first clear sign of the recession which would now gather pace.

"Next year we expect a negative growth rate and in such a climate unemployment will continue to rise — and so will business insolvencies.

"Worse is to come and we would be fooling ourselves if we fail to face this."

Dr Cloete said the steep decline in motor vehicle sales — they reached their lowest level in 33 months in October — was another symptom indicating the recession was really starting to bite.

In the mining industry the number employed has dropped from 715 162 in May to 702 141 in July; in the manufacturing industry 1 478 100 to 1 465 400; and in construction from 443 100 to 438 400.

And during the three months there was a decrease of 2 318 employed in the South African Transport Services.

However 1 200 more were employed in the electricity industry and 1 123 more in the Post Office.

The general secretary of the Industrial Council for the Clothing Industry, Mr J H Thomas, said he knew of 1 600 unemployed in the industry now and another Reef factory was about to close.

"I have been associated with the industry for 25 years and no matter how bad things were, there has always been an upward trend between July and December."

This year, however, there was a downturn and the industry was firmly caught up in the recession, Mr Thomas said.

C. Herald 13/4/82

545 workers get the axe

Biker's wife in accident

A Mitchells Plain woman, on her way to see her husband who was seriously injured in the Buffalo Rally, escaped death at the weekend when the car she was travelling in overturned near Plettenberg Bay.

She is Mrs Hazel le Bron of Vaalrivier Way, Portlands.

Her husband, Mr Keith le Bron, was admitted in Livingstone Hospital in Port Elizabeth after he was involved in a bike accident during the rally.

THE unemployment ranks in the Western Cape grew dramatically at the weekend when 545 workers were retrenched by Paarl's biggest employer, Berg River Textiles.

According to the company the Taiwanese are to blame.

The managing director of BRT, Mr Bob Ankers said countries in the East, most notably Taiwan, were being allowed to flood the South African market and as a result his plant had suffered a considerable drop in turnover.

Retrenchments were the result of this drop, he said.

Mr Ankers was not aware what percentage of the market was being cornered by Taiwan.

"But what I do know is that imports during the first four months of this year were equal to the total for 1981," he said.

Garments for infants (three years old and under) were a prime example of the extent of the flooding, Mr Ankers said.

In certain cases there were no import duties and in others a mere 15 percent.

GARMENTS

"This has resulted in there being 58 million infant garments a year on the market. If you consider that there are only 2,5 million infants in South Africa it means that for each infant there are 23 garments and that's absolutely absurd," Mr Ankers said.

Mr Norman Daniels, general secretary of the Textile Workers Industrial Union said the workers laid off face a bleak Christmas.

"They will not be able to get any unemployment insurance benefits before then," he said.

ASSIST

His union would assist where possible, Mr Daniels said, but what the workers really needed were jobs.

"It is sad to note that the Taiwanese are being kept in their jobs at the expense of our people," Mr Daniels said.

Recession shows in jobless rate

PRETORIA — The numbers of unemployed in some of the country's major employment sectors have begun to climb as the recession deepens.

Between May and July, according to figures released here yesterday by the Central Statistical Services, the number employed in mining, manufacturing, construction, electricity and transport and communications fell by more than 30 000 to 3 020 721. This is the biggest decrease for a number of years and reflects the slow-down which economists claim will not bottom out until late next year, at best.

Barclays Bank's chief economist, Dr Johan Cloete, said the increased unemployment in the three key sectors of mining, construction and manufacturing was the first clear sign of the recession which would not gather pace until the bottom was reached.

"Next year we expect a negative growth rate and in such a climate unemployment will continue to rise — and so will business insolvencies."

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The general secretary of the Industrial Council for the Clothing Industry, Mr J. H. Thomas, said he knew of 1 600 unemployed in the industry now.

Another factory on the Reef with 140 workers was about to close.

The director of the Motor Industries' Federation, Mr Jannie van Huyssteen, said: "The crunch is really on in motor car sales".

January, February and March next year would be particularly bad months for the industry.

But the repair industry was healthy. Owners were repairing and reconditioning engines, lengthening the lives of their vehicles rather than buying new ones. — DDC.

Govt frees 350

HARARE — The Zimbabwe Government has freed 350 habitual criminals and is considering releasing 500 more, it was reported yesterday.

Justice officials said those freed were over 60 years old, ill or well-behaved and had been in a jail for at least seven years. — SAPA-RNS.

Few jobs for school-leavers

335

Post Reporter

JOB opportunities for Eastern Cape matriculants who do not plan to study further look bleak.

Traditional big employers like the South African Transport Services, which in past years employed large numbers of school-leavers, have closed their doors.

The System Manager for SATS in the Cape Midlands, Mr George Engelbrecht, said that for the foreseeable future the organisation would not be employing new staff.

Vacancies would be filled only if it was absolutely necessary.

The big motor firms, too, are not employing new staff except where absolutely necessary.

The South African Police still have vacancies. But the recruiting officer for the police in the Eastern Cape, Major L Strydom, advises applicants — especially white males — to apply before December 15 to obtain exemption from military service.

Major Strydom said many more applications to join the police force had been received this year than in previous years, but there were still vacancies.

The starting salary for white men and women is R525.

A spokesman for the Defence Force said school-leavers could apply to the Defence Force for positions in the Defence Force. Their applications would be processed.

A spokesman for the Port Elizabeth Municipality said so many applications had already been received from matriculants that it would be possible to fill all positions vacant, except that there were a couple of vacancies for library assistants and typists.

Anxious days ahead for motor, steel men

By GEOFFREY ALLEN

THE next few weeks will be nail-biters for the country's 47 000 car workers and thousands of steelworkers who face possible retrenchment in the New Year and extra-long unpaid Christmas lay-offs.

In the last two months 5 318 men from both industries have been retrenched or not replaced — 3 000 of them from the motor industry.

The official word from the biggest manufacturers is that only Sigma will add an extra two weeks to the normal end-of-year lay-off.

The companies all say they are fighting to avoid retrenchment by cutting out overtime and working short weeks.

But throughout the country there are rumours that almost all the companies intend adding at least a week to the three-week break.

These tend to be confirmed by Mr Brian Mathews, director of the Midlands Chamber of Commerce in Port Elizabeth.

He said unequivocally that Ford, General Motors and Volkswagen would add a week to the break period.

"That would obviously cause a ripple through the supplying companies. The car manufacturers with whom I am particularly close are certainly putting an extra week on the shut-down and they could open next year with a four-day week as well," he said.

Spokesman for all three companies denied there would be an extension but industry sources said the companies are keeping their plans close to their chests so as not to alarm the work force.

Already all three companies are working four-day weeks in an effort to prevent retrenchment.

Mr Mike Brandt of Ford in Port Elizabeth said there were as many rumours of a long shut-down as there were companies in the motor industry.

Workers are given holiday pay for the standard end-of-year break but nothing for any extension of the period.

Steelworkers in the Transvaal also face long shut-downs and retrenchment.

In the last two months Highveld Steel alone has retrenched 1 200 men; shut down two furnaces for a predicted six months; and will shut down two of its mines and its vanadium processing plant.

Yesterday Dunswart Steel announced retrenchment of 80 workers and said it would be shut for almost all of December, because of declining business.

In the building trade there is a national shortage of 2 500 skilled workers.

Several spokesmen for chambers of commerce and industry pointed to the schizophrenic nature of the economy which was "not doing any of the things you predict in a mini-recession".

Mr Vincent Brett of Assocom in Johannesburg said there were many rumours that a large number of companies, particularly in heavy industry and steel manufacture, would close early.

"On the other hand there is a report which we commissioned which says that commerce will be doing business pretty much as usual with an 11% increase predicted over the Christmas period. That's only a small drop in sales over last year," he said.

In the motor industry, which is traditionally a barometer of the economy, sales have fallen by 26,1% since October last year and 3 633 workers have been laid-off since March.

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BUSINESS

SA firm gets nod on coal exports

By Geoffrey Murray

TOKYO — Amid all the uncertainty about Japan's coal-buying behaviour, one South African company at least has been given assurances that it will be business as usual next year.

Total Exploration, exporter of Ermelo thermal coal from Transvaal, sought assurances from its Japanese customers that shipments would continue as normal following a lot of talk in Japan of heavy cutbacks in both coking and thermal coal imports.

NO REDUCTION

In the current fiscal year, the South African firm is contracted to supply 300 000 tons of coal to the Electric Power Development Company (EPDC) and 108 000 tons to Chugoku Electric Power Company.

Company sources said both were able to give assurances last week that they had no intention of reducing their coal consumption.

And both gave Total Exploration assurances that they would take the same tonnages in 1983 as already contracted.

OPTION

The only thing in doubt is whether the Japanese will exercise their option to buy extra amounts. EPDC has an option for an extra 300 000 tons and Chugoku for 500 000 tons. Officials said this would depend heavily on future market trends and no commitment could be made now.

Foundry exports urged

Financial Staff

The country's foundry output of steel, iron and copper castings — now averaging nearly 700 000 tons annually — compares with the best in the world and gives foundrymen big opportunities in overseas markets, says Mr Piet Streicher, president of the Steel and Engineering Industries Federation (Seifsa).

Opening the five-day Foundry '82 Exhibition at Milner Park yesterday he urged the industry to give greater attention to export markets and to use the current recession for consolidation, particularly in overseas sales drives.

"Exports need to be maintained," he said. "Too often companies strive to meet local demand in boom years and neglect exports, which then require major impetus to be restarted in lean periods"

Barbican to close Boksburg plant

Financial Staff

Troubled industrial conglomerate Barbican is to close its steel manufacturing division at Boksburg next month.

Three hundred workers are affected, and only 45 of these are being relocated within the group. In terms of the purchase agreement between Barbican and Hendlers it was deemed necessary to close the steel division before the end of this year.

Mr Michael Noriskin, managing director of the office furniture division of Barbican, said the company was also investigating several joint manufacturing operations on the West Rand and in border areas.

Filipinos admit five from SA for talks

Five South Africans are attending the first international conference on Human Resource Management in Manila from today to Saturday.

Mr Piet Rossouw immediate past president of the Institute of Personnel Management and a director of the Stellenbosch Farmers' Winery, will deliver a paper at the conference.

The present president of the IPM, Dr Johan Gouws, is also attending and will serve as a panelist on the theme: "The problems of migrant employees."

Other South Africans attending are Mr Bill Lombard of Premier Milling, Mr Fred Holtzhausen and Professor S A Swart of Stellenbosch.

GENUINE SAIF

Sigma pays off 371 — and more will lose jobs

Mail Reporter

A TOTAL of 371 employees of the Sigma Motor Corporation's Watlod plant lost their jobs yesterday and a further 114 will be without work at the end of the month.

A spokesman for the corporation, Mr Phillip Botha, said in a statement yesterday that sales trends in the last few months "require all clear thinking motor manufacturers to take corrective actions to protect their interests.

"In line with the weakening economy, motorcar sales in the industries and Sigma are declining," he said.

Mr Botha said reductions were handled responsibly by treating employees whose jobs had become redundant fairly in all circumstances.

At a meeting held on November 5, the National Automobile and Allied Worker's Union (NAAWU), in terms of established practice, was informed of the company's intention to retrench a number of employees within six months, and certain amendments to the redundancy formula were agreed, he said.

The employees would, in accordance with the company's established policies, be awarded their usual Sigma redundancy benefits, whereby they would receive the required statutory notice, laid-down benefits in terms of the company's supplementary unemployment fund and a separation payment which recognised loss of employment, Mr Botha said.

"In addition to this the company will ensure that employees draw the benefits they are entitled to in terms of the Unemployment Insurance Act," he said.

Leave pay due and the annual Christmas bonus would also be paid to them and the amount should, if carefully administered, be adequate to tide the affected employees over for several months, Mr Botha said.

The union could not be reached for comment yesterday, but a spokesman for NAAWU was reported as saying that his union was told about the issue four days before the employees were retrenched.

335 Structure 17/11/82

Jobs tumble as recession sets in

3-day week probable for car industry

THE EASTERN Cape motor industry dispute which led to major labour disruptions at the mid-year is over. In Pretoria another 500 jobs are poised for redundancy and a three day week is imminent for the survivors.

By SELLO RABOTHATA

The dispute in the Eastern Cape, which involved more than 10 000 workers at Ford, General Motors and Volkswagen, was sparked off by a R2.50 increase demand. All the workers involved are members of the National Automobile and Allied Workers' Union (Naawu), one of the strongest trade unions in the country.

In Pretoria Naawu officials have been given details of possible retrenchments and a three-day working week by Sigma Motor Corporation. The move will bring the redundancy toll at the company to more than 1 200 since the beginning of the year when car and truck sales plummeted.

Naawu members in the Eastern Cape accepted proposals by employers and an offer made to the union by the companies was also accepted. A two-year agreement was reached which will cover severance, lay-off and long service pay.

The establishment of a joint management-union committee to restructure the companies' systems of grading workers was also accepted.

Although the agreement does not cover wages, workers have accepted the 20 cents-an-hour increase. The increase was implemented with the proviso that wage negotiations be re-opened in March.

Sigma is said to have been the worst hit among motor assemblers because of the recession. The new redundancy plan will push the number of jobs lost in the industry to well over 4 000 in recent months.

New job lay-off shocks face Natal

Mercury 18/11/82

Mercury Correspondent

JOHANNESBURG—Newcastle steelworkers will bear the brunt of an Iscor plan to lay off 1 500 men next month as the recession bites into the economy, and last night industrialists feared there would be many more sackings in coming months.

Iscor's managing director, Mr F P Kotzee, said the corporation's Newcastle steelworks and its Sishen iron ore mine would be the worst affected.

The announcement followed a campaign by Iscor over the past [illegible] months to reduce its wage bill, cutting overtime and not replacing workers who had left.

The move produced a cutback of 5 000 jobs from 70 000 to 65 000, according to Mr Kotzee, who pointed out that the situation had been discussed with the unions involved.

Mr Kotzee noted that 'the slackness in domestic and overseas steel markets' had forced Iscor to close down some production units.

Units at the Pretoria and Newcastle works had been shut down while Iscor's annual production was cut from 7 400 000 to 5 700 000 tons of liquid steel.

Because of this less iron ore was needed from the Sishen mine, he added.

'It has accordingly become necessary to reduce Iscor's employment figures systematically to the required level in terms of the reduced production goals.'

Reduction

Of the 5 000 jobs cutback, 40 percent were those of whites and the remainder blacks.

Because of an economic downturn there were fewer outside opportunities and workers were not leaving the corporation on the same scale.

'It has now become evident that a more rapid reduction in employment figures cannot be put off any longer.

'For this reason, about 1 500, of whom some 95 percent are unskilled, will be given notice in the next month.

'If economic conditions should continue to deteriorate, further terminations of service will be inevitable,' Mr Kotzee warned.

He said last night there had been a general lowering in demand for steel.

South African Transport Services has already announced its intention to cut back on 20 000 jobs and many motor companies have already laid off men and are working shorter shifts in an effort to contain costs.

Mr Roland Freakes, executive director of the Natal Chamber of Industries said last night that Natal's economy was experiencing a 'marked recession'.

'It seems to me that there will be an acceleration in retrenchments and redundancies.'

EAST LONDON — The Da Gama Textile Company is to lay off 1 368 workers at its East London and King William's Town plants.

At the same time, the Textile Manufacturers' Federation (Texfed) has warned the government that 10 500 jobs will be lost nationwide between now and the new year. It points out further that all major companies are closing for four to five weeks over Christmas.

In the case of Da Gama, most of the retrenchments are at King William's Town — 1 100 weekly paid workers and 65 monthly paid staff. At East London the figures are 179 weekly paid and 24 monthly paid employees.

All will end their employment with Da Gama on December 10, when the company closes down — a week earlier than usual — for Christmas.

A statement issued by the managing director of Da Gama Mr Casey B. Joosse, says the retrenchment has been made inevitable by the continuing decline in the volume of orders, reduced profit margins and a generally depressed future outlook.

The statement says the company regrets making a decision of such gravity for many loyal employees.

"However," it continues, "the current state of the economy, future outlook and recent trading results have made it necessary to abandon our policy on retrenchments in order to safeguard the financial position and future of the company."

By TOM LOUW
Business editor

Texfed is putting to the government a case for action to curb the inflow of cheap textile imports, mostly from the Far East.

It points out that demand at retail level is still good. It is two per cent up on last year, which makes it roughly 28 per cent higher than the 1976-79 plateau.

At the same time, order books of local textile manufacturers are down by 39 per cent.

The reason for this is cheaper imported fabrics. In the first six months of the year, imports of worsted fabrics were up 40 per cent, cottons up 13 per cent, and polyester cotton imports up 22 per cent.

Mr Joosse put the point plainly yesterday: "External trade is all very well, but why should we help give a textile worker in Taiwan or Hong Kong wages to take home, when our own people are being thrown out of work altogether?"

The Mayor of King William's Town, Mr Eric Weyer, said he was "deeply concerned" at the number of lay-offs at Da Gama's King William's Town plant.

"We are going to keep a close watch on this situation," he said. "We are all very concerned at the unemployment in this area."

A spokesman for Ciskei's Department of Manpower Utilisation said a statement on the retrenchments may be issued today.

● Our Durban correspondent reports that Romatex is not likely to make any "meaningful new investment" in the fabrics sector until the government clarifies its policy on protection for the industry.

Chairman Mr Jack Ward said in the annual report the compulsion to buy local raw materials at high prices and the widening gap between local wage rates and those in the competing developing countries were their main problems.

● The Tongaat Hulett group has been hammered by declining world sugar prices and the crisis facing the local textile industry.

The group has reported half year earnings 11,5 per cent down on the pro-forma result of both groups a year ago.

Its textiles division has "experienced extremely difficult trading conditions in recent months and will not reach the same level of earnings as last year".

● In another development, Iscor has announced it is to lay off 1 500 workers — almost all of them unskilled labourers — within the next few months.

More retrenchments could be due if Iscor's position continues to worsen, the corporation announced last night.

Iscor's managing director, Mr F. P. Kotzee, said the corporation's Newcastle steelworks and its Sishen iron ore mine would be the worst affected.

Mr Kotzee noted that "owing to the slackness in the domestic and overseas steel markets" Iscor had been forced "to decommission some of its production units".

Bleak job prospects, Page 6

Paper No.....1.....
(to be copied from the heading on the Examinatio

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(e.g. graph paper) where sheets additional to
examination book(s) are used.
4. Do not write in the left hand margin.

Any dishonesty will render the candidate liable to disqualification and
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1 368 to go on textile lay-off: 1 500 Iscor jobs to go

D. Pol. 18/11/82

PE brickmakers escaping the national pinch

E. Post 18/11/82 335

Post Reporter

PORT ELIZABETH brick manufacturers appear to be holding their own and at least one is taking on additional staff, in sharp contrast to a rather bleak national picture painted by Corobrik, South Africa's [illegible] producer.

Mr Cedric Savage, chief executive of Toncoro, the holding company for Corobrik, was quoted as saying Corobrik had 130 million bricks stockpiled nationally, representing 20 days' production.

About 500 staff members out of a complement of 14 000 had been laid off during the year.

He said brick production was running at 93% of capacity despite the nationwide downturn. But he warned that there were bound to be further reductions in production which would vary from place to place.

A spokesman for Corobrik in Port Elizabeth, Mr Geoff Bird, said bricks were being stockpiled by Corobrik in the Eastern Cape, but not to the same extent as in other areas. The local demand for bricks was still very high.

He said it was not unusual for bricks to be stockpiled at this time of the year with the builders' holiday looming. It was a time when orders tailed off.

He said Corobrik would continue full production throughout the builders' shut-down. No employees had been laid off.

"But the situation is fluid and will be evaluated early in the new year when it will be assessed what action, if any, is to be taken," said Mr Bird.

One of the three members of the Brickmakers' Association of the Eastern Cape, Mr Eric Offerman, said his company was working "flat out".

He was not retrenching but actually employing additional staff. One of the reasons for this was a new agreement concluded with the industrial council which now gave workers three weeks' paid leave compared with two weeks in the past. This meant the leave had to be staggered over a longer period than previously.

Mr Offerman said he would be working throughout the builders' shut-down to reduce a four-month waiting period on certain lines to three months.

He said he could not speak on behalf of the two other members of the association but the feedback he had received from them was "fairly positive". They would be closing for the builders' shut-down as in past years.

Bleak hunt for jobs

D.D Tribune 18/11/82 335-1

EAST LONDON — Matriculants who do not plan to study further face a bleak hunt for jobs here.

Traditional big employers like the South African Transport Services, which in the past employed large numbers of school-leavers, will not have an "open door policy", the system manager, Mr A. Jonker, said yesterday.

"We are presently trying to reduce staff and not filling positions that become vacant. We have, however, taken on 59 apprentices who were selected earlier this year."

Although the SATS was not employing more staff, school-leavers were welcome to register applications at the SATS recruitment office, Mr Jonker said.

"When we can accommodate them we will contact them," he added.

Banks, building societies and private firms are also not placing many school-leavers in spite of scores of applications.

Staff was being "streamlined" at the moment, a spokesman for a bank said.

"As a result positions are being kept vacant or filled by internal transfers, even if it means moving someone from another town," he added.

A spokesman for a large staff placement and personnel consultancy said there was no demand for school-leavers in the job market.

"We have had scores of inquiries from matriculants and we're having a big problem trying to place them in jobs.

"None of our clients require school-leavers at the moment," she said.

However, when a client phoned they were asked whether they would consider hiring a matriculant.

"We're usually told someone with experience would be preferred," she added.

Personnel officers at the municipality and police could not be reached for comment yesterday. — DDR

Iscor is to lay off 1 500

By STEVEN FRIEDMAN
Labour Correspondent

ISCOR is to lay off 1 500 workers — almost all of them unskilled black labourers — within the next months and more retrenchments could be due should Iscor's position continue to worsen, the corporation announced last night.

Iscor's managing director, Mr F P Kotzee, said in a statement to Sapa that the corporation's Newcastle steelworks and its Sishen iron ore mine would be the worst affected.

The retrenchments follow a campaign by Iscor over the past 10 months to reduce its wage bill by cutting overtime and not replacing workers who left — a move which reduced its work force from 70 000 to 65 000, according to Mr Kotzee.

He said owing to the slackness in the local and overseas steel markets Iscor had been forced "to decomission some of its production units".

Certain units at the Pretoria and Newcastle works had been closed while Iscor's annual production was cut from 7 400 000 to 5 700 000 tons of liquid steel. In view of this, less iron ore was needed from the Sishen mine, he said.

"It has accordingly become necessary to reduce Iscor's employment figures systematically to the required level in terms of the reduced production goals.

"If economic conditions should continue to deteriorate, further terminations of service will be inevitable," he said.

7 000 jobs gone in textile industry

DURBAN. — The textile industry in South Africa has retrenched more than 7 000 workers this year.

This is said to be due to a combination of the economic slowdown and the "dumping" of foreign fabric.

And the Opposition spokesman on industry and commerce, Mr Andrew Savage, has called on the Government to halt the dumping. He said this forced local textile firms to cut back production.

"We cannot allow dumping in South Africa, particularly at a time of recession."

A number of employers had complained that the dumping was forcing them to cut back staff "in one of the country's most labour-intensive industries."

Mr Savage said: "It is necessary to set up adequate and effective machinery to ensure that local industry is not unfairly treated.

"But at the same time we can't allow local industry to hide behind protective measures which allow them to become inefficient and uncompetitive."

The Director-General of the Department of Industries and Commerce, Dr T A du Plessis, said there were set procedures in the case of dumping. The industry concerned should approach the Board of Trade and Industries, after which a dumping tariff could be applied.

He said he was unaware of any complaints.

GENERAL NEWS

Iscor lays off 1500 men

By Tony Davis, Labour Reporter

About 1 500 largely unskilled workers are being retrenched at Iscor operations in Newcastle and Sishen, and the steel giant has warned that unless economic conditions improve there will be more [illegible] coming months.

To date this year Iscor has whittled its worker complement down from 70 000 to 65 000.

Because of the downturn in the industry resulting from the recession, Iscor has for many months not replaced workers who have left or embarked on new projects.

Iscor's cutbacks recently affected 2 000 workers in Anglo American coal mines who were laid off as the corporation has had to cancel existing contracts.

Iscor's managing director, Mr F P Kotzee, said last night a more rapid reduction in employees could not be put off any longer.

Iscor had already cut its annual production from 7,4 to 5.7 million tons of liquid steel this year, he said. To match the reduced production needs, recruitment was stopped overtime cut and vacancies filled by contract workers.

About 1 500 workers, most of them unskilled were being given notice last month that their services were being terminated.

These workers come from the Newcastle, Natal and the Sishen north-western Cape operations.

If economic conditions continued to deteriorate, further retrenchment would be inevitable, Mr Kotzee said.

An official for the Black Allied Workers Union, which has members at Iscor, said that when the Union learned of the lay-offs it immediately contacted the corporation.

"We wanted to ensure that members would receive severance pay and a guarantee of re-engagement when vacancies occur," Mr B E Khumalo said.

"Bawu also alerted the Unemployment Insurance Fund to ... divert money ... help provide for ... workers."

White employees from Iscor have been exempt from the lay-offs, although the vast majority of unskilled personnel are black.

Iscor has also not renewed the contracts of some [illegible] workers.

Business flabbies set to fight the fat

By Stephen McQuillan

Johannesburg's top business executives are being asked to go to war next week — in the Battle of the Bulge.

The city's flabbies are being asked to unite in pre-office work-outs.

With arms stretched out and legs kicking high the desk-bound dandies would feel more at ease with the burdens of business.

That is the opinion of Mr Theard van Heerde, executive director of Johannesburg Publicity Association, who is organising the two keep-fit sessions.

If the workouts are successful a regular fitness programme might be introduced — bringing more efficiency in the top echelons of business, despite three-Martini lunches, he says.

Mr van Heerde, who promises to take part himself, said fitness could improve working capacity by 20 percent.

"I think we ought to make every effort to keep our community fit," he said. "Desks and swivel chairs are serious occupational hazards for executives."

Mr van Heerde also called on companies to take a greater interest in the fitness of their executives.

"Companies should pay for or contribute to gym classes for their employees," he said. "It is better to keep the staff you have fit than have to replace them.

"Many of these people are workaholics — in the office from seven in the morning to seven or eight at night — and they have to be fit. Unfit people are costing companies a lot of money.

"In Russia it is compulsory for people to take fitness classes. In Taiwan and Japan it is optional."

The two halfhour sessions of free standing exercises will start at 6.45 am next Tuesday and Thursday at the YMCA on the corner of Rissik and Smit streets.

The trainer will be ex-air force PT instructor Mr Shane Smith (30), who has offered to continue the classes free, twice a week, if next week's sessions are a success.

Mr van Heerde expects at least 200 men and women to take part.

"We hope this will be a way of nudging executives in the right direction.

"We think it will be convenient, catching them just before they go to work," he said.

If the sessions were successful he would ask the city council to hold regular keep-fit classes throughout the area.

Fifteen minutes before next week's classes equipment will be available on which executives will be able to check their heart rates.

"But the exercises will not be strenuous," said Mr van Heerde.

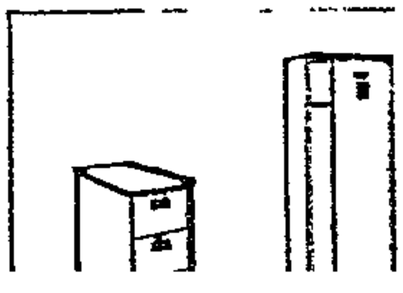


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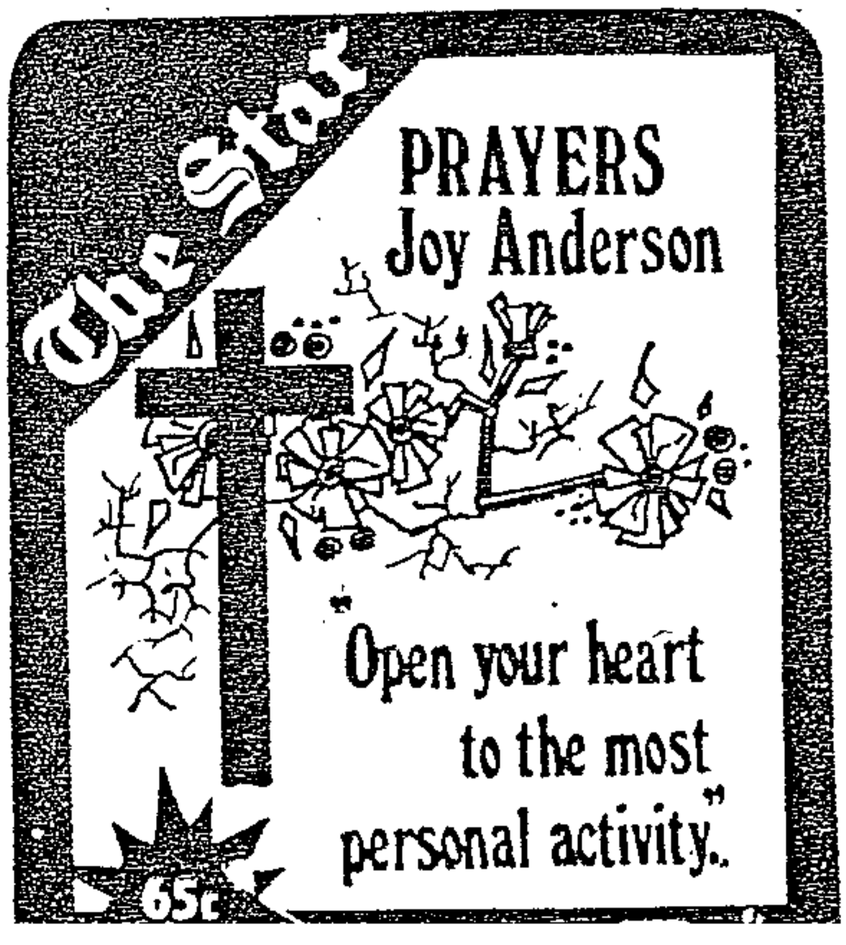
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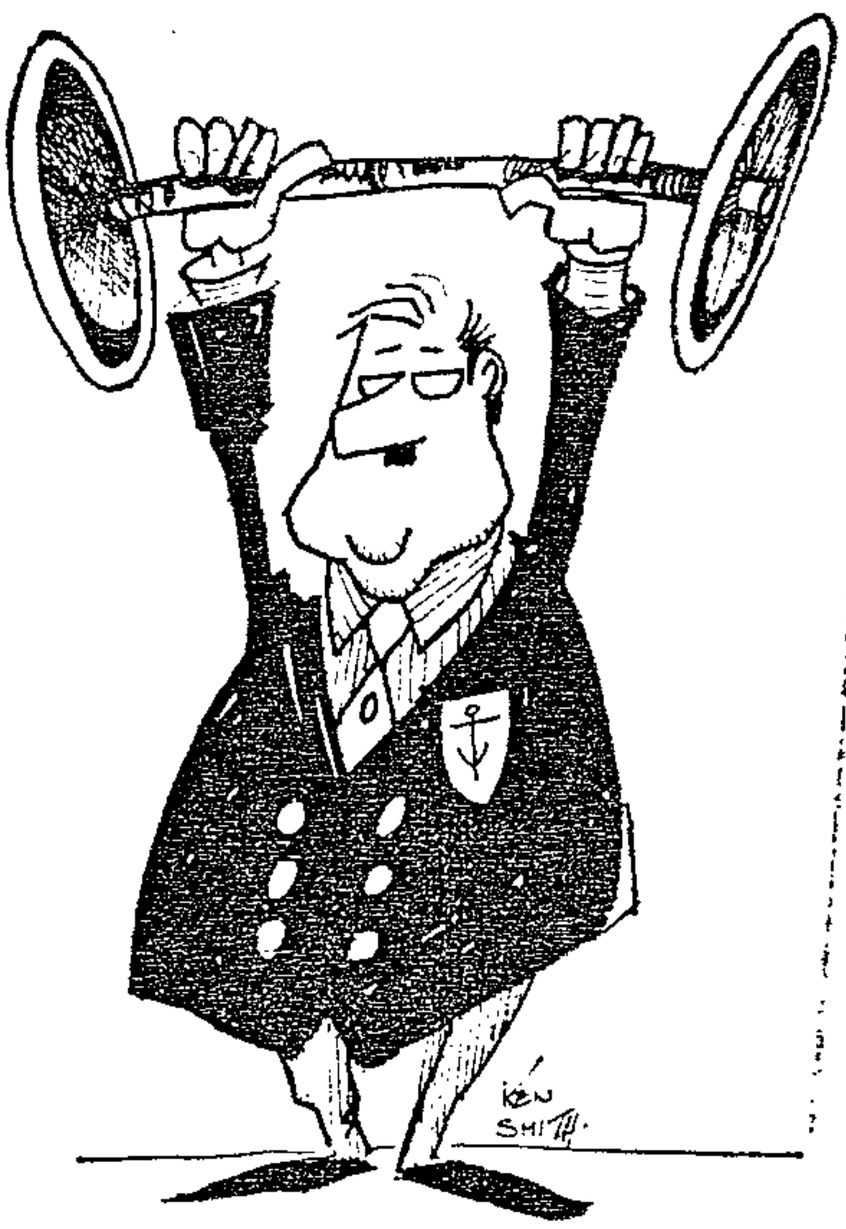
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10 500 textile workers soon jobless — Texfed

EAST LONDON — The Da Gama textile company would cut its labour force by 1,368 at its factories in East London and King William's Town, the company announced yesterday.

