

UNEMPLOYMENT — 1989

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Howden to close Airtec

51 Times 1/10/89
335

ESKOM'S cuts in the construction of power plants has forced the Howden group to close its Airtec Howden factory at Rietfontein at the end of November.

Most of the workers will be absorbed in group companies, but a maximum of 180 will be laid off. This is about 15% of the group's labour force in South Africa, says a spokesman.

He says Airtec Howden is the only subsidiary depending heavily on power generation.

The manufacture of heavy fans will continue at the group's Booysens plant in Johannesburg.

"The closure will not weaken our ability to provide technical services to all sectors of the industry," says Howden Group managing director Jan Moodie.

B/Day 2/10/89

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PRETORIA — Under-employment and unemployment in SA would remain at relatively high levels, University of Stellenbosch Institute for Futures Research director J A Grobbelaar said at the weekend.

Speaking at a Stellenbosch conference at the weekend, he said that, by 2000, SA could have a surplus of up to 10,7-million people with an educational level of matric.

At the same time there could be an oversupply of between 19 000 and 231 000 graduates and a shortage of people with diplomas of between 97 000 and 121 000.

This meant education had to supply employees of the right kind to

GERALD REILLY

the economy, and state expenditure on economically relevant education would be of vital importance.

The total SA population of school age was projected to increase from about 13,3-million in 1985 to 17,8-million by 2000. The black component would increase from 10,2-million to 14,7-million.

The white school-going population would drop from 1,5-million in 1985 to less than 1,4-million by 2000.

Among other things, the decline would be stimulated by the SA economy's relatively weak performance over the past decades,

and by political uncertainty in recent years.

Grobbelaar said by 2000 the school-going population, other than whites, would total about 16,4-million, or 92% of the total school-age population.

If the same was spent on blacks as was spent on whites, total expenditure on primary and secondary education in 1990 would rise to R37,3bn.

This would create a situation where more than 15% of the country's GDP would have to be spent on primary and secondary education unattainable in the current SA situation.

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Topic for

Bleak outlook for SA youth facing future without jobs

6/PM 2/10/87 TANIA LEVY

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THE future of skilled and unskilled SA youths who may never find employment is bleak, and the chances of their turning to crime makes it even bleaker, according to a Wits Centre of Policy Study paper written by Gillian Godsell and Ian Clark.

Political problems exist as groups of angry unemployed youths with high expectations pose a ready source of anti-government demonstrators and social unrest.

The report says the modern business sector cannot meet current demands for jobs and this gap will grow. School-leavers' dilemmas increase as they cannot use hard-won and passionately believed-in education.

The paper — entitled Small Business Policy: Stepping Down From the Side of the Angels — examines some "not-to-be-questioned" expectations about small business.

The role of small business in reducing, if not eliminating unemployment is one of the most widely held expectations, according to Godsell and Clark.

This solution is seen to be virtually cost-free and minimally disruptive to the status quo.

Young people have the energy and drive to start their own businesses, but if they perceive small business to be buying them off or shutting them up as a group, results will be counterproductive, the report says.

Small business as a group solution is likely to be hazardous but presented to individuals in the group it might be more successful.

Godsell and Clark say small business, and the informal sector in particular, is expected to improve GNP growth, again with a minimum of cost or disruption.

Political

Measurement of the unrecorded sector is, by definition, difficult but there has been significant growth in the added value of that sector, the paper says.

Increasing the tax base must be recognised as a political goal which may or may not be beneficial to small business as a whole.

Increased state interest in, and funding of, small businesses may have unwelcome bureaucratic repercussions such as additional tax.

A further complication in SA is the idea of no taxation without representation, with some small business associations investing tax evasion with moral and political significance.

Perhaps the highest expectations of small business's potential achievement lie in the socio-political area, say Godsell and Clark.

Two conflicting expectations exist. Firstly, that small business development will create a politically conservative, or at least capitalist, black middle class. Secondly, small business development will lead to black economic empowerment which will lead to political emancipation.

A consequence of both expectations is that only progress by a whole group of people in the desired direction will be regarded as a sign of success.

Godsell and Clark conclude that SA needs a first-class non-racial small business development policy to define means and ends and to serve as a yardstick for measuring progress.

865 workers reinstated

star (L) 3/10/89
The Industrial Court yesterday reinstated 865 Sasol workers, basing its decision on the legitimacy of the strike which led to their dismissal, the SA Chemical Workers Union said.

The workers were among 2 000 employees fired following a wage strike at Sasol and Natref in 1987. — Labour Reporter. (335)

increases.

"We bear no knowledge of this document," he said.

Jobless to meet on overtime ban

South 5-11/10/89

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TWO mass rallies for the unemployed are due to take place in Cape Town's Guguletu and Nyanga townships this week.

Organised by the National Unemployed Workers' Co-ordinating Committee (NUWCC), the rallies are in support of the national overtime ban by the Congress of South African Trade Unions (Cosatu), the National Council of Trade Unions (Nactu) and various independent unions.

An NUWCC spokesperson said that if all workers refused to work overtime another 100 000 jobs would be created.

"We are calling on organised workers to refuse to work overtime and to fight for a 40-hour week so that all people can have jobs at a living wage."

Unionist 'victimised'

WORKERS at Shell SA's Eastern Cape depots downed tools last Friday to protest against a final warning issued by the company to a senior shopsteward.

A Shell spokesperson confirmed that the workers were on strike but was unable to comment further.

The battle against overtime was strengthened by an Appeal Court ruling last week which upheld a Supreme Court decision that refusal to work overtime not contractually agreed upon is not an illegal industrial action.

NUWCC is campaigning for a "living unemployment benefit".

The organisation has called on the government to allow workers and the unemployed to have a say in how the fund is administered.

The fund does not meet the needs of the unemployed, NUWCC said.

Only contributors may claim UIF. This excludes more than half the workforce, including domestic workers, farmworkers and those employed by the state as well as people who have never had a job.

Workers who come from the homelands have to collect their benefits in the homelands.

NUWCC also wants the unemployed to get transport concessions and free health care, housing and schooling.

According to the South African Institute for Race relations an estimated one in 20 unemployed people claim UIF.

Cargo hit by national strike

By Drew Forrest

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Road transport giant Cargo Carriers has been hit by a national strike involving 700 workers at 24 depots, says the Transport and General Workers Union.

Cargo's industrial relations manager, Mr Nick Pretorius, said some branches were hit by "unprocedural sympathy action" yesterday. *See 5/10/89*

The union says workers are demanding the reinstatement of 280 colleagues at the Vanderbijlpark depot, fired in August after striking. *(3/2/89)*

Mr Pretorius said management was arranging a meeting with shop stewards.

Sacwu case breaks new ground

8/Day 6/10/89

ALAN FINE

AMID the football analogies (the red card) and colourful metaphors (ostriches, Achilles heel and Rip van Winkle), this week's Sacwu vs Sasol and Natref Industrial Court judgment contains an important discourse on the right to strike in SA.

Court member M A E Bulbulia has added substantially to the body of court opinion on the protection from dismissal of strikers.

However, his views differ from those in the previous key judgment on the subject, leaving for managements and unions some uncertainty as to their rights and obligations.

Bulbulia's main conclusion is that "it is unfair to peremptorily dismiss, on the shortest of ultimatums, strikers who strike for higher wages or better working conditions; have observed the conciliatory procedures of the (Labour Relations) Act; and have conducted themselves peacefully".

In Sacwu vs Sentrachem, delivered in February 1988, member David John seemingly made protection from dismissal for lawful strikers absolute.

John, who recently rejoined the court as a full-time member, argued that, since the law grants unions and strikers immunity from penal and civil sanctions if legal conciliatory procedures are followed, "it would be anomalous if workers were nevertheless penalised by dismissal for striking".

The key word in Bulbulia's judgment is "peremptorily" — a partial

retreat from the Sentrachem judgment — suggesting that dismissals may, at some stage, become justified.

The question is: When? What is clear is that it is impossible arbitrarily to set a time limit. Bulbulia has, however, tried to set out certain basic principles.

Possible options

He does this by quoting from an article by prominent advocate John Myburgh SC who, as it happens, appeared for Sacwu in this case.

Dismissals, says Bulbulia, may take place only after all other possible options have been exhausted.

The judgment, and Myburgh's article, suggest a number of such options. These include, firstly, an obligation to continue negotiations, suggesting a preparedness to improve on the pre-strike offer. Mediation is another possibility.

Myburgh also proposes efforts to lessen the impact of the strike, including more overtime by those not on strike and the use, where feasible, of temporary labour.

Attempts can be made to persuade strikers to return to work either through propaganda or the imposition of a lock out, although the latter carries with it its own problems.

But eventually, the judgment says, quoting from Myburgh, "the day will

dawn when, despite the steps I have mentioned, the strikers are steadfast in their determination not to return to work while their demands remain unsatisfied and the employer is no longer willing or able to tolerate a strike.

"The employer's level of tolerance will be exceeded when, for example, loss of production and concomitant loss of profits become unbearable."

Of course, an objective definition of the word "unbearable" is not easy to come by, and one can envisage future cases fought on this principle becoming battles between accountants.