The Textile Manufacturers' Federation (Texfed) has warned the Government that nationwide 10 500 jobs will be lost in the industry between now and the New Year.

It points out that all major companies are closing for four to five weeks over Christmas.

In the case of Da Gama, most retrenchments are at King William's Town — 1 000 weekly paid workers and 65 salaried staff. At East London the figures are 179 weekly paid and 24 salaried employees.

All will end their employment with Da Gama on December 10, when the Christmas break begins a week earlier than usual.

The managing director of Da Gama, Mr Casey Jooste said the retrenchments were caused by a continuing decline in the volume of orders, reduced profits and a generally depressed outlook.

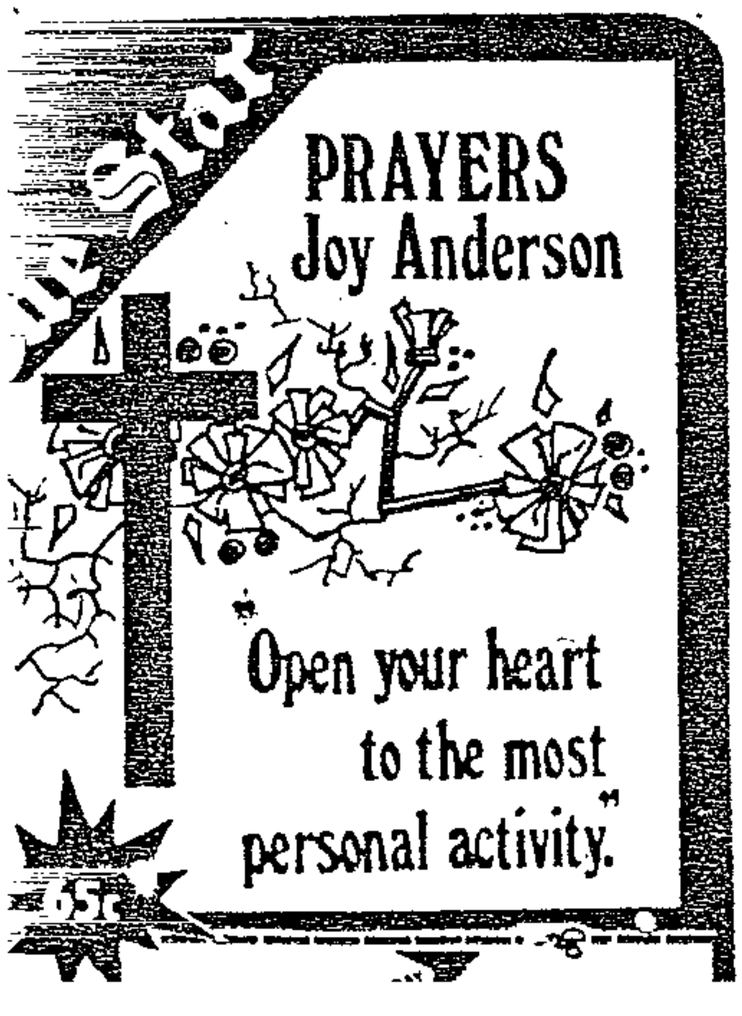
"The company deeply regrets the necessity for making a decision of such gravity, which will have an impact on the lives of many loyal employees," he said.

"However, the state of the economy, future outlook and recent trading results have made it necessary."

Texfed is putting to the Government a case for action to curb the inflow of cheap textile imports mostly from the Far East.

In the first six months of this year, imports of worsted fabrics were up 40 percent, cottons 31 percent, and polyester cotton 22 percent.

Mr Jooste asked: "Why should we help to give a textile worker in Taiwan or Hong Kong wages to take home, when our own people are being thrown out of work?" — Sapa.

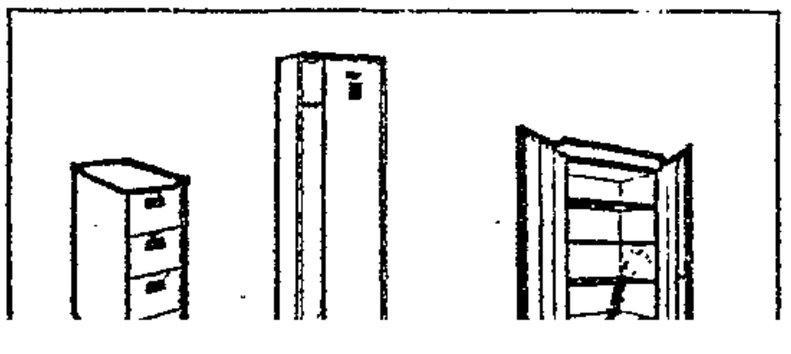


Nuclear power site not chosen yet — Escom

Escom yesterday denied reports that Port Alfred in the Eastern Cape or any other site had been chosen for South Africa's second nuclear power station.

French industry heads have urged their government to approve a second nuclear power contract with South Africa.

"As far as nuclear power station sites are concerned, we are not even near the selection."



Chletty stays off roll of

Textile firm's huge layoff follows slump in demand

By KEITH ROSS

EAST LONDON — A "sudden and severe" downturn in demand has caused Da Gama Textiles to lay off 1 368 workers in King William's Town and East London.

Most of the retrenchments — 1 100 weekly paid workers and 65 salaried staff — are at the King William's Town factory.

The managing director of the company, Mr Casey Joosse, said today his company been taken unawares by the speed and severity of the downturn in demand.

Mr Joosse said the plant at King William's Town had been more seriously affected because it specialised in industrial fabrics.

"It makes everything from backings for abrasive papers to fabrics that go into pipes," he said.

"The downturn in demand for these products reflects the general industrial recession.

"Our East London plant, which produces fashion fabrics such as sheeting and curtaining, has not been as badly affected."

Mr Joosse laid part of the blame for the downturn on cheap fabrics imported from the Far East.

"External trade is all very well, but why should we help to give a textile worker in Taiwan or Hong Kong wages to take home when our own people are being thrown out of work altogether?" he asked.

The Mayor of King William's Town, Mr Eric Weyer, expressed his concern about the retrenchments at Da Gama — the largest employer in the area

The workers at Da Gama Textiles appear to be largely ununionised, although the SA Allied Workers Union (Saawu) does have a small group of members at the plants.

Because of its low membership and the fact that it is not recognised by management, the union did not wish to comment on the retrenchments today

● Four Eastern Province textile companies said today they did not intend to retrench in the forseeable future, despite predictions of widespread lay-offs in the area

Spokesmen for Gubb and Inggs, which processes raw wool, and Union Cotton Mills in Uitenhage said there was no indication at present that they would need to cut down on their combined workforce of more than 10 000 people.

A spokesman for Industex, which employs 1 500 people, also said retrenchments were not forseen, although the company is working short-time.

A spokesman for Valley Textiles in Middelburg, which employes about 470 people, also does not expect to retrench in the near future, although staff who have left or been fired have not been replaced.

1 500 to lose jobs

ARGUS 5/8/82

335

Argus Correspondent

PRETORIA. — About 1 500 Iscor workers are to be laid off in the next month.

A statement issued by the corporation's managing director, Mr F P Kotzee, said about 95 percent of those who would lose their jobs were unskilled.

Mr Kotzee also warned that further lay-offs could be expected if the economy continued to deteriorate.

The Newcastle steelworks and Sishen iron-ore mine would be the most severely affected by the lay-offs.

In the past 10 months the labour force had been cut from 70 000 to 65 000, 40 percent of whom were white and 60 percent black.

Frame Group cutting back

EAST LONDON — The Frame Group textile factory here has no formal retrenchment programme, the group's joint managing director, Mr Selwyn Lurie, said yesterday.

On Wednesday, Da Gama textiles announced that 1 368 employees in its King William's Town and East London factories would be laid off from December 10.

Mr Lurie said the Frame Group was cutting back on staff through a redundancy programme.

"We are just not replacing staff who leave" he said.

"We are also cutting down on working hours."

Mr Lurie said the textile industry, being a labour intensive industry, was particularly hard hit by the economic recession.

He said he was not surprised at a Textile Manufacturers Federation (Texfed) warning that 10 500 jobs in the industry would be lost between now and the new year.

The regional director of the Textile Industry Workers' Union, Mr Gladstone Stoto, said he did not think Frame Group would retrench large numbers of workers.

Although the TIWU represents workers at Frame Group, it had no members at Da Gama textiles, Mr Stoto said.

A spokesman for the South African Allied Workers' Union (Saawu) said that although the union had members at Da Gama factories, membership was low.



MR A M Rosholt, executive chairman of Barlow Rand, has been appointed to the head office board of Old Mutual.

Gold rallies

GOLD was fixed at $417 an ounce in London this morning, up nearly nine dollars from yesterday's close of $408,25, Reuter reports.

It rallied in New York yesterday to close at $412, following an injection of reserves into the banking system by the Federal Reserve Board, which raised hopes that a cut in the US discount rate might be announced.

In London today dealers said prospects of a cut in the US discount rate continued to aid the market.

London gold fixings were:

	Dollars an ounce	Rands a kg
Today 10.30 am	417,00	15 410,30
Yesterday 8.00 pm	408.50	15 096,18

Imports hit 10 500 jobs

More than 10 500 jobs will have been lost in the clothing industry this year as a result of competition from foreign imports, Mr S Schlagman, executive director of the Textile Federation said today.

He made an urgent appeal to the Government to grant the industry greater protection against foreign competition.

The textile industry had been expecting some downturn in demand and had prepared for it But mainly owing to large-scale imports of clothing and textiles the situation had become much more serious

MAN-HOURS

By the end of December man-hours worked in the textile industry were expected to be down between 30 percent and 35 percent on last year, while production this year is likely to be down at least 25 percent on last year.

Mr Schlagman said unemployment and short time were widespread in the industry and all major companies would be extending the annual shut-down by two to three weeks.

The industry now estimated that 10 500 jobs would be lost by the reopening in January, which will have serious consequences for the Western Cape the Eastern Cape-Ciskei and the Durban areas

Trained and productive labour will be out of work.

IMPORTS UP

Although consumer demand this year has been unchanged imports of wool fabrics in the first half of the year were up 44 percent while imports of cotton and synthetic fabrics were up 13 percent and 18 percent at a time when local order books were down 39 percent.

Clothing imports between January and May were up 44 percent in value and 30 percent in volume.

RETRENCHMENTS

Mr Schlagman said the downturn in the local industry had been caused by the Government's inability to curb imports owing to the inadequacy of existing protective measures

The Argus Bureau in East London reports that 26 percent of the work force of the Good Hope Textile plant in King William s Town will lose their jobs next month. Good Hope Textiles is the largest mill under one roof in the southern hemisphere.

The retrenchments on December 10 will affect 1 279 weekly-paid black workers (1 100 at Good Hope Textiles) and 89 monthly-paid workers (65 at Good Hope Textiles and 24 at the Cyril Lord plant in Mdantsane outside East London)

An estimated 6 500 people will be affected by the retrenchments

Downturn quickens

WASHINGTON. — Production in wealthy industrial countries has been falling faster and faster this year, with drops in the United States and Japan dragging the total figure down.

The International Monetary Fund estimates that output in the 19 leading non-communist countries fell 1,9 per cent in January, 2,4 per cent in February, 2,1 per cent in March, 3,1 per cent in April, 3,4 per cent in May, 4,4 in June, and possibly by 5,2 percent in July.- Sapa-AP

DORBYL LIMITED

and its subsidiaries

Directors: C. D. Ellis (*Chairman*), K. N. Jenkins* (*Group Chief Executive*), W. G. Boustred, L. Boyd, I. J. C K. N. Jackson*, M. W. King, F. P. Kotzee, D. B Masson*, Dr T. F. Muller, J. P. Rupert, P. W. Sceales, L. van
Alternate Directors: G. Steinmetz, A. J. Trahar, P. von Backstrom. *Execu

Preliminary profit statement and declaration of dividends

The directors report that the results of the year ended 30 September 1982 are as follows:

	Group profits 1982 R000	1981 R000	% Increase
Operating income before interest and taxation	58 463	44 830	30,4
Interest paid	9 616	8 427	14,1

Acquisitions and disposals
During the year the following major acquisition were effected by the group.
Cosmo Engineering (Pty) Limited, a manufa ponents for the automotive industry, was R1 463 000.
Eleven companies owning residential property

Black jobless — the heart of the crisis

MORE than 7 000 workers have lost their jobs in the textile industry this year. The total could reach 10 500 by the end of December.

Iscor's redundancies for 1982 will be about 6 500.

That pattern is reflected across the country.

Unemployment is reaching critical proportions in South Africa again, and the situation is bound to get worse over the next year or so at least.

Mr Harry Oppenheimer warned the Financial Mail investment conference yesterday of "high and rising unemployment with a real risk of industrial disturbances and political instability".

But what are the dimensions of the problem? How far will the jobless total ease as and when the economy moves back into a strong growth phase?

Or is there a risk of structural change, of a shift to permanently higher and (by convention) more menacing levels of unemployment in South Africa throughout the 1980s and beyond?

Is such a change, in fact, taking place?

The statistics, official and unofficial, about the present situation are inadequate as far as the crucial area — that of the blacks — is concerned.

According to the Reserve Bank, there were only 18 958 registered unemployed whites, coloureds and Indians in July this year.

These figures could well be an underestimate, but in any case the real crisis lies outside these three groups.

The Reserve Bank says that in the first months of this year the unemployment rate for blacks was 7,1%.

Were that the end of the story, however, the problem would be modest by present international standards.

After all, the unemployment rate in Britain is now about 14% with one school-leaver in two unable to find work.

The jobless rate is above 10% in the United States and 12% in Canada.

Across Europe the level is rising with an estimate that there will be a record 12-million unemployed in the Common Market countries next year.

For the Western industrialised countries as a whole the total number of people out of work could well top 32-million in 1983.

Rates are still comparatively low in some countries — less than 2,5% in Japan — but even left-of-centre governments in France, Austria and Sweden are facing mounting difficulties.

In the Eastern bloc countries the unemployment situation is sometimes more disguised, but given the pitiful economic record that most of them have the severe strains on living standards are evident.

The economies of third world countries are in an appalling state.

So, as I say, if black South Africa had an unemployment rate of only 7,1% this country could feel relatively satisfied.

Unfortunately, however, matters are more complicated.

In the first place, some unemployment has been "solved" by the expedient of excluding the so-called national states — Transkei, Bophuthatswana, Ciskei and Venda — from the statistics for South Africa.

But whatever the merits or demerits of the whole policy of grand apartheid may be, there are still tens of thousands of people out of work in these four areas.

Any businessman who is worried about unemployment in South Africa is hardly likely to be satisfied by a planner's assurance that those areas are no longer part of the problem.

The second point is that the Reserve Bank's statistics are calculated in relation to the "economically active black population".

Thousands of blacks fall outside these figures because their very existence in the urban areas is technically illegal.

What then is the "real" level of unemployment?

Publicity has been given to recent claims variously by Dr David Webster and Professor Jeremy Keenan of the University of the Witwatersrand that total unemployment in South Africa is in the 2 500 000 to 3-million region, or at least 24% of the effective working population.

But I have seen nothing substantial enough from either of them to persuade me of the depth of their inquiries.

Both seem to be relying on some rough and ready adjustments to the earlier calculations of that far more impressive figure, Mr Charles Simkins of the University of Cape Town.

(On the other side, Professor Brian Kantor of the University of Cape Town argued to his own satisfaction last year that there was virtually no "involuntary unemployment" in South Africa, but that engaging eccentricity does not seem to have caught on).

Even Mr Simkins is stuck with the problem of the "informal" sector of the economy — workers who want no official record (or dare not have one) of their operations, and even their existence.

On his calculations, however, there were about 2 300 000 unemployed in 1976 — but his definition of "unemployed" includes "underemployed".

Mr Simkins reckoned then that 200 000 new jobs a year would be needed merely to keep pace with the rising number of people on the employment market.

But in spite of the hectic boom from late 1978 to early 1982 jobs do not appear to have been created at the pace that might be supposed.

Turnover in the Barlows group, for instance, almost trebled between over 1978-81.

Inflation played a big part in that, but so did acquisitions.

Total employment in the group, however, over the same period was up from 138 000 to 196 000.

SA Breweries turnover in 1975 was R1 160-million with slighty more than 46 000 staff.

Last year turnover was up to R3 057-million, but the number of workers had only risen to 56 500.

Again, even after stripping inflation from the figures, employment is not rising in these groups in the same proportion as sales.

That is good for productivity, of course, although it does show the structural problems of unemployment.

Most important of all, perhaps, was the 1979 finding of the Government's Economic Development Programme.

This argued that if there was an average annual real economic growth rate of only 3,6% for 1978-87, unemployment would be up to 21,9% by the end of the period.

With 8% growth in 1980 South Africa is ahead of that game at present.

However, the sharp downswing this year, coupled with the prospect of negative growth in 1983 and a slow recovery in 1984, makes a 3,6% rate for the EDP period a possibility.

For all that it is no use, I believe, simply trying to pump money into the economy in a short-term anything-goes bid to bring down unemployment.

What is needed is a critical look indeed at all the trappings of apartheid that play so important a role in the employment position — and a whole series of looks of microeconomic policies that might stimulate job creation without provoking a further and ultimately self-defeating general inflationary surge.

Howard Preece



Economic Spotlight

Workers plan to act on Bill

Labour Correspondent

REPRESENTATIVES of metal workers on the East Rand have called for a united worker front against a planned Bill to toughen influx control and have urged employers to act against the demolition of shacks in the townships.

And figures given at a meeting of the representatives reveal that, despite the loss of members in a growing spate of lay-offs, the Metal and Allied Workers' Union still has more than 8 000 members in Germiston, Wadeville and Alrode — nearly double its membership in the areas a year ago.

This emerges from the minutes of a meeting of MAWU's Katlehong shop stewards council, held earlier this week.

MAWU has been one of the unions worst hit by retrenchments and, in the minutes, it reveals that it has lost at least 1 000 members through lay-offs in Germiston, Wadeville and Alrode (outside Alberton) alone.

Union organiser Mr Moses Mayekiso said yesterday that membership in the area during the year had risen from about 5 000 to over 10 000. Since the wave of lay-offs began it had lost around 2 000 members and membership was now just on 8 000. "But even this is well up on last year," he said.

The major difficulty facing MAWU over the past year had been the firing of workers during strikes, and the recession which led to hundreds of lay-offs.

Workers at the meeting voiced strong criticism of the planned Bill to tighten influx control and urged that all unions "unite to fight the Bill".

The demolition of shacks in Natalspruit and Thokoza townships was also condemned. Workers — some of whom lived in demolished shacks — said these had been pulled down without alternative accomodation being offered.

Workers said the move was an attempt to force them into hostels.

The meeting decided that workers would approach their employers and urge them to act against both the demolitions and the new Intimidation Act, which is being used against unionists.

Boilermakers union seeks tougher retrenchment deals

Labour Correspondent

THE country's biggest trade union, the registered SA Boilermakers Society, plans to seek tougher retrenchment agreements with employers to protect workers against layoffs.

After a meeting of the union's executive yesterday, its general secretary, Mr Ike van der Watt, charged that many employers were retrenching not to cut production but "so that they can get more production out of fewer workers".

He also charged that protection for workers against retrenchment in the metal industries' industrial agreement — which covers more workers than any other in the country — had "no teeth", and said unions had been "lax" in protecting members against retrenchment.

"While we are not in a strong position to prevent mass layoffs this time, we intend to make sure we sign agreements with employers — individually and on industrial councils — which ensure we can curb them in the future," he said.

Mr Van der Watt was reacting to the news that Iscor is to retrench 1 500 workers, most of them unskilled, and to the wave of retrenchments in the metal industries.

The Tucsa-affiliated Boilermakers are an established multiracial union which takes part in official industrial councils. Mr Van der Watt's comments on retrenchment agree largely with criticisms made by emerging unions.

On the Iscor layoffs, Mr Van der Watt said they had come after assurances from Iscor that layoffs were being avoided and unions had not been consulted.

A meeting between Iscor and the unions with which it negotiates is due next week, but Mr Van der Watt said "there seems to be little we can do at this stage".

Jobless threat worst in years

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D. Dispatch 19/11/82

PRETORIA — The South African economy is threatened with the most serious unemployment problem since the end of World War 2, according to economists.

Retrenchments in increasing numbers are being reported from many sectors of the economy and the trend is expected to accelerate during the next eight or nine months at least.

Barclays Bank's chief economist, Dr Johan Cloete, said yesterday South Africa had experienced no real recessions since World War 2.

"We are now faced with a four or five quarter decline in the economy with negative growth. Two quarters of negative growth is needed for a recession classification."

Dr Cloete said the clear threat — and it was more than a threat — was the highest unemployment since 1945.

A senior economist of the Bureau of Economic Research at the University of Stellenbosch, Dr O. D. J. Stuart, agreed that unemployment could reach peaks next year, greater than anything since the war.

Negative growth was forecast by most economists and under these conditions greater unemployment was unavoidable.

The general secretary of the Trade Union Council of South Africa, Mr Arthur Grobbelaar, said the country would have to brace itself for a further escalation in unemployment.

This would last until at least the middle of next year. He appealed to employers to apply the principle, if retrenchments were unavoidable, of last hired first fired.

A tragic feature of high unemployment in South Africa, he said, was that thousands of black workers had no entitlement to unemployment benefits.

According to figures supplied by the Central Statistical Services the numbers employed in the major employment sectors — mining, manufacturing, and construction among them — decreased by 30 000 between May and July this year, to 3 020 721.

In the South African Transport Services — where the number of employed is continuing to decrease — in the May to July period the total number of workers decreased by nearly 2 400.

This attrition process is expected to continue as retired personnel, and those who resign are not replaced.

In the clothing industry in the Transvaal the number of unemployed has risen to nearly 2 000.

Unemployment at Iscor was discussed again yesterday at a top corporation management meeting. Earlier this week it was announced that 1 500 workers were being laid off — mostly unskilled, but about five per cent of them white skilled workers.

The threat of further lay-offs if the economy continued to slide was acknowledged, an Iscor spokesman said yesterday.

According to the director of the National Automobile Manufacturers' Association, the industry employed 49 683 workers in January. By the end of September this figure had dropped by more than 2 000 to 47 649.

Another 50 workers, he said, had since been laid off by one of the major manufacturers.

DDC.

See page 6
Editorial opinion, P14

Yuletide TV will be tough going

By IAN REID
TV Editor

IT IS going to be a tough Christmas this year — all thanks due to SABC-TV.

Yesterday the corporation released its "preliminary Christmas programme ..." and while the majority of Christians may feel that December 25 is a time for re... during the corporation seels ... is very serious or ... indeed.

Here ... are some of the "festive ... programmes which will be coming your way — and the only advice I can give ... you ... duck.

For instance, at 8.40 on Thursday December 23, ... "Johnny Cash Christmas in Scotland", featuring ... ageing Country and Western singer.

Come Christmas Eve and SABC-TV will be broadcasting ... 6.13) "Praise The King", a semi-variety programme in which showbiz personalities such as Sonja Heroldt and Noel Glover appear and also give short Christmas messages. This is followed by "Christmas in Germany".

Then comes "Shari's Christmas Concert", with Shari Lewis at the National Art Centre, chatting and singing with her "friends" Lambchops, Captain Person (Kangaroo) and Country Cousin Grizzly.

Stand by for Christmas Day itself with "Die Fabriek" at 7.20, a dubbed French film, a Dickensian-type story about a father and his three sons working in a factory under slave conditions to make a living.

On the English Service comes, at 8.25, "A Gift to last Christmas Special", starring Melvyn Douglas as an embittered old man who lives with his son's family, but prefers the seclusion of his bedroom to the hustle of a modern-day Christmas celebration.

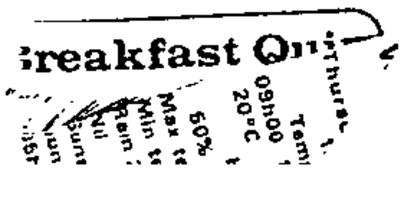
This is followed by "Corelli-Weinachtmusiek". Then comes "On the First Day of Christmas" — a local production that suggests that beneath the glitter, and beyond the clash of cash registers, there still lives a Spirit of Christmas potent enough to redeem even those of us least aware of the Christmas message.

The news for today is that SABC-TV will be opening at 3pm for live coverage of the first day's play in the four-day match at the Wanderers between the visiting Sri Lankan cricketers and the Springboks.



...ulaitis arrived at Jan ...ay, Gerulaitis stopped ...ament.

Picture: JILL EDELSTEIN



SA economy facing jobs crisis threat

By GERALD R... ...
Pretoria Staff

THE South African economy is threatened with the most serious unemployment problem since the end of the Second World War, according to economists.

Increasing retrenchments ... reported from many sectors of the economy, and the trend is expected to accelerate during the next eight or nine months.

Negative growth was forecast by most economists and under these conditions greater unemployment was unavoidable.

The chief economist of Barclays Bank, Dr Johan Cloete said yesterday that South Africa had experienced no real recessions since the Second World War.

"We are now faced with a four or five quarter decline in the economy with negative growth. Two quarters of negative growth is needed for a recession classification," he said.

Dr Cloete said the clear threat was the highest unemployment since the end of the war.

A senior ... Bureau of ... speech at the University of Stellenbosch, Dr C... Sergeant, agreed that unemployment could reach peaks greater than anything since 1945.

The general secretary of the Trade Union Council of South Africa, Mr Arthur Grobbelaar, said the country would have to brace itself for further escalation in unemployment.

The National Automobile Manufacturers Association of SA (Namsa) said that in January the industry employed 49 683 workers. By the end of September the figure had dropped by more than 2 000 to 47 649.

"We are now moving deeper into recession and it must be expected that the current unfortunate retrenchment trend will accelerate," a Namsa spokesman said.

According to figures supplied by the Central Statistical Services Office, the numbers employed in the major employment sectors — mining, manufacturing and construction — decreased by 30 000 between May and July to 3 020 721.

In the SA Transport Services — where the numbers employed are continuing to decrease — in the May to July period the total number of workers decreased by nearly 24 000.

In the clothing industry in the Transvaal the number of unemployed has risen to nearly 2 000.

● Heart of the crisis — Page 13

Policeman arrested after two shot dead

Mail Correspondent

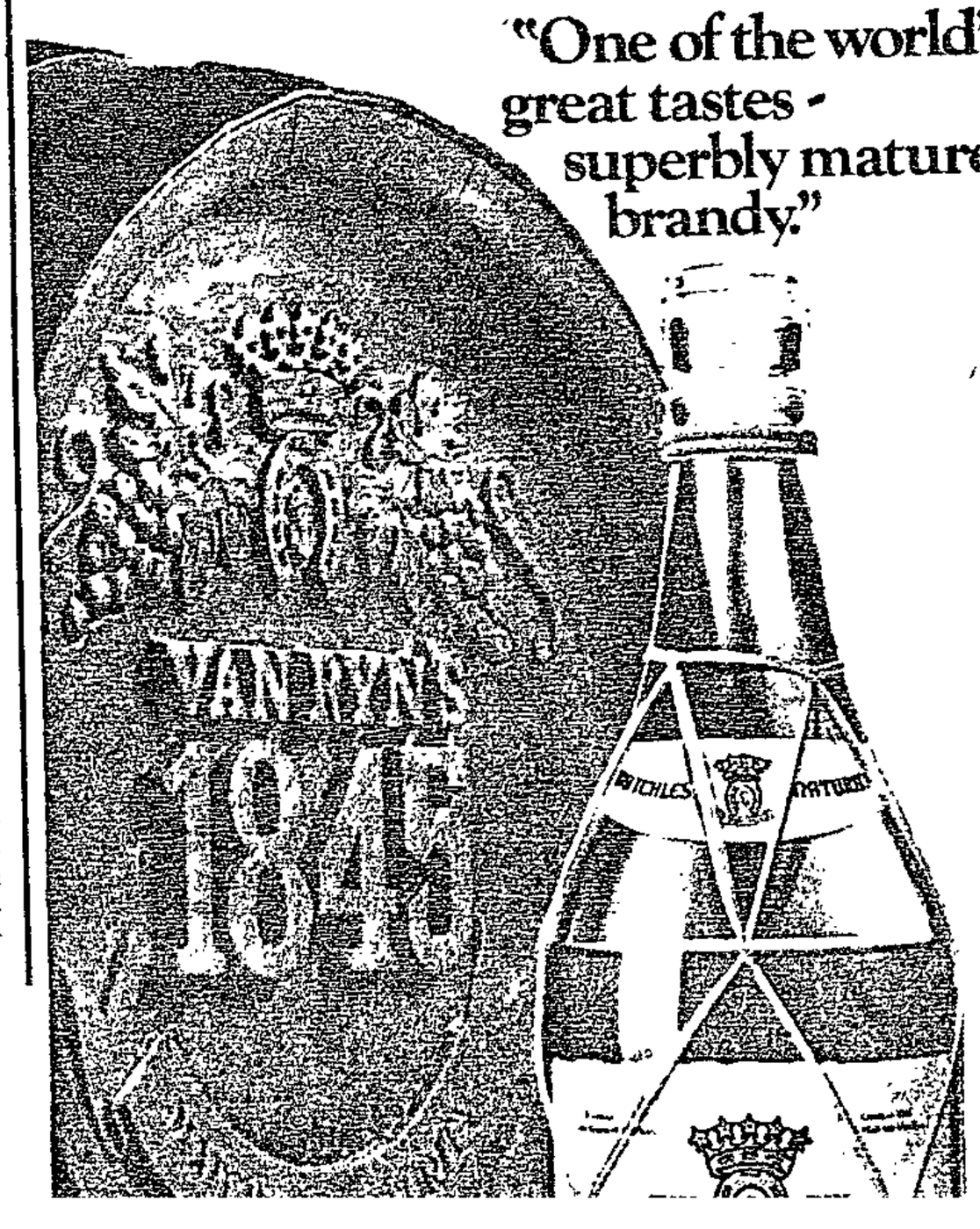
DURBAN. — A policeman was arrested in Melmoth after a police sergeant and a woman were shot dead in the kitchen of a house in the town in the early hours yesterday.

Police said that the dead woman was Dorothy Anne Cadle, 23, who, together with Detective Sergeant R B Welgemoed, 27, was found dead on the kitchen floor of the house at 3am.

The killings were reported by a neighbour who alerted the Melmoth police shortly after 3am when a man came to his house and woke him up and made a report to him.

When the police arrived the man had disappeared but was arrested yesterday morning. Police took possession of a firearm.

D/S Welgemoed was section head of the detective branch of the SAP at Melmoth.



in SA

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'Worst post-war' job problem

Own Correspondent

JOHANNESBURG. — The South African economy is threatened with the most serious unemployment problem since the end of World War II, according to economists.

Retrenchments in increasing numbers are being reported from many sectors of the economy and the trend is expected to accelerate during the next eight or nine months — at least.

Barclays Bank's chief economist, Dr Johan Cloete, said yesterday South Africa had experienced no real recessions since World War II.

"We are now faced with a four or five quarter decline in the economy with negative growth. Two quarters of negative growth is needed for a recession classification."

The clear threat — and it was more than a threat — was the highest unemployment since the end of the World War II.

A senior economist of the Bureau of Economic Research at the University of Stellenbosch, Dr O D J Stuart, agreed that unemployment could reach percentage peaks next year, greater than anything since 1945.

Negative growth was forecast by most economists and under these conditions greater unemployment was unavoidable.

The general secretary of the Trade Union Council of South Africa, Mr Arthur Grobbelaar, said the country would have to brace itself for the shock of a further escalation in unemployment.

This would last till at least the middle of next year. He appealed to employers to apply the principle if retrenchments were unavoidable of last hired, first fired.

A tragic feature of high unemployment in South Africa, he said, was that many thousands of black workers had no entitlement to unemployment benefits.

Unemployment at Iscor was discussed again yesterday at a top corporation management meeting. Earlier this week it was announced that 1 500 workers were being laid off — mostly unskilled, but about five percent of them white skilled workers.

The threat of further lay-offs if the economy continued to slide was acknowledged, an Iscor spokesman said yesterday.

According to the director of the National Automobile Manufacturers' Association of SA (Namsa), in January the industry employed 49 683 workers.

By the end of September this figure had dropped by more than 2 000 to 47 649.

Another 50 workers, he said, had since been laid off by one of the major manufacturers.

A remarkable feature of the unemployment was that it was mostly whites who were retrenched.

In January the industry employed 23 918 blacks. By September this had fallen to 23 400.

"We are now moving deeper into recession, and it must be expected that the current unfortunate retrenchment trend will accelerate."

He added, however, that the industry could be expected to explore the options of cutting back on overtime, and working more short time, before resorting to retrenchments.

The trend in the motor vehicle industry is apparent in other areas of the economy.

According to figures supplied by the Central Statictical Services office, the numbers employed in the major employment sectors — mining, manufacturing, and construction — decreased by 30 000 between May and July this year to 3 020 721.

In the SA Transport Services, where the numbers employed are continuing to decrease, in the May to July period the total number of workers decreased by nearly 24 000.

In the clothing industry in the Transvaal, the number of unemployed has risen to nearly 2 000.

The Progressive Federay Party's finance spokesman, Mr Harry Schwarz, said South Africa could not afford the potentially serious political and social consequences of large-scale unemployment.

Already heavy unemployment among black workers was likely to worsen — a situation which could be exploited by radical elements.

Mr Schwarz said there were options open to the government to create jobs which would not affect the effort to get the economy back on the rails. Nor would they affect the fiscal and monetary policies of the Minister of Finance.

The laying off of blue-collar white workers could also be expoited by the extreme right, disturbing further an already seriously disturbed political situation in the country.

'Slump has reached the bottom' says industrialist

Labour Reporter

THE president of the Federated Chamber of Industries, Mr Rod Ironside, said yesterday it was possible that the economy had reached 'the bottom' and would begin to pick up 'a little later'.

Responding to the announcement of Iscor's plan to retrench 1 500 workers next month, he said it was obvious that Iscor was feeling the pinch and had taken this measure as a last resort.

'But, we must be a little practical about it all, as in the near future the balance will be restored with perhaps a slight adjustment as the economy settles on a lower plateau,' he said.

'South Africans tend to talk themselves into situations like this,' he said. 'The economy tends to go through ups and downs.'

Even so, Mr Ironside said, the business practice in the country left much to be desired and when the economic slowdown had been predicted, employers should have taken corrective action over a longer period.

Reacting to fears that retrenched employees might not be taken back again when the situation improved, he said employers would be crazy not to take people back as they had invested time and money in training them.

But few employers were as optimistic as Mr Ironside yesterday.

Iscor's managing director, Mr F P Kotzee, said the market had to pick up in the future, but it would not be before the end of 1984 and even then it would only be a gradual improvement.

'Worst since World War II' claim

Unemployment problem warning

Mercury Correspondent

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He added, however, that the industry could be expected to explore the options of cutting back on overtime, and working more short time, before resorting to retrenchments.

All answers must be written in ink. Numbers must be written in the boxes provided.

Surname ... First Name ... Date ... Degree for which you are writing ... Subject (to be copied from the heading on the Examination Paper) ... Paper No 2 (to be copied from the heading on the Examination Paper)

NOTE CAREFULLY

1. ... in column (1)
4. Do not write in the left hand margin.

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

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Iscor to retrench at least 1 500 men

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Sowetan - 19/11/82

ISCOR is to lay off another 1 500 workers within the next month and more retrenchments will follow if economic conditions at the steel corporation continue to deteriorate, the Managing Director of Iscor, Mr F P Kotzee, announced this week.

The corporation has already laid off about 5 000 workers during the past 10 months as a result of its waning financial situation.

In a statement in Pretoria, Mr Kotzee said the Newcastle steelworks and the Sishen iron ore mine would be worst affected by the lay-offs.

Ninety-five percent of the employees being retrenched by Iscor were unskilled labourers, he added.

"Owing to the slackness in the domestic and overseas steel markets in consequence of the world-wide recession, Iscor was compelled to decommission some of its production units," the statement said.

"For this purpose, employments were discontinued, overtime was cut, working times adjusted and vacancies which occurred were filled by means of transfers.

"In this way, the corporation's employment figure has already been lowered over the past 10 months from about 70 000 to 65 000, of which 40 percent were whites and the rest blacks.

"It has now become evident that a more rapid reduction in employment figures cannot be put off any longer," it added.

"If economic conditions should continue to deteriorate, further terminations of service will be inevitable," it said. — Sapa.

Many more out of work in SA

By SANDRA SMITH

LATEST figures released by the Department of Statistics show that unemployment among whites, coloureds and Asians has increased by up to 87,5% this year.

With retrenchments occurring daily, the figures are expected to jump even higher.

The findings have been called "shocking" and "frightening" by the Opposition spokesman on manpower, Dr Alex Boraine, and the president of the 26 000-strong SA Boilermakers, Iron and Steelworkers' Society, Mr Ike van der Watt.

The statistics show that registered unemployment among whites, Asians and coloureds from September last year to September this year rose by more than 59%.

And among white men the number of jobless increased by a massive 87,5%, from 2 096 in September last year to 3 931 this year.

The total number of whites unemployed has increased by more than 54%, from 5 767 in September last year to 8 926 this year.

Among coloureds who have registered as unemployed the figure has increased from 6 970 last year in September to 11 676 this year — a jump of more than 67%.

The percentage increase for coloured women is higher than for men at 68,7%. The number of jobless men has increased by 66,9%, from 4 733 to 7 901.

Dr Boraine said the ever-increasing unemployment figures had been ominous during recent months and the latest figures confirmed the worst fears.

Unemployment had not only social and economic implications, but also very serious political consequences.

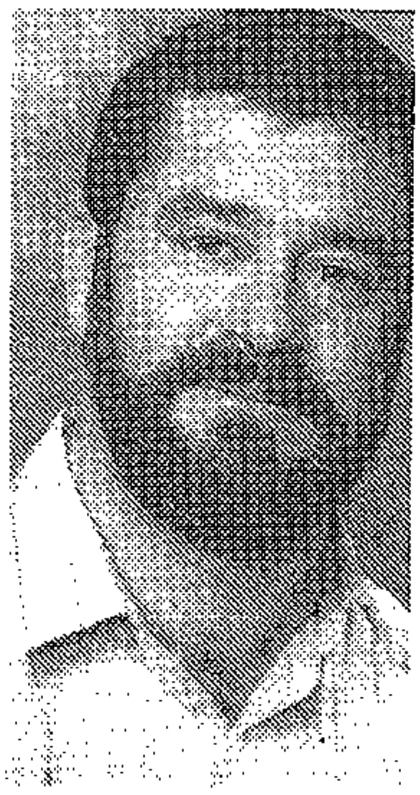
It was important, therefore, that every attempt was made to give short-term relief to the unemployed and give specific attention to the creation of jobs.

Jobless in West Cape top 4 500

ARGUS 19/11/82 (35)



MR T A Neu has been appointed manager of the Standard Bank's Cape regional training centre.



MR Peter Johnson has been appointed director of production for David Matthews Painting Contractors.

UNEMPLOYMENT in the Western Cape has risen by 1 000 in the past three months and is now over the 4 500 mark, the latest figures from the Department of Manpower show.

But it is still below the total of 7 643 which it reached when the recession was at its height in July 1977.

The total figure for registered white and coloured unemployed reached 4 555 at the end of last month, compared with 4 209 in October 1976 when the last recession began to deepen.

This does not take account of the retrenchment of more than 500 black, coloured and white employees at the Berg River Textile factory in Paarl this month.

A spokesman for the Department of Manpower said today that 1 365 white people and 3 190 coloured people were registered as unemployed at the end of last month.

The figures are not broken down into occupations — although it is known that the engineering industry has been hard hit by the downturn in the economy and that people in the building industry have been laid off — but they show that the biggest increase in unemployment is among coloured men between the ages of 21 and 65.

The number of unemployed in this category rose to 2 135, which was 580 more than at the end of September.

NOT AFFECTED

The number of unemployed white men in the same age group rose by 90 to 522, and of white men over 65 by 140 to 192.

Three months ago 3 337 white and coloured people were registered as unemployed in the Western Cape.

So far the clothing industry, the biggest single employer in the Western Cape, has not been affected and at least two firms have full order books, mainly due to exports.

Most of the workers in this industry are women.

The news of the rise in unemployment comes at a time when the Cape Chamber of Industries is asking for more tariff protection to keep out "predatory" imports from Taiwan, which it blames for rising unemployment in the textile industry.

But the director of the Cape Town Chamber of Commerce, Mr Brian MacLeod, says it is the downturn in the economy coupled with low productivity which is to blame for this.

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

3. No part of an answer book is to be torn out.
4. All answer books must be handed to the commissioner or to an invigilator before leaving the examination.

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

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

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

Govt talks on retrenchments

BY TOM LOUW
Business Editor

EAST LONDON — The management of Da Gama Textiles has held discussions with officials of the Ciskei Department of Manpower on the retrenchments announced this week.

The managing director, Mr Casey B. Joosse, said yesterday: "The Ciskei people are trying to work with us to make things as manageable as possible."

Most of the weekly paid workers who are being retrenched live in Ciskei.

Mr Joosse said the reaction all round has been positive, arising from the knowledge that the Da Gama situation is only part of a nation-wide problem in the textile industry.

He confirmed that all employees retrenched will receive redundancy pay. This will amount to a minimum of three months salary for monthly-paid workers and three weeks wages for those on weekly pay.

Retrenched employees will also be paid additional leave and their Christmas bonuses, and long-service employees will receive an extra amount.

Mr Joosse said pension contributions will be refunded, plus interest, and the retrenched workers will also be paid out the company's contribution to their pensions.

Those who qualify for unemployment insurance benefits will receive them, because Ciskei has "kept up its end of the scheme".

Even after the retrenchment of 1 368 people, Da Gama will still have a big complement of staff. Mr Joosse said the work force will still number more than 5 000.

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REMONT premises)

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Textile workers laid off

BY PHILLIP VAN KERKEN
Labour Reporter

MASSIVE retrenchments have hit the textile ... try ... catches a ... ing industry as well.

A spokesman for the Fosatu-affiliated National Union of Textile Workers said about 50 000 jobs could ... been lost or could be lost soon in the textile, clothing and related industries.

This was 10 percent of the estimated half a million workers in those industries.

Man-hours down

Mr S Schlagman, executive director of the Textile Federation, said more than 10 500 jobs would have been lost in the clothing yarn sector of the industry by the end of 1982.

Man-hours in the textile industry were down between 30 and 35 percent and major employers would extend the Christmas shutdown by two to three weeks.

Da Gama Textiles laid off 1 368 workers in King William's Town and East London this week. There have also been big staff cutbacks at Hextex in Worcester, Berg River Textiles in Paarl and Veldspun in Stellenbosch.

Mr Schlagman blamed the downturn in the industry on dumping of cheap foreign imports on the local market. The government had been unable to curb imports due to "inadequacy of existing protective measures".

"Despite repeated approaches to the authorities, they have turned a deaf ear to our dilemma. The situation in which thousands of workers have lost their jobs could have been avoided."

Mr Frank Whitaker, director of the National Clothing Federation (NCF), said the clothing industry was on the "edge of an abyss".

About 2 000 garment workers had been retrenched or not replaced in the Transvaal and several thousand more in Natal.

Criticism

He said a downturn in employment could be expected after Christmas.

At an NCF meeting on Thursday the federation's president, Mr Hugh Yorke-Mitchell, criticized the textile industry for calling for "massive" import duties.

He said that if duties were increased, local fabric prices would increase. In the current economic climate, clothing manufacturers would not be able pass on increases.

A spokesman for Barlow Rand's giant textile subsidiary Romatex said staff had dropped by more than 2 000.

4-DAY DELIVERY
CUSHIONS
INDOOR-OUTDOOR
22 1970



Mrs Ann van Rooyen, widow of Mr Henry van Rooyen, who was dead when he tried to assist his Mitchells Plain neighbour in a robbery earlier this month, holds a R100 cheque sent to her by a Cape Times reader. With Mrs Van Rooyen are two of her daughters, Myrtle, 14 and Brenda, 9.

Nurse may have b pushed — patholo

LEEDS. — A Saudi pathologist told an inquest on a British nurse, Miss Helen Smith, in Leeds yesterday she might have been pushed from the sixth-floor balcony of a block of flats in Jeddah, Saudi Arabia.

The pathologist, Dr Muhammad Kheir, said a Dutch seaman, Mr Johannes Otten, found dead beside Miss Smith outside the block, might also have been pushed from the balcony in May, 1979.

The Saudi authorities have said the couple died accidentally but Miss Smith's father says his daughter was murdered.

Asked by a lawyer for the party host, Dr Richard Arnot, if there was anything criminal involved in the deaths, Dr Kheir told the inquest: "There was no strangling, no beating and no throttling. She may have been pushed."

Dr Michael Green, a forensic scientist who carried out a post mortem examination on Miss Smith's body in June 1980, told the inquest the body showed signs of having been beaten or raped.

Dr Kheir, who carried out the first ... examination ... Smith, said ... certificate ... cause of death ... logical shock.

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(335) 21/11/82

YEAR OF THE

Battle for work looms in toughest times since

(335) SUNDAY TRIBUNE, NOVEMBER 21, 1982

JOBLESS

the Depression

1983 could be the worst year for the country's workers since the Great Depression.

For the first time since then thousands of whites are going to find themselves jobless with little relief.

And many more thousands of black contract workers are going to be forced back to the poverty-stricken homelands, where their families are already battling to stay alive, because there will be no jobs for them in the cities.

Only those who have skills as artisans or engineers or have some other form of technical training can depend on keeping their jobs through the recession, which is expected to end in 1984.

There are no guarantees for unskilled and semi-skilled workers.

The latest victims claimed by the recession are 1 165 workers at the biggest textile factory in the country. When the

By INGRID STEWART

giant Good Hope Textile plant in King William's Town closes on December 10, 1 100 weekly-paid black workers and 65 white salaried staff will lose their jobs. The drastic cutback is the biggest in the mill's 36 years.

Texfed, the Textile Manufacturers' Federation, says the nation-wide slump in the industry is expected to put 10 500 textile workers, many of them at the big Natal mills, out of jobs before the end of the year.

These retrenchments will have a devastating effect on King William's Town's business life, sucking a R500 000 worth of spending power out of the town's economy.

So far workers in the steel and car-making industries have been hardest hit. But economists warned this week that those employed in construction were in a particularly dangerous position.

"Next year is definitely going to be the most difficult in the post-war era," said a member of the Prime Minister's Economic Advisory Council, who did not want to be identified. Unemployment would be high on the agenda of this week's meeting of the council.

The number of white, coloured and Asian registered unemployed has jumped dramatically from 16 000 in January to 24 000 in September. There are at least 3 000 more unemployed white people this year than there were at the same time last year. The number of coloured unemployed has nearly doubled in a year: from 6 970 in September 1981 to 11 676 this September.

The official statistics for the number of black unemployed were available only for April and were based on a sample survey of 18 000 households. These figures show there were 408 000 blacks unemployed.

Professor J.L. Sadie, director of the Bureau for Economic Research at the University of Stellenbosch, predicts that more than 600 000 blacks and 50 000 white, coloured and Asian workers will be out of work next year.

But an economist pointed out that the 1978/79 Economic Development Programme predicted more than a million people unemployed by 1987 on an annual growth rate of 4,5 percent. It predicted 88 000 whites, 157 000 coloured, 37 000 Asian and 1 357 000 black unemployed by that year.

South Africa, he said, would not achieve that growth rate and therefore the number of people unemployed would be much greater. Even if the country achieved a growth rate of 3,6 percent, the number of unemployed in 1987 would be nearly three million and a relatively large proportion of these would be white. The growth rate this year stood at about 2,5 percent.

A University of the Witwatersrand anthropology lecturer, David Webster, says 2,5 million people are unemployed already.

This week Iscor, one of the country's major employers of unskilled and semi-skilled labour, announced that 1 500 people would be laid off next month. And the managing director of Iscor, Fluor Kotzee, said if economic conditions continued to deteriorate (economists are convinced they will) further retrenchments were inevitable.

Mr Kotzee emphasised this was the first time in its history that Iscor had been forced to retrench staff, an indication of how bad was the state of the economy.

The public affairs manager of Sigma Motor Corporation, Leon Shirley, whose company has already laid off hundreds of workers in Pretoria, does not expect an improvement either. Recently he said although sales figures were roughly the same as this time last year, Sigma had a massive stockpile of cars.

The next industry to be affected in a big way, say economists, will be those concerned with construction. Already the government is cancelling public works and it is only the demand for housing that is keeping the industry in business.

Being labour intensive and subject to cyclical economic downturns, the construction industry was in a potentially dangerous situation, said a professor of economics at the University of Natal, Jill Nattrass.

Dr Johan Cloete, economic adviser to Barclays Bank, agreed with her that the Iscor lay-off would hit industries dependent on steel for production. Workers in the construction industry were highly vulnerable.

He said manufacturing industries, also big users of steel, would be affected soon. These included the makers of durable and semi-durable products such as home appliances and furniture.

The food industry, economists agreed, would be the last affected.

The growing number of white unemployed is going to have serious political consequences.

An Iscor spokesman told a public meeting in Newcastle two weeks ago that 250 white families would be affected by the retrenchment. Of the 5 000 jobs cut through natural erosion by Iscor in the past 10 months, 40 percent were held by whites.

Another big employer of unskilled and semi-skilled white workers, South African Transport Services, has also announced its intention to cut 20 000 jobs.

While growing unemployment in the townships would aggravate anger and disaffection among blacks, said Dr Alex Boraine, Progressive Federal Party spokesman on labour, a new feature was the growing number of whites unemployed.

"It is to be hoped that the far right parties - the Conservative Party and the Herstigte Nasionale



Dr Johan Cloete: manufacturers will be hit soon



Professor J. L. Sadie: predicts 650 000 will be out of work next year



Alex Boraine: this is a headache for the Nats

235 Sunday 21/11/82

Party - will not exploit this situation for their own political gain.

"However, there can be no doubt that the spectre of growing unemployment will prove to be a major headache and setback for the National Party," said Dr Boraine.

Trade unionists have warned that industrial unrest will continue unless employers take steps to prevent retrenchments.

Speaking to management in Durban last week, Taffy Adler, national education secretary of the Federation of South African Trade Unions, said 11,8 percent of the strikes reported this year were over retrenchment, whereas no such strikes were reported last year.

In the present climate all the unions can do for their members who face retrenchment is to negotiate a retrenchment agreement with employers.

The Metal and Allied Workers' Union, which belongs to the Federation of South African Trade Unions, has adopted the following retrenchment procedure, which it is negotiating on with companies in the metal industry:

- Companies must set aside reserves to keep workers employed during recession
- Consultation with workers and their unions at least a month before retrenching, giving reasons and the number of workers threatened
- If redundancies are unavoidable, companies must stop recruiting and regular overtime and move to short-time work
- Companies must give redundancy pay and retrenchments must be on the basis of "last in, first out" rather than be a substitute for disciplinary procedure.

The Council of Unions of South Africa says on redundancy pay that workers should negotiate for payments above the statutory minimum. In addition, payment should be made on an agreed formula of:

- Age
- Years of service and
- Wage.

The Good Hope Textile Mill workers, for example, will receive a minimum three months' pay for monthly paid employees and three weeks' wages for weekly paid workers. Those retrenched will also be paid additional leave pay, their Christmas bonuses and double their pension contributions.

The only relief on offer from the government for the unemployed is the Unemployment Insurance Fund. This relief is minimal.

Those who qualify — and this excludes migrant workers from the independent black states who do not have permanent residence in South Africa — can receive benefits for a maximum of only six months and then they will be paid only 45 percent of their last salary.

Those who earn less than R1 500 a month will be eligible for unemployment benefits from the beginning of next year. The average unskilled worker earns about R200 a month, which means he will get R90 a month for six months. A semi-skilled worker earning an average R300 a month will get R135 a month for six months only.

And it takes between two and three weeks for the first payment to be made.

Dr Piet van der Merwe, director-general of the Department of Manpower, advised the unemployed to register with the department immediately so that it could attempt to find alterna tive employment in other sectors until the economy returned to normal.

The unemployed should consider taking temporary employment at temporary rates of pay because "while this might not be the ideal, it is better to do a job at a temporary rate than to remain unemployed".

He suggested the unemployed look to the informal sector as a means of providing them with an income. He suggested home improvement schemes and home-craft activities.

He also appealed to employers to consider ways others than retrenchment to cut the wage bill. He suggested short-time, work-sharing schemes and the employment of people on a day-to-day basis.

He finally appealed to workers to place a high premium on job security and not to make excessive demands on wages.

But the real tragedy of unemployment will be hidden away in the homelands where there are no resources. The moment a migrant worker loses his job he is forced to return there and wait at the labour bureaux to be recruited again.

Said Dr Boraine: "Behind the ever-increasing unemployment figures stands the stark misery and hardship experienced by individuals and families."



More retrenchments will mean more unrest, warn the unions

(333) Sunday Times 21/4/82

Economy cripples textile industry

THE Textile Manufacturers' Federation is to make an urgent application for aid to the Government following a severe slump in the industry.

The giant Da Gama textile group laid off 31 workers this month and a further 1 368 will be retrenched next month. A spokesman for Texfed has also warned that 10 500 jobs in the industry will be lost by the end of the year.

Mr Casey Joosse, chief executive of Da Gama Textiles, said that temporary relief of imports was imperative. Texfed was trying to arrange a meeting with the Minister of Finance, Mr Owen Horwood, to discuss aid to the industry.

In the biggest cutback in Da Gama Textile's 36-year history, 26 percent of the Good Hope textile plant's workforce in King William's Town, will lose their jobs next month. Good Hope Textile is the largest mill under one roof in the southern hemisphere.

The retrenchments on December 10 will affect 1 279 weekly paid black workers (1 100 at Good Hope Textiles) and 89 monthly paid workers (65 at Good Hope Textiles and 24 at the Cyril Lord plant in East London)

An estimated 6 500 people will be affected by the retrenchments.

Mr Joosse expressed deep regret over the retrenchments and added that he sincerely hoped that no further lay-offs would be necessary this year.

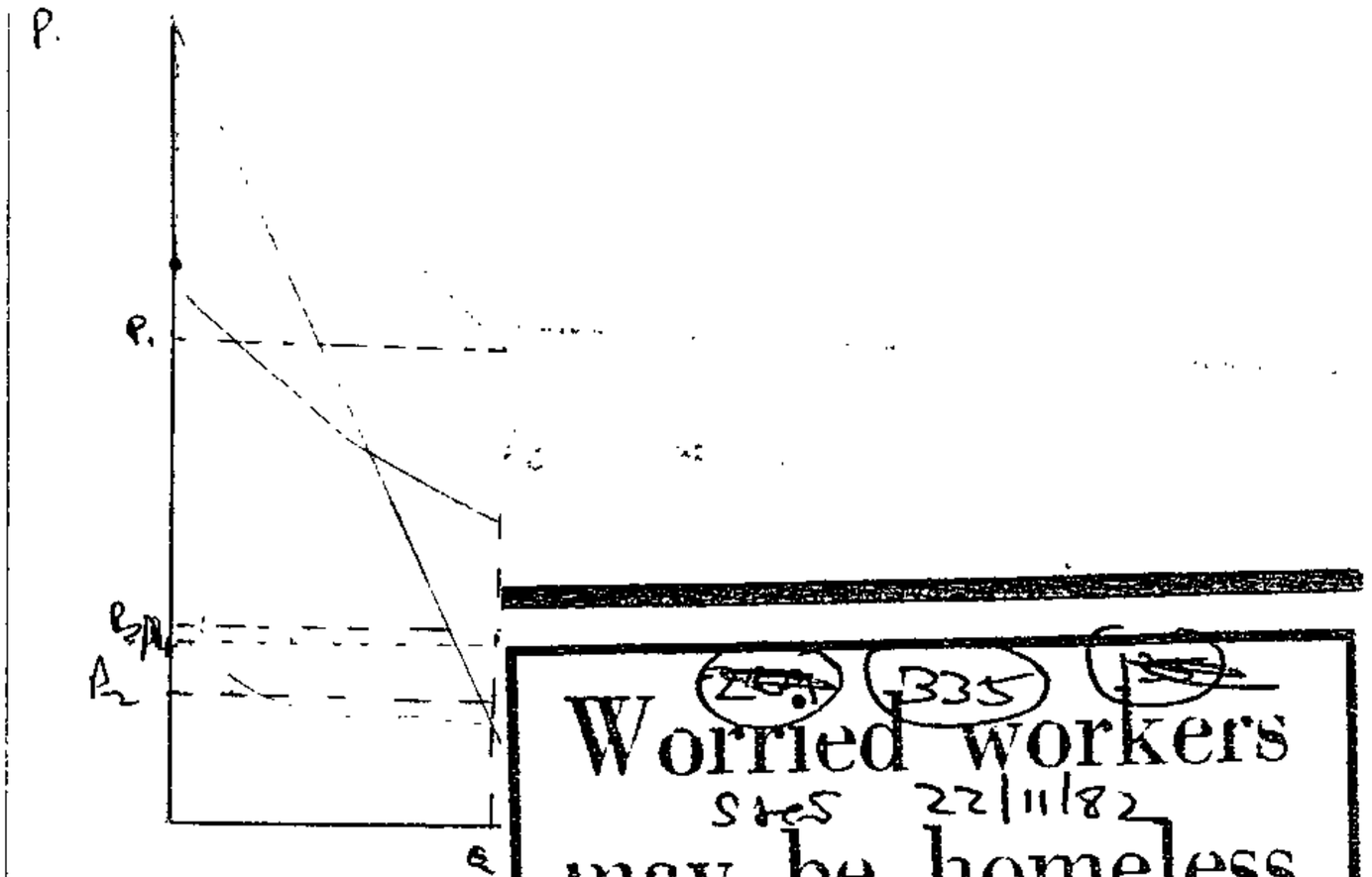
"We hope that we will be able to see through next year but I can't be confident about predicting the future.

"I hope that this is the end. We have closed down whole sections."

Mr Joosse said the state of the current economy, the future outlook and recent trading results had caused the massive retrenchments.

The continuing decline in order volume had reduced profit margins and the generally depressed outlook for the future had made the retrenchments inevitable.

4.



Worried workers may be homeless

Own Correspondent

NEWCASTLE — Thousands of workers at Iscor's Newcastle plant are facing retrenchment and the prospect of being homeless.

The announcement by the company of widespread labour cutbacks has also triggered off fears of repatriation of the jobless blacks to their respective homeland.

Trade union officials said contract workers were concerned that one effect of the slump might be that retrenched workers would be forced to return to their homes — whites overseas and blacks to the Government-designated homelands.

Other problems include the disruption of children's education and the fear of not being able to meet hire purchase agreements, mortgage bond payments and insurance premiums.

An official of the Boilermakers Union said that nearly 1 000 of its white members at Newcastle were immigrants.

"Repatriation, schooling, relocation, repayment of loans were some of the questions raised by members at their meeting this week," the official said.

Mr Henry Ferreira, acting general secretary of the Iron and Steel Workers Union, said there was an assurance that members would be allowed to occupy their company homes for three months at subsidised rentals.

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CAPE Times 22/11/82 (335)

Unemployment in SA 'shocking'

PORT ELIZABETH. — Latest figures released by the Department of Statistics show that unemployment among whites, coloureds and Asians has increased by up to 87,5 percent this year.

With retrenchments occurring daily, the figures are expected to jump even higher.

The findings have been called "shocking" and "frightening" by the Progressive Federal Party spokesman on manpower, Dr Alex Boraine, and the president of the 26 000-member SA Boilermakers, Iron and Steelworkers' Society, Mr Mike van der Watt.

The statistics show that registered unemployment among whites, Asians and coloureds from September last year to September this year rose by more than 59 percent.

According to observers, this is probably a conservative figure as registration is not compulsory.

The total number of unemployed whites has increased by more than 54 percent, from 5 767 in September last year to 8 926 this year.

Among coloureds who have registered as unemployed, the figure has increased from 6 970 last September to 11 676 this year — a jump of more than 67 percent.

"I do not believe we can afford such increases in unemployment," said Mr Van der Watt. — Sapa

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Rdm 22/11/82

Lay-offs increase

RETRENCHMENTS continue to dominate the labour scene — and this is likely to be even more pronounced in the next few weeks.

Employers are expected to see the year's end as the time not to renew migrant worker contracts and to trim staff generally. So rumours of new lay-offs in metal and other industries abound.

Emerging unions have borne the brunt of an often losing fight against lay-offs because it has been their members who have been the chief victims, but they may just have acquired a key ally.

Mr Ike van der Watt, head of the Boilermakers, last week charged that unions such as his had been "lax" about protecting workers from lay-offs.

He claimed many employers were retrenching simply to "get more production out of less workers".

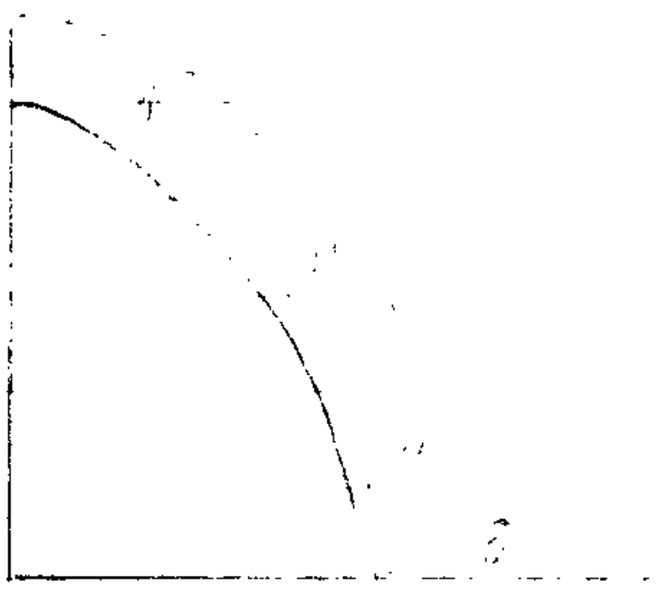
He charged that control over lay-offs in the metal industrial agreement had "no teeth" and said his union was going to seek tougher retrenchment agreements in the future.