Bulbulia, in line with John before him, refused to throw out Sacwu's case on the grounds of the alleged "unreasonableness" of the union's demand for R200-a-month wage increases. But he did give some attention to the parties' pre-strike proposals — which may provoke criticism from that school of thought which believes it is not the court's function to pronounce upon the merits of substantive proposals made in disputes of interest.

Bulbulia says he could not find that the union demand was a "final" one. And Sasol's refusal to negotiate after the strike began on October 1 1987, made it impossible for the union to moderate its demand.

He added Sasol's R100 offer for the affected Sasol 1 plant was lower than that paid by other comparable companies in the region, and also compared unfavourably with offers at its Secunda plants.

REVIEW

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Unemployment advice office needs help

REBUS 338
6/10/89

By JACQUELYN SWARTZ, Staff Reporter

ANOTHER invaluable community service, the Unemployment and Advice Office, may soon be lost to Cape Town because of financial difficulties.

The service and its sub-branches were started little over a year ago in Heideveld when community workers noticed the alarming amount of unemployed people in the area.

Since there was no organisation in the area to guide and place the unemployed, it was decided to start such a service, and the Heideveld Unemployment and Advice Office was born.

It was soon followed by branches in Strandfontein, Grassy Park, Lotus River, Mitchell's Plain and Kensington.

In the 13½ months of its existence, the office has placed 2 300 unemployed people in jobs and has helped many destitute families with clothing and food packages. In some cases it even granted financial aid.

Although the service has been given generous contributions by companies, it is still in financial trouble.

"All we have left in the kitty now from those contributions is R27,50," Mr Abduragiem Booth, the Western Cape head of the organisation said.

He said the office was also in urgent need of a typewriter and a car, the latter especially to fetch contributions, some of which had still not been collected.

"At this point I am particularly appealing to the business community to come forward and assist us," Mr Booth said. He also appealed to the public for help, saying that volunteers were always welcome.

The organisation's welfare number is 08800679006. Mr Booth can be contacted at 732147.

SAR. (1101/89) 2)

10/10/89

18 000 transport employees on strike

1 500 transport workers are fired

335

By Drew Forrest, Labour Reporter

About 1 500 striking transport workers have been fired in the last week, while at least another 18 000 workers remain on strike in a range of industries across the country.

Yesterday, Cargo Carriers fired 1 000 workers on a national strike who ignored a return-to-work deadline. The strike centred on the earlier dismissal of 280 colleagues.

The Transport and General Workers Union said the company had agreed to meet union officials over both sets of dismissals. Describing this as a "breakthrough" the TGWU spokesman said Cargo had earlier insisted on talking at Industrial Council level only. Management was not available for comment.

Alleged corruption

The TGWU said 500 workers were fired last Tuesday at Interstate Bus Services in Bloemfontein after striking over "unfair" disciplinary measures and alleged corruption in the firm's pension fund.

Interstate's chairman, Mr Fred Kinear, said the insurance company managing the fund had assured workers their money was in safe hands.

The service was running normally with temporary staff.

Several strikes remained unresolved yesterday:

- Management confirmed that 5 700 workers in three divisions of Premier Food Industries were still on strike over pay.

- The situation at Sasol's collieries in Secunda, where 8 000 workers struck over food allowances, was unchanged said a Sasol spokesman.

- The strike by 1 400 miners at Consolidated Murchison continues, according to the National Union of Mineworkers.

Attacking the "terribly low" wages at the mine, NUM said it was demanding a R400 minimum for workers at level one.

- Mr Attie du Plessis, a director of Messina Ltd, confirmed the strike at the firm's copper mine. He declined to give details, but the NUM says 3 000 workers "spontaneously" struck on Monday last week over wages.



Anglo American director Bobby Godsell at Wits yesterday.

Picture: BRIAN HENDLER

'Job levels will be knocked by privatisation'

ALAN FINE

WHILE privatisation of state-owned corporations might lead to greater efficiency, the process as undertaken in SA would exacerbate unemployment levels, Numsa education officer and economist Alec Erwin said yesterday.

He was speaking in a Nusas-sponsored debate on the subject with Anglo American director Bobby Godsell at Wits University.

Godsell said the main purpose of privatisation was to bring about the efficient use of scarce resources by removing government ownership of industries and services, where its track record was poor.

Godsell said privatisation was neither a panacea for achieving good economic growth nor a mechanism for reducing state social expenditure.

"Business knows society needs to devote more resources to areas like education, health and housing," he said.

Strategy

Erwin said greater efficiency in corporations to be privatised had been and would continue to be achieved through mechanisation and rationalisation, rather than through expanded production.

He said the main features of any coherent strategy included, firstly, improvements in productivity to lower manufacturing costs and make goods more accessible to the poor and competitive on international markets.

Secondly, the negative (employment) effects of rising productivity had to be balanced by a strategy to expand productive capacity based on technological advancement, not on cheap labour. This required a comprehensive strategy based on technical and manpower planning to restructure SA's economy, he said.

Privatisation in SA needed a coherent economic strategy designed to address the problems of unemployment and poverty, he concluded.

THEO RAWANA

SMALL business should not be overrated as a solution to unemployment, a creator of a politically conservative middle class or a vehicle to black economic empowerment, say two Wits Business School researchers.

In a research paper, Gillian Godsell, of the Centre for Policy Studies, and Centre for Developing Business's Ian Clark advise that expectations should be tempered now or smaller benefits will be lost in the general disappointment with larger goals not achieved. Small undertakings undoubtedly im-

Do not overrate small business role Wits pair

prove the lot of individuals. "Whether they are adequate vehicles for larger social goals remains debatable," they say. ^{6/10/89}

The researchers say that groups of angry unemployed youths, with a high level of expectation, provide a ready source of anti-government demonstrators and of social unrest. But it should be possible to look at this group as a resource as well as a problem.

"Young people have the energy and drive to start businesses for themselves

and others, and unemployment may provide the spark to set them going.

"If small business is perceived by them as a way of buying them off... the results will be counter-productive, and the status of small business will have been further lowered." ⁽³³⁵⁾

On small business being hoisted as a creator of a politically conservative middle-class and a vehicle to black economic empowerment, Godsell and Clark say only progress by a whole

group of people in the desired direction will be regarded as a sign of success.

"If small businesses are perceived as state allies... individual businessmen are put at considerable personal risk."

Regarding small business primarily as the route to black economic empowerment/political emancipation places black small business in opposition to white business, to big business and perhaps to real business. "This isolation is likely to impede rather than assist growth."

Retrenchments row 335

About 120 workers from the Steel Engineering Company (Seco) in Roodepoort yesterday staged a peaceful protest against "unfair retrenchment" at the company's head office in Sandton. *Star 20/1/89*

Seco is a subsidiary of Boart International, whose public relations manager Mr Ted Scannell said 250 workers at Seco, which manufactures and exports mining equipment, had become redundant because of a drop in overseas demand following the slump in the gold price and Canada's imposition of sanctions.

A shop steward, Mr David Mangwegape, alleged that the retrenchment was racial since it affected only the black and coloured staff. Mr Scannell said the retrenchments were "colour-blind" and worked on a "last in, first out" basis.

So far 80 workers have accepted the retrenchment package, with the fate of 70 to be discussed at a meeting today.

Wage accord signed

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Sweden

THE dispute between the Food and Allied Workers' Union And Premier Food Industries divisions of milling, Epic and Epol, has been settled.

A statement from the Premier Group yesterday said agreement had been reached on wages and other conditions of employment on Tuesday.

Managing director Willem van der Klis says workers in the seven Premier Milling Division plants who have been on strike since October 5 resumed work on yesterday.

He said the lock-out instituted at Epol and Epic factories was terminated on Wednesday on condition workers returned to work yesterday.

RWB fires striking workers

By Drew Forrest

The Rand Water Board (RWB) fired about 400 workers at its Zuikerbosch pumping station near Vereeniging after they downed tools over the detention of a trade union shop steward.

RWB spokesman Mr A Carstens said the mass dismissal yesterday came after numerous pleas to workers, ending with a return-to-work deadline. Water supplies would not be affected.

Mr Carstens said management had made representations "at the highest level" to secure the detained unionist's release.

Mr Steven Kolisang of the Municipal, State and Allied Workers Union said the workers were demanding the release of shop steward Mr Richard Ramagabe who was detained under emergency regulations on Tuesday after a union meeting.

The union was also demanding the dismissal of the compound manager, whom they believed was responsible for the detention. Star 22/9/89.

Concern over growing black unemployment

CMT Trib 24/10/89 335

Financial Editor

BLACK unemployment has grown this year since the economy began to slow down. And it "could assume great proportions in the years ahead, with accompanying socio-political problems" as growing numbers leave school to find no jobs available, Sanlam chief economist Johan Louw warns.

In his October economic review he calls for better instruction, training and use of manpower and for the promotion of the small business sector.

He says the economically active black population grew at a rate of just under 3% a year between 1980 and 1988.

"In contrast, employment in

the formal sector of the economy increased annually by only 1% — a situation which is related to the slow economic growth rate and the reasonably low labour intensity of the growth that is taking place."

Analysis showed that unemployment had been twice as high among black women than among men in the past three years.

"In view of the growing numbers of women joining the labour force, many more job opportunities will have to be created for black women."

Louw continues: "The distribution of black unemployment according to age group has certain important socio-economic consequences. According to the latest

official statistics, more than 50% of all black unemployed are under the age of 30."