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It is possible for the production possibility frontier to shift outwards, this can be caused by increased technology

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Worried workers may be homeless

Own Correspondent

NEWCASTLE — Thousands of workers at Iscor's Newcastle plant are facing retrenchment and the prospect of being homeless.

The announcement by the company of widespread labour cutbacks has also triggered off fears of repatriation of the jobless blacks to their respective homelands.

Trade union officials said contract workers were concerned that one effect of the slump might be that retrenched workers would be forced to return to their homes — whites overseas and blacks to the Government-designated homelands.

Other problems include the disruption of children's education and the fear of not being able to meet hire purchase agreements, mortgage bond payments and insurance premiums.

An official of the Boilermakers Union said that nearly 1 000 of its white members at Newcastle were immigrants.

"Repatriation, schooling, relocation, repayment of loans were some of the questions raised by members at their meeting this week," the official said.

Mr Henry Ferreira, acting general secretary of the Iron and Steel Workers Union, said there was an assurance that members would be allowed to occupy their company homes for three months at subsidised rentals.

Many may be obliged to return to homelands or abroad

Dismissed Iscor workers appeal to Minister for aid

Sowetan 23/11/72



APPEAL: To Fanie Botha.

THOUSANDS of workers made redundant through the closure of the Iscor plant in Newcastle have appealed to the Minister of Manpower, Mr Fanie Botha, for special unemployment benefits.

Many of the workers, both black and white, are also faced with the prospect of being made homeless and being forced to return to their homes in the "homelands" and abroad.

Last week's announcement by the iron and steel giant of widespread labour cutbacks has also caused concern among trade unions.

Other problems the jobless face are:

- Disruption of their children's education.

- Financial obligations, such as hire purchase agreement bills, mortgage bonds, insurance premiums and so on.

They fear they will be unable to support their families.

An official of the multi-racial Boilermakers' Union said nearly a thousand of their white members at Newcastle were immigrants.

"Repatriation, schooling, relocation, repayment of loans were some of the questions raised by members at their meeting recently," the official said.

Mr M J Khumalo, president of the Black Allied Workers Union (Bawu), said that so far about 500 of their members had been laid off, or had been served with notices terminating their contracts.

"The workers have accepted the job crisis which has sent unemployment figures into the thousands. One of their only hopes lies in compensation benefits, like severance pay equal to a month's salary."

Workers who were being paid out their pension contributions saw this as a source of further relief. However, he said, "there were no assurances that the retrenched workers would not be forced to return to their respective homelands."

Mr Henry Ferreira, acting general secretary of the all-white Iron and Steel Workers' Union, said they had obtained minimum assurances that their members would be allowed to occupy their company homes for three months at the existing subsidised rents.

Meanwhile Iscor has outlined the benefits it will pay the hourly-paid workers it lays off. They will be paid the equivalent of four weeks wages as an ex grata payment on November 24.

Leave, leave bonuses and long service bonuses will also be paid out pro rata and those with less than 10 years service will be refunded twice their pension contributio

Slump hits factory

Sowetan 23/1/82

THE Auto Plastics Motorware company in Pretoria has reduced hours of work for its more than 200 black workers to a two-day week.

The company's managing director, Mr J van Rensburg, said yesterday the company supplied car manufacturers who have in the past months been forced to retrench employees because of the economic decline.

He said hours had to be reduced to avoid retrenchments. Hours have been reduced from the normal 45 hours to 18 a week which, Mr van Rensburg said, would obviously affect the workers financially.

Further retrenchments are still to be announced when most factories close for Christmas holidays. And most companies have decided not to replace workers who terminate their services this year. Posts are to remain vacant.

UNIVERSITY OF CAPE TOWN
EXAMINATION ANSWER BOOK

EVERY CANDIDATE MUST enter in column (1) the number of each question answered (in the order in which it has been answered); leave columns (2) and (3) blank.

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4 RAND DAILY MAIL, Tuesday, November 23, 1982

Unemployment insurance payout increases by 66%

By GERALD REILLY
Pretoria Bureau

PAY-OUTS from the Unemployment Insurance Fund increased by a huge 66,4% between September last year and September this year, according to the Unemployment Insurance Commissioner's office in Pretoria.

This, according to economists, is another clear symptom of the country's growing unemployment problem, which, they say, can only worsen over the next 12 months.

In September last year payouts totalled R2 909 391. This increased by R1 932 172 to R4 841 563 in September this year.

In March this year beneficiaries were paid R3 503 944.

At the end of September the fund's total investements, through the Public Debt Commissioners, amounted to R246 645 607.

In the 12-month period the number of beneficiaries increased from 25 075 to 32 215.

The head of the Economic Research Bureau at the University of Stellenbosch, Professor J L Sadie, said even if the recession continued to worsen as it was expected to — the number of white workers unemployed next year was unlikely to exceed 1%.

"And this is considered an over-employment situation in Western countries."

In the 1977 recession the number of blacks unemployed (as officially defined) totalled 630 000. The number of workless blacks could, therefore, be expected to rise at least to this level next year.

Most of them would not be entitled to claims on the Unemployment Benefit Fund.

Trade unionists have criticised the Government's criteria for defining an "employed" worker as anyone who has worked for five hours or more in the previous seven days.

Labour leaders have consistently criticised the Government for "masking" the seriousness of the unemployment problem.

Recently University of the Witwatersrand researchers found the number of unemployed blacks in South Africa to be in excess of 3-million, and that poverty among blacks was increasing at an alarming rate.

NOTE CAREFULLY

1. Enter at the top of each page and in column (1) of the block on this cover the number of the question you are answering.
2. Blue or black ink must be used for written answers. The use of a ball point pen is acceptable. Red or green ink may be used only for underlining, emphasis or for diagrams, for which pencil may also be used.
3. Names must be printed on each separate sheet (e.g. graph paper) where sheets additional to examination book (s) are used.

WARNING

1. No books, notes, pieces of paper or other material may be brought into the examination room unless candidates are so instructed.
2. Candidates are not to communicate with other candidates or with any person except the invigilator.
3. No part of an answer book is to be torn out.
4. All answer books must be handed to the commissioner or to an invigilator before leaving the examination.

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

Made in South Africa PSL / PD UCT Vervaardig in Suid Afrika

Unemployment 'to worsen'

Own Correspondent

PRETORIA. — Pay-outs from the unemployment insurance fund increased by a huge 66.4 percent between September last year and September this year, according to the office of the unemployment insurance commissioner in Pretoria.

This, according to economists, is a clear symptom of the country's growing unemployment problem, which they say "can only worsen over the next 12 months".

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The head of the Economic Research Bureau at the University of Stellenbosch, Professor J L Sadie, said that, even if the recession continued to worsen, the number of white workers unemployed next year was unlikely to exceed one percent.

"This is considered an over-employment situation in Western countries," he said.

In the 1977 recession, the number of blacks "unemployed", as is officially defined, totalled 630 000. Against this background, the number of workless blacks could be expected to rise at least to this level next year.

Most of them would have no entitlement to claims on the unemployment benefit fund.

Trade unionists have criticized the government's criteria for classifying a worker as being "employed" when he has worked for five hours or more in the previous seven days.

Labour leaders have consistently criticized the government for "masking the problem.

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Da Gama has big plans in Ciskei

Financial Correspondent

EAST LONDON — The giant Da Gama textile mill here which retrenched 1 368 employees last week is to establish a big new industry in Ciskei.

Da Gama would invest R4 million while the Ciskei National Development Corporation would put R2.2 million into the factory to be built in Mdantsane, said Mr Casey Joosse, chief executive of Da Gama.

The industry — Da Gama Home Fashions — would produce finished textile products such as sheets, curtains, and pillow cases, he said.

CONSOLIDATED

Saying that the timing of the new industry was unfortunate, Mr Joosse added it should not be related to the recent retrenchments, which were caused by the economic downturn.

Da Gama Home Fashions had begun production in three areas in East London in May last year and would now be consolidated in the new factory and expanded, Mr Joosse said. It would ultimately employ between 400 and 450 people.

The new industry was aimed at a totally different market to the existing mills, which produced mainly industrial cloth.

Finished products would be aimed directly at the consumer market.

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Made in South Africa TRIO-RAND/S.P.C.T. PSL/UPD 100 000 1978 PD UCT AM7a Vervaardig in Suid-Afrika

More workers face the axe

IT could be a black Christmas for thousands of car and steel workers whose jobs could be on the line as the recession tightens its grip, writes Hugh Poulter.

The prospects for 1983 look gloomy as the recession is expected to "bottom out" before moving into brighter times. For the worker this is bad news, with the ever growing list of retrenchments still rising into next year.

But, on the more positive side, better times must be just around the corner, for the motor industry is expected to extend the three week Christmas break by at least a week and possibly make further cuts to the working week, in an effort to minimise retrenchments.

During the past month the motor and steel industries have retrenched or not replaced 5 318 workers, but companies say they are trying their best to avoid retrenchments by cutting over-time and working short weeks.

With new car sales the lowest in 33 months, a drop of 26,1% on last years sales, the motor industry — considered a barometer of the economy — have laid off 3 633 of its 47 000 workers since March.

Expected new car sales for 1982 will be down by about 10% on the anticipated 290 000 sales. Experts have predicted that next year there will be a further decline of about 15% to around 235 000.

A number of companies in the metal industry, also feeling the pinch of the recession are expected to close early for the festive season, while further cutbacks and shutdowns are anticipated for next year.

Sam van Coller, executive director of the Steel and Engineering Industries Federation told Industrial Week that he thought 1983 would be a very difficult year.

"Economic difficulties have been felt strongly in certain sectors of the market and are in the process of reaching other sectors and it is possible there will be further retrenchments," he said.



Rod Ironside.

Rod Ironside, executive director of the Federated Chamber of Industries said if the economy continues as it is now there should not be any more serious retrenchment.

"If there is a significant change in the economy for the worse then we will have to reconsider all our plans," said Ironside, "But for now we are working very closely with the unions, and despite considerable costs to run a plant at reduced time, we will continue to do this rather than retrench labour."

Indian women become part of the police force

Mercury 24/11/82

Mercury Reporter

TOMORROW, for the first time in the history of the South African Police, Indian women will officially become fully fledged members of the force.

Sixteen women student-constables who have completed their training course at the Cato Manor college will be part of a passing out parade at Kings Park at 10 30 a m.

The Indian women police constables wear the same uniform as their white counterparts and will have same duties.

Also taking part in the passing out parade will be 70 Indian male student constables who have completed their course at the Wentworth College.

The Minister of Law and Order, Mr Louis le Grange; the Commissioner of the S A P Genl Mike Geldenhuys, and the Officer Commanding the Women's Branch of the S A P, Brig Duveen Botha, will be the guests of honour.

The public, who are invited to attend the parade, should be seated before 10 30 a m.

Retrenchment threats to 'toe the line'

ARGUS
25/11/82

335

Labour Reporter

ABOUT 2 000 motor workers in South Africa have been retrenched since the beginning of the year, according to Mr Freddie Sauls, general secretary of the National Automobile and Allied Workers' Union.

Commenting on the views of motor industry spokesmen quoted in Business Argus at the weekend, Mr Sauls said many retrenchments were "totally unnecessary" and were an "excuse for cutting costs".

Motor industry spokesmen said the downturn in sales had made retrenchments necessary. They also said "unrealistic pay demands" would lead to increased automation and a further cutback in jobs.

However, Mr Sauls said threats of retrenchments were an attempt to get workers into a position where they "toed the line".

It was seldom that people in supervisory positions were retrenched — "the production workers are the ones to suffer", he said.

Management had all the public sympathy and it was difficult for the union to "make a move".

Naawu did not have a uniform retrenchment procedure, but negotiated procedures in the firms in which they had recognition.

The union tried to stick to the "last in, first out" (Lifo) principle to avoid victimisation, but often this was not practical.

"Often the younger workers are the only breadwinners in the family and it is important for them to keep their jobs," he said.

Naawu had negotiated severance pay in the companies where they had representation. Workers would also rather work short-time than be retrenched, if it did not mean fewer than three days a week.

The economic recession was "psychologically depressing" for workers.

"Retrenched workers have problems relating to their families. They feel a great insecurity about their children and their home.

FLT-LT RAWLINGS

Workers to be laid off in King

KING WILLIAM'S TOWN — Between 50 and 60 employees at Border Footwear here will be laid off before the end of the year.

This was confirmed yesterday by the company's general manager, Mr E. Kynaston.

Mr Kynaston said the retrenchments involved about 20 per cent of Border Footwear staff.

He said the present state of the economy was a major factor in the company's decision to lay off the workers.

"They will be retrenched under normal conditions," he said.

Border Footwear is the second King William's Town industry to announce retrenchments before the end of the year.

The Da Gama textile company announced recently that it will be laying off 1 165 employees from its mill here after December 10.

The retrenchments have resulted in the Borough Council and Kaffrarian Chamber of Commerce sending telegrams to the Decentralisation Board, Industrial Development Corporation and Minister of Industries, Commerce and Tourism, Dr Dawie de Villiers. — DDR

Drastic cutback as 900 blacks retrenched at Iscor

335

Pietermaritzburg Bureau

DRASTIC retrenchment measures announced by Iscor last week became a reality for more than 900 black steelworkers who were paid off at the Newcastle works yesterday.

The general works manager at Iscor, Newcastle, Mr C J van Vuuren, said 'just over 900' unskilled labourers collected their pay early yesterday.

The total pay packet had amounted to R1 500 000 which included their last week's pay, severance pay and fringe benefits.

Transport was provided for the laid-off workers to the nearby Madadeni and Osizweni townships and to the homelands.

Sixty percent of the affected workers were 'migrant labourers' from KwaZulu, some of them living as far north as Nongoma and Ulundi down to Nqutu. A few came from Qwa Qwa.

'They left amiably and there was no trouble at all,' Mr van Vuuren said.

He said there had been considerable speculation about massive retrenchment which would leave rented houses vacant and the town almost empty.

The impression had been created, he said, that 'thousands' of blacks and whites would be laid off.

'Some of the speculation and reports about numbers of people affected have left management extremely frustrated and employees feeling uncomfortable.

'We have not terminated anyone's employment due to retrenchment until today. We have, however, not been replacing people that leave.'

Mr van Vuuren said no white employees had been retrenched and that there would be no more dismissals this year. 'It cannot be ruled out at a later stage if the situation worsens, but the number will be much smaller.

'This is probably the most drastic action we have had to take and I don't think it will happen again.'

He attributed the retrenchment to the economic climate and the worldwide slump in demand for steel.

2,5-m SA jobless by 1987 feared

335
SMS
26/11/82

Financial Corespondent

CAPE TOWN — If present trends continued there could be 2,5 million unemployed in South Africa by 1987, Mr Pierre Steyn, senior general manager of Sanlam, said this week.

He told symposium organised by the Boland regional committee of the Afrikaanse Handlesinstituut that continuation of the economic policies of the 1970s would produce a growth rate of about 3,6 percent in the 1980s.

This meant unemployment would rise to 21,9 percent in 1987 from 10,6 percent in 1977.

Should there be an average growth rate of 5 percent a year, 11,5 percent of the labour force would be unemployed in 1987

In the next decade there would be more than 400 000 workers joining the labour market eaech year.

There had been a trend towards a more capital intensive economy in recent years in both the public and private sectors.

Factors that had contributed to the shift to capital at the expense of the labour force were:

- Rapidly rising labour costs in the '70s made it attractive to substitute labour with capital investment.
- Relatively low interest rates contributed to the cost of labour being more expensive than capital investment.
- Overseas technological developments were adopted by local industrialists.
- Fiscal policy encouraged mechanisation at the expense of labour because tax concessions effectively lowered the price of machinery.

E-Post 26/11/82

335

Lay-offs not expected in PE-Uitenhage

By SANDRA SMITH

APART from the annual shutdowns in industry over the Christmas-New Year period, widespread lay-offs or re-trenchments are not expected in companies which are parties to industrial councils in the Port Elizabeth-Uitenhage region.

Spokesmen for the industrial councils of the road transportation, baking and confectionery, automobile, tyre and rubber, building and clothing industries said today they had received no notification of pending lay-offs.

The secretary of the Industrial Council for the Steel and Engineering Industry, Mr J P Botha, said today it was impossible to predict whether layoffs would take place during the next few months.

About three months ago approximately 250 of the 11 000 employees in the industry in the area had been retrenched "but during the last six weeks this seems to have eased off", Mr Botha said.

The secretary of the Baking and Confectionery Industry Industrial Council and spokesman for the councils of the automobile, tyre and rubber and clothing industries, Mr E A Pretorius, said he had not had any official notification of pending lay-offs.

The secretary of the Industrial Council for the Building Industry, Mr V le Roux, said although the industry was not thriving, there was enough work for the next few months. He did not think any of the 12 500 workers in the industry in the Port Elizabeth-Uitenhage area would be laid off and there was also no indication that retrenchments would take place in Grahamstown or Queenstown.

Mawu suffers talks setback

By STEVEN FRIEDMAN
Labour Correspondent

A MEETING planned by the Metal and Allied Workers' Union to try to get about 70 Rand employers to discuss retrenchment procedures with worker leaders may be postponed — only four employers have agreed to attend.

Mawu had invited employers to a meeting tomorrow with union shop stewards at their factories. Mawu claims that most metal employers have not been willing to negotiate on retrenchments.

This follows an earlier meeting with the same aim, called by the union in October After the Steel and Engineering Industries Federation of SA (Seifsa) urged employers not to attend, arguing that this was not the correct forum to discuss the issue only one employer attended

After that meeting, Mawu accused employers of being "afraid to face their workers" and said it was calling another meeting this month.

Yesterday, Mawu's general-secretary, Mr David Sibabe, said the union's officebearers were due to meet last night to discuss postponing the meeting.

"Most employers have once again refused to attend and there is a feeling that perhaps we should wait until next year before trying to hold another meeting."

He said many employers had written to say they did not believe a general meeting was an appropriate forum to negotiate on retrenchments.

According to Mawu sources, only four companies have agreed to take part in the meeting, but they refused to reveal their names.

Seifsa's director, Mr Sam van Coller, confirmed yesterday his organisation's attitude to the meeting was the same as it had been to the first one.

Seifsa's view is that issues such as redundancy pay should be dealt with at the metal industrial council level only and that detailed retrenchment procedures should be negotiated by individual companies and unions, not industry-wide, because each company faced different problems

Rbm 26/11/82

~~37~~ ~~1109~~ 335 ~~13~~

Question

a)

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Jobs Colour Bar is jobs for particular discrimination- rights that are so but not to that be seen as incorrect to maintain

But as enforced in statutes. For shop agreement a person of a trade union an agreement

In this way Blacks are prevented from holding skilled jobs. The Wiehahn Commission recommended that the closed shop agreement be done away with but the government did not accept this proposals This proved to be one of the major failings of the Wiehahn Commission.

A second way that trade unions protect their members from competition is through Industrial ~~Law~~ Council Agreements. For example, a master craftsman (white) is only allowed to have a maximum of 4 assistants (Black) In this way the ratio of skilled worker to unskilled is kept to a minimum. The Wiehahn Commission did not

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Retrenched workers' fund call to be considered

Mercury 27/11/82

Labour Reporter

THE Department of Manpower is to consider an appeal made by the Black Allied Workers' Union for a fund to be set up to help retrenched workers weather the recession.

In its memorandum to the Minister of Manpower, Mr Fanie Botha, the union appealed that excess Unemployment Insurance Fund (UIF) moneys be used to ensure that laid-off workers received a 'regular flow of income' throughout the present economic 'illness'.

During the Eastern Cape motor strikes in July, Mr Botha set up a R2 000 000 fund with UIF money to assist non-strikers.

The union, whose members were affected by the recent Iscor retrenchments, said the workers were victims of the countrywide economic slowdown and had no other source of income except UIF.

'We also believe that economically active persons who have been laid off should be protected from the social hazards to which they are likely to be exposed.'

The Director-General of the department, Dr Piet van der Merwe, said yesterday the memorandum would be considered by both the department and the Unemployment Insurance Board.

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Question 8

a) i) Marginal Revenue product is the extra amount of physical output from labourer (extra units) by the hiring of 1 more unit of resource) x price

ii) is the amount contributed to

iii) the ma[rginal] revenue by a

[diagram] The amount of output from the following

LAND	CAPITAL		PRICE
20	100		50
20	100		49.95
20	100		49.90

MPP of 51st unit of 51 workers 202
" of 50 workers 200
2

The MVP of 51st is 2 x 49.95 = 99.90

The MRP is $TR_{201} - TR_{50}$ = (202 x 49.95) - (200 x 50) = x

b) The MVP = MRP when the demand curve for the output is elastic (ie PC Perfect Competition) otherwise MVP will be > MRP if the demand curve slopes downwards.

Hope for Dias staff

27 | 11 | 82

335

Weekend Post Reporter

HOPES were higher this week for a Merry Christmas for 156 Dias Divisional Council workers who face the sack if the council does not receive the extra R600 000 it is seeking from the Cape Provincial Administration.

Two weeks ago the Chief Engineer, Mr John Kemp, told Weekend Post the men would have to be axed and 41 machines laid up should the money not be forthcoming. This week the chances of getting the money — or a good part of it — seemed good.

But Mr Kemp stressed that the machines would have to come before the men.

"If we only get part of the money, it is a likely probability this would have to go towards keeping some of the 41 pieces of roadworks equipment in use, at the expense of the workforce," Mr Kemp said.

In a report to the council this week, after a delegation visited the authorities in Cape Town, the chairman of the Finance and General Purposes Committee, Mr C J P Alberts, said: "It would appear that Province is likely to increase the council's expenditure by R600 000."

Jobs crisis

who will be next in the queue for the chance to earn a living?



Almon Khuzwayo has sold all but three of his 30 goats in a struggle to survive

THE SAD FACE OF UNEMPLOYMENT



Queueing for money or a job . . . the people of Vulamehlo, part of the KwaZulu homeland on the South Coast.

Sun / Tribune
28/11/82

BETWEEN 700 and 1 000 blacks were retrenched and sent home to their KwaZulu and Transkei villages this week, as the recession bit into what was previously one of the State's most secure job fronts — the giant Iscor steel works at Newcastle.

And while the men in Madadeni township were packing their belongings in the hostel and throwing their suitcases on the buses, about 500 of their white colleagues were heaving sighs of relief that they weren't doing the same.

Their jobs, safe for the moment, may go the same way after Christmas.

A prominent Newcastle businessman put it succinctly: "Iscor has employed the unemployable for longer than anyone else would have."

It is a view which is widely held. Even an office secretary in the town, which depends for 95 percent of its business on the growth created by the steelworks, said: "Around here, Iscor has always been regarded as a welfare agency."

This week the welfare stopped.

The effect can be seen in the palatial Iscor Club. Once a hub of social activity, it is echoing and emptier by the day.

"People can't afford to drink here any more," a strapping fitter who once worked for a Durban bank, told me cheerily over a beer. "The overtime died away more than four months ago. The retrenchments are just the nail in the coffin."

Reports by BARNEY MTHOMBOTHI and STAN MAHER

AS the recession bites deeper and more and more workers are laid off, the position of those who escape the axe becomes more precarious.

It happened in Newcastle this week, giving grim weight to the latest figures by the Department of Statistics, which show that unemployment among whites, coloureds and Asians has increased by up to 87,5 percent this year to a total of 24 000. Official figures put the number of black unemployed at 408 000, but academic researchers say the figure is higher than this and claim the real tragedy of unemployment is being hidden away in the homelands where there are no resources. The moment a migrant labourer loses his job, he is forced to return there and wait at the labour bureau to be recruited again.

The SUNDAY TRIBUNE this week saw both sides of the problem. STAN MAHER records the plight of hundreds of black workers who were axed from the giant Iscor steelworks in Newcastle, while BARNEY MTHOMBOTHI visited a homeland labour bureau and spoke to the people who have nothing but hope to sustain them.

The week Iscor stopped being a 'welfare agency'

... AND THE WORKERS WERE SENT HOME TO THEIR VILLAGES

The overtime loss has shown up in the recent spate of repossessions noticed by finance houses. Once regarded almost as part of the job, overtime is now said to be non-existent.

The consensus in the business community is that the retrenchments are unavoidable. It is an impression which was confirmed when Iscor's Newcastle Works General Manager, Hans van Vuuren, spoke to businessmen earlier this month.

He reportedly painted a picture of the economy and Iscor's role in it which left the businessmen in no doubt that retrenchments involving both whites and blacks were inevitable.

The only surprise was that Iscor had hung on for so long without grasping [illegible] one of the [illegible]

on a Saturday—a lot of people who don't have much to do."

To be fair, said the business sources, Iscor's management had struggled to keep people of all races in jobs, while their position in the competitive international steel industry had slid downhill like a fitter on a greasy pipe.

It takes Iscor 12½ hours to make a ton of steel which the Japanese turn out in a little under five hours.

But with a large section



ALMON Khuzwayo's wealth was in his 30 goats. That was until January this year. Now, 10 months later, only three of his precious animals remain.

Mr Khuzwayo, of Vulamehlo, near Umzinto on the South Coast, is one of the nation's jobless, who have been laid off by firms as the recession bites deeper into the economy.

Mr Khuzwayo was retrenched in December last year and since then he had been faithfully going to the labour bureau every day hoping for and end to the 10-month job drought.

We met Mr Khuzwayo at the local KwaZulu Government offices where he had gone to try to get unemployment money.

Many people in the same predicament as Mr Khuzwayo queue up for the dole at the offices every day, but go home disappointed.

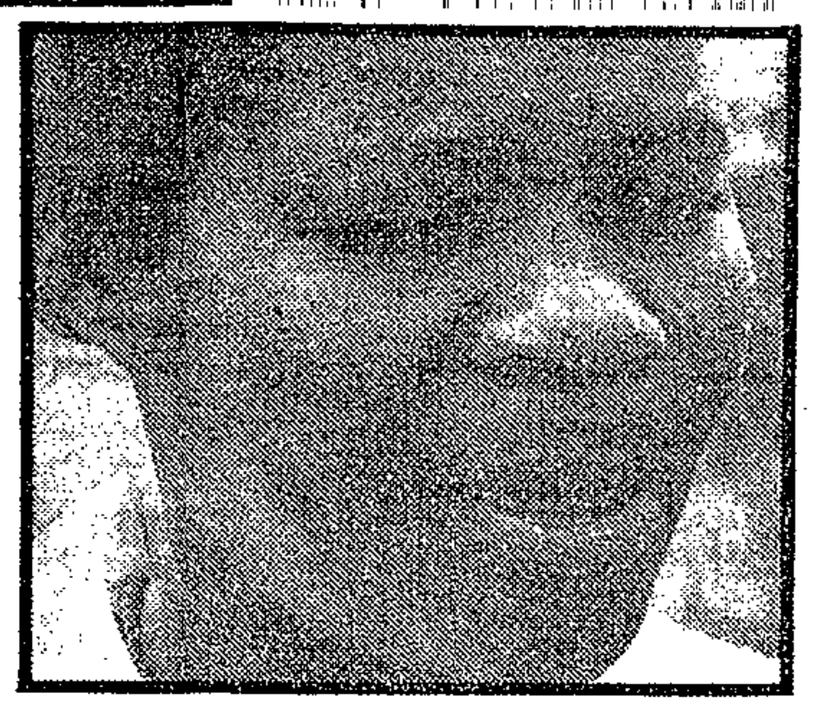
Mr Khuzwayo has been to the offices six times without getting anything. He can't get a job offer either.

"The clerks keep saying the cheque has not arrived," he said. "I don't know what that means.

At first he drew R30 a fortnight, but that stopped after he had received his second payment.

"I haven't been told why the money was stopped."

The people waiting in a queue are not particularly happy about relating their plight to strangers. Some are even hostile. As a stranger draws up in a car, particularly if he looks presentable, the people rush up to him



Flora Gasa has six children and an invalid husband to support ... but she is out of work

rest.

"I told myself I would not work for a farm. I'm not a slave. I have a home with a wife and children. I came back home for a rest, but I never got a job again."

The little money he had soon ran out, and then he turned on his herd of goats.

"One by one I sold them," he said, shaking his head.

"I had to. My children were starving, and I had no money to keep them at school.

"When I started doing it I thought it would be a short-term measure as I would soon get a job. But there are no jobs these days. I've never been out of a job for longer than two months before."

Mr Khuzwayo said urban unemployed were better off than those in the rural areas.

"In the cities you can go around looking for temporary jobs. You can live from day to day. But here you look at your children starving and you can do nothing about it."

Many breadwinner[illegible] in

I haven't been promised anything. We have the three boys to thank but it's too little to depend on, besides it's not something that will last for ever."

She said if she were a man she would leave her children with relatives and go to the cities to look for work.

"But I'm a woman and besides supporting my family I've got to be a mother to my children as well. It's a very painful thing for a parent to watch her children starving."

But Mrs Gasa says things will "look right some day."

Goodman Mhlongo had sworn he would never work in a mine in his life.

"But now I'm prepared to do anything just to live. If somebody from the mines can come, I can go now. I have been without a job for too long and it's killing..."

Mr Mhlongo is not married but supports his elderly mother and his sisters who are still at school.

"When you're not working your problems seem to multiply. You have to worry about the whole family's problems. Some of the things you don't come to know about when you're not around."

He was working in Durban as a cleaner when he lost his job a year ago. He does not believe the company was in financial trouble when he was laid off.

"There are still people who are doing the job that I was doing. Maybe my employers didn't like me," he said.

A man in a neat brown suit spoke to us but would not give his name. He did not want to 'create' problems for himself.

He said he had worked for a Durban shipping company from 1970 until he was retrenched in June, along with his two sons and his two brothers.

"As you can see, this thing has affected the whole family," he said.

He said the reasons they lost their jobs were political.

"The ships we worked with belonged to different countries and those countries are telling the Government to put things right here, and this Government won't listen. So they pull out their ships, and we lose our jobs.

"But do you think the Government cares about us?"

He said he was too old now to start looking for another job.

"I have been a cook all my life and it would be difficult to learn a new craft at my age."

He and his relatives have applied for unemployment money.

nessmen at the speech told me. He did not want to be named, saying "this is a small town and we have to live with these people. Iscor is Newcastle.

"If Iscor was a private undertaking, those jobs could never have been carried for as long as they have been," he said. "We feel the problem goes even deeper than the figures which have been mentioned so far.

"And the timing has been bad. They've done it just before Christmas. And why wait so long? Couldn't they have tackled the problem during the boom years?"

Iscor's image as a welfare agency is general in the town. You hear it from Iscor workers, from office staff, from officials of the Black Allied Workers' Union, who are plainly unimpressed by the way hundreds of their members lost their jobs this week, while their white colleagues kept theirs.

"There are plenty of black matriculants at Iscor," said Bheki Khumalo, the union secretary. "But they don't get the jobs. They remain artisans' assistants, even though if you look closely at the situation, it is often the assistants who are doing the work."

A businessman said: "Iscor has been employing the unemployable. You get the impression there are five men for every three jobs."

And a cheerful electrician who works there said: "It's a bit like town

poration has had to come to terms with the realities. During the past year it has shed 5 000 workers at its various sites.

Details are hard to come by. Press inquiries at the Newcastle plant this week yielded only a message relayed by a secretary to telephone the head office in Pretoria.

The result is that the number of workers paid off this week could be anything from the 700 quoted by Iscor's group personnel manager, Johan Prinsloo, to the 1,024 talked about by the business community.

Mr Prinsloo said the figure of 700 was "up to this present moment. As far as whites are concerned, we are doing a manpower survey about our requirements and we will consider requests for transfers. We should know what the position is by early next year."

White workers in danger of being retrenched would be considered for transfer either to other departments or to other plants, such as the huge Van der Bijl complex on the Reef, Mr Prinsloo said.