He considers it "particularly alarming that 48% of the blacks in SA (57% for the TBVC countries) are younger than 20, according to the 1985 census. In 1988, 71% of all school-age children were black as against 55% in 1970.

"It is clear that newcomers to the labour force, particularly the unskilled ones, are going to find it increasingly difficult to obtain employment."

Louw points out that "it is interesting that the areas where unrest-related incidents occur most often also have the highest unemployment rates in SA."

R1m training centre launched

Financial Staff

UNEMPLOYMENT is now running at 25% among the 200 000 people in Parkwood, Grassy Park, Steenberg, Lavender Hill and Retreat, Derry Fitnum, CE of the Cape Flats Distress Association (Cafda) told business people yesterday.

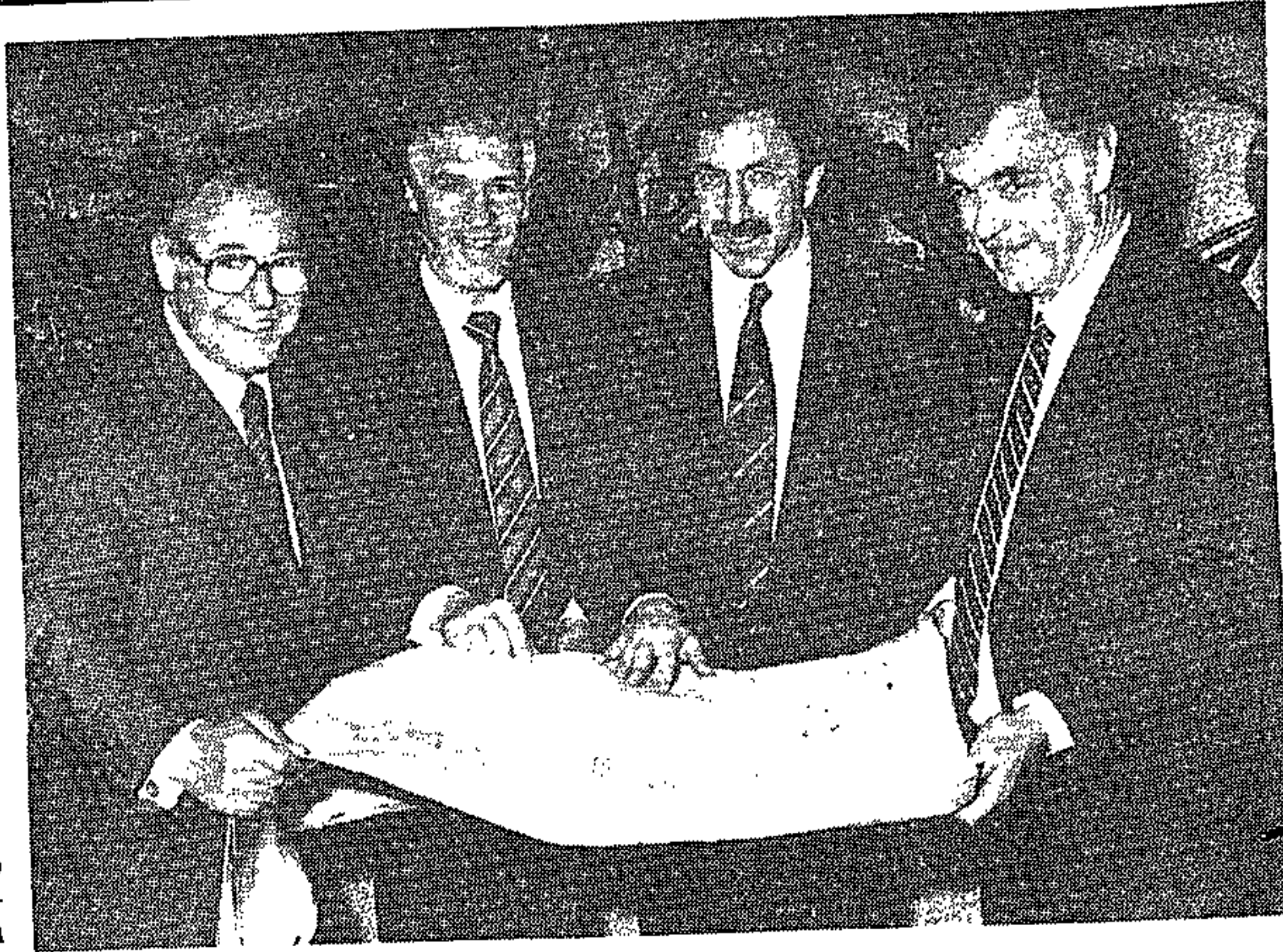
He was speaking at a function in Woolworths headquarters to launch a community foundation to raise R1m. The money will be spent on a community centre in Retreat at which training will be given in skills currently in demand.

"Our main objective is to enable this community's unemployed men and women to upgrade their skills and regain employment as soon as possible," said Fitnum.

He explained that training in building and welding, computer programming and clerical and administrative skills would be given at the centre.

"Surveys have shown that these are the skills for which training is most required.

"However, this will change as the needs of the community change. Later we might include additional upgrading and training in skills such as shorthand and typing or even word processing."



Examining the plans for a proposed R1m centre in Retreat from which the city's severe unemployment problem will be tackled are, from left, Peter Bieber, vice-chairman of Cafda; the Mayor of Cape Town, Gordon Oliver; Syd Muller, MD of Woolworths and Derry Fitnum, CE of Cafda.

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W. Mail 27/10 - 2/11/89, 2B5A

Sex advances 'not rare', says court

TRADE union officials have said for some time that many South African women are expected to engage in sexual activity in the workplace to obtain or keep their jobs.

Now this view has received some confirmation from the industrial court.

"Unwanted sexual advances in the employment sphere is not a rare occurrence" said the presiding officer of the Industrial Court last month when he dismissed an appeal by a R12 000 a month senior executive, who was fired last November for sexually harassing employees.

The presiding officer, Arthur de Kock, in his judgement, quoted statistics from a 1986 Industrial Law Journal article: "A survey of 100 women in Johannesburg suggested that some 63 percent had received unwelcome sexual advances from a male in the office."

De Kock said: "There is no evidence that the percentage is in fact that high but common experience shows that sexual harassment is by no means uncommon."

Defining "sexual harassment", De Kock used the Industrial Law Journal's terminology which broadly refers to "unwanted sexual attention in the employment environment" and "conduct which can constitute sexual harassment ranges from innuendo, inappropriate gestures, suggestions or hints to fondling without consent or by force to its worst form, namely rape. A single act can constitute sexual harassment".

Trade unionists from the Congress

An industrial court judgement says that factory-floor sex harassment is 'not uncommon', reports CASSANDRA MOODLEY

of South African Trade Unions and the National Council of Trade Unions agree that sexual harassment is a common occurrence in the workplace. But, as Chris Bonner of the Chemical Workers Industrial Union says, it is not an issue which workers are willing to speak about.

At a Transport and General Workers union plant in the Transvaal two months ago workers exposed a supervisor whom, they alleged, "sold jobs for sex". And in another incident, in May this year, a Commercial Catering and Allied Workers union member was dismissed when she threatened to tell her boss's wife of his sexual advances — at an industrial council hearing her boss admitted his actions but said "no malice was intended".

Unions and workers believe ordinary legal sanction against sexual harassment in the workplace is inadequate.

Nactu education officer Dale Tiffin said: "There is no law that defines sexual harassment at work as a crime. The only law that would apply is that of *crimen injuria*, which makes sexual insults a crime. Hence our only option is to take the case to the Industrial Court."

A leading labour lawyer agrees. He says unfair labour practice can be broadly defined as any act which un-

fairly impairs labour relations. Sexual harassment can be regarded as an unfair labour practice on two grounds: by impairing individual relations between a woman employee (inferior) and her boss (superior) and by creating a sense of insecurity and resentment among the workforce.

The relief offered by the Industrial Court has also been criticised on the grounds it is insufficient in terms of the trauma the victim has to endure.

Lawyer Edwin Cameron said that besides the Industrial Court upholding the employer's decision to dismiss the worker, "the harassee can sue the company for compensation for the indignity and stress suffered at the hands of the harasser. The latter is a form of remedy not yet explored in this country".

SAB strikers join city march

Staff Reporter

STRIKING SA Breweries workers joined a march of unemployed workers to the headquarters of the Department of Manpower in Cape Town centre today.

About 500 workers gathered at the corner of Darling and Sir Lowry Streets shortly after mid-day to march to the Thomas Boydell building to deliver demands including a freeze of prices on basic foods.

Other demands were jobs for all, a living unemployment benefit, no rents, free education, free medical care, an end to evictions, the withdrawal of troops from the townships, the unbanning of all political organisations, an end to police/army violence and the meeting of the demands of the SAB and Bokomo strikers.

The majority of marchers were youths from KTC, New Crossroads, Green Point and Khayelitsha, many of whom had not had a job since leaving school.

Behind the main body was a group of SAB workers, 500 of whom are on strike in the Western Cape as part of a national legal strike.

Placards read: "Freedom from SA. We demand a living wage De Klerk", "Socialism means jobs for all", "40 hour week means 10 000 jobs", "Freeze all prices on basic food".

SAB workers carried placards saying "Bosses robbed us of hours" and "Forward with a living wage, down with beer".

The Regional director of Manpower, Mr Willie Marais, accepted a list of demands handed to him by a representative of the chanting and singing group at the Thomas Boydell building.

He told newspaper reporters that he would convey the grievances to the Minister of Manpower, Mr Eli Louw.

Pictures: BRENTON GEACH, The Argus.

UNEMPLOYED MARCH: A poster, top, advertising the American Roots television series on slavery was cut out and hoisted high by unemployed workers on their march through Cape Town today. Below: Toting a gun made out of wood and metal, a marcher mimics a gun battle.



Staff Reporter

ABOUT 500 unemployed people and striking SA Breweries workers yesterday marched to the headquarters of the Department of Manpower in the city and handed over a list of demands to the regional director, Mr Willie Marais.

The group, who arrived in four buses, gathered at the corner of Darling and Sir Lowry streets about noon and the march then proceeded along Darling, Buitenkant, Albertus and Parade streets.

The list of demands included jobs for all, a living unemployment benefit, no rents, free

Unemployed march in city

CHT T10 15 31/10/89

education and medical care, an end to evictions and a freeze on all basic food prices.

They also demanded the withdrawal of troops from the townships, the unbanning of all political organisations, an end to the police/army violence and that the demands of the SAB and Bokomo strikers be met.

Mr Marais said the Unemployment Workers Movement had arranged with him to accept the demands and he would

hand them to the Minister of Manpower, Mr Eli Louw.

Most of the marchers were youths who had left school and were unable to find jobs. They came from KTC, Khayelitsha, New Crossroads and Green Point.

They toyi-toyed, chanted and sang freedom songs as they walked through the city streets. The SAB strikers walked behind the main body of marchers.

Some of the placards they carried read: "We demand a living wage", "De Klerk come to the point. We are suffering and hungry", "A 40-hour week means 10 000 more jobs" and "Socialism means jobs for all".

Tough times facing job-seekers

HARD times are returning. Personnel agencies report that next year will be tough for many youngsters entering the job market.

Government measures to cool the economy are starting to restrict the number of jobs available, say agencies. They predict that people without matriculation will find the going tough.

The SA Institute of Race Relations (SAIRR) estimates in its Social and Economic Update that there were about 146 000 matriculants at the end of 1988. The figure does not include Transkei. Of them 84 000 were black and 62 000 white. Although it is too early to tell how many youngsters will matriculate this year, the figure is likely to exceed 150 000.

An indicator of the decrease in jobs on offer next year is the decline in vacancies advertised in newspapers.

The graph shows a steady drop in the number of job advertisements being placed in newspapers throughout SA — a sign that an economic downturn is under way.

Kelly Personnel Group managing director John Dawkins believes matriculants are in for a long, hard slog when they start job hunting in 1990.

"We have found that there has been a dramatic increase in demand for places at our two training centres. People tend to acquire additional tertiary education in recessionary times.

"This way they not only have a skills

ROBYN CHALMERS LOOKS AT AN EBBING MARKET

advantage over the other matriculants, but they boost their starting salary. A secretary without experience can expect to earn R1 200 a month before the course, and about R1 800 after it."

Brent Personnel managing director Sandra Steyn agrees that jobs will be hard to come by next year, especially in comparison with the past three years.

"Between 80% and 90% of our clients are major corporations, and we have experienced a cut in the number of jobs offered by them. They are moving cautiously.

"In the 1985-1986 recession it was almost impossible to place matriculants. Since 1986, the job market has been out-

standing, so any shrinkage will hit the school-leavers hard."

Many companies trimmed staff ruthlessly in 1985-1986. When demand revived they had to rapidly increase skeleton staffs, and the job market boomed.

A buoyant economy meant many organisations started to make big profits again, and salaries rose sharply. At the beginning of 1989, Business Times reported a record-equalling edition of 52 pages as job advertisements flooded in.

However, business confidence has been

eroded by high interest rates, inflation and rising tax rates.

Furthermore, the Government's privatisation programme is expected to hit those matriculants who have always found a haven in the public sector.

Institute of Personnel Management (IPM) executive director Wilhelm Crous says that between 1980 and 1988 employment in the public sector jumped by 31% compared with a drop in the private sector of 5.3% — or 26 000 jobs.

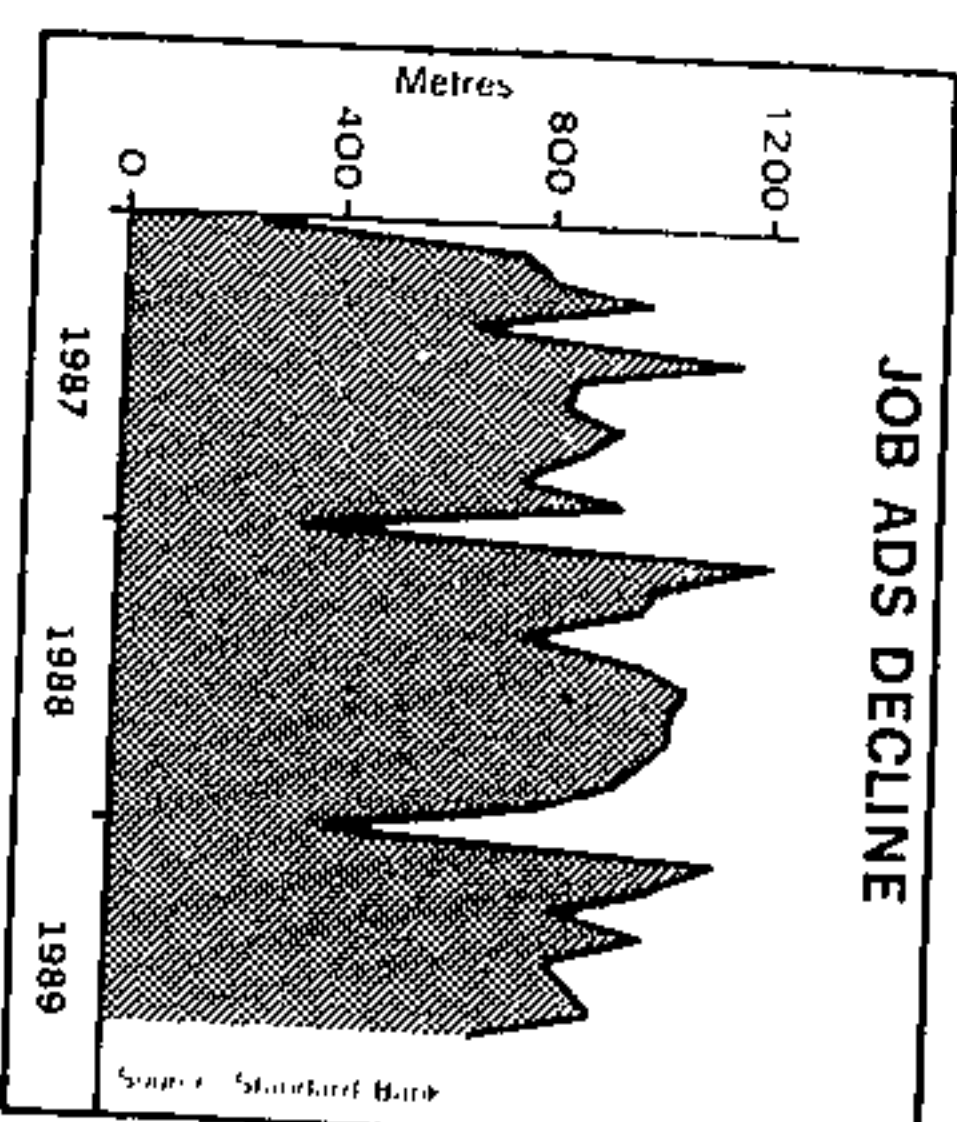
Privatisation means that the staff numbers will be trimmed.

Although most corporations say they will not grant pay increases below the inflation rate (which, according to the

Government, is running between 15% and 16%), many admit they will not be much above it either.

One salary survey shows that between June 1988 and July 1989 the average overall increase in pay for non-managerial staff was 17.2%. The SA Township Annual October Review, conducted by IR Information Services, shows that so far this year black trade unions have negotiated pay increases of between 15% and 22%.

Although the unskilled and inexperienced are expected to suffer next year in terms of job opportunities and pay, there is still an acute shortage of executive, professional and skilled technical staff. To attract these people, companies



offer high salaries. For example, the average executive in a medium-sized firm can expect to receive between R180 000 and R200 000 a year.

Fringe benefits, such as bonuses, housing allowances and company cars, can almost double an executive's salary. A graduate chartered accountant can get upwards of R30 000 — compared with about R30 000 in 1985. Top-notch executives are looking at increases of 20% and more for the coming year.

sday, January 4, 1989

RENT-A-LOO TALKS ON DISMISSALS

Sowetan 4/1/89

335

THE South African Black Municipal and Allied Workers' Union and a Soweto rent-a-loo company meet next week to discuss the dismissal of 24 of the firm's employees.

A spokesman for Soweto Easy-Loo, Mr John Howard, confirmed yesterday that a meeting between the two parties was on the cards. The two are scheduled to meet on January 10.

The company's managing director, Mr Sam Matona, declined to comment on the matter yesterday. The company was awarded the KWV Excellence Award last year and Mr Matona

claimed they had a turnover of more than R1,5 million.