Pensioners would be the first to be retrenched, "because they have an income and because they have served their time with Iscor. Many of them were engaged during the scarce years."

The union is closely monitoring the lay-offs and has so far recorded 500 members as being retrenched.

"But they are still coming in," said Mr Khumalo.

BAWU's president, Mr



SAD FACE OF THE JOBLESS: Goodman Mhlongo, now prepared to go to the mines

Makhosini Khumalo, pointed out that the workers' 12-month contracts had not been discharged, but suspended.

"All these people are contract workers. Some of them have been retrenched in the middle of their contracts," he said. "These people could have a claim for the portion of their contract which is not expired.

"This in effect means they can come back to their jobs when the economy picks up again. I can see we may have difficulties there, because the period of suspension is not prescribed. Even after five years, a man can ask for his job back as things stand.

"But we are setting up a committee which will include economists to assess the situation and keep an eye on it. The details are not very clear — that is the problem we are facing."

Makhosini Khumalo said the committee would probe whether the Iscor management appeared to be "picking on our members" through the retrenchments. "There have been a lot of problems in negotiations between the management and ourselves," he said.

"The management says it doesn't recognise us because we are an unregistered union. But we say that our members recognise us and that's what counts. If their employees want to join us, then the management should recognise us.

"We don't take issues with the management on such trivial matters. We only argue on important issues."

Nevertheless, business sources in the town labelled the Iscor management as being "very poor" on relations with the Press and in its public image generally.

"They have a long way to go," said a businessman who did not want to be named "because we have to live with these people."

"However, the business sector here did appreciate it when Mr van Vuuren took us into his confidence on November 5."

The union, now trying to keep track of hundreds of members whose contracts have been suspended, would have appreciated it, too.

offering their services ... they mistake him for a recruiting agent.

You explain your mission and that seems to infuriate them more.

"How's that going to help? What do you want to do with our stories?" an angry voice boomed from the crowd.

Others listen, then turn away in disgust, hurling insults as they walk away. But Mr Khuzwayo, a father of four, was prepared to relate his story.

He told how he had invested his life-time savings on his goats. His ambition was to have a kraal full of them so that when he died he could leave them to his children.

He worked as a migrant worker in Durban and on the rare occasions he went home, he would watch with endearing satisfaction as his gleaming herd grazed just outside his home.

Then in October last year he was retrenched by the sweet-making firm where he had worked for five years. As a migrant worker, he had to find another job, and fast, or he could be arrested and removed from the city.

"If you're found walking the streets looking for a job, you're arrested for loafing."

He found a job with a construction company but after two months he was laid off again.

"I was told the job was finished."

He walked the streets again with no luck. Frustrated he went home to

in the same predicament.

"Many of the people here are migrant workers and they are all coming home. I don't know what the world is coming to."

His three remaining goats may be gone by Christmas and his children may not have the money to attend school next year.

"I can't even plough because I don't have cattle. I don't know what I'll do next year," he said.

Flora Gasa's family has her three teenage sons to thank for their survival.

Mrs Gasa of Mandawe, near Umzinto, has to support six children and an invalid husband. But she has been out of a job since March. She was one of only three women in the queue.

"I had to leave my job to look after my youngest child," she said. "But when I went back I found the hotel where I worked as a chef had been sold and the new owner had his own employees. I have not been able to find another job."

Now the family depends on the money her three teenage sons get for caddying at the Scottburgh golf course.

"I see to it that they go there every afternoon. Without the little money they get, my family would starve."

The family has no other source of income. She has not drawn unemployment money yet.

"I have been coming here regularly but so far

EXPRESSCOPE EXAMINES THE PLIGHT OF THE JOBLESS

Black Christmas is looming for the 'no work' people

By STEPHANIE VENTER

"I'VE had to sell my TV and hi-fi to buy food for my family."

Chris Weideman, a father of four, foreman for four years — retrenched in August. Now unemployed and hunting desperately for employment and an income.



His battle to survive is just one example of the efforts of thousands of retrenched workers walking the streets in search of jobs as the recession begins to bite deeper.

According to Professor Jeremy Keenan, of the University of the Witwatersrand, a "rough and ready" calculation would put South African unemployment at 3-million.

This is 24% of South Africa's labour force compared to the 14% unemployment rate in Britain, and 10% in the US.

Mr Weideman was employed by a Vereeniging chemical firm as a foreman for almost four years. In August, he was given one month's notice to leave and told that his job — which he shared with another man — "could be done by one man".

"I have been living on promises," says Mr Weideman, who has until December to move out of his company house in Sasolburg.

In only 16 months, the three-bedroomed company house in which he had been living would have been transferred into his name.

He has, however been given an option to sell the house back to the firm or to raise a bond.

"This has changed my life drastically," said Mr Weideman who was forced to sell his television set and hi-fi to buy food for his family and to pay the R186 monthly instalments on his car.

"We have got to live, you just can't save anything these days," he said.

His four children, aged between 11 and 16, all attend walk home from school.

Joseph Swartz, 40, of Riverlea, is a welder.

"We are living on brown bread now," he said, referring to his wife and five children aged between five and 20. He was retrenched in June.

"I can't even afford to buy the children clothing this Christmas," said Mr Swartz, who earned R207 a week before he was told that the engineering company he had been working for was "reducing staff".

He was given a week's notice, a week's pay and the leave due to him.

His R160 monthly rent was reduced to R47 and his R50 a month electricity and water bill has also been reduced slightly because he is unemployed.

Mr Dawid Fourie, a cold saw operator, was retrenched in September only months before completing 12 years service at a Vereeniging factory.

He was given four day's warning and one day's notice before being told that there was "no work" for him.

The 50-year-old divorced father of two teenage boys is still waiting for unemployment benefits.

"It's so long before they pay you," he said.

He boards with his brother, sister-in-law and their four children in a three-bedroomed house in Chrisfontein, 50km southwest of Johannesburg. His sons board at his sister's home 3km away.

Mr Fourie spends his days travelling around the Vaal Triangle in search of work, working on his motor car and playing various musical instruments to take his mind off his problems.

The leave pay and R140 weekly wage he was paid out in September has been spent but he has been "promised" other work in January — his "only hope".

Mr Johannes Louw, a storeman, was retrenched with 60 other fellow factory workers last month. Since then he has struggled to find odd-jobs to help pay for food for his family.

"I have done some scrubbing in a factory to buy food," said the 32-year-old father of three young children.

"We can't go to the movies any more, or buy liqour and we are not eating as we used to. My wife just has to cook what we can afford."

Mr Louw, who lives with his family in Johannesburg's Western Coloured Townships, lost his job a few weeks after the company retrenched other workers.

"They were paid for the week and told they would be finishing that day. After that, nobody felt safe."

He was paid R162 in total, including his weekly wage of R69,90 and leave pay which was owed to him.

"I promised my son that if he passed Standard 2 I would buy him a bicycle. Now I can never fulfil that promise," he said.

Mr Louw received his first unemployment benefit cheque on Wednesday. It was for R238,57.

● Mr Dawid Fourie — he had four days' warning, one days' notice and was told there was no work. looking for work his eldest child has a 15 to 20-minute

Grim details of the nation's unemployed

ANOTHER 600 000 blacks and 50 000 whites, coloureds and Asians could be unemployed next year, according to Professor J L Sadie, director of the Bureau for Economic Research at the University of Stellenbosch.

It was also recently disclosed by the Textile Federation that more than 7 000 jobs had been lost in the industry so far this year and that the total could reach 10 500.

When the Good Hope textile plant in King William's Town closes on December 10, 1 100 weekly-paid black workers and 65 white salaried staff will lose their jobs — the mill's biggest cutback in 36 years.

But workers in the steel and car-manufacturing industries have been hardest hit. In the past two months, about 3 000 in the motor industry have been retrenched or replaced.

Iscor retrenchments for 1982 have been estimated at 6 500, while the company recently announced that 1 500 workers would be laid off next month.

And according to Credit Guarantee Insurance there are almost 200 insolvencies and liquidations every month.

Last month 350 companies were facing bankruptcy — more than four times the figure of 85 in September last year.

Labour Week

By STEVE FRIEDMAN

Job slump spells gloomy Christmas for workers

DECEMBER won't be a traditionally festive month for workers.

As the Rand Daily Mail reported last week, December and January should see a sharp increase in the pace of lay-offs.

Metal workers have been hardest hit thus far, and some big metal firms are known to be planning hefty year-end retrenchments. There are predictions that, by early next year, metal will have shed at least 10% of its half-a-million workers.

And in December, many migrants whose contracts expire at the year's end will not be asked to return.

But an even more worrying suggestion is that industries which haven't retrenched in decades are considering doing so.

Some sectors, for example, usually have a high labour turnover and, in tough times, simply don't replace workers who leave. But because jobs have dried up rapidly elsewhere, turnover has dropped sharply and this is becoming less of an option.

While lay-offs may create worker bitterness which will make itself felt in increased militancy when the economy improves, unions' ability to fight them in the short-term is limited.

But one development this week is worth noting. The Metal and Allied Workers Union will begin tough negotiations on planned lay-offs with those companies which deal with it.

Word is that some plants cut a massive 15% of their workforce.

Some firms have only recently begun dealing with MAWU — often in the teeth of opposition from other employers — and the bargaining will provide a crucial test for their new relationship.

trenched contract workers to change jobs and stepped-up pass raids.

The signs from some worker meetings is that, not only is this raising tensions, but workers are laying part of the blame on employers.

While employers obviously believe this is unfair, a recent Sash circular does give them one way of defusing tension.

It points out that many black workers are entitled to permanent city rights but don't know they may claim. It sets out which workers are entitled to rights and urges employers to assist those who work for them to obtain their rights.

Dwetton 29/11/82
'335'

Border town retrenches 60 workers

BORDER Footwear is to retrench 60 employees — about 20 percent of the workforce — next month.

The workers to be retrenched — both monthly and weekly paid — would receive — normal retirement benefits.

Mr Kynaston, general manager, said the decrease in the demand of products has necessitated the closing of the injection moulding department here and this would be moved to the Port Elizabeth branch.

The King William's Town plant would continue cutting and assembling the upper section of footwear. This section was more labour intensive than the injection moulding process where machinery was used mainly to fix the soles to the upper sections.

Mr Kynaston said the Leather Worker's Union, which represented the workers, had been fully informed of the retrenchments. He did not anticipate problems, he said.

Border Footwear is the second King William's Town firm to announce retrenchment during the past fortnight.

D.Dispatch 30/11/82

Tannery cuts staff

KING WILLIAM'S TOWN — One of the town's oldest industries, the King Tanning Company, has reduced its work force by 102 black and three white employees in a redundancy programme.

The senior managing director of the company, Mr Stewart Dorrington, said the 105 employees had left the company since August and had not been replaced.

Mr Dorrington said the tanning factory had been working a four-day week during the past "tough six months".

He said there were no immediate plans to lay off staff.

"One of the last things we would do is lay off staff because, after all, they are our company.

"It would have to be a desperate measure." — DDR

Former steward slams Sigma for lack of concern

MR JOHANNES MKHARI, a former Sigma Motor Corporation shop steward and member of the National Automobile and Allied Workers' Union (Naawu), yesterday lashed out at the union for its lack of concern for retrenched workers.

Mr Mkhari told **The SOWETAN** that he was not only voicing his own opinion but also that of the nearly 500 Sigma employees and members of the union who were recently retrenched.

Naawu, he said, did little to negotiate on behalf of the retrenched workers. He added that the union had not honoured their earlier pledge to offer financial assistance to the retrenched workers either.

"Unless they address themselves to this problem immediately, the union is bound to lose credibility amongst members.

"They should not only be active when recruiting members, but should show sympathy with members," Mr Mkhari said.

The 485 workers were retrenched earlier this month as a result of the slump in motor sales and the effects of the economic downswing, according to the company spokesman.

According to the corporation's press statement, the retrenchments were done after management met with the union.

1982

KwaZulu, unable to employ Ciskei scheme for unemployed, says Mercury Reporter

THE KwaZulu Government could never afford a scheme, similar to Ciskei's, of providing task work — even at minimal pay — for its unemployed citizens, according to well-placed sources.

A further problem, apart from financial considerations, was the custom of Zulu men not carrying out certain menial tasks.

Ciskei President, Chief Lennox Sebe, has embarked on an ambitious rural development programme of providing job opportunities for the country's 130 000 unemployed. He said the project was set to become 'the symbol of the destruction of poverty'.

Chief Sebe has also expressed hopes that the project 'will serve as an example to the rest of the world'.

In KwaZulu, however, there are more than 1 500 000 jobless — and their financial future, in view of the economic downturn, appears bleak.

Pauper relief

At a pay rate of even R2 a day it would cost a staggering R60 million a month to keep them at work.

But the KwaZulu Government is providing relief for many through unco-ordinated 'pauper relief' schemes where they are given tasks such as planting crops, digging furrows, mending fences and clearing disused dams.

These schemes are conducted departmentally and through tribal authorities as needs arise.

'There are far more unemployed Zulus than Ciskeians — and we just cannot afford to give them work,' the Mercury was told by a top KwaZulu Government aide yesterday.

His views were echoed by others.

It was learned from another source that individuals were free to join — or to have joined — the S A Goverment's unemployment insurance fund (UIF), but from experience he knew most had not.

'Our people are suffering and we see it; but we are unable to do much to help,' he said.

Job hunting tough for black youths

ARGUS 1/12/82

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Argus Correspondent

PRETORIA. — Unemployment among black youths could increase further because employers are reluctant to give them jobs.

This is one of the conclusions reached by the Human Sciences Research Council investigation conducted by Mr Kobus Slabbert.

His report says that contrary to the fairly general idea that black youths with high school training are interested in clerical work only, it was found that technical work is popular among them.

The most popular jobs among urban youths are those of operators and semi-skilled labour, trades, transport and delivery work.

Most rural youths prefer to practise a trade, although they do not have the minimum qualification of Standard 7 required for admission to an apprenticeship.

Urban youths are more realistic, most of them favouring jobs either equal to or below their qualifications.

Salary is the most important consideration in choice of an employer. Unsatisfactory working conditions are the main reason for not wanting to work for a particular organisation.

Rural youths expect higher salaries than urban youths.

More workers retrenched as recession grips motor industry

(315) (194) Mercury 30/4/82

Labour Reporter

A MOTOR accessories manufacturer, Smiths Industries, has retrenched 10 percent of its workforce, including a number of white employees in management positions.

A company spokesman said about 70 employees, drawn from across the board, had been laid off last Friday with payment in lieu of notice including their annual Christmas bonus.

However, it is understood that the majority of the employees retrenched were in administrative and management positions.

As factories draw closer to the Christmas closing time, more retrenchments are expected to be announced, particularily in the motor and metal industries.

The spokesman said the firm had tried to prevent 'lay-offs' by closing early but because many workers in the motor industry were already on a three-day week, it had become necessary to resort to retrenchment.

He added that the downturn in the economy had been the major contributing factor.

He said, the company did not envisage further redundancies in the near future.

A spokesman for Fostu's Metal and Allied Workers Union said for their 16 members who had been retrenched, the union had negotiated a severance pay of one week's wages for each year of service.

Fund to help jobless started in Mamelodi

Sowetan 3/12/82

By ALINAH DUBE

THE MAMELODI Traders' Industrial Association (MTIA) has launched a fund to create jobs for thousands of people who were retrenched by different companies this year.

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The chairman of the association, Mr A D C Makena, said the fund would work as a challenge to people to stop idling and start helping themselves. He pointed out that black people were not responsible for being out of work and that it was for their leaders to create job opportunities for the victims.

"Every black person wants to lead a decent life and it is up to the privileged to make others feel wanted in society," Mr Makena said.

He also called on other leaders to utilise their resources for the survival of the black people. He said his organisation was interested in companies prepared to donate old machinery to backyard traders.

Licences, he said, would not be considered for people who wanted to open small businesses in the township. It would be unfair for the association to ask for licences when "so many people are out of jobs". People who are interested in offering help to the fund may get in touch with Mr Makena at (012) 80-4006.

Few jobs for 1982 matrics

3251
E Post
31/12/81

By GARTH KING

MANY young men entering the labour market in Port Elizabeth next year will not be able to find well-paid jobs.

This is the view of Port Elizabeth employment agencies, the chamber of Commerce and the larger employers of labour in the city.

Most of the employment agencies reported a 20% to 30% decline in job opportunities for school-leavers.

The message for this year's matriculants is clear — that they should go on to get more qualifications before looking for a job and thus be in a position to take full opportunities of the expected economic upswing when it comes.

The managing director of a large employment agency, Mr Leon Brugmann, said nearly all his clients were looking for experienced or trained people and that most of the positions available for matriculants were poorly paid junior clerical ones.

Mr Brugmann said girls were in a better position because many were satisfied to start in lower-paid clerical jobs.

He said matriculants with mathematics and science stood a better chance of launching their careers in technical spheres.

Mr Tony Gilson, secretary of the Midland Chamber of Industries, said there was no doubt that employers were not hiring as freely as before.

He said school-leavers should seriously consider further study in an institution such as a technikon or university.

There are 30% fewer vacancies in Port Elizabeth's municipal service for matriculants than last year.

Mr Mike Shand, the municipality's personnel manager, said fewer girls were needed for clerical or typing positions.

The South African Transport Services, normally one of Port Elizabeth's largest employers, will not employ any school-leavers next year.

A SATS spokesman, Mr Bertie Hamman, said this decision was made because of the country's financial position.

Spokesmen for most of the motor companies, banks and building societies said they expected little expansion in the first half of next year and would mostly only fill vacancies left by resignations.

A Ford spokesman said the downturn in the economy had forced the company to realign its hiring patterns until the market improved.

However, one vital sector of the community seems to have benefited — the dearth of jobs for school-leavers seems to have attracted many girls to the nursing profession.

Provincial hospitals in the Eastern Cape reported substantial increases in applications.

A newspaper survey in Johannesburg supported the findings which emerged from the Evening Post check.

It showed many companies were not replacing staff, but were tightening up and cutting salary bills, with the hope that business would pick up when the economy improved.

A spokesman for the Chamber of Mines said industries in South Africa generally had a shortage of skilled labour.

"The current downturn in the economy has alleviated a large part of this problem, but we have not reduced the numbers in training because of the recession," he said.

"There is no reduction in the numbers employed in the gold mining industry, but there has been a small reduction in the coal mining industry as a result of the lower demand for coal from the steel industry."

Union to discuss lay-off policy

D. Dispatch 31/12/82

EAST LONDON — The South African Allied Workers' Union (Saawu) will formulate its policy towards retrenchments at a mass meeting here tomorrow morning.

Saawu's vice-president, Mr Sisa Njikelana, said yesterday that retrenchments had become the "burning issue" among workers.

"We are hoping to formulate a policy on this, but we cannot do it without consulting with the workers," he said.

"We will also discuss quite a number of important things dealing with various factories."—DDR.

Call-up men facing jobless 6 months

Defence Reporter

SEVERAL thousand young men face six months without jobs before entering national service training camps.

But circumstances beyond SADF control will mean the controversial mid-year call-up will stay with prospective national servicemen for many years.

Only a handful of the mid-year intake find jobs with organisations like banks and the public service who will pay the serviceman's salary in return for a contractual obligation after the 24 months service.

PROBLEMS

The rest face a bleak six months and the possibility of more problems on demobilisation midway through a year.

The problem is a big one for the SADF. While they have sympathy with the plight of these men there is little they can do to ease it.

The four arms of the SADF (army, air force, navy and medical services) have to maintain an effective standard of conventional preparedness. Without the mid-year intake they can not do this.

UNLIKELY

However, the mid-year call-up question has received constant attention from the the SADF heirarchy, but, they say, "despite strenuous efforts" on their behalf, it is highly unlikely that the mid-year call-up will be abolished.

The SADF has tried to ease the situation slightly and the number of men called up for the July intake has dropped to half of that of the January intake.

Although aware of the hardships "there is absolutely nothing further the SADF can do."

RETRENCHMENTS

335 FM 3/12/82

Pressure on labour relations



In an economic upswing, labour and management can reach agreement on many issues. It's much tougher in a recession. It is hardly surprising, therefore, that experienced industrial relations practitioners are warning, right now, that the collective bargaining structures created over the past few years are soon going to be mightily stretched: they are entering a crucial testing period.

Not only is business activity declining, but many employees, especially recently unionised black workers, have high and rising expectations. That means that the negotiated worker-management relationships achieved within the Wiehahn framework are being pressured on two fronts. Wage bargaining is one thing; retrenchments quite another.

Industrial relations advisers, such as Anglo's Bobby Godsell, are forecasting that collective bargaining will be extremely difficult in the year ahead. Alarm bells have not yet begun to ring in government offices, but Manpower Director General Piet van der Merwe says a close watch is being kept on developments. To its credit, government is trying to speed up conciliation procedures to resolve or prevent strikes.

An immediate managerial problem is assessing how severe retrenchments will have to be in the current downturn. The accuracy of official unemployment statistics is questionable, while government statisticians, who appear to be making a sincere attempt to gauge the extent of retrenchments, say they face a number of problems.

One is that many employers are reluctant to admit publicly that they are retrenching, or are finding ways of reducing their workforce without going through a formal (and possibly costly) retrenchment programme. Some have managed to shed surplus labour by selectively rehiring after strikes, while others have simply not renewed contracts with migrant workers.

Retrenchment is well under way in a number of sectors — especially in the motor and metal industries, always among the first to feel the effects of a slowdown. Already there are estimates that employment in the metal industries is about 10% lower than a year ago. SA Boilermakers' Society general secretary Ike van der Watt, chairman of the industrial council for the industries, believes this is an exaggeration. But he does not rule out the possibility of this figure being reached in the months ahead. He and some other observers believe that many employers will be laying off substantial numbers of workers early next year.

White-collar and skilled workers are also beginning to feel the pinch. However, it is unskilled blacks who are most vulnerable, and those who lose their jobs now stand little chance of finding employment before the next upswing.

Black migrant workers who are retrenched before their contracts expire can sue their employers. But if their contracts are not renewed when they expire, they are forced by law to return to the homelands, where employment opportunities are minimal.

Beyond the retrenchments caused by the present slowdown, there are signs of a more permanent adjustment to manning levels. Godsell points out that in SA these

THE REALITIES OF INFLUX CONTROL

335 FM 3/12/82

Of all the factors which determine a retrenched black person's chances of getting even a fairly well-paid job, few are as highly prized as the right of permanent residence in a town or city.

Jack Ramano joined the growing ranks of jobless black people in Johannesburg three weeks ago when the company he was working for closed down. In one respect he is better off than many other retrenched black workers because he does possess marketable skills: he has a driver's licence and is a fairly experienced glazier.

However, in the reality created by SA's influx control laws, this counts for little. A formidable barrier lies in the way of 25-year old Ramano getting another job in Johannesburg, where he has lived and worked for the past seven years. In terms of influx control legislation, he is classified as a migrant worker and because he is unemployed he is supposed to return to his legal "home" in the northern Transvaal. There he must join the queue at a labour bureau for another job in an urban area. He believes his chances of getting a job through a bureau are very slim.

Ramano, who was earning R110 a week until he was retrenched, says he is determined to find another job in Johannesburg. His wife lives in one of the city's northern suburbs where she is a domestic worker. Occasionally they are able to visit their child, who is being cared for by relations living near Brits.



Ramano . . . facing an uncertain future

He now spends his time looking for another job and has sought legal aid to recover wages he says he is still owed by his former employer.

Some employers are displaying the kind of sympathy needed to help employees cope with the financial and emotional problems which result from retrenchment. But many of the retrenched workers arriving at the Industrial Aid Society, trade union and Black Sash offices for help, bring disturbing evidence of a callous disregard for their plight.

They complain of being dismissed without notice, being refused leave pay due to them and, in the case of migrant workers, dismissals for flimsy reasons to terminate contracts which expire only next year.

Joseph Skosana, an unskilled labourer who lives in Sebokeng, is a fairly typical example. He says his employer suddenly told him a month ago that there was no more work for him. He claims he is still owed wages and leave pay and that his employer has so far not issued him with documentation needed to claim Unemployment Insurance Fund benefits.

Skosana, who supports a family of four, has been knocking on doors asking for work during the past few weeks. So far, he has had no luck. He says he is becoming despondent but has not given up hope of getting a job.

(335) FM 3/12/82

levels were determined at a time when the cost of unskilled labour was much lower. Many employers looking for ways to cut costs are discovering that they can reduce labour and still maintain the same volume of production.

Given the low rate of growth and job creation predicted for the coming year, this more permanent reduction in employment levels will obviously contribute to serious levels of long-term structural unemployment. This holds political dangers.

Hardly surprisingly, employers are discovering that the downturn is not yet causing a marked decline in union activity. On the contrary, there are signs that the threat of retrenchments is encouraging union growth — precisely what has happened in the UK.

Tough decisions

One immediate consequence is that many managements are finding that where in the past it was possible to shed surplus labour with comparative ease, their authority to arbitrarily declare certain workers redundant is now being forcefully challenged.

It is natural that some should resent this. But while declaring employees redundant is a difficult, painful task, survival often depends on tough decisions. It is a tribute to those who pressed for the restructuring of SA's labour relations that, in some cases, retrenchments are not proving as fraught with bitterness as they might have been.

Companies which have established a sound relationship with unions are finding that the workers themselves can play a constructive role in the retrenchment process. These are employers who acknowledge that collective bargaining is a process of joint decision-making which seeks equity at the workplace.

Significantly, even the leaders of some of the most tough-minded emerging unions have accepted the necessity of retrenchments in certain circumstances. What they appear to be demanding from managements is an honest attempt to ease the pain to workers and a willingness to help union leaders to sell the retrenchment package to workers. "This message has been coming through loud and clear," says industrial relations consultant Gavin Brown.

Such an attitude generates hope that the collective bargaining system will be preserved. Industrial relations consultant Steuart Pennington believes that there are emerging unions which want to preserve the system, but says there are others who are not in the mood to make the necessary compromises. Those who behave recklessly, and do not realise that the balance of power is in favour of employers, will suffer severe setbacks, he adds.

It is not just unions that have to come to terms with economic realities. Employers also have to make sacrifices to promote the credibility of the collective bargaining structures they favour, whether these are industrial councils or arrangements created by recognition agreements. Some of the more obvious measures they can adopt to avoid retrenchments include shorter working weeks, early retirement, controlling overtime and not replacing workers who leave. Once it becomes impossible to avoid retrenching workers, they should be willing to negotiate matters such as redundancy procedures and pay with employee representatives.

Employers' prime responsibility is to ensure the survival and profitability of their enterprises. But many recognise that they do have some responsibility to society — and that means minimising the traumatic effects of retrenchments. They cannot afford to ignore high unemployment which can affect the stability of the society in which they operate.

Family system

SA's black people have a proud history of coping well in times of economic hardship by relying on an extended family system. This has helped the unemployed to survive for long periods. However, increasingly overcrowded conditions in the homelands and an already high rate of unemployment are placing severe strains on this traditional informal welfare system. Labour economist Charles Simkins and social anthropologist David Webster have independently reached the conclusion that there are more than 2m unemployed people in SA, constituting more than 20% of the total labour force.

Employers will have to pressure government to devise alternative strategies, such as promoting the informal sector, to deal with this problem. And more attention must be given to long-term manpower planning needs at all levels. Now is also the time for employers to take advantage of government's generous tax incentives for training.

Manpower planning

Some industries, by the nature of their business, have only limited means of mitigating the direct consequences of a recession. They, in particular, will have to pay renewed attention to their own manpower planning policies. The Sigma Motor Corporation recently showed that it had been providing for the lean years when it announced that about R500 000 was being paid to 485 workers who are being retrenched. A substantial portion of the money paid to these workers is being drawn from a special fund to which employers and employees have contributed in the past. In addition, the company has promised to help ensure workers get money due to them from the Unemployment Insurance Fund (UIF), which is coming in for increasing criticism because of delayed payouts.

While the slowdown will place great stresses on the country's newly created industrial relations system, it may provide benefits as well. One might be a shakedown in the union movement which has grown so rapidly during the past few years. It may also enable many emerging unions, which have gone through a period of strong growth, to consolidate their position and provide more effective administrative structures.

Leaders of some emerging unions are quietly expressing opinions which are not dissimilar to those expressed by those managements wanting greater rationalisation. They believe that strong, democratic unions will survive, while splinter unions, and some which cannot adequately service the needs of their members, may disappear.

Unions that have relied on charismatic leadership or political imperative rather than on solid support at the workplace, and developing the leadership skills of their shop stewards, are also likely to struggle to survive. Those that weather the storm best are likely to be those responsive to management's strategies for survival — which means empathy from both unions and managers is a key ingredient.

BUILDING INDUSTRY

(123) (32) FM 3/12/82

Advantages in adversity

The flaccid economy has finally caught up with the building industry. After enjoying a long Indian summer, this sector — usually six to nine months behind the rest of the business cycle — is fully on the slide. The signs are everywhere, with mood, new building plans, tender prices, margins and employment levels all on the way down.

The cautious are already battening down, but, for developers, there is no time like the present to take courage in hand. Costs are down in real terms and the next upturn is believed to be no more than two years away, which should suit the investment market nicely.

Even more important, it could be the best opportunity government will have for many years to crack the housing crisis in the lower-income group. With materials available and labour keen to do the job, now is the time to go big on mass housing.

Ciskei development plan to provide jobs for 20 000

BGS ARGUS 4/12/82

~~106~~ 335



Chief Lennox Sebe, President of the Ciskei.



Dr David H M Bridgman, co-ordinator of the programme.

UNDER a bold development plan the Ciskei Government expects to provide at least 20 000 people with jobs within the next two years.

Chief Lennox Sebe, President of the Ciskei, announced the plan at the celebration of the first anniversary of independence today.

He said the Ciskei Government would try to employ, at a subsistence wage, all adults prepared to work on infra-structural and small-scale agricultural work in the rural areas.

One of poorest

The plan, which has been approved by Ciskei's Executive Committee, is to be implemented from April next year.

The Ciskei is one of the most densely populated areas in the world and also one of the poorest.

At least one out of every four adults in the Ciskei is in need of work.

By Gerald Prosalendis

With roughly 130 people a sq km and a population which doubles every 20 years, the area has seemed doomed to spiralling unemployment and deepening economic problems.

It is hoped the money injected into the economy from spinoffs from the development plan will generate growth and help break the vicious circle of poverty.

The plan will at first be implemented in about five of the 40 tribal areas with an outlay of R10-million. When fully elaborated it will cost about R30-million for wages alone.

Afforestation

Development projects will be decided by the tribal authorities in each region and will be labour intensive rather than capital intensive.

The projects will vary, depending on the needs of a particular region. They will include afforestation, planting woodlots for fuel, construction of small dams, cultivation of vegetable gardens, contruction of concrete water tanks, local roads, schools and public buildings, and laying telephone and electricity lines.

Work will done on a piece-work basis and wages will vary according to the number of units of work done by a worker but will probably average around R2 a person a day.

With more work it will be possible for a worker to earn more than a day's wage.

It is hoped to bring experts to rural areas to educate people in farming and construction techniques.

Dr David H M Bridgman, presidential advisor on development policy and research, and co-ordinator of the programme, said it should be seen as the first step in a continuing effort to reform the area's agriculture.

Dr Bridgman gained his Ph D at Cornell University in the United States and later worked for the World Bank.

He said the scheme was an ambitious one that tackled the problem of rural overcrowding and poverty. It was the first time a programme of this scope had been attempted anywhere.

It was not a welfare programme but an attempt to use the region's resources in appropriate development. Much of the work he did for the World Bank had been used to formulate the scheme.

There was a great need for infrastructural investment in the rural areas of Cikei.

Local resources

The appropriate way to generate development in the Ciskei was to use local resources and the large pool of unemployed labour.

Any project undertaken would have to be economically viable and would have to provide maximum employment. He hoped the private sector would contribute.

The Ciskei would consider "innovative deals" with companies. With a downturn in the South African economy these could make skilled labour available to the Ciskei.