The talks will focus on the dismissal of the 24 workers after they participated in a work stoppage. The Easy-Loo employees were protesting against management's failure to pay them December salaries and bonuses "on time."

Employees' grievances also included:

- Alleged victimisation of employees "because of favours done for them: housing and personal loans," and
- Reduction of employees' salaries "in line with the Government wage freeze."

Mintek dismisses 200 strikers

THE Council for Mineral Technology (Mintek) yesterday dismissed about 200 NUM members who had been involved in a wage strike since January 5.

Human resources assistant director Danie van Vuuren said the NUM had accepted an offer of a 14% wage increase and a R600 monthly minimum, but had refused to "recognise the statutory and financial constraints under which Mintek, as a parastatal organisation, operates".

335

ALAN FINE

He said this requirement was a condition of the wage offer.

The NUM's refusal to accept this meant that every time negotiations took place the union would "pressure me over something I have no power over". Under the circumstances no other action could be taken but to dismiss the strikers.

NUM officials could not be reached for comment.

Mintek fires 200 striking NUM workers

star
17/1/89 By Mike Siluma,
Labour Reporter

335

The Council for Mineral Technology (Mintek) fired more than 200 striking members of the National Union of Mineworkers (NUM) yesterday.

Mintek said it had made an offer of a 14 percent wage increase. The offer was made on condition that the NUM "recognise the statutory and financial constraints under which Mintek, as a

parastatal organisation, operates"

Mintek said the NUM had accepted the wage offer but refused to accept the limitations imposed by the council.

A NUM spokesman said it would contest the dismissals "because they are a breach of an undertaking by Mintek that, having accepted the offer, workers would be allowed to resume work". The dismissals were an indication of bad faith, he said.

Num issues threat

Sawetan 18/1/89

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THE National Union of mineworkers has threatened to take Mintek to court unless the parastatal company re-employs the 200 Num members it sacked.

Num spokesman Mr Marcel Golding yesterday said Mintek had been notified of its decision following the dismissal of the 200. — Sapa.

Sagging gold forces Gencor to retrench

Star 19/11/89

211
335

By Derek Tommey

Three gold mines in the Gencor stable — West Rand Cons, Leslie and Bracken — are retrenching staff. In the next few weeks they will have laid off several thousand workers.

This is one of the results of the drastic reorganisation taking place at several of Gencor's 13 gold mines to ensure they all remain profitable at the current low gold price.

As part of the strategy of maintaining earnings, Buffelsfontein is considering sinking a tertiary shaft expected to cost R500 million. Winkelhaak is considering stopping its new No 6 Shaft at 15 level, which will enable production to begin 18 months earlier than planned.

The strategy is aimed at cutting the cost of producing a kilogram of gold, even if this leads to a lower tonnage milled and a reduction in output, Mr BP Gilbertson, executive director, mining, said at a press conference last night.

The industry could not live on hope of a higher gold price, he said.

Mr JC Janse van Rensburg, MD of the East Rand and West Rand mines, said he did not believe the mines could expect any state assistance.

Mr G Maude, MD of Gencor's Free State and Evander mines, said it was unlikely that the Government would let the rand slide to help the industry.

He believed it was not warranted. The amount of gold being produced unprofitably at the present gold price was small.

The outlook for the industry was not all gloom and doom. The majority of mines in the industry were still profitable. Many had costs of less than R20 000 an ounce. The current gold price was R32 000 a kilogram.

More serious were the social problems arising from retrenchment at a few mines.

The entire industry was suffering from low revenue a kilo and could not do anything about it. The industry would be judged on its cost a kilo.

Rate of inflation

In 1989 Gencor expected to keep the increase in mining costs down to 10,5 percent, even if the overall rate of inflation turned out to be 15 percent.

Salient features of the operations of Gencor's mines in the December quarter were:

● Buffelsfontein — An increase in grade from 6,1 g/t to 6,8 g/t and a drop in working costs from R26 426 to R25 561 a kilo helped increase pre-taxed income from R29,8 million to R33,3 million. Taxed profit was R22,1 million (R21,9 million).

Margaret shaft was reduced by R2,8 million.

● West Rand Cons — The mine is extremely sensitive to changes in the gold price and the drop in revenue from R33 468 to R32 433 a kilogram helped convert the September quarter profit of R1,44 million into a loss of R2,45 million.

A feasibility study to determine whether underground operations can be sustained at a lower level at the present gold price should be completed in the next two weeks.

● Grootvlei — Pre-tax income dropped from R6,3 million to R4,1 million and taxed income from R3,44 million to R3,33 million owing to the drop in milling grade. The grade is expected to fall further and the scale of operations may have to be reduced.

● Marievale — Working income declined to R383 000 (September: R576 000) owing to a drop in grade.

New track record

● St Helena — Grade was maintained at 5 g/t and could improve further. The mine was establishing a new track record. However, a drop of R1 500 a kilogram in the gold price resulted in its working income declining from R18,3 million to R13,3 million and taxed income from R19,6 million to R16,9 million.

● Unisel — Milling yield rose from 5,2 grams to 5,8 grams. The grade should be maintained as increased tonnages from the Basal reef would be milled in coming months. Pre-tax income was R22,9 million (R21,3 million) and taxed income R11,4 million (R10,2 million).

● Winkelhaak — An increase in working costs and a small drop in the milling grade caused pre-tax income to drop to R37,7 million (R46,2 million) and taxed income to R24,4 million (R33,5 million).

Fears have been allayed that the faulting at the new No 6 Shaft would lead to a serious dilution of the ore, or that it would not be able to be worked with current methods.

The shaft has reached 14 level and may be halted at 15 level, instead of being sunk to 18 level, as planned. This would enable it to be brought into production in April next year, 18 months earlier than planned.

● Kinross — Taxed earnings dropped to R18,6 million (R21,5 million), even though costs were reduced.

● Leslie — Profit was down to R2,5 million (R3,5 million). To maintain profitability, output was being reduced and it would be necessary to reduce the labour force by 1 500 to 3 100.

Payment of retrenchment benefits would affect first-quarter profits.

● Bracken — Taxed income was R1,4 million (R1,6 million). From 700 to 2 800 workers were expected to be retrenched. Payments would affect profits this quarter.

● Oryx Mine — Good progress was being made in opening the mine and costs were within budget.

● Stilfontein — Results exceeded expectations. Although the grade was slightly lower, working income rose from R8,6 million to R9,2 million, helped by a decline in working costs from R26 322 to R24 502 a kilogram. As a result of the mine's improved performance the insurance claim following the claim at the

Re-employed

THE para-statal council for mineral technology yesterday decided to re-employ about 250 members of the National Union of Mineworkers who were fired on Monday following a sit-in strike for eight days protesting against wages and working conditions. 335

A statement from Mintek said the workers would be re-employed from Friday January 20. 19/1/87

Mintek said the strike did not affect its decision to implement a 14 percent wage increase — backdated to July last year — or its decision to re-employ the workers. — Sapa.

Thousands of miners to lose jobs

By Adele Baleta

Thousands of miners at three Gencor gold mines will lose their jobs in the next few weeks in a drastic move to maintain profitability at the current low gold price, Gencor has announced.

The mines are West Rand Consolidated and the Leslie and Bracken mines in Evander.

Comment from the white Mine Workers' Union was not available at the time of going to press, but the National Union of Mineworkers has strongly condemned the move.

The mines say:

Mr JC Janse van Rensburg, managing director of West Rand Consolidated, said yesterday about two-thirds of the 5 400-strong workforce would be retrenched in the next few weeks.

Retrenchments began in December and about 1 000 workers were being laid off every month.

The low gold price coupled with West Rand Consolidated's

scattered marginal reserves made it difficult to break even, he said. A limited number of miners would be placed at other gold mines in the Gencor stable.

The managing director of the group's Free State and Evander mines, Mr G Maude, said retrenchments at the Leslie and Bracken mines began this week.

Retrenchments at Bracken — between 1 500 and 3 100 employees — would be completed by February, and those at Leslie — between 700 and 2 800 — by March.

He said 200 Bracken workers had been placed at the Winkelhaak mine. Retrenched employees would be given the equivalent of six weeks' pay, and this varied according to length of service.

The move was necessary, he said, to maintain profitability at lower production levels.

The NUM says:

NUM assistant general secretary Mr Marcel Golding said the decision by Gencor to retrench

employees at the three gold mines was unacceptable and would be contested by the union.

"We will challenge the alleged necessity to lay off workers," he said.

Mr Golding said the union had met the managements of the three mines about the retrenchments.

"In most cases negotiations proved futile because management presented the union with a unilateral decision to retrench the workers. They did not seriously attempt to seek alternatives to minimising the spate of redundancies," he said.

He said the group knew over two years ago of "its alleged precarious situation", but informed the union of the retrenchment plans only two months ago.

"During our discussions with the group it was clear they were acting in bad faith. The retrenchment package is appalling and is rejected by the mine-workers."

The union was examining the position, he said.

4/11/87 21/1/87

Sanctions cost jobs — Mandela daughter 335

SEATTLE. — The daughter of black nationalist leader Mr Nelson Mandela has expressed doubts about sanctions against SA, saying they had taken their toll on the country.

"There are lots of people without jobs. What do you do with those people? For how long will they be prepared to go on like this?" Ms Makaziwe Mandela said this week.

"I don't know if those companies that have pulled out will reinvest in South Africa."

However, sanctions and boycotts had helped erase job security for many whites, she said.

"For the first time the whites, who have always had job protection, are now competing with blacks for the unskilled jobs."

Ms Mandela, 34, was in Seattle for an address at Shoreline Community College. She is the daughter of Mr Nelson Mandela and his first wife, Evelyn. — Sapa-AP

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KAY TURVEY

PREMIER Foods has begun laying off staff as part of a restructuring of the group.

Premier Food Industries CE Willem de Kok said the move was aimed at creating a leaner, more self-sufficient division.

He denied market rumours that the retrenchments involved several hundred people. The retrenchments formed part of group strategy to allow each division to stand alone, although a separate listing for Premier's food interest was being considered only in the longer term.

Premier Group deputy CE Gordon

Premier Foods lays off staff

Utian said he could not put a figure on the number of staff to be made redundant, as final decisions were still being made. It was hoped to place many of the staff in other areas of the group.

The retrenchments follow the recent sale of the group's marginal poultry interests and involve staff in the broiler and egg division and personnel from the 430-strong head office. The cutbacks are expected to have a positive impact on earnings in the year to March 1990.



SOME Easy Loo workers, who were dismissed for ignoring the company's ultimatum, waiting outside the premises in Orlando West, Soweto.

Workers' fate in the balance

By ALI MPHAKI

THE fate of the 24 workers who were dismissed by a Soweto rent-a-loo company last month hangs in the balance following the collapse of talks between management and worker representatives.

A spokesman for the South African Black Municipal and Allied Workers Union (Sabmawu), who are representing the workers, Mr Phillip Dlamini, yesterday summed up developments in the matter by saying: "In short, there is a breakdown of talks."

The union met Easy Loo management on January 10 and the meeting deadlocked.

According to Mr Dlamini, management is obdurate that the workers violated the company's grievance procedure by engaging in a work stoppage and ignoring an ultimatum to return to work on December 19 and December 20, last year.

The workers had resolved to down tools after a list of their grievances had either been ignored or dismissed by management. The company owner and director, Mr Sam Matona, has allegedly repeatedly threatened to fire workers when they went to complain to him about:

- The alleged victimisation of employees "because of favours done for them — housing and personal loans";
- reduction of employees' salaries "in line with the Government wage freeze"; and
- management's failure to pay workers their December salaries on time and failure to pay promised bonuses.

Meanwhile it has been an uphill struggle for the dismissed workers whose December salaries were allegedly not paid out in full.

The company's turnover revolves around R1,5-million a year and it is also a holder of a KVV Business Excellence Award.

the Soviet Union was taking more
and prevented development.

Jobs pool lags badly behind high birth rate

January 1989.

JOBs are getting scarcer as population growth follows an unstoppable upward trend.

The National Productivity Institute reported yesterday the economy was failing abysmally to absorb many more people trying to join the workforce.

It said employment in non-agricultural sectors remained virtually constant between 1981-87 while the population increased annually by an average 2,5%.

The institute added in its Productivity Focus annual report that unemployment had manifested itself as one of the most crucial dilemmas of the decade.

It also stressed the alarming trend of more jobs being created in the public instead of private sector.

A net total of 233 000 jobs were created between 1980-87.

Responsible

To achieve this, however, 304 000 more people went to work in the public sector while manufacturing shed 67 000 jobs in the same period.

The NPI felt this was a cause for concern because manufacturing was the single largest private sector employer and the main engine for economic growth.

NPI figures showed manufacturing responsible for almost 25% of

MARC HASENFUSS

economic activity and should, therefore, play an important role in creating jobs for a growing population.

A major contributor to unemployment was lack of economic growth which, in turn, was partly due to poor productivity.

Contribution

"Productivity growth generates economic growth and the latter is a prerequisite for higher employment. Productivity growth creates jobs. It is the lack of productivity improvement which creates unemployment and reduces the standard of living," the report said.

It added between 1981-87 the economy had an average annual growth rate of only 0,7%.

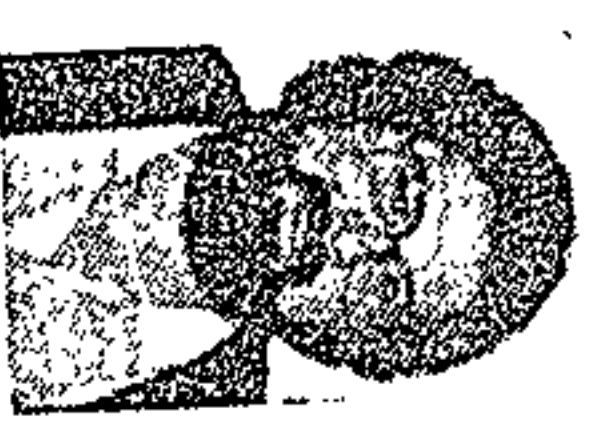
The institute said productivity made a very small contribution to overall economic growth whereas in many of SA's trading competitors productivity growth was responsible for almost 60% of it.

An annual population growth rate averaging 2,5% needed an economic growth rate of at least 3,5%.

The report said the increase in population growth rate exerted tremendous pressure on an economic growth rate insufficient to ensure an improvement in the standard of living during the past decade.

Sanctions cost few jobs

Star 27/11/87



MIKE SARAISKY of the Department of Sociology at the University of the Witwatersrand questions whether figures of job losses due to sanctions are correct.

The executive director of the American Chamber of Commerce (Amcham), Mr Adrian Botha, recently claimed that between 8 000 and 10 000 people, "mainly blacks", lost their jobs, or were retrenched because of the withdrawal of American companies from South Africa in 1986.

Although he subsequently said he was misquoted, and that these job losses occurred between 1984 and 1988, Mr Botha's claims remain dubious in the extreme.

Disinvestment may take, broadly speaking, two forms. It may involve the complete closure of the plant and the withdrawal of all financial assets, machinery, technology, etc. Or it may involve the sale of the plant, including all the assets, to another company.

Economic grounds

It is clear that more American companies have disinvested than companies from other countries. Some of them began withdrawing prior to the intensification of the sanctions-disinvestment campaign in 1986.

This latter fact suggests that many foreign companies were already reconsidering their South African portfolios on economic grounds before the sanctions and disinvestment campaign got off the ground.

According to Amcham, 47 American companies left South Africa in 1984 and 1985, with another 50 leaving in the course of 1986.

Impact of pullout by US firms questioned

Similarly, the value of British company investments in South Africa fell from a high of approximately R1 200 million in 1983 to about R400 million in 1986.

The long-term economic prospects of investments in SA were clearly being called into question. Yet no-one expressed concern over the fate of the workers affected by this spate of disinvestment.

One of the favourite arguments against disinvestment is that it creates unemployment and therefore, insofar as pressuring the Government into moving away from apartheid is concerned, it is counter-productive and deals the most harm to those it is meant to help — the blacks.

Contrary to the claims of the anti-disinvestment lobby, the manner in which the current wave of disinvestment occurred has had very little effect on the level of unemployment because it has seldom meant the complete closure of the operation, usually involving simply a transfer of ownership.

Very few American companies

have actually closed their operations completely, and those that have have tended to be small-scale employers. Thus, according to the Investor Responsibility Research Centre (IRRC), of the 114 American companies that withdrew between the beginning of 1986 and mid-1988, only 13 closed completely.

Of the 13, nine employed less than 20 workers; two between 21 and 50; one between 351 and 500 and one between 501 and 750. Their total workforce (excluding that of two companies for which no data is available) was 1 164.

Retain links

On the assumption that the two companies for which data is not available follow the trend and are small employers, then little more than 1 000 jobs have been lost as a direct result of American disinvestment. This amounts to only a tiny portion of the workforce affected by American disinvestment.

And a study by the IRRC showed that 50 percent of American companies that have left SA since 1986

"retain a contract, or a licensing, distribution, technological, trademark or franchise agreement with a company in South Africa".

In short, therefore, while the number of companies apparently withdrawing from SA looks significant, most of these companies have found indirect ways of retaining access to the SA market while simultaneously continuing to provide the country with the commodities and technology it needs. Consequently, few jobs will be lost as the effect of this form of disinvestment on the economy is minimal.

By mid-1988, the IRRC had accounted for 114 companies that had withdrawn from SA. A more recent report by the IRRC shows that 25 American companies withdrew from SA in 1988, and that in total 132 American companies had left by the end of 1988.

Unless some very large employers completely closed down in the interim, it is difficult to understand how 8 000 to 10 000 jobs were lost as a result of American disinvestment.

What happens very often is that the new owners and managers of the companies bought from disinvesting companies engage in a process of rationalisation involving changes to the labour process, the introduction of new technology and retrenchments. Examples of this are Ford and General Motors.

It is this process of rationalisation which creates unemployment, not disinvestment.

Rationalisation has been occurring long before the upsurge in the sanctions-disinvestment campaign, and should not be seen as a necessary outcome of disinvestment.

It is not only an exercise in conjecture, but also one of questionable logic to say that if the American owners had not sold the company to SA owners then the rationalisations would not have occurred, as Mr Botha does.

Actively destroying

The SA economy has not only been unable to create jobs throughout the 1980s, but has also been actively destroying jobs, long before the intensification of the sanctions and disinvestment campaigns.