Retrenchment is a good idea ...

335 Sten 4/12/82

By David Braun

An outrageous statement? Not if one were to take the personnel expert interviewed below seriously. Think of a pool of workers, ranging from professionals to unskilled workers. If you were part of that pool, you'd only work when called to do so ...

Massive retrenchment is looming for most South African companies, says an international personnel expert.

Business must brace itself for a wave of staff retrenchment to survive the recession, but should also accept benefits of this for worker and employer, says Mr Ron Urwin, vice-president of Drake International.

TRAGEDY

Mr Urwin, who visited the country this week, said in an interview the current economic climate was the worst since the 1930s.

"The tragedy is that none of today's business managers experienced the 1930s so nobody is quite sure what should be done," he said.

"South Africa is not going to escape the worst effects of this recession. Companies in the US, Canada, Britain, Australia and New Zealand have already been through a traumatic time. This country's turn is about to begin.

"Our problem here is going to be how we persuade people to adjust from the good years just ended to the Spartan era now dawning. New rules have to be learned and old methods of management have to be discarded."

Apart from being responsible for South Africa, Mr Urwin is in charge of Drake International in Canada, Europe, Australia and New Zealand.

CANADA

He said a wave of retrenchment had broken over Canada in March this year and the labour market was in such disarray that executive salaries were tumbling daily.

A similar spate of retrenchemnt began in Australia in July. New Zealand was next and South Africa would be hit not long after.

"I could not believe companies were retrenching in such large numbers in those countries. But the first signs are already evident that the same will happen here."

Mr Urwin said the SA Transport Services' decision to freeze salaries and wages next year was sensible, but companies should always try to avoid retrenchment except as a last resort to survive.

"If it takes salary freezes to survive then that is what it takes. People are rapidly having to change their attitudes to this idea. Even in Australia the trade unions are now looking at four-day working weeks as a solution to the employment crisis. Overtime is a thing of the past. I believe things are going to get so tough that we are going to be looking at three-day working weeks within only a few years."

Mr Urwin added that the three-day or four-day working week, once introduced on a large scale, would probably be a permanent feature of society. The full-employment concept would be something read in history books, the more so when the full effects of technology had worked their way through the system.

The impact of all this would be an explosion in the leisure and related industries as more free time became available to people.

If companies were to survive in the new world, they would have to start rearranging staff structures. Already the ideal structure for the average business was 70 percent full-time staff, 20 percent permanent part-time staff and 10 percent temporary staff. The 70 percent full-time staffers would have to be retrained to do a variety of jobs, taking over other work, even more menial tasks, in troubled economic times.

EXPENDABLE

The other 30 percent would be expendable in economic downturns and would be returned to a huge revolving labour pool from which companies could draw to do a range of temporary jobs and services. Many people would prefer to work in such a pool, enjoying the flexibility of working when necessary and relaxing whenever it suited them.

For companies the advantages were the conversion of a rigid overhead cost structure, probably the most expensive structure in the average business, to a system which could be made more flexible with the changing fortunes of the economy.

SHAVE OFF

"When times become bad, you shave off the temporary and part-time staff and the permanent staff are stretched to plug the gaps. When times improve and volumes rise, draw from the temporary labour pool.

"A traumatic situation soon to confront most South African businesses is the actual retrenchment of large numbers of staff. The personnel service industry will play a large role here.

"In Australia we have successfully launched a relocation service in which companies engage us to find jobs for people they retrench. In the past 12 months alone we have serviced more than 300 companies there.

"The companies call us in to be present when the employees are told they are to be retrenched and we immediately find them another job free of charge. We also counsel them as to how to accept retrenchment. The biggest fear they have, we found, is how they will face their families.

"We have learnt from bitter experience that the best time of the week to retrench is on a Wednesday. On a previous occasion in Australia a company that had retrenched employees on a Friday arranged for Drake to approach the people affected on a Monday. One man committed suicide at the weekend."

As companies faced the retrenchment crunch they would have to be more scientific and efficient about the selection of permanent staffers. The company that did this on the basis of unscientific criteria would soon slide into extinction. And as the core of full-time employees became smaller much care would have to be exercised when choosing staff.

Spectrum

Plate Glass

Ciskei's bold plan to aid jobless

By NEIL HOOPER

THE expertise and projects of the World Bank — which refuses to recognise South Africa's independent national states — were used as a blueprint for the plan to provide work for Ciskei unemployed, announced by President Lennox Sebe yesterday.

President Sebe revealed at Independence Stadium at Bisho, near King William's Town, during the first anniversary of independence celebrations, that his government is to undertake to provide work for and pay all unemployed a subsistence wage of R2 a day.

The plan, which it is hoped will ultimately provide work for about 60 000 unemployed Ciskeians — and at the same

By NEIL HOOPER

time create buying power in the impoverished country — has been formulated by Dr David Bridgman, development policy advisor to President Sebe.

Ciskei hopes to start implementing the employment plan, which initially will cost R30-million a year, in five tribal areas in April next year, and to have it fully operational throughout the country by the end of the year.

Dr Bridgman has spent the past two years working for the World Bank, where he specialised in the bank's long-term aid to under-developed countries, particularly through agricultural projects.

The plan to provide work for unemployed Ciskeians — who are estimated to make up 25 percent of the total population — was, he says, the brainchild of President Sebe, and on his appointment as presidential adviser, he was told to give priority to its formulation and implementation.

And as a result, President Sebe was able to announce yesterday that the Ciskei Government had undertaken to employ, at a subsistence wage of R2 a day, all unemployed adults who are prepared to work on a "task work" basis on infrastructural, and small-scale agricultural projects in the rural areas of Ciskei.

Ciskeians who presently receive pensions will not be eligible for the subsistence work.

■■■

Those who are eligible will be employed for work "which will yield positive economic returns" in the rural areas.

The types of projects envisaged by the plan, include;

- Planting of forests for a timber industry.
- Planting of woodlots for fuel.
- Construction of small earth dams and weirs for irrigation.
- Establishment and cultivation of vegetable gardens.
- Construction and repair of local roads, schools and public buildings.
- Laying telephone and electricity cables.

In addition attention will be given to opportunities for small-scale manufacturing and handcraft activities, as well as a variety of small-scale agricultural projects.

Dr Bridgman says that one of the obvious problems facing the Ciskei Government in implementing the plan is that of finance and administration, and that the Ciskei Government hopes that both the South African Government, and more particularly the private sector in South Africa, will help both financially and through "lending" staff.

"Perhaps a South African firm that finds that some members of its staff are under-employed because of the recession, will be prepared to 'lend' them to us for a period," Dr Bridgman said.

He said he was thinking in terms of artisans, such as electricians, and that the loan of such personnel would be as valuable — if not more so — than financial assistance.

Ciskei is currently an impoverished nation, and its greatest export is labour — with Ciskeians in many cases literally working "across the National Road" inside South Africa.

With recession the country is now facing the threat of increased unemployment.

■■■

According to Dr Bridgman during the past week alone 1 500 Ciskeians have been laid off work by South African firms, to join the ranks of the those unemployed who President Sebe is determined to help through the new plan.

Dr Bridgman says it is difficult to determine exactly how many people are unemployed in Ciskei, because there are no accurate population figures.

The country's population is estimated to be between 650 000 and 730 000 and the number of unemployed who are not receiving any form of pension is estimated to be a quarter of the total adult population.

Dr Bridgman said that the population figures were also complicated by the South African Government's "dumping" people it had classified as Ciskei citizens, in the territory.

The creation of job opportunities for the unemployed in the rural areas will also be to the advantage of South Africa as far as security is concerned, as a greater rural pouplation will make terrorist infiltration into the Ciskei more difficult.

Number of E Cape jobless doubles

6/12/82

Business Editor

The number of jobless workers in the Eastern Cape is rising — with total unemployment now almost double last year's level.

According to official figures (which exclude black unemployment) just released by the Department of Manpower, a total of 4 515 registered workseekers were unemployed in the Eastern Cape last month.

This is a shade under 90% more than the 2 425 unemployed in November last year.

Worst affected by the widespread retrenchments are coloured workers — with figures for unemployment among coloured women up 141,7% last month, from 429 in November 1981 to last month's 1 037.

Unemployment among coloured men was up 115,2% last month to 2 292.

By contrast unemployment among white men was 444 last month in comparison with a figure of 245 in November 1981 — an increase of 81,2%.

Estimates for black unemployment vary widely — from around 500 000 for the country as a whole to two million and more.

'Hundreds' of clothing jobs lost

ARGUS 6/12/82 335

SEVERAL hundred jobs in the Cape clothing and knitwear industries were lost in the past few weeks, Mr Mike Getz, chairman of the Cape Clothing Manufacturers Association, said in his annual report.

He said job prospects in the new year would depend largely on orders after the Christmas sales.

MINING EXPORTS

He called for better service from the South African textile industry and the railways, and more up-to-date information from the retail trade about consumer offtake to help the clothing industry in the difficult period ahead.

He said the Government might sacrifice the interests of other industries to promote mining exports.

The clothing industry had maintained its role as the backbone of the Western Cape economy in the past year and continued to supply the bulk of clothing sold to the middle and upper markets in spite of competition from imports.

"It would be realistic to recognise that import control is being run down and is not being used to regulate imports of garments.

" Rather this is being left to domestic demand reacting to the business cycle.

"Needless to say, imports in our sector continue to rise significantly in volume and value, despite clear recessionary trends.

"The fact that textiles and apparel consistently head the growth index of imports perhaps illustrates the fallacy and danger of relying on simplistic rules of supply and demand as regulators."

He feared that imports of clothing would be "the equivalent of several thousand jobs precisely when employment for us may decline."

ENERGY COSTS

Discussing transport and energy costs, Mr Getz said:"We subsidise and are frustrated by the South African transport system.

December 12.

Ciskei jobs may get R30m boost

CAPE Times 6/12/82

PORT ELIZABETH. — A Ciskeian job-creation drive, in which R30-million may be spent over the next few years to employ up to 60 000 mainly rural workers at R2 a day, was announced by President Lennox Sebe yesterday.

The scheme was praised by academics throughout the country yesterday.

The labour-intensive scheme, announced at the weekend, will include roadmaking, laying telephone and electricity lines, constructing concrete drinking water tanks, building small dams, erecting schools, planting forests, and growing vegetables.

Ciskei hopes South Africa will help finance the programme, according to Dr David Bridgman, a Ciskei developement adviser.

Professor Michael Truu, an economist at Rhodes University, said: "It is obviously better than nothing. Its redeeming feature is that infrastructure is created.

"The scheme will not itself pay for the investment, since it does not produce saleable goods."

Associate professor of political studies, Professor Nancy Charton, said it was incorrect to call the R2 a day a subsistence wage, since it fell far short of the household subsistence level.

"It is a relief wage," she said. "It is better than nothing."

Anthropology professor Michael Whisson agreed that the R45 a month the workers would get was not a subsistence wage as it was far below the R185 a month household subsistence level.

"However the agricultural workers don't have to pay for housing, water or fuel. The R2 a day may mean the difference between life and death for many workers.

"I don't think the Ciskeian government should see this as a long-term solution."

Sebe in attack on SA Govt

CAPE Times 6/12/82

Own Correspondent

BISHO. — President Lennox Sebe has attacked the South African Government's treatment of Ciskei.

In a bitter and wide-ranging speech at the country's first anniversary celebrations on Saturday, he condemned South Africa at various stages for "inhumane" resettlement schemes, the "deterioration of model farms" before they were handed over to Ciskei, failure to discuss confederation at the November summit meeting of independent States, inadequate financial aid, delays in ceding land due to Ciskei, and South Africa's handling of the roadblock issue.

"I make no bones about it," he said. "Since our independence the commitment and attitude of the South African Government has changed drastically."

GENERAL NEWS

Black unemployment could rise to 750 000

Labour Reporter

Black unemployment is expected to rise dramatically by 1984 to 12,5 percent of the black economically active population in South Africa.

This means about 750 000 blacks could be out of work in two years' time.

This is the dismal outlook of Volkskas economist Mr A J Jacobs in an economic review released this week.

In April this year there were about 406 000 blacks — seven percent of the economically active black population — out of work.

But Mr Jacobs says that with the increasing number of black jobseekers over the next few years — as well as other factors — the unemployment figure will increase between 200 000 and 250 000 next year and by 100 000 in 1984.

"This means the number of unemployed blacks could rise from about 406 000 in April 1982 to 750 000 — or 12,5 percent of the economically active population — in 1984," Mr Jacobs says.

During the next two years employment will increase slowly and even decline, economic trends show.

Unemployment among whites, coloured people and Indians is also expected to increase but not as significantly as among blacks.

Mr Jacobs points to capital intensive production methods and increased labour unrest as contributing factors to the unemployment figures.

Statistics released yesterday in Pretoria by the Government's Central Statistics Office show increasing unemployment among economically active blacks in six work categories this year.

Semi-skilled and unskilled black workers are seen to be bearing the brunt.

In his survey Mr Jacobs offers several possible solutions to unemployment trends.

These include:

- Promoting exports and reducing imports as far as possible.
- Increasing productivity through training.
- Shortening the work week.

He advocates that those who are unemployed be encouraged to stay in rural areas.

Spiralling unemployment is dangerous to South Africa

CAPE Times 7/12/82 335



The first of two articles by Dr ALEX BORAINE, MP, on the South African unemployment problem. In the second he will suggest ways of coming to grips with it.

IN the month of November, the following numbers of workers had been retrenched:

Iscor	1 500
Kloof Mine	2 000
Ford	507
SATS	400
Berg River Textiles	550
Barbican	300
Anglo American Corporation	800
Da Gama Textiles	1 368

Since the beginning of the year, the motor industry has laid off 2 084 workers, the SATS some 24 000 and the textile industry 13 000. Further retrenchments will take place when factories close for the Christmas holidays. One example of this is the Good Hope Textile plant in King William's Town where 1 165 workers will lose their jobs.

Registered unemployment (i.e. among white, coloured, Asian and blacks who qualify) recently rose to:

Whites	6 835
Coloureds	41 000
Asians	2 832
Blacks	406 000
Total	456 667

Many industrialists and economists have warned that 1983 will be worse. Indeed, Dr Cloete of Barclays Bank suggests that South Africa is moving into the worst recession since the war.

It is impossible to estimate accurately numbers of unemployed for the following reasons.

Firstly, blacks, who constitute the bulk of the unemployed, do not form part of the official unemployment statistics as they are ostensibly the responsibility of the various "black states". Secondly, the rates of unemployment in the black states themselves have never properly been documented.

The result is that many estimates of black unemployment have to rely on surveys. Recently, Professor Keenan of the University of the Witwatersrand estimated that there are approximately three million unemployed in South Africa. He arrives at this figure on the basis that job creation figures have not kept pace with the job supply since 1977, when unemployment was estimated to be 2,3 million, and this shortfall has amounted to 700 000 workers.

On the other hand, Professor Sadie of the Bureau for Economic Research estimates that unemployment among blacks will rise to over 500 000 in 1983 and that of whites will rise to roughly 9 500. Whichever figure we accept, that problem is serious and demands urgent attention from the state and the private sector.

South Africa's spiralling unemployment is dramatically reflected in the pay-outs from the Unemployment Insurance Fund, which increased by 66,4 percent between September 1981 and September this year. Those who do qualify for this relief receive benefits for a maximum of six months and receive 45 percent of their last salary. The average unskilled worker earns about R200 a month, which means that he or she will receive a mere R90 a month for six months. Often there are long delays before payment begins.

The dimension of the problem is illustrated by the fact that the majority of workless blacks will not even be entitled to claims on the Unemployment Insurance Fund.

The implications of widespread unemployment are many and varied. Firstly, the unemployment problem cannot be interpreted only as mere statistics in a national growth plan. Behind the statistics are ordinary men and women for whom unemployment has terrifying implications.

When unemployment comes knocking on the door, it brings with it companions who are persistent in their cruel demands. For some, unemployment means losing their dignity and self-worth; for some it means losing a home because they cannot any longer afford to pay repayments on bonds or rent; for some it means the denial of opportunities for their children; for many it means not knowing where their next meal is coming from; for many hundreds and thousands, it means losing the right to remain in urban areas and being forced back to the homelands; for many it means leaving school after years of study and preparation with no prospect of employment. For all, it is often degrading and demoralizing.

Secondly, when we consider that by and large the unemployed are to be found within the disenfranchised sections of our population, the problem takes on serious political inplications. One of the most significant background causes of the Soweto riots was the lack of adequate job opportunities for the students. Hand-in-hand with rising unemployment is the increasing number of black matriculants coming on to the job market, and rioting students cause business confidence in the South African economy to be undermined, which further reduces employment opportunities.

Unemployment fans the flames of anger and resentment. There is an increasing mass of people with nothing to do all day who are alienated, angry and hungry. What better ingredients for mass demonstrations and mob action? What better fuel to add to our racial tensions when the overwhelming majority of the unemployed are black and the employers, thus the men who do the hiring and firing, are white?

In other words, large-scale unemployment is a serious problem in any country, but when there exist deeply-felt political grievances and highly unequal distribution of income, the problem is compounded. Unemployment creates desperate men who seek desperate measures to survive. Consequently, the price of massive large-scale, long-term black unemployment in particular, is a price South Africa cannot afford to pay.

It is not enough only to note the dimensions and implications of unemployment. We must also make strenuous efforts to come to grips with a problem which has assumed social, economic and political proportions which will leave none of us untouched.

(To be concluded)

Worthless foods and TB

From Mrs MONICA SUTHERLAND (Rondebosch):

letters

YOUR REPORT headed "Shock TB death figures for SA" is really disquieting.

Unfortunately, malnourishment predisposes people to catching TB, and one of the key, correct preventive measures would be an education of all strata of people on adequate nutrition.

It would also involve getting food companies which market processed and refined foods filled with chemical additives with zero nutritional value to become more ethical, and place a higher value on the nutritional value of their products and less value on the profit motive. As their prime interest appears to be monetary gain, it would involve government clampdown.

It would also involve large-scale individual refusal to buy junk foods.

Many Africans subsist on tea with lots of sugar, white bread and jam, and maize, all substances which have minimal nutritional value and promote deficiency diseases. Yet magazines and television condone the spreading of the false datum that "sugar gives you energy" by accepting such sugar advertising.

The increase of TB deaths is hardly surprising in view of the profit motive behind the pushing of worthless fast foods in supermarkets and media advertising, and will not be solved by TB vaccinations.

230 workers lose their jobs at General Motors

By SANDRA SMITH

GENERAL MOTORS retrenched 230 hourly-paid workers in Port Elizabeth today — 5% of its total workforce — as a result of the worsening position of the eeonomy.

This is the second large-scale lay-off at GM in four months. About 200 workers were retrenched in September.

In a statement today, GM's manager of public relations, Mr Peter Sullivan, said the effect of the continued economic downturn on the motor vehicle market "again necessitates the adjustment of production schedules".

"In keeping with the company's undertaking to minimise potential for consequential retrenchment, GM in Port Elizabeth has been working a four-day week since October in an effort to avoid such action," he said.

Under prevailing circumstances the company had no alternative to a further retrenchment.

The present outlook for the early part of next year indicated that four-day work weeks would probably have to continue until market conditions improved, Mr Sullivan said.

Should the market decline continue, further adjustments to the production workforce might be necessitated at a later date.

The retrenchments were discussed with trade unions involved, and the company had agreed to rehire as many of the affected employees as possible when the economic climate improved.

Mr Sullivan said the lay-off had been made in terms of the "last in, first out" principle and affected mainly unskilled and some semi-skilled workers.

Commenting on the lay-off, the regional secretary of the National Automobile and Allied Workers' Union (Naawu), Mr Les Kettledas, said it was regrettable that GM had had to take the step.

He said the union urged employers to consider alternatives to lay-offs.

Mr Kettledas said those who were retrenched would be the first to benefit from a new separation allowance agreement between Naawu and Ford, Volkswagen and General Motors, which came into operation on December 1.

Spokesmen for Port Elizabeth's other large motor firms, Volkswagen and Ford, said today their companies were not considering retrenchments.

250 lose Atlantis Diesel jobs

ARGUS 8/12/82

Labour Reporter

THE R450-million Atlantis Diesel Engine plant is planning to retrench 250 workers — about 10 percent of the workforce — at the end of the week.

Mr Otto Scolt, a director of ADE, said today the retrenchments were "very unfortunate".

He said both salaried staff and hourly paid workers would be paid off on Friday.

Less than three months ago, Mr Hartmut Beckurts, managing director of ADE, assured the company's 2 500 workers that their jobs were safe in spite of the deepening recession, unless there was further cancellation of orders.

Mr Scolt said the company had not employed new people for the past few months, except where new skills were required.

"Neither have we replaced people when they have resigned, in spite of the fact that we are bringing in new machine lines and opening a new foundry," he said.

The major problem for ADE had been the limited local market for engines.

See Page 2.

Job losses not seen as serious trend

ARGUS 8/12/82 (335)

Labour Reporter

THE loss of several hundred clothing workers' jobs in the past few weeks did not indicate a serious trend for the garment industry, which employed about 65 000 people in the Peninsula, according to Mr Michael Getz, chairman of the Clothing Manufacturers' Association.

In an interview this week Mr Getz said the turnover of labour in the garment industry was very high and some people who had left had simply not been replaced.

Criticising South Africa's industrial strategy, he said that most investment had not created jobs because it had been concentrated in capital intensive industries.

TRUE POSITION

The garment industry would not know the true position until February next year, after the Christmas sales were over.

The garment industry is the largest industrial employer in the Western Cape. The vast majority of clothing workers are women, who are paid an average wage of between R45 and R50 a week.

The industry's main supplier, the textile industry, has laid off thousands of workers in the past few weeks.

In the Western Cape, Berg River Textiles in Paarl retrenched 550 people last month and SBH Cotton Mills has retrenched at least 50 workers in recent weeks.

Textile manufacturers and the Tucsa-affiliated Textile Workers' Industrial Union have blamed the current crisis in the industry on cheap imports from the Far East.

However, Mr Getz said the extent to which the textile industry was protected against competition from imports had resulted in a domestic price 50 to 100 percent higher than a "reasonable international price".

A lecturer in economic history at the University of Cape Town, Mr Alan Hirsch, who has studied the textile industry in South Africa, said the crisis which had led to the retrenchments was partly due to the small market for South African goods.

(25/8)

ROD
8/12/82

AECI lays off 10% of workers

335

Mail Correspondent

DURBAN. — Major chemical and explosives manufacturer, AECI, has retrenched about 10% of its workforce at a Natal factory due to the present economic climate and a rationalisation of production, it was revealed yesterday.

AECI's factory manager at Umbogintwini, Mr Donald Inggs, said yesterday about 200 employees from "a broad spectrum" of the staff had been retrenched.

"The fertiliser industry is not very buoyant at the moment because of the drought so of course the factory which is heavily aligned to fertiliser has been effected by that," he said.

"The lay-offs were due partly to a rationalisation of production with another plant in the area, although we have managed to absorb a large number of the employees affected by this," he added.

Mr Inggs said "a good mix of skills", including people in mid-management positions, had been affected.

Arrangements had been made to re-employ those retrenched should the economic situation improve.

It was also learnt yesterday that at Lever Brothers about 60 employees will be affected by a plan to shift one section of the plant to Transvaal next year.

However, a company spokesman said there would be no retrenchments

Mid-managers included in 200 laid off by AECI

Labour Reporter

AECI has retrenched about 10 percent of its workforce due to the present economic climate and a rationalisation of production, it was revealed yesterday.

AECI's factory manager at Umbogintwini, Mr Donald Inggs said yesterday about 200 employees from 'a broad spectrum' of the company's 2 000 staff had been retrenched.

'The fertiliser industry is not very buoyant at the moment because of the drought so of course the factory which is heavily aligned to fertiliser has been affected by that,' he said.

'The lay offs are due partly to a rationalisation of production with another plant in the area, but we have managed to absorb a large number of the employees affected by this,' he added.

Mr Inggs said 'a good mix of skills', including people in mid-management positions, had been affected.

The lay-offs were carried out in accordance with the company's severance policy which included the principle of last in, first out, severance pay and four months' notice, he said.

It was also learnt yesterday that at Lever Brothers about 60 employees will be affected by a plan to shift one section of the plant to the Transvaal next year.

However, a company spokesman said there would be no retrenchments as 'there is every prospect that before that time, most if not all these people will be absorbed in other positions at the Maydon Wharf site'.

Wiley announces 'new deal' to protect pilchards

CAPE TOWN—A 'new deal' aimed at restoring the pilchard resources off the South African and South West African coast has been announced by the Deputy Minister of Fisheries and Environmental Conservation, Mr John Wiley.

In a statement issued last night he also announced adjustments in the stockfish and sole quotas, and warned about sterner measures to be taken against malpractices.

The new deal on fish quotas had been agreed to by the industry, Mr Wiley said

In essence it amounted to a splitting of the fishing season into two, to allow time for fish to mature sexually and to apply the quota to pilchards and anchovies only.

Other fish would then be caught without restriction, barring the announced closure of the

Mr Wiley said pilchard resources had 'collapsed'.

The West Coast pilchard catch had, over the past 10 years, been diminishing while the anchovy catch had increased.

There was good reason to believe that, although sufficient numbers of young fish were left in shoals to reproduce, 95 percent of anchovies caught in autumn and winter were not sexually mature and weighed about a third of what they would if caught in summer.

Although the current quota of 380 000 tons had been virtually unchanged since instituted, and although he shared the anxiety of his departmental scientists who wanted to cut the quota to 325 000 tons, Mr Wiley said he did not believe the problem of 'safe exploitation' of the fish would be solved by a drastic quota cut. —

They are appearing before Mr Justice Brian Law and two assessors, for illegally dealing in 246 000 Mandrax tablets, and have pleaded not guilty to the charges.

Capt van der Merwe told the Court that he had known Mr Govinder since 1979 because of his gambling activities.

Because he had known him well, he questioned Mr Govinder in connection with his involvement in the Mandrax smuggling racket.

He said Mr Govinder first denied any knowledge of being involved in the racket, but had later admitted being part of the syndicate which imported the tablets.

Mr Govinder agreed to make a statement in connection with the racket and he had given him a pen and some paper to write out a confession while he spent the night in a police cell, the captain said.

Cross-examined by Mr Mike Hannon, who is appearing for Mr Govinder, Mr Mahomed and Mr Khan, as to why Mr Govinder had agreed to make a statement after first denying any knowledge of the racket, Capt van der Merwe said he did not know because he had not made any inducements, nor had he threatened Mr Govinder in any way.

Agreed

According to the captain, Mr Govinder also admitted going with Mr Mahomed and Mr Khan to Louis Botha Airport to collect Mandrax tablets, allegedly imported from India by the accused.

Mr Govinder told the Court that he had agreed to make a statement so that his wife and children, who also had been detained, would be freed.

He did not want the police to inform his wife about his affair with Mrs Bibi, an accused in the trial, and also he was afraid of being thrown over the bridge at Paradise Valley, he said.

Earlier, Mr Sivanandan Govender, a cashier at the Maharani Hotel, told the Court that he had contravened the foreign exchange regulations by giving Mr Govinder dollars in exchange for rands.

He said the dollars were cashed by hotel guests and he sold them to Mr Govinder for a profit.

Mr Steve Shepstone appeared for Mrs Bibi.

Mr L J Roberts, Deputy Attorney-General of Natal, and Mr D Hutchinson appeared for the State.

The hearing continues

dia. I won't mind,' pleaded my old friend George the other day.

'No, George,' I replied. '*You* tell me everything that happened here in our absence. I want to catch up on all the local news.'

'Just the usual sort of things,' said George. 'The Nats beat the hell out of the Progs in Stellenbosch. . .'

□□□

'Did I tell you how the police beat the hell out of a bunch of Sikh demonstrators in Delhi? They had a protest meeting outside the Government secretariat just two hours after we had been there. Four were shot dead and many were beaten with *lathis* — those are the long sticks that Indian police carry.'

'Gosh!,' exclaimed George. 'What was the protest about?'

'*Ag*, you don't want to hear me go on about India,' I said. 'What else happened while we were away?'

'They've changed all the suburban train timetables,' said George. 'Nearly all the expresses have been . . .'

'The Indian trains,' I said, 'are unbelievable. Do you know that we must have covered about 6 000 km by train in India. On one occasion two *dacoits* — they are Indian gangsters — burst into our compartment just before we left Howrah station in Calcutta for Benares, but Barbara laughed in their faces and pushed them out.'

'Wow!,' cried George. 'Wasn't it dangerous?'

'Only when we tried to eat the Indian Railways omelettes,' I said. 'But don't stop filling me in on the South African scene.'

'Well, the weather's been pretty grotty for early summer,' said George. 'You'd never say we were well into . . .'

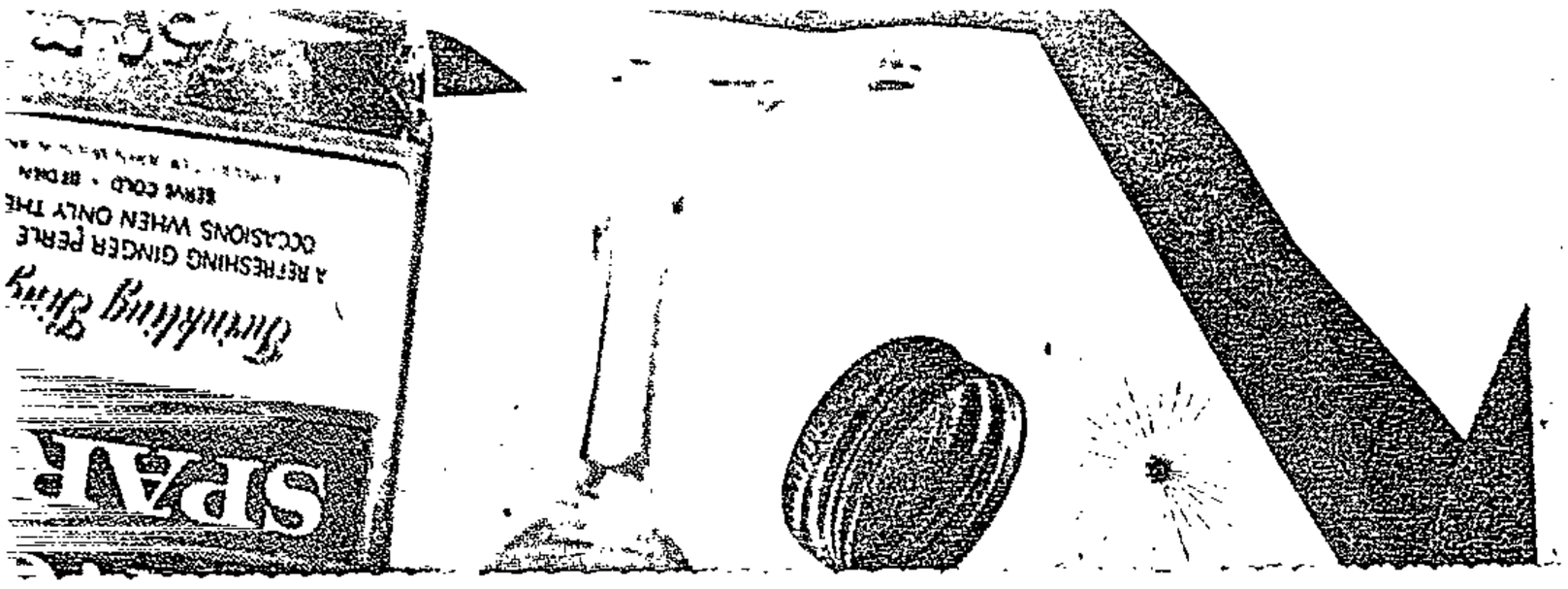
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'The only time I ever wore a pullover was at Nainital — that's a Himalayan hill station,' I said. 'For the rest, it was one big sweat. Even when the southern monsoon hit Madras it stayed hot. The roads turned into rivers and it was risky walking on the pavements in case you fell into a manhole. As it was, I fell into a sewer in Rishikesh.