Between 1981 and 1985, 181 634 African jobs were lost. Even if we take Mr Botha's figure of 10 000 at face value, and compare it to the increase in unemployment since 1984, of approximately 1 million, it represents about 1 percent.

Disinvestment in its current form has thus contributed negligibly to unemployment.

Jobs wanted

Because of unquantifiable hidden unemployment, it is virtually impossible to produce accurate statistics on the number of unemployed. The recent *Race Relations Survey 1987-1988* summarises facts and figures from various sources, showing the diversity

235 Fmmu
28/1/89

in estimates, especially relating to black (African) unemployment.

The highest is from former Wits social anthropology professor Jeremy Keenan and development studies researcher Mike Sarinsky, who put the number of blacks without jobs in 1988 at 5.5m-6.1m (including the homelands). The main reason the estimate is so high is their definition of unemployed, which includes workers in the informal sector and subsistence agriculture.

Their estimate is way off the official figures from Central Statistical Service (CSS). According to these, in September 1987, 1.2m blacks were unemployed. This excludes TBVC states and relates only to people who register voluntarily as unemployed to receive unemployment insurance — a much criticised definition, more appropriate abroad where incentives to register as unemployed are much greater.

How understated this is is shown by comparing economically active people (EAP) and contributors to unemployment insurance (UIF). In 1985, only 4m employees — all races — contributed to the UIF out of a total EAP of 10m (CSS estimate, excluding TBVC states). The 6m who do not contribute are not accounted for in official figures.

Iraj Abedian and Barry Standish of the school of economics at the University of Cape Town record that estimates, excluding the homelands, vary from 1.5m-4m. They say 50% of the potential EAP in the homelands are out of work.

The future looks even bleaker. Prof Philip Spies, director of the Stellenbosch Institute for Futures Research, says if the economic performance of the past 14 years is extended, 67% of the EAP will be unable to find work in SA (including the independent homelands) in the year 2000.

KwaZulu Chief Minister Mangosuthu Buthelezi claimed in July that 60 000 jobs had been lost because of the withdrawal of foreign capital and another 120 000 through production cutbacks arising from loss of overseas markets (see "Who suffers?"). ■

(325) (182)
**Plans to sue
three unions
are shelved**

B/Daw/ 31/1/81 ALAN FINE
PLANS for lawsuits against three trade unions for a total of more than R4m in damages allegedly sustained through unlawful strike actions have been dropped, at least temporarily.

Industrial relations consultant Phillip van Welbergen said last October he planned to bring actions of R2m, R1.7m and R500 000 against the Transport and General Workers' Union (TGWU), Food and Allied Workers' Union (Fawu) and Commercial, Catering and Allied Workers' Union (Ccawusa), respectively.

TGWU general secretary Jane Barrat said Van Welbergen had undertaken, during a court hearing over the reinstatement of 250 strikers dismissed by Ullman Brothers last August, not to proceed with the action.

Van Welbergen denied any such undertaking. The action had been "put on ice" in view of threats of a product boycott against the firm if the action proceeded, and a union undertaking that the new workforce would not be intimidated. He was reserving his rights if a contravention of this undertaking occurred.

A judgment on the dismissals is expected this week.

Fawu assistant general secretary Mike Madlala said Van Welbergen had recently proposed that he would withdraw the planned action in exchange for Fawu agreeing not to bring an unfair dismissal action on behalf of the 50 employees of Kwela Wholesale Meat Supply dismissed after a work stoppage in June.

Van Welbergen confirmed he had held a meeting with Fawu representatives. But Fawu, he said, had breached an undertaking of secrecy and he did not intend doing so.

Van Welbergen said the action against Ccawusa by Pyramid Distributors had also been suspended for the moment.

100 axed as Consol closes

GPE 31/1/87 Staff Reporter

CONSOL LTD, the giant Anglovaal packaging company, has closed its plastic plant in Atlantis, axing about 100 workers, a Chemical Workers' Industrial Union spokesman said yesterday.

Only one hour's notice was given to union officials and workers and the factory's machines were switched off immediately after the announcement was made last Wednesday, the spokesman said.

Company managing director Mr Dave Spindler was not available for comment yesterday.

Factory's sudden closure slammed by union

Staff Reporter

CONSOL Plastics' snap closure of its Atlantis factory and ensuing job offers to 49 of the 105 axed employees has been criticised by a Chemical Workers Industrial Union (CWIU) spokesman.

CWIU Transvaal secretary Ms Chris Bonner was reacting to company managing director Mr Dave Spindler's explanation for the factory's snap closure last Wednesday.

The union alleged that its officials and shop stewards had been given an hour's notice of the company's intention to close down the factory.

Mr Spindler said 40 jobs had been made available for 87 of the retrenched wage earners while nine of the 20 salaried employees had also been offered posts within the Consol group.

Ms Bonner slammed the 10-day notice period for the retrenched employee as inadequate adding that it was "pathetic" that workers who got jobs would have to travel 70km to Cape Town each day.

Citing economic reasons for the closure, Mr Spindler said: "We had no alternative course of action but to shut down the Atlantis operation and to pay the staff until February 3."

Shop stewards from 10 Consol plants throughout the country would be meeting later this week to discuss the closure, Ms Bonner said.

Court suspends Mwasa order

THE Pretoria Supreme Court has suspended an industrial court order forcing Perskor to reinstate about 212 workers dismissed after a strike last year.

Mr. Justice Daniels issued the order pending review proceedings into the matter on Wednesday this week.

Perskor successfully sought the suspension of an industrial court decision which ordered the company to reinstate the workers, all members of the Media Workers' Association of South Africa, dismissed after a four-day strike in June, 1988.

Should the review dismiss Perskor's application backdated wages would then be paid to the individual workers.

A MESSAGE TO OUR EMPLOYEES, GROWERS AND SUPPLIERS AND THE TULBACH COMMUNITY

FROM

SOUTH AFRICAN PRESERVING CO (PTY) LTD

SAPCO

20/6 Mrs S

4/2/09

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~~We at SAPCO~~ want to assure all of our valued employees, growers and suppliers that it is business as usual as we complete a full and normal deciduous fruit pack.

As communicated to each of you we remain committed to all our business contracts, employee benefit programmes, and social responsibility programmes.

What is most important to understand is that any further action does not necessarily mean that SAPCO canning operations will be curtailed or ceased. As further details regarding any potential sale of our company become known, we will personally advise you. In the meantime it is

Argus 4/2/89

BUSINESS AND QUALITY AS USUAL

Sincerely

THE DIRECTORS, SA PRESERVING CO (PTY) LIMITED

Cap Tjo 6/2/88
Fewer SA unemployed 335

SA EMPLOYMENT figures increased by 1% during the period from September 1987 to September 1988. According to the CSS in Pretoria, salaries and wages increased by almost 2% during the same period. The largest increase in employment, of 6.1%, since the third quarter of 1987, occurred amongst "Asians".

Eskom scale-down 'on schedule'

By Adele Baleta

Stan 11/2/89

The scaling down of Eskom operations was on schedule with two power stations closed down and about 2 000 people laid off so far, an Eskom spokesman said yesterday.

In September last year the electricity supply giant announced its intention to mothball 13 power stations and do away with 5 000 jobs in three years because of over-capacity.

Eskom spokesman Mr Peter Adams said yesterday that the coastal power stations, Umgeni in Natal and Westbank in East London, were the first of the 13 stations to close down.

The retrenchments led to a dispute between Eskom and two unions affiliated to the Congress of SA Trade Unions — the National Union of Mineworkers (NUM) and the National Union of Metalworkers of SA (Numsa) — who rejected the plan.

800 council workers sit in

MORE than 800 former employees of the Soweto Council — retrenched while on strike last year — yesterday staged a sit-in protest inside the municipality office demanding their jobs back.

the deadlock between the South African Municipal Workers Union (Samwu) and council officials over the reinstatement of the entire workforce which went on strike in June last year.

from the council's decision to reinstate some of the 4000 workers on strike, and to privatise the strike-hit cleansing department.

"We will not leave the

Their action follows

The stalemate arose

• To Page 2

Party votes

• From Page 1

municipality office until we are given our jobs back," vowed the 800 workers. A council delegation which included Soweto mayor, Mr Sam Mkhwanazi, deputy mayor Mrs Esther Mkhabela and management committee chairman Mr Mbutana Tshabalala was due to address these workers late yesterday.

Spokesman for the retrenched employees accused the council of:

- Reneging on their election promises of re-employing all the workers. The workers also said they were asked to vote for Sofasonke Party candidates who would then ensure their re-employment;
- offering jobs to Sofasonke Party supporters in the council; and
- neglecting staff problems to delve into the school situation in Soweto.

The council strike was sparked off by workers' demands for recognition of Samwu, upgrading of their salaries and dissolution of the staff association.

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CME trials 7/2/87 (335)

A day in the life of the jobless

By MARIUS BOSCH

MR Matthew Mhlauli has been unemployed for the past five years. Every morning he joins a hundred other unemployed men at the Cape Showgrounds, Goodwood, hoping to get some casual work that day.

Some mornings at least 150 men can be seen waiting for building contractors to offer them casual labour.

"It is the only work we can get," says Mr Nimrod Sigaza, a bricklayer.