'What else has been happening?,' I asked.

'Sri Lanka sent a touring cricket team here,' said George.

'The Indians are crazy about cricket,' I said. 'They play it in their winter, which is our summer, because their summer is too hot for cricket. On every vacant field they play it, and when they met me they said the only other South African they knew about



230 East Cape mot workers retrenche

ARGUS 8/12/82 (334)

Argus Bureau

PORT ELIZABETH — The economically depressed Eastern Cape region received a major blow today when General Motors in Port Elizabeth began to retrench workers. The company has confirmed that it has retrenched 230 workers.

The move comes at a time when rumours of large scale layoffs in many major firms have been widespread and may spark off a series of similar moves by other hard-pressed companies.

Sources said the workers being retrenched at GM were receiving full pay and bonuses. The remaining workers would be working reduced hours from next year.

REPLACEMENT

The layoffs could hardly have come at a worse time and many of those retrenched will find it almost impossible to find replacement jobs in the new year.

More than 2 000 workers have been retrenched in the motor industry in Port Elizabeth since the beginning of the year, according to Mr Fred Sauls, general secretary of the National Automobile and Allied Workers Union (NAAWU).

A statement issued by GM attributed the retrenchments to the effect of the "continued economic downturn in the motor vehicle industry" and promised that as many of the workers as possible would be re-employed as soon as possible.

It said the move had been discussed with the unions concerned.

Union officials could not be reached for comment, but have said in the past that the threat of retrenchments were an excuse for cost cutting.

Swazi finds arms

Argus Africa News Service

MBABANE. — Swaziland police have launched a manhunt after a cache of arms was found in the Piggs Peak area near the South African border.

Police confirmed that seven Soviet AK47 rifles, several boxes of grenades and 400 rounds of ammunition were found in haversacks in thick bush near a road leading to South Africa.

The arms were found by chance by a villager, police said.

It is suspected the weapons were hidden by members of the banned African National Congress.



THE scene at Crossroads early today where shacks were demoli the Administration Board.

ARGUS 8/12/82 (307)

Crossroads: 500 hom after shacks flattene

Staff Reporter

ABOUT 100 families, consisting of 500 men, [illegible] the scene. Babies played in the rubble that was once their homes and a [illegible]

They had built the structures a few months ago because they had no- [illegible]

335

rbm 8/12/8

Growing Govt fears over jobless blacks

By GERALD REILLY
Pretoria Bureau

GOVERNMENT concern at the growing numbers of unemployed blacks is deepening, according to Pretoria sources.

Unemployment is seen as the cause of increasing crime throughout the country, and opposition politicians, including the Progressive Federal Party's Mr Harry Schwarz, have warned of the threat to social and political stability unless the rate of unemployment is curbed and reversed.

Economists point out that a main destabilising factor is that most blacks now without jobs are not entitled to unemployment pay.

The district CID officer for the Northern Transvaal, Brigadier H A du Plessis, said with growing unemployment an increase in crime had to be expected.

Lack of funds, hunger and other hardships caused by unemployment could push people over the edge into committing criminal acts, he said.

He appealed to the public not to "create opportunities" for criminals.

"People must take great care not to leave valuable articles lying around in their gardens, on stoeps or other easily accessible areas, and make sure their doors are kept locked. They must also be alert to the menace of loiterers in their areas."

He warned, too, against older people, particularly women, walking alone after dark.

And that the unemployment problem is becoming more serious is stressed in a report released in Pretoria by Volkskas economists.

They say the number of jobless blacks is likely to increase by an alarming 200 000 to 250 000 next year, and by 100 000 again in 1984.

In "Economic Spotlight", a special survey on the issue released yesterday, they warn that during the last few weeks there have been signs of greater numbers of jobless blacks.

It had to be accepted that in the South African context it might be impossible ever to sustain an economic growth rate high enough to absorb the entire available labour force.

The number of unemployed blacks is likely to rise from about 406 000 in April this year, to 750 000 in 1984.

In mid-1982, according to the study, the economically active black population was estimated at 5 787 000.

"Thus a labour market entry of 2,5% a year means there would be about 145 000 additional black work-seekers in 1983, and 148 000 in 1984."

The economists ask whether the time is not ripe for South Africans to have a greater sense of patriotism in giving preference to South African made goods and services.

Measures which deliberately favoured capital-intensive production methods at the expense of labour-intensive methods should be reconsidered.

The study warns that a policy which raises wages and salaries without a related increase in production would only be economically counter-productive.

As an unemployment counter measure consideration should also be given to shortening working hours rather than laying off workers.

VAGRANCY

'No-hopers... they have to be drunk to survive out there'

ARGUS 8/12/82

MELISSA LANGERMAN, Argus Staff Reporter, looks at the problem of vagrancy in the city in the first of a two-part series.

"A VAGRANT ... what is a vagrant? ... He is a person who steals, he is a danger to society, he drinks alcohol and meths, he eats from dustbins, he loves the life he leads and is not interested in bettering himself. He preys on one's conscience for money and should be locked up or sent to a work colony ... He is beyond rehabilitation."

MOST PEOPLE are familiar with at least one vagrant, but an Argus survey in Cape Town found that people responded emotionally to vagrancy, with only a very cursory knowledge of the problem.

For a potential vagrant the crisis may come in his 10th job refusal, or the infidelity of his wife. He begins an inward and outward social collapse and starts on a suicidal course, eventually dying from meths, alcoholism or simply general abuse of his body.

He is not a temporarily out of work or homeless person. He is someone who is socially incapable of coping with the demands of society.

Irony

Ironically, although vagrants cannot cope with the demands of a middle class life, they survive under intensely difficult situations.

Miss Linda Christiansen, director of Nicro's Cape Town branch, defined three classes within the social order of so-called vagrants.

She says the top class are homeless people, not vagrants. They come to Cape Town looking for work and are unable to find jobs or places to stay.

These people are potential vagrants, as many do not have the motivation to try to improve their lifestyle. After a while, many become petty thieves to support themselves.

The next class are the able-bodied vagrants, often hardened alcoholics who are capable of work, but seldom hold a steady job. Some maintain a living by doing odd-jobs such as gardening, while others collect newspapers, cardboard and bottles to sell.

The third class are the less able-bodied or "no-hopers".

Usually vagrants for years, their minds have degenerated through the abuse of drink.

Many suffer from peripheral neuritis, a disease which affects the nerves in the outlying parts of the body and causes the uncontrolled, staggering walk sometimes seen on city streets.

The bergies are an almost legendary part of Cape Town life, but little is known about them.

Paradoxically, while Cape Town's bergies were looked on with affection, people were frightened of so-called "vagrants", said Mr Peter Templeton, who runs The Haven night shelter.

"Cape Town has a great heritage of vagrants, from the strandlopers of the early days to the bergies of today," he said, but stressed that the bergie was a romanticised figure.

Failed

"They are often failed farm labourers who know how to drink heavily and come to Cape Town to join the casual labour pool, often battling in the urban environment where they experience trauma and hit the gutter.

"To these unskilled and uneducated problem people, R50 to R65 a week seems a big salary. They are used to far less on a farm, but it is relative because they get free food and housing on a farm."

Vagrants, he said, were attracted to areas where they could find places to sleep easily and instant cash for work.

"They are resourceful — old friends patting each other's pockets for money when they are drunk, with their own pockets always torn in the search by others for cigarettes."

Mr Nico Ras, a law-enforcement officer at the Kloof Nek Forest Station, has been working with bergies since 1976.

"They are quite fun really ... well, not really fun, but interesting, especially certain sayings they have when I arrest them with a few dops in. Generally I think they are a happy lot, but the places they live in are absolutely filthy."

Mountain

He said in the last two years there had been a drop in the number of bergies and most had moved from the upper mountain to the lower slopes.

He estimated there were only 15 or 20 left in his area.

"It's like playing cat and mouse. I arrest them and take them to court where they are generally charged with trespassing in a nature reserve or squatting and are given fines of R15 or 15 days. Then they return.

"I generally catch them in the same spot two or three times and then they move on. But if the area is not worked regularly, they return."

"When they stay in groups, there is usually a leader who is their 'man about town'. If they get drunk and fight, it is almost certain he will win. They don't have a lot of rules, but others will follow what he says.

"They form couples and if a man wants another's woman they fight. But if the woman agrees, it's just too bad.

"If you see a bergie in an area you will always see him in that area unless it gets too hot. If an intruder comes into their area there is always trouble.

Suburbs

"Bergies are pathetic, not dangerous. Usually they won't break into a place, but will steal milk bottles or washing. Sometimes you get skollies on the run among them who might give trouble."

Vagrancy in the southern suburbs is increasing, and although there are night shelters in the city, none exists in other areas.

Mr Barry Kinkead-Weekes, a University of Cape Town social science graduate, is doing a survey of vagrants in the Rondebosch-Claremont area for Nicro to establish whether there is a need for a night shelter there.

He said he found many vagrants had come originally from District Six or Harfield Village.

"They are staying in the area because they don't want to live in the crime-ridden townships. They don't have houses to live in, and many have degenerated."

These people, he found, were indignant about residents' attitudes to them.

"It's a bloody insult. The white people kick us out of our homes and then they offer us a night shelter," was a typical comment.

He found them insecure because they were sleeping illegally in a white area with constant pressure from the police. Many said they were picked up regularly around Claremont station where the police "sifted them out like insects".

Mr Kinkead-Weekes said he found a complete cross-section of lifestyles. Some vagrants lived off bins and begged, while others worked fairly regularly and took their washing to laundrettes.

He said the more affluent vagrants despised the meths drinkers — sometimes called blue-trainers — because, they said, they gave them a bad name.

"A lot of them don't want to be drunk, but if you have to get through a cold night with no shelter, you have to be pretty drunk to survive."

One of the complaints often made about vagrants is that they make a noise when they are drunk.

Many of the vagrants who created the noise experienced in places like High Level Road did so to get a four-hour dry-out session and a place to sleep, said Mr Chris Joubert, chairman of the amentities committee of the Green And Sea Point Ratepayers' and Residents' Association.

Fact of life

"Society must face the fact that vagrants are a fact of life in Cape Town and they cannot just push that fact away," said the Very Rev E L King, Dean of Cape Town.

"They are people who opt out of life and even if jobs were provided, there would probably not be a long queue for them. The problem is compounded by urbanisation and alcoholism and the racial situation doesn't help."

One of the questions most often asked about vagrants is whether they smoke dagga or take drugs. Some social workers say they cannot afford to do so. Others like Captain Joe McWilliams who runs the Salvation Army Beth-Roigelim Men's Hostel, disagree.

"Alchohol and dagga play a tremendous part in their lives," he said.

● Tomorrow: The meths register problems.



GETTING a dry bed and hot food is something to smile about. This woman gives a gap-toothed grin as she gives her entrance fee. The 30 c the vagrants pay each night for a meal goes towards a fund for the New Haven building which will cost R 250 000 to build and equip.

'Police dump us far from city'

Staff Reporter

VAGRANTS in the Southern Suburbs claim they are harassed by the police who use teargas on them.

They also complain policemen drive them far from the city "for fun" and then dump them, telling them to walk home.

Why don't the police worry about the "real criminals", they ask.

Colonel A J van Dyk, District Commandant for Wynberg, said if policemen were taking vagrants to areas and dumping them, disciplinary action would be taken against them.

"We don't use teargas, but a harmless gas developed for the police. When we arrest them, they often resist and put up a fight. The harmless gas makes them limp and although they are concious all the time, it puts them out of action for a few minutes."

Asked if there were any alternative to picking up the vagrants he said: "Lots of things are a waste of time but we have to do them. Not everyone can be arresting murderers and burglars all the time.

"We take them to jail and keep them there until they are sober, so they won't get beaten up or robbed. Then we release them.

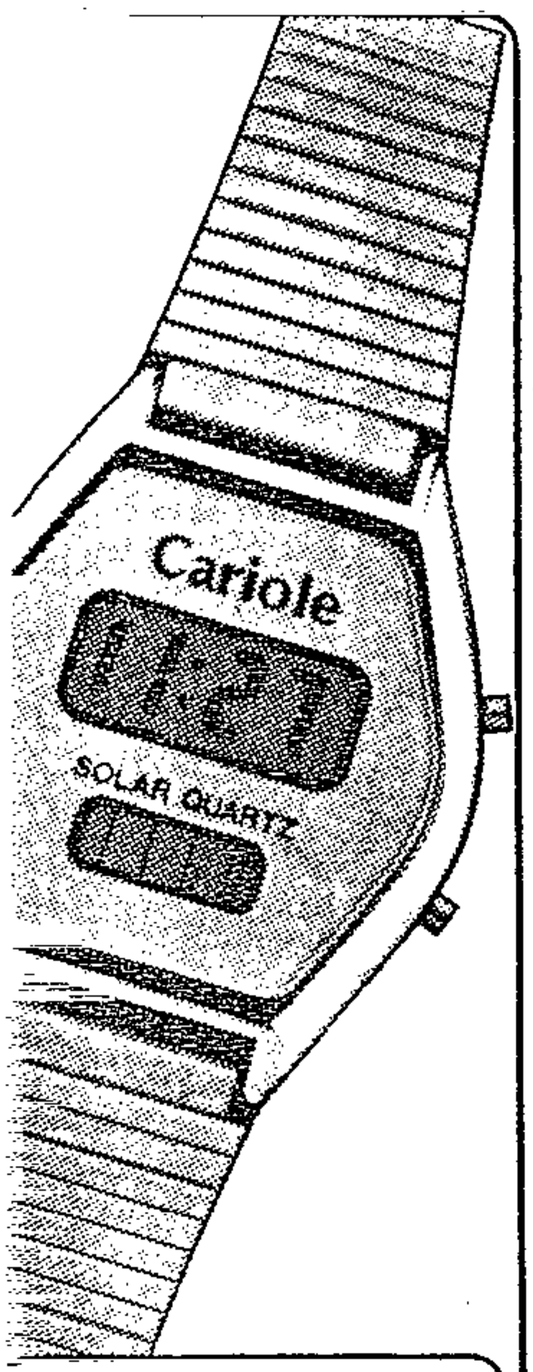
"They come through by the hundred. It is no good taking them to court as the jails are often full and they are usually given a suspended sentence. They are often back in the area before you are back.

"If they are sent to court for loitering or squatting, most of them get a R20 fine or a suspended sentence."

He blamed much of the problem on the occupants of houses, whom he said were spoiling them by giving them food and money to buy drink. "If this stops, it might force them to go back to work," he said.

"It is a social, not a criminal problem. Spirits drinkers are not much trouble except those who drink and become a nuisance. They are not criminal types, though the ones who come here to find work are sometimes forced to commit crimes. They come to Cape Town to be near work and money and can't cope with the fast way of living.

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Hard year, labour warned

Labour Reporter

AS FACTORIES begin closing for the Christmas period, key unionists and employers yesterday warned that employees could not look forward to a prosperous New Year.

Many employees face diminished Christmas bonuses, the prospect of no wage increases in the New Year and some will return to the news of their being laid off, they said.

Watching

He said employers would be watching closely how many orders came in before mid-January and would then decide whether retrenchments were necessary.

Many employees, however, had already been given notice before they left for the Christmas vacation, he added.

The Council of South African Unions' regional coordinator, Mr Norman Middleton, said employers had said they could not see their way clear to giving the bonuses they normally did.

He predicted that migrant workers were likely to be hardest hit by retrenchments as employers refused to renew their contracts.

The executive director of the Federated Chamber of Industries, Dr Johan van Zyl, said 1983 was likely to be a 'difficult' year, but this must be faced up to.

The Federated Chamber of Industries, he said, had been talking to employers about a retrenchment policy in order to 'cushion the effect of large-scale unemployment'.

Mr Arthur Grobbelaar, the general secretary of the country's largest trade union body, Tucsa, said in the present economic climate there were likely to be more lay-offs.

However, on the bright side, Mr Grobbelaar said he expected the present recession to begin to 'bottom out' in the last quarter of the year.

'Unfortunately, workers will have to hold on, grin and bear it,' he said.

'In the mini-boom that is expected to follow there will be a renewed demand for labour,' he added.

The chairman of the Natal Clothing Manufacturers' Association, Mr Richard Savage, said 'things are very serious in the clothing industry, the majority of factories are already closing for four weeks instead of the usual three'.

Watching

He said employers would be watching closely how many orders came in before mid-January and would then decide whether retrenchments were necessary.

Many employees, however, had already been given notice before they left for the Christmas vacation, he added.

The Council of South African Unions' regional coordinator, Mr Norman

JOHANNESBURG—Police recovered another forged R20 note in Kempton Park yesterday, bringing to eight the number of

Terrifying implications o mounting unemployed



DR ALEX BORAINE, MP, in the first of two articles, deals with South Africa's rising unemployment and the dangers that arise from it. Tomorrow he will suggest ways of coming to grips with the problem.

In November, the following numbers of workers were retrenched: Iscor, 1 500; Kloof Mine, 2 000; Ford, 507; S.A. Transport Services (SATS), 400; Berg River Textiles, 550; Barbican, 300; Anglo American Corporation, 800; Da Gama Textiles, 1 368.

Since the beginning of the year, the motor industry has laid off 2 084 workers, the SATS some 24 000 and the textile industry 13 000. More retrenchments will take place when factories close for the Christmas holidays. One example of this is the Good Hope Textile plant in King William's Town where 1 165 workers will lose their jobs.

Registered unemployment (i.e. among white, coloured, Asian and blacks who qualify) recently rose to: Whites 6 835; coloureds, 41 000; Asians, 2 832; blacks, 406 000. This adds up to a total of 456 667.

Many industrialists and economists have warned that 1983 will be worse. Indeed, Dr Cloete of Barclays Bank suggests that South Africa is moving into the worst recession since the war.

It is impossible to estimate accurately numbers of unemployed for the following reasons:

First, blacks, who constitute the bulk of the unemployed, do not form part of the official unemployment statistics as they are ostensibly the responsibility of the various "black states".

Second, the rates of unemployment in the black states themselves have never been documented properly.

The result is that many estimates of black unemployment have to rely on surveys. Recently, Professor Keenan of the University of the Witwatersrand, estimated that there were approximately three million unemployed in South Africa.

He arrives at this figure on the basis that job creation figures have not kept pace with the job demand since 1977 when unemployment was estimated to be 2,3 million, and this shortfall has amounted to 700 000 workers.

On the other hand, Professor Sadie of the Bureau for Economic Research estimates that unemployment among blacks will rise to more than 500 000 in 1983 and that of whites will rise to roughly 9 500. Whichever figure we accept, the problem is serious and demands urgent attention from the state and the private sector.

South Africa's spiralling unemployment is dramatically reflected in the pay-outs from the Unemployment Insurance Fund, which increased by 66,4 per cent between September, 1981, and September this year. Those who do qualify for this relief get benefits for a maximum of six months and receive 45 per cent of their last salary. The average unskilled worker is paid about R200 a month, which means that he or she will receive a mere R90 a month for six months. Often there are long delays before payment begins.

The dimension of the problem is illustrated by the fact that the majority of workless blacks will not even be entitled to claims on the Unemployment Insurance Fund.

The implications of widespread unemployment are many and varied. Firstly, the problem cannot be interpreted only as mere statistics in a national growth plan. Behind the statistics are ordinary men and women for whom unemployment has terrifying implications.

When unemployment comes knocking on the door, it brings with it companions who are persistent in their cruel demands. For some, unemployment means losing dignity and self-worth; for some it means losing a home because repayments on bonds or rent cannot be afforded;

[redacted]

for some it means the denial of opportunities for their children; for many it means not knowing where the next meal is coming from; for many hundreds and thousands, it means losing the right to remain in urban areas and being forced back to the homelands; for many it means leaving school after years of study and preparation with no prospect of employment.

For all, it is often a grading and demoralising.

Second, when we consider that by and large the unemployed will be found within the enfranchised section of our population, the problem takes on serious political implications. One of the most significant backlashes to causes of the 1976 riots was the frustrations of adequate job opportunities for the students.

Hand-in-hand with growing unemployment is increasing numbers of black matriculants coming on to the job market and rioting stands to cause business confidence in the South African economy to be undermined.

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SECTION D

A seven-point plan to come to grips with unemployment

CAPE TIMES 9/12/82 335



The second of two articles by Dr ALEX BORAINE, MP, on South Africa's serious unemployment problem. The first appeared on Tuesday.

IN attempting to come to grips with unemployment, we must distinguish between *cyclical* unemployment and *structural* unemployment.

Most cyclical employment and unemployment occur as a result of the inflow and outflow of foreign capital for investment in job-creating enterprises, the supply of which is determined by two overriding factors: the confidence in the South African economy and the prevalent economic conditions in the foreign state or region.

As far as the cyclical downswing in the economy is concerned, South Africa is mirroring the recession which has occurred in Europe and the United States over the last two years. It is probable that as the business cycle improves, so will this form of unemployment.

No jobs

However, many of the blacks unemployed are unemployed as a result of "structural unemployment", i.e., there are simply no jobs for persons who wish to work, whatever the state of the economy. Such persons are mostly to be found in the homeland areas.

While both cyclical and structural unemployment must receive attention, it is the latter which in the long term will require the more serious endeavour.

According to some economists, three factors of South Africa's economic structure are especially relevant in coming to grips with structural unemployment.

Firstly, the seemingly inexhaustible supply of black labour. This derives from the relatively small section of South Africa's land mass reserved for black ownership. It is estimated that approximately 35 percent of South Africa's population lives in predominantly agricultural land constituting a mere 13 percent of the land surface. In addition, agricultural conditions have deteriorated to such an extent that only a very small number of families can make their living from farming or, indeed, from any other venture within the homelands. Accordingly, the vast majority of so-called "citizens of black states" are forced to migrate to the cities and towns in search of employment.

Secondly, the unequal distribution of income. The World Bank survey in 1974 showed that 40 percent of South Africa's population earned a mere 6,2 percent of the national income and it has been suggested that this position has worsened since then. With a greater distribution of income, more money would be spent on locally produced items, thus stimulating growth and creating jobs.

A third feature which has contributed to structural unemployment has been the capital-intensive nature of the South African productive system. Both the extent and the value of mechanization increased dramatically in the 1970s and indications are that this trend will continue for one or all of the following reasons.

In the first place, a machine is not subject to the workings of the pass laws, and cannot be incarcerated, leading to expense both for the employer and the employee and to loss of productivity.

Secondly, the application of the pass laws forces employees to return to their so-called "black states" once a year.

Thirdly, rapidly rising labour costs make it attractive to substitute labour with capital investment.

Fourthly, the government has encouraged a capital-intensive economy in the urban areas by generous tax concessions which effectively lower the price of machinery.

Part of answer

The following seven-point plan is suggested as part of the answer to unemployment in South Africa.

1 The establishment of an *employment opportunities commission* representative of commerce, industry, trade unions, universities and government in order to come forward with creative and innovative idea to foster job creation.

One of the functions of the Employment Insurance Board is to recommend to the Minister any action likely to affect employment and any proposal likely to to reduce unemployment. The Minister of Manpower may, on the recommendation of the board, approve certain schemes to keep unemployed people in employment. Furthermore, the Minister may provide money from the Unemployment Insurance Fund and give it to employers to achieve this end.

Thus far, we have had no recommendations whatsoever and it may be that the establishment of an employment opportunities commission would stimulate more urgent action. The initiative lies with the Minister.

Tax incentives

2 A move away from a capital-intensive economy to a labour-intensive economy. In order to encourage this development, the government will have to offer tax incentives to industrialists to move towards labour-intensive investment in urban areas where we have the major concentration of industrial development.

3 Economic growth must be encouraged at every level. Mr Pierre Steyn, Senior General Manager of Sanlam, said recently that with a growth rate of 3,6 percent, the unemployed would rise to 21,9 percent in 1987. This would mean that there could be 2,5m jobless by that year.

Roughly 300 000 workers join the labour market each year. More than 200 000 of these are black. This means that 1 500 new job opportunities would have to be created every day to involve this ever-increasing workforce in our economy.

Part of the answer to increased growth is increased productivity. But in order to increase productivity, we have to improve training. And training must rest upon the foundation of good education. It is on this area of education and training that greater emphasis must be laid.

Small businesses

4 Encouraging the development of the informal sector. Instead of breaking down modest shacks which are used to operate one-man businesses in a very small way, the state should go out of its way to encourage people engaging in this sector so as to provide some income.

5 Change in agricultural patterns. Agriculture is possibly the only sector of the economy capable of absorbing relatively large numbers of work-seekers within a fairly short period of time. But for this to be possible, a radical redistribution of economic resources is required. What we have at the moment is a comparatively small number of very large farms with a great deal of capital equipment, whereas what is required is a large number of small farms with little capital equipment.

6 Buy South African. This has three major effects. It lowers our dependence on foreign products, it saves our foreign exchange and it creates jobs for people in South Africa. The more local products that are consumed locally, the more jobs will be created for South Africa.

Pass laws

7 Removal of discriminatory laws. Chief among these are the pass laws and influx control. The pass laws are a symbol of the inferior political status in which blacks find themselves — a daily reminder that the black is in the greater part of South Africa on sufferance. Not only his presence, but housing, jobs, pensions, travel, unemployment benefits and family life depend on the possession of a reference book with the correct endorsement.

Labour mobility is central in the free enterprise system, but the overwhelming number of workers in South Africa are deprived of this right. Labour preference areas should be scrapped and any law which places barriers on the ability of anyone to receive or provide employment should be lifted.

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DISMAL FUTURE: Tucsa's general secretary, Mr Arthur Grobbelaar.

Unions predict gloomy '83

MORE than 100 000 black workers are facing prospects of being jobless before the festive season is over as the country's economic position worsens.

And, trade unionists and employers predict that relief will not be forthcoming for at least another year.

Reacting to the gravity of the situation, the General Secretary of the Trade Union Council of SA (Tucsa), Mr Arthur Grobbelaar, yesterday told The SOWETAN he hoped not more than 75 000 workers would be sacked.

Although no official statistics have been released, the figure could quite easily exceed 100 000.

He foresaw the situation levelling off and starting to pick up again at the end of next year.

According to Mr Grobbelaar, thousands of people will not qualify for unemployment insurance benefits because of short service and non-contribution to the fund while others will, depending on their length of service and the amounts contributed.

By JOSHUA RABOROKO

Workers qualify for the fund after working for 26 weeks and also depending on the number of previous years the worker has been contributing to the Fund.

Workers who are less skilled will suffer the most and this is the problem unions would have to face in a recession, he said.

One of the hardest hit unions where about 6 000 workers have been retrenched, the Metal and Allied Workers Union, said the situation was likely to become twice as bad in a few weeks time.

The motor industry has so far laid off more than 3 000 people and almost double the number is destined to join the ranks of the unemployed after the festive season.

The clothing industry has also been hit hard in the Transvaal with eight percent or 2 000 employees being retrenched, according to Mr Grobbelaar. More are expected to lose their jobs.

One in every eight blacks could be jobless





Thes 9/12/82

6000 laid off at clothing factories

335

Labour Reporter

The recession has heavily hit the clothing industry throughout the country with more than 6 000 workers being laid off in the past few months.

According to manufacturers, conditions in the industry could get worse next year.

The National Clothing Federation of South Africa said this week that at least five percent of the country's 127 000 clothing workers — 6 350 people—had been laid off.

Some firms have already closed early for the annual three-week Christmas holiday and clothing unionists said some firms were expected to remain closed for up to five weeks.

The director of the clothing federation, Mr Frank Whitaker, said some factories closing this month would reopen in January after retrenching more workers.

He attributed the large-scale layoffs to the recession, which had caused the retail trade to cut back on orders to manufacturers.

In the Transvaal, more than 1 600 workers have been laid off in recent months.

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EVERY CANDIDATE MUST enter in column (1) the number of each question answered (in the order in which it has been answered); leave columns (2) and (3) blank.

	Internal	External
(1)	(2)	(3)
A1	Keep.	
A2	Do.	
Examiners' Initials		

NOTE CAREFULLY

1. Enter at the top of each page and in column (1) of the block on this cover the number of the question you are answering.
2. Blue or black ink must be used for written answers. The use of a ball point pen is acceptable. Red or green ink may be used only for underlining, emphasis or for diagrams, for which pencil may also be used.
3. Names must be printed on each separate sheet (e.g. graph paper) where sheets additional to examination book(s) are used.
4. Do not write in the left hand margin.

WARNING

1. No books, notes, pieces of paper or other material may be brought into the examination room unless candidates are so instructed.
2. Candidates are not to communicate with other candidates or with any person except the invigilator.
3. No part of an answer book is to be torn out.
4. All answer books must be handed to the commissioner or to an invigilator before leaving the examination.

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

Made in South Africa TRIO-RAND/S.P.C.T. PSL/UPD 100 000 1978 PD UCT AM7a Vervaardig in Suid-Afrika

Engine jobs axed

Own Correspondent

CAPE TOWN—Atlantis diesel engines said yesterday it would retrench about 10 percent of its 2 300 workers because of the depressed market.

The managing director, Mr H Beckurts said the large number of imported tractor and vehicle engines, as well as the downturn in the economy, had contributed to the retrenchment.

"Utmost assistance" would be given to retrenched employees, he said.

1 500 new jobs are needed every day

(335) DDI speech 10/12/82

In attempting to come to grips with unemployment, we must distinguish between cyclical and structural. Most cyclical employment and unemployment occur as a result of the inflow and outflow of foreign capital for investment in job-creating enterprises, the supply of which is determined by two overriding factors: the confidence in the South African economy and the prevalent economic conditions in the foreign state or region.

As far as the cyclical downswing in the economy is concerned, South Africa is mirroring the recession in Europe and the United States over the last two years. It is probable that as the business cycle improves, so will this form of unemployment.

However, many blacks are unemployed as a result of "structural unemployment". There are simply no jobs for many persons who wish to work, whatever the state of the economy. These people are mostly in the homeland areas.

While both cyclical and structural unemployment must receive attention, it is the latter which in the long-term will require the more serious attention.

According to some economists, three factors of South Africa's economic structure are especially relevant in coming to grips with structural unemployment.

First, the seemingly inexhaustible supply of black labour. This derives from the relatively small section of South Africa's land mass reserved for black ownership. It is estimated that approximately 35 per cent of South Africa's population lives on predominantly agricultural land constituting a mere 13 per cent of the land surface.

In addition, agricultural conditions have deteriorated to such an extent that only a very small number of families can make their living from farming or, indeed, from any other venture within the homelands. Accordingly, the vast majority of so-called "citizens of black states" are forced to migrate to the cities and towns in search of employment.

Second, the unequal distribution of income. The World Bank survey in 1974 showed that 40 per cent of South Africa's population earned a mere 6,2 per cent of the national income. It has been suggested that the position has worsened since then. With a greater distribution of income, more money would be spent on locally produced items, thus stimulating growth and creating jobs.

A third feature that has contributed to structural unemployment has been the capital-intensive nature of the South African productive system. Both the extent and the value of mechanisation increased dramatically in the 1970s and indications are that this trend will continue for one or all of the following reasons:



Minister of Manpower, Mr Fanie Botha — would the establishment of an employment opportunities commission foster job creation?

- A machine is not subject to the workings of the pass laws, and cannot be incarcerated, leading to expense both for the employer and the employee and to loss of productivity.
- The application of the pass laws forces employees to return to their so-called "black states" once a year.
- Rapidly rising labour costs make it attractive to substitute labour with capital investment.
- The government has encouraged a capital-intensive economy in the urban areas by generous tax concessions which effectively lower the price of machinery.

The following seven-point plan is suggested as part of the answer to unemployment in this country:

1. The establishment of an employment opportunities commission, representative of commerce, industry, trade unions, universities and government in order to come forward with creative and innovative ideas to foster job creation.

One of the functions of the Employment Insurance Board is to recommend to the Minister any action likely to affect employment and any proposal likely to reduce unemployment. The Minister of Manpower may, on the recommendation of the board, approve certain schemes to keep unemployed people in employment. Furthermore, the Minister may provide money from the Unemployment Insurance Fund and give it to employers to achieve this end.

Thus far, we have had no recommendations whatever and it may be that the establishment of an employment opportunities commission would stimulate more urgent action. The initiative lies with the Minister.

2. A move away from a capital-intensive economy to a labour-intensive economy. In order to encourage this development, the government will have to offer tax incentives to industrialists to move towards labour-intensive investment in urban areas where we have the major concentration of industrial development.



DR ALEX BORAINE, MP, in a second article on South Africa's unemployment problem, outlines a seven-point plan as "part of the answer".

3. Economic growth must be encouraged at every level. Mr Pierre Steyn, senior general manager of Sanlam, said recently that with a growth rate of 3,6 per cent, the unemployed would rise to 21,9 per cent in 1987. This would mean there could be 2,5m jobless by that year.

Roughly 300 000 workers join the labour market each year. More than 200 000 of these are black. This means that 1 500 new job opportunities would have to be created every working day to involve this ever-increasing workforce in our economy.

Part of the answer to increased growth is increased productivity. But in order to increase productivity, we have to improve training. And training must rest upon the foundation of good education. It is on this area of education and training that greater emphasis must be laid.

4. Encouraging the development of the informal sector. Instead of breaking down modest shacks which are used to operate one-man businesses in a very small way, the state should go out of its way to encourage people engaging in this sector so as to provide some income.

5. Change in agricultural patterns. Agriculture is possibly the only sector of the economy capable of absorbing relatively large numbers of work-seekers within a fairly short period. But for this to be possible, a radical redistribution of economic resources is required. What we have at the moment is a comparatively small number of very large farms with a great deal of capital equipment, whereas what is required is a large number of small farms with little capital equipment.

6. Buy South African. This has three major effects: it lowers our dependence on foreign products, it saves our foreign exchange and it creates jobs for people in South Africa. The more local products that are consumed locally, the more jobs will be created for South Africa.

7. Removal of discriminatory laws. Chief among these are the pass laws and influx control. The pass laws are a symbol of the inferior political status in which blacks find themselves — a daily reminder that the black is in the greater part of South Africa on sufferance. Not only his presence, but also housing, jobs, pensions, travel, unemployment benefits and family life depend on the possession of a reference book with the correct endorsement.

Labour mobility is central in the free enterprise system, but the overwhelming number of workers in South Africa are deprived of this right. Labour preference areas should be scrapped and any law that places barriers on the ability of anyone to receive or provide employment, should be lifted.

Spotlight on saving those jobs

335 S. Tribune 12/12/82

By Mike Peirson

AS MORE redundancies became apparent in various industries this week, several pertinent guidelines were given in the latest Economic Spotlight on how to alleviate the possibility of higher unemployment during the coming two years.

While the compilers admitted there were no clear-cut answers (in fact they suggested it might be an impossible task altogether) they did emphasise it would be much easier to provide a livelihood for as many people as possible if birth rates were reduced.

As many job opportunities and as much other assistance as possible should be made available immediately and in the years to come.

The suggestions made were:

● Everything possible should be done to promote exports and reduce imports. It was felt that during the past year or two South Africa imported many products that were available locally. If imports could be supplanted by local production and local service industries better supported a higher growth rate could be sustained and more jobs created and safeguarded. This raised the question whether we shouldn't all be more patriotic and "buy South Africa".

● Higher productivity reduces costs and increases the country's ability to compete internationally. This will promote a higher growth rate which in turn will create more jobs and a higher standard of living.

● Consideration should be given to shortening the working week in some sectors rather than laying off workers.

● Those who are unemployed and those who lose their jobs should, as far as possible, be encouraged to remain in the rural areas. This would not solve the problem either, but an economic expert once said that it is far better to be without a job in the country than in a city, because unemployment in an urban area brings un told suffering in its wake.

● During the next two years welfare organisations should give much more assistance to the jobless, not to the work-shy.

● Measures which deliberately favour capital- intensive production methods at the expense of labour intensive methods should be reconsidered.

1 700 workers are gearing down for a three-day week

335

S. Express 12/12/82

RECESSION HITS THE PORT NATAL BOARD CONSTRUCTION MEN WITH A VENGEANCE

By DARYL BALFOUR

MORE than 1 700 Port Natal Administration Board construction workers are to be put on a three-day week after Christmas because of the recession.

The board's chief director, Mr H A du Plessis, said the short week would prevent more retrenchments.

"The PNAB work for the South African Development Trust, primarily in township construction and site and service schemes, and the money allocated for this has been cut from R20-million to R16,5-million.

"Added to that is the increase in the cost of materials and transport and we've been forced into these economy measures."

The PNAB had tried to keep as many people employed as possible and would continue to do so at least until the end of the current fiscal year.

"It is unfortunate but it has to be done,' Mr du Plessis said.

"We can't overspend Government funds and the money is running out. We can only hope matters will improve soon because housing projects are of strategic importance."

Mr E A Goedeke, senior director of the Drakensberg Administration Board, said his board had already had to make cuts.

"We've been working short-time as and when necessary," he said. "It depends on job priority and how much money is available." His board was also trying to avoid retrenchments.

Mr du Plessis said the PNAB had about 3 000 men working on seven township developments. He believed the Government would allocate more funds in the next financial year.

There are jobs for school-leavers in industry, business and the Government, but it seems they might be more difficult to find.

Matriculants face the facts.

● South African Transport Services, one of the biggest employers in the country, says it is not filling vacancies because of a tight savings campaign.

Selective

● Iscor, the State steel giant, has only a third of the vacancies for school-leavers which it had last year.

● The Post Office says it will employ fewer school-leavers and have to be more selective.

● The Barlow Rand group one of the country's biggest industrial organisations, will not be taking on staff at many of its subsidiary companies.

Murray and Roberts Engineering and Murray and Roberts Earthworks have no vacancies. "We normally have vacancies at this time of year, but we don't have much to offer now," said a spokesman for South African Transport Services "People can still apply, we don't want to give anyone false hopes."

Training

There are a handful of bread-and-butter jobs available, such as shunters and drivers' assistants, which did not require matric. Generally, only essential vacancies are being filled.

Iscor has about 400 jobs for school-leavers of which 300 are in the Transvaal.

"We are not taking

To Page 3, Col 3

Employers cut back as the economy reels

Job prospects for matriculants grim

(335 Star 13/12/82)

By Stephen McQuillan

Thousands of Transvaal matriculants will find out this afternoon if they have passed — then face an uphill battle to find jobs as the economy reels and many major employers cut back on recruitment.

Some of South Africa's biggest industries are tightening their belts and it is predicted that gloom faces matriculants and other school-leavers when they go hunting in the marketplace for work.

A survey by The Star shows that vacancies — especially in labour intensive industries — for youngsters of all races are falling.

Vacancies in Government departments dropped from 16.32 percent of total posts last year, to 13,88 percent now — a reliable indicator of the job depression.

The Commission for Administration in Pretoria said the number of vacancies had dropped from 19 650 last year to 17 816.

Jobs prospects grim

(335 Star 13/12/82)

from page 1

on many people because of the state of the economy and the depressed steel market," said an Iscor spokesman.

"Things are going to be tight and most school-leavers will have to go straight into training schemes."

The Post Office says also so many people are leaving the 70 000-strong organisation, which usually has a big staff turnover. "People seem to be looking after their jobs," said a spokesman.

There were usually about 4 000 vacancies each year, but there has been a decline in the intake of school-leavers. However, the Post Office needs 1 000 matriculants to train as technicians, as well as 1 500 trainee electricians and male administration staff.

A spokesman for Murray and Roberts Engineering said: "The engineering industry is in a slump. We have absolutely no vacancies. We are making people redundant."

The operations director of Kelly Personnel, Mr John Dawkins, said the demand for matriculants was not as great as last year.

But the picture is not entirely depressing.

Recruitment at Escom will be much the same because it has not been hit badly by the economic downturn, a spokesman said.

During the next 18 months Escom will require at least 400 technicians and apprentices — about 60 percent of them in the Transvaal.

Matriculants would also be needed for clerical work and to be trained as operators.

Allied, SA Permanent, Nedbank and Barclays say their recruitment totals will be about the same.

A spokesman for AECI said recruitment of matric students would be the same.

About 26 000 whites sat for the matric exam in the Transvaal. It is not clear how many will be furthering their education or going into the army.

About 62 500 blacks wrote matric nationally, and 6 515 Indians. Figures for coloured pupils were not available.

Unemployment in the Transvaal stood at 3 412 whites, coloureds and Asians in October last year. This October it was 7 072, according to the Department of Manpower.

● See Page 29.

RUFF ED 11/12/82

(333)

38 pc more for white, coloured Asian jobless

14/12/82

Own Correspondent

Unemployment among whites, coloureds and Asians increased by more than 38 percent in the 12 months from August last year to September this year.

A Sanlam economic survey, released in Pretoria, for December says the number of registered unemployed whites, coloureds and Asians increased sharply from 15 000 in August 1981 to almost 24 500—an increase of 9 500—in September this year.

And although the official information on the number of unemployed blacks is out of date, the survey report says it nevertheless also indicates a steeply rising trend.

"While it may be accepted that persons in unskilled and semi-skilled occupations are hardest hit by the levelling off in the rate of employment, it is nevertheless evident that many of the latest cutbacks in staff are not limited to these groups."

It adds that the chances are that employment in the non-agricultural sectors of the economy could show a slight decline next year and this levelling-off will occur in all sectors, particularly trade, industry and transport services.

It therefore seems unemployment will show a further sharp rise next year and will reach more or less the same high levels as in 1978/79.

"The weak economic climate and the expectation that conditions will deteriorate further during the next 12 months, also explain the present spate of dismissals."

Eg 1 & 2 of 4

Monopoly pricing example

Here would say that the AC-pricing rule should only be violated if a tax (or monopolistic pricing) occurs to a sufficient extent in industries that produce sufficiently close substitutes for the utility's product. However no quantification is given for what constitutes "sufficiently" above

Well thought out topic in theory

10

Revised figures on workless are lower

Mail Correspondent

CAPE TOWN. — Mr Charles Simkins, the University of Cape Town researcher who calculated the startling figure of 2 300 000 unemployed in South Africa in 1978, has radically revised his figures.

According to his latest estimates — calculated on the basis of new census information — there were 1 700 000 unemployed in 1978. This is some 600 000 less than his original estimate.

But, using the same information, Mr Simkins has worked out that there were still more than two-million unemployed at the end of last year, an unemployment rate of 21%.

This was before the massive retrenchments and the resulting drop in employment which has taken place this year, and using the earlier figure, unemployment for November was calculated at three-million.

Mr Simkin's method is to first work out what percentage of the various racial groups comprises the labour force. Population census figures are then used to arrive at the actual number of people in the labour force.

This figure less the estimated number of people in employment is the number of people unemployed.

According to his latest estimates, contained in a Southern Africa Labour Development Research Unit (Saldru) fact sheet, unemployment rose steadily from 838 000 (11,8%) in 1970 to two-million (21,1%) in 1981.

This is in sharp contrast to figures released by the Current Population Survey which, in 1981, showed a 7,1% unemployment rate for blacks and a 3,7% rate for coloureds.

Mr Simkins questions the accuracy of the official CPS estimates and shows that their figures for employment since 1978 have increased at double the rate of the Department of Statistics' census figures.

Another cause of the major discrepancy between Mr Simkins' estimates and the CPS estimates is the definition of unemployment. The CPS excludes, for instance, the underemployed and the chronically unemployed who have not looked for work in the past month.

Court brings house building to a halt

Mail Correspondent

CAPE TOWN. — A Cape Town clothing designer, who has been building a house in Bantry Bay, was restrained in the Supreme Court yesterday from carrying out any building work on his property pending the passing of a new set of plans.

The house, which was being built by Mr Roy Curitz, allegedly upset the neighbours and depreciated the value of their property.

In terms of the order, the approval of the building plans for a garage, a swimming pool and solid wall on the erf, was set aside.

The decision by the Municipality of Cape Town to waive the provisions of the Town Planning Scheme relating to the erection of the garage was also set aside.

The erection of the building was declared to be in contravention of a condition contained in the title deed.

The application was brought by BEF (Pty) against the Municipality of Cape Town, The Roy C Trust, Mr Roy Curitz, who is the owner of the house, the Administrator of the Cape Province and Mr J G Brand, the City Engineer of Cape Town.

In his judgment, handed down yesterday, Mr Justice Grosskopf said the building of the garage contravened one condition of the title deed and two sections of the Town Planning Scheme.

Mr L Dison SC, assisted by Mr J G Foxcroft and instructed by Friedlander, Kleinman and Shandling, appeared for BEF.

Mr H Snitcher QC, assisted by Mr G D van Schalkwayk and instructed by Abrahams and Gross, appeared for the respondents.

Weaver fight 'fix' lost to TV fans

TV Editor

BOXING fans who missed the screening of a 60-second clip of the controversial Michael Dokes-Mike Weaver fight on SABC-TV 1 news on Saturday night, have done just that — missed it.

The SABC has no plans to screen the 63-second, one-round World Boxing Association heavyweight title fight again.

Said corporation spokesman Mr Eric van der Merwe yesterday: "We showed virtually the whole round in the news on Saturday. It was a very, very short fight and we see no point in buying it.

"After all, we got the clip free via VisNews. So why should we buy it? Our news department has the clip if we need it again, but at this stage I can't see us screening the fight again."

Meanwhile, in New York, boxing promoter Bob Arum has demanded a formal inquiry into the heavyweight title fight that Nevada referee Joey Curtis stopped and awarded to challenger Dokes.

Arum alleges that Curtis was hand-picked by his arch-rival, Don King, who now controls both world champions, Larry Holmes (WBC) and Dokes (WBA) through the stable he runs under the name of his son, Carl.

Said Curtis after the "fight": "If I had to do it over, I'd do it the same way. What do you want, to let the guy get killed?"



METRO MAIL

Jo'burg City Cou- Vade Mecum is o

THE City Council of Johannesbu released the 1982 edition of its "Va publication and copies are avail City Treasurer's Department. T tion releases the financial details vious financial year which ended 1982, as well as the details of budget. It also contains a breakdow municipal wards and the city com resenting the various suburbs.

Buy a plant to help

LOVERS of exotic plants please Peggy Farquharson is cultivating snail vine (a beautiful soft pink creeper) and selling the shoots in RDM Christmas Fund. The vine is now at her home, 5 Dudley Road, And if you are quick, because they cakes, and ring her at 788-3122 NOW get one. The vine sells for R4 or R5 ing on size).

Musical bus tours ci

Firings at Toyota

Star
15/12/82

Own Correspondent

DURBAN —About 100 workers have been laid off at Toyota's Prospecton plant near Durban.

The decision to retrench was made because of a fall-off in the car market. Production is to be cut next year from 425 vehicles a day to 400.

The plant has 4 000 workers.

335
~~192~~

15

Labour
Labour 13/12

60 textile workers retrenched

Labour Reporter

About 60 textile workers were laid off when a Springs firm closed for the holiday season last week.

A Fosutu National Union of Textile Workers spokesman said about 60 workers were given notice when they collected their pay at Braitex last Friday.

Although the NUTW has a recognition agreement with the fabric manufacturing firm, it does not have a retrenchment agreement.

The union spokesman said little advance notice was given of the lay-offs.

No one in management at the firm was available for comment because of the closure.



)NST Meshack Ntobela with the recovered wallet.

Natal workers to be put on 'short time'

Mercury Reporter

ABOUT 800 workers employed by the Port Natal Administration Board will have to work a two- or three-day week next year because the board's financial allocation from the Development Trust has been prematurely spent.

The board's assistant director of works, Mr J J Loods, told the Mercury yesterday that he hoped it was the 'last bit of drastic action' they would have to take this year.

He said the board, which acted as an agent for the trust in providing services in the black townships of KwaZulu, found it more acceptable to introduce a three-day week and spread the work load rather that to retrench staff.

'Hopefully things will be back to normal with the start of the financial year in March and only the first two and a half months of next year will be on short time,' Mr Loods said.

The workers are building artisans working on services in Umlazi, Ntuzuma, KwaDabeka and KwaNdengezi.

'The matter was discussed with workers and they are fully aware of the situation,' Mr Loods said.

Durban to spend R30 000 to axe Nat



We'll follow amusement centres, say visitors



MICHELLE la Marque: 'I won't move the beachfront.'

Mercury Reporter

IN SPITE of the attraction of the sea, holidaymakers apparently are prepared to move from the beachfront to make use of amusement c

This week about 30 holidaymakers were adamant the proposed idea of moving the beachfront ent ment centre to the Hoy Park area were to be pass would be prepared to travel the extra distance entertainment.

Mr Brian Richardson of Brakpan said: 'Sure I the extra distance — I'll go where the entertai

They were reacting to proposals that the beachfront be converted into a 'green belt' and that the present amusements be moved to Hoy Park or Victoria Park.

Another holidaymaker from the Transvaal said: 'When you go on holiday you expect to have to move around, so it would not really affect the average

SEE

der granted wrangle er R250 000

Snatcher drops bag after

25 percent of textile workers face the chop if the Government does not take drastic action

Massive job cuts in sight

S. Times 19/12/82

IF THE Government does not bring in some drastic short term import control very soon, as much as 25 percent of the workers within this country's textile industry could be out of jobs by the end of March.

By MIKE PEIRSON, Finance Editor

This was the dire warning sounded this week by Textile Federation president Ernest Wilson in an exclusive interview in Durban.

"What we are really looking for is at least six months without any imports of clothing or textiles to enable our industry in particular to get back to 80 percent production capacity.

"At the moment it is down to 60 percent of the 1981 capacity and already 15 000 of the total 120 000-strong workforce have been laid off.

"We have presented Government with the figures to prove that as far as the GATT (General Agreement on Tariffs and Trade) is concerned the South African textile industry is being damaged by imports and these figures are more sinister than they have ever been.

"It is a terrifying situation and many of the people who were rather coy about admitting it some months back are beginning accept it.

"We have had half a dozen hard body blows to the industry in the past few months, including a reduction in Government spending, which need remedial action."

Wilson went on: "We have had ourselves a thumping big punch in the jaw with the downturn in the domestic market and many companies have had to tackle the problem both with redundancies and shorter working weeks.



Ernest Wilson . . . warning to Government

"In addition about 80 to 90 percent of the companies have decided to ask their workers to take at least one extra week's unpaid leave at the end of the present Christmas shutdown.

"It's been quite a lesson in economics and it will get a little bit worse before it gets better.

"While, say, 500 workers of a total labour force of 2 000 in a factory may have been laid off we have found that the other 1 500 are not spending because they live in fear of losing their jobs in the future.

"There is no doubt that there will be more redundancies between now and the end of March. We have been trying to do a bit of egg walking to find the correct strategy and we have found while workers accept shorter hours for three or four months, the better workers will after that look for better jobs elsewhere — and they are available, despite the recession.

"This has meant that we have lost a lot of expertise and also the relative amount of efficiency in our operations.

"What started as destocking has now resulted in a situation where we have created our own recession by making other people fear for their jobs and consequently become reluctant to spend. All they're doing now is window shopping.

"We have spoken to the Minister of Finance and are hopeful that some action will be taken — that the import intake will be cut down to the same percentage as the downturn in the industry to compensate and thus enable us to get back to 80 percent activity levels."

How does this downturn differ from the recession of 1975-77?

"The difference is between walking down a hill before and falling over a cliff this time. While we have been talking about a recession for two years few connected with the industry really took any notice. Orders were still high for a long time. Now the recession has hit, and they are taking drastic action."

On the question of the recent criticism of the textile industry by the clothing manufacturers, Wilson said they had to do some fence mending and he could not understand the reasoning behind the criticism.

"We are aghast at some of the statements that have been made recently," he said.

From a long-term point of view, Wilson said the textile market grew at a rate of about 6 percent a year. But this had to be looked at over a period of 10 years. This year, for instance, there would be a negative growth of between 6 and 10 percent.

What he would like to see from Government, to create the necessary stability within the texile industry, would be regular tariff reviews and import controls geared to the domestic market growth or shortfall.

Some companies had tried to make up the shortfall in the domestic market with exports, but this was getting more and more difficult.

33

...ike the conditions being ...ibed in factories".

A prominent Harare would push inflation — now quarter of 1983.

...eather Mail

Weather Bureau's forecast for today: —

...ANSVAAL: — Partly cloudy and hot with isolated ...dershowers.

...E STATE and CAPE north of the Orange: — Fine to ...tly cloudy and hot to very hot with isolated thunder... ...wers over the north and north-east Free State and the ...uman-Mafeking area.

...PE south of the Orange: — Fine to partly cloudy and ... over the interior.

...TAL: — Fine to partly cloudy and hot. It will be humid ... isolated thundershowers in the afternoon.

...UTH WEST AFRICA: — Fine to partly cloudy and very ... with isolated thundershowers in the north.

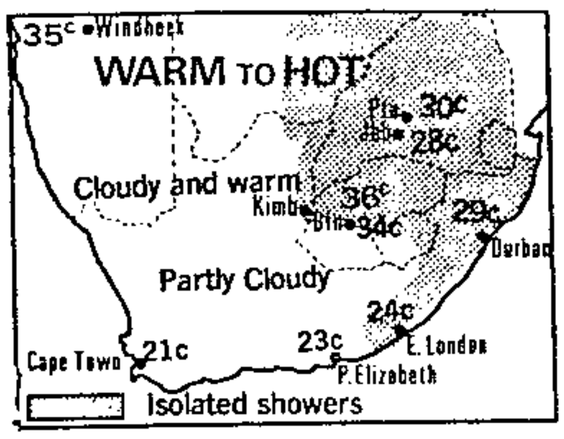
...TSWANA: — Fine to partly cloudy and very hot with ...lated thundershowers in the north. — Sapa.

...tures are Cel... maximums expect... ed for each city.

...d Daily Mail ...ather Station

YESTERDAY
Monday,
...ber 20, 1982
Temperatures:
... 14h00 21h00
...°C 28°C 23°C
Humidity:
... 40% 50%
temp: 29°C
temp: 16°C
24 hours to 20h00:

... today: 18h38
... tomorrow:
10



SOUTH AFRICA YESTERDAY

Temperatures at 14h00

	°C		°C		°C
...	33	Jan Smuts	28	Potchefstroom	—
... Town	23	Nelspruit	32	Pretoria	29
...	27	Pietersburg	28	Rustenburg	31
... London	24	Port Elizabeth	23	Standerton	—

...TH AFRICA: Hottest at 14h00: Uppington 39°C. Coldest at 08h00: Suther... 6°C

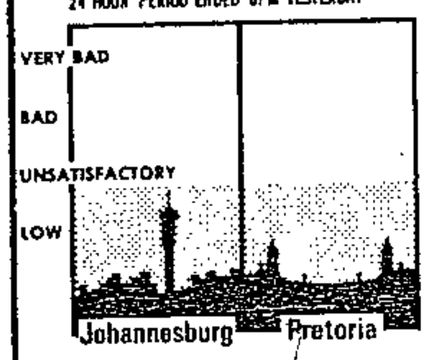
...ANSVAAL: Hottest at 14h00: Messina 34°C. Coldest at 08h00: Standerton

THE WORLD YESTERDAY

	Min °C	Max °C	Weather
...	1	5	Cloudy
...	9	14	Cloudy
...	2	8	Rain
...	1	5	Cloudy
...	0	2	Cloudy
... Kong	13	18	Clear
...	7	16	Clear
...	7	13	Rain
...	5	8	Clear
... Angeles	24	22	Cloudy
...	-1	10	Cloudy
...	13	24	Clear
...	-10	-4	Cloudy
...	1	5	Cloudy
... York	-1	1	Snow
...	2	11	Cloudy
... de Janeiro	24	35	Cloudy
...	3	11	Clear
... Francisco	8	14	Cloudy
...	2	-3	Clear
...	1	11	Clear
...	-3	0	Snow

POLLUDEX

THIS SHOWS THE LEVELS OF POLLUTION IN THE CENTRES OF JOHANNESBURG AND PRETORIA FOR THE 24 HOUR PERIOD ENDED 6PM YESTERDAY



TODAY: POLLUTION LEVELS ARE EXPECTED TO BE UNSATISFACTORY

Air Pollution Control Divisions
Johannesburg and Pretoria City Councils

Gloom for young workseekers

Mail Correspondent

DURBAN. — The thousands of school leavers and National Servicemen who in the new Year will be frantically looking for jobs have a difficult task ahead of them, according to the country's major employers.

Because of the recession employers will be looking at trimming their workforces — if they have not already done so — rather than taking on new staff

A number of companies said they would still be taking on apprentices and trainees for certain skills to meet expected future need for skilled labour — but this intake would be "drastically" reduced.

The executive director of the Natal Chamber of Industries, Mr Roland Freakes said "one has to accept the fact that job opportunities are scarcer than they have been in previous years".

Mr Leon Els, liaison officer for South African Transport Services, the country's largest employer of labour, said there had been a countrywide "clampdown" on employment and SATS in the New Year would only be employing 1 000 people to fill "essential" grades.

"We will be still taking on our normal quota of apprentices as we don't want to be caught with out pants down when the economic upturn comes but we will be a lot more selective," he said.

Iscor's acting group personnel manager, Mr P M du Plessis said in terms of the company's long term manpower plan, it would be taking on "a fair share of people" but the intake would be reduced to employing people with specific skills.

A regional spokesman said the Post Office had a shortfall of 256 clercial posts for whites and a shortfall of 244 posts for white technicians.

"We are expecting to fill these posts early in January when school leavers begin to look for jobs," he said.

However, black school leavers looking for jobs are unlikely to find it easy to find employment with the Post Office as the spokesman said there was an "oversupply".

South Africa's major banks reported that they had been recruiting school leavers "geared" to their requirements but said they would be employing less than in previous years.

Envoys go in reshuffle

MANAGUA. — Nicaragua's government announced at the weekend it was replacing ambassadors to the United States and several European countries as part of a reshuffling of diplomatic personnel.

In a short Press bulletin, Nicaragua's Foreign Ministry said it would replace its top diplomats in Algeria, Belgium, Ecuador, El Salvador, the US and Holland. — UPI.

MATTER OF FACT

TO CORRECT specific errors of fact, write to the Editor at P O Box 1138, Johannesburg, or telephone the Editor's secretary at 710-9111 between 9am and 5pm on weekdays.

If you have broader complaints about the Rand Daily Mail these can be taken up with the Mail Ombudsman, James McClurg, c/o the Editor's secretary.

POLITICAL comment in this issue by David Hazelhurst Peter Bunkell, newsbills by Mike Stent headlines and sub-editing by Reg Rumney, cartoons by David Anderson, all of 171 Main Street, Johannesburg

They are, Mr Peter James Brown, 34, of Umhlanga Rocks, and Miss Vanessa Elaine Downing, 24, of Yeoville, Johannesburg.

They are accused of dealing in dangerous and habit-forming drugs.

No evidence was led, and the hearing was postponed to December 27.

Mr Brown is being held in police custody, while Miss Downing was released on bail of R500.

New chief

WINDHOEK. — The acting director of nature conservation in South West Africa, Mr Polla Swart, has been appointed permanently to the position from January 1, the government service announced in Windhoek yesterday. — Sapa.

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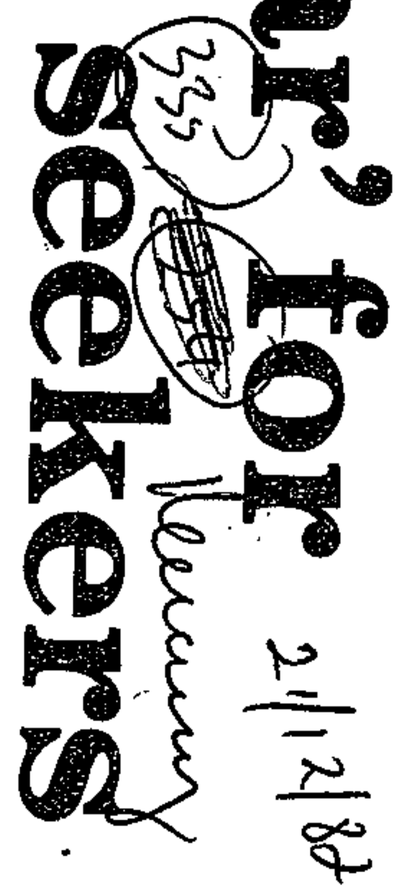
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Magnum's tapes tell

The court where no-one was king

Learn skills, advice

1983 'bleak year' for job seekers



21/12/82 Mercury

Labour Reporter

THOUSANDS of school-leavers and national servicemen who will be looking for jobs in the new year have a difficult task ahead of them, according to the country's major employers.

Due to the recession, employers will be looking towards trimming their workforces in the new year — if they have not already done so — rather than taking on new staff.

But a number of companies said they would still be taking on apprentices and trainees for certain skills in order to meet the expected future need for skilled labour — but this intake would be 'drastically' reduced in comparison with previous years.

The executive director of the Natal Chamber of Industries, Mr Roland Freakes, said: 'One has to accept the fact that job opportunities are scarcer than they have been in previous years.'

He said the Defence Force had appealed to local industry to accommodate the 700 national servicemen expected to arrive in Natal this month.

'But as most companies are streamlining and rationalising their staffs as much as possible, it is difficult to know what kind of scope there will be for them,' he said.

It was obvious that white servicemen were placed in 'a rather worse position' than their Indian counterparts who had not had to do service, he said.

Quota

Mr Freakes urged servicemen whose parents could afford it to take the opportunity to further their education and acquire skills which would be in demand when the economy began to pick up again.

Mr Leon Els, liaison officer for South African Transport Services, the country's largest employer of labour, said there had been a countrywide 'clampdown' on employment and SATS in the new year would only be employing 1 000 people to fill essential' grades.

'We will be still taking on our normal quota of apprentices as we don't want to be caught with out pants down when the economic upturn comes but we will be a lot more selective,' he said.

A regional spokesman said the Post Office had a shortfall of 256 clercial posts for whites and a shortfall of 244 posts for white technicians.

Give the lads a lift

Mercury Reporter

ARMY browns and Air Force blues will be a familiar sight along Natal roads tomorrow and for the rest of the week as thousands of national servicemen return home after their two-year training period.

A Defence Force spokesman said yesterday that about 2 000 men would be returning to Natal, of which 700 were from the Durban area.

Last week the Natal coordinator of the SADF orientation services, Maj Pieter Breytenbach, appealed to motorists to be on the look out for servicemen and to help them on their way home to be in time for Christmas.

He said although Natal had the best Ride Safe network in the country, the men often had difficulty reaching the pick-up points and motorists could help in this regard.



Triomf admits to errors in sackings

22/12/82

Labour Reporter

The giant Triomf Fertiliser Company has admitted to administrative errors in the retrenchment of workers at its Potchefstroom plant in November — described by a trade union as an unfair labour practice.

Earlier this month Cusa's SA Chemical Workers Union applied to the industrial court for an order against Triomf for unfair labour practice and unlawfully victimising workers.

SACWU said Triomf had retrenched about 60 workers at the Potchefstroom fertiliser plant, including senior union members.

Triomf had also refused to look at union recognition although SACWU was representative at the plant, the union claimed.

In a statement released from Dr Louis Luyt's office yesterday, the chairman of Triomf said a full investigation was ordered into the retrenchments to determine if there had been any administrative errors.

The retrenchments had been necessary because of the current economic troubles, the statement said.

It was found in the investigation that administrative errors had occurred in the retrenchments and these were corrected by management.

A Triomf spokesman was unable to comment on the nature of these errors.

Police plea for help in rape case

Crime Staff

Hillbrow police investigating the rape of two 17-year-old girls at the Wilds three weeks ago have appealed for help in tracing a man believed to have been a witness to the attack.

On Thursday December 2 at about 5 pm