Most of the men walk to the showground from their homes in the black townships every morning.

"We don't have any money to spend

on trains or buses," Mr Mhlauli said. Some days pass without any of them being offered work and they spend the day sleeping or talking.

Five years ago Mr Bill McDougall, a retired mission secretary, started a soup-kitchen to feed the men.

"About a third of them arrive at the showgrounds without any food in their stomachs," Mr McDougall said.

"The churches in Pinelands take turns to run the soup-kitchen which we have called 'Operation Inasmuch' and which operates solely on donations."

The men are given employment as building labourers, painters and gar-

deners but will take any work offered because most of them have families to support, Mr Phineas Cona, 45, said.

"I was a storeman until I was retrenched a few years ago and I haven't been able to get any employment since. I just wait and hope I might find some work today," Mr Cona said.

Mr McDougall said the soup-kitchens were at present giving more than a meal to the jobless men — they were trying to provide meals for the families as well.

Churches donate clothes to the men and sometimes it is the only clothes they get, Mr McDougall said.

But despite the efforts of the church

groups, life remains hard for the hopefuls who turn up day after day in search of gainful employment.

They have been told by police to stop loitering in the past, they say.

Some employers are good to them, giving them more money and taking them to the station after they finish work but there are also employers who "cheat" them out of money, said Mr Edmund Boy.

"They tell us that they will give us R10 and then give R2 and quickly drive away," Mr Boy said.

Donations of clothing or other goods are welcome. Mr McDougall can be contacted at 53-4279.

THE WAIT . . .



THE RUSH . . .



LEFT: Waiting for work, these men gather at the Cape Showgrounds at Goodwood every morning in the hope of being offered casual labour. Some of the men have been unemployed for several years. **RIGHT:** Unemployed men crowd the vehicle of a man looking for casual labourers. They accept any work offered at minimum fees just to earn some money.

Pictures: MARIUS BOSCH

Chemical workers strike

By Adele Baleta

More than 400 Chemical Workers Industrial Union (CWIU) members began separate strikes at G & W Base and Industrial Minerals and Anchor Rand this week over long-standing disputes at both plants, the union said.

Spokesmen for both companies have declined to comment on the matter.

In a statement yesterday the CWIU said 220 workers downed tools at G & W Base Industrial Minerals in Wadeville to back a demand for the reinstatement of a worker who was fired for observing a three day

stayaway call in June last year in protest against the Government clampdown on anti-apartheid organisations.

"The union believes the dismissal of one worker for action carried out by the entire workforce is grossly unfair," it said.

The union alleged the company was threatening to apply the new Labour Relations Act against the union in order to force striking workers to return to work.

Another 190 CWIU members went on a legal strike at Anchor Rand in Steeldale over the company's refusal to negotiate wages and working conditions, the union said.

White unions say package is 'the best' in SA

2 000 workers at Eskom retrenched — get big payout

Handwritten: (DLO) 335 Star 9/2/89

By Therese Anders
and Adele Baleta

Eskom has recently laid off 2 000 workers in a retrenchment deal costing tens of millions of rands and described by some unions as the best negotiated in South Africa.

One power station artisan with long service has received a cheque for R56 000 after tax, and the "significant number" of middle and upper managers who have taken advantage of the package could, with long service, be taking home about R100 000.

The retrenchment is the first phase of Eskom's scaling-down operation in which 13 power stations are to be shut down or mothballed because of over capacity.

More to lose jobs

A further 3 000 Eskom workers are to lose their jobs in the next three years.

White union officials have called the package the best negotiated in this country.

The major black unions — the National Union of Metalworkers of SA (Numsa) and National Union of Mineworkers (NUM) — have rejected the plan, although it is believed that many black Eskom employees who are members of these unions have applied for voluntary retrenchment and accepted Eskom's severance pay.

A black worker, formerly at an eastern Transvaal power station, is known to have received more than R20 000 and is now driving his own taxi. Eskom has refused to issue details of the package.

However, The Star has been given a copy of the retrenchment programme, which allows for either early retirement or voluntary retrenchment.

Workers are guaranteed not less than seven months' salary, plus 2½ times the amount of money they have paid to Eskom's pension fund.

For the lowest-graded Eskom workers on R600 month, the minimum they could get would be R5 000.

But pay-outs for high-salaried executives with long service could run well over R100 000 before tax.

An Eskom spokesman said that not all those employees, including managers, who had applied for the package had been granted it.

When asked if the package was regarded as the best negotiated in South Africa, he said he could not comment as he had no basis for comparison.

Unsatisfactory information

Numsa national organiser Mr Bobby Marie said: "The pay-out, although sizable, is not the issue. We are concerned about the long-term effects of the retrenchments, and the protection and development of job opportunities."

"Our dispute with Eskom is that it never gave us satisfactory information justifying the need for the retrenchments."

Mr Marie said that although some employees would benefit greatly, there were semi-skilled and unskilled workers, mostly Numsa and NUM members, who, when they lost their jobs, would find themselves without employment for a long time.

Econometrix director Dr Azar Jammie described the package as "extremely attractive".

"It is one of the best I have heard of, after the golden handshake for Members of Parliament in this country, and it compares favourably with the United Kingdom where retrenched workers often get only three months' full pay."

He said the millions said to have been paid out would not bleed the taxpayer. Eskom was self-funding and, unlike government bureaucracy, was independent of taxpayers' money.

The NUM was unavailable for comment at the time of going to press.

NUM PAIR CHALLENGE MINE DISMISSAL IN TEST CASE

TWO workers who lost their jobs during the mass dismissals at Vaal Reefs gold mine in August 1987 have asked the Supreme Court to reinstate them on the grounds that the mine failed to comply with a little-known section of the Mining Rights Act.

Samuel Kula and Job Sekwane claim Vaal Reefs contravened section 164, which states that no mine employing more than 500 people may discharge more than 20% of its workforce in any month without giving the Minister of Mineral and

Day 9/12/89
SUSAN RUSSELL

Energy Affairs written notice.

The mine admits no written notice was given but contends that the section does not apply where workers are dismissed for strike action and where the intention was to stop the closure of the mine.

Kula and Sekwane have asked the court to declare their dismissal null, void and of no effect or, alternatively, for an order compelling the mine to pay them one month's

wages — the penalty for a contravention of the section.

The application is seen as a test case. If the court finds in favour of Kula and Sekwane, NUM members dismissed during the strike could be paid out in excess of R5m.

Vaal Reefs regional GM Robert Williams said in an affidavit that at the time the decision was taken to dismiss strikers, the mine had no knowledge of the provisions of section 164 and had no intention of contravening the Act.

Argument continues today.

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Merger threat to Tulbagh workers

By RYLAND FISHER

A multi-million rand internal business deal has placed a small Boland community on tenterhooks.

The deal involves the SA Preserving Company (Sapco), owners of the major factory in Tulbagh, about 150km outside Cape Town.

Speculation about the future of the canning factory is growing among Tulbagh residents, who all have some link with the factory.

Sapco employs 765 people in the small town, mostly on a seasonal basis. For many households, it is the only source of income.

"In Tulbagh, you can work on the farms, for the state or at Sapco," said Charlotte Seageals, 43, who has worked at the factory since she was 12.

"Some people cannot even pay their rent. What will happen if the factory closes?" asked Seageals who normally works from December to April. She earns R161 a week for working from 7pm to 7am for five days.

Her husband is a railway worker. Her confusion and concern were echoed by a permanent worker, who did not want to be identified.

"We read in the newspapers about what is happening. Later we were called to a meeting but I don't think we were given the full story."

"At the moment things are going as normal, but people are worried. If this factory closes, this whole town and other towns in the area will be broken. This will be like a ghost town."

"The Tulbagh community consists of Sapco workers. If Sapco closes, all other businesses will suffer."

"Most people have worked there for more than 30 years, since the factory opened in 1954."

"Now that it is summer, the streets are full of people. In winter everything is quiet because no one has any money. Most people work on a casual or seasonal basis, about five months a year."

Pensioner Sylvester Kock, 73, has two daughters working at the factory during the summer season.

"The factory is very important. I have lived in Tulbagh before this factory opened and have seen how it has helped the people," he said.

A young worker, who did not want to be named, said he did not understand what was going on.

"We only hear rumours (One hoort maar net in windjie waai). If the factory closes, many people will lose their homes."

Amanda Adams, 21, has been working at the factory since she was 14.

"We have nowhere else to go, nothing else to do, but work at the factory."

"We have been told by some people at work that we must start saving, that the factory may close next year."

"Where will we find money to save when we already only work five months a year?"

Residents at a group of 13 houses built last year and bought with help from the company, were reluctant to speak.

"We don't know the real story yet. All we hoping for is that we will be able to keep our jobs. Otherwise we will have to give up our houses," said one of the residents.

"Meanwhile, we are working as normal."



Pensioner Sylvester Kock

Sapco managing director Mr Mike McLaughlin said they were not considering withdrawing or closing the factory.

He said Sapco was part of Del Monte and owned by the American food and tobacco company RJR Nabisco, which is currently being bought out by Kohlberg, Kravis and Roberts (KKR) for about 24-billion US dollars.

"We are not sure how it affects the situation regarding Sapco."

"We are consulting and informing workers and the Food and Allied Workers Union about developments."

"We are continuing with our community programmes and plans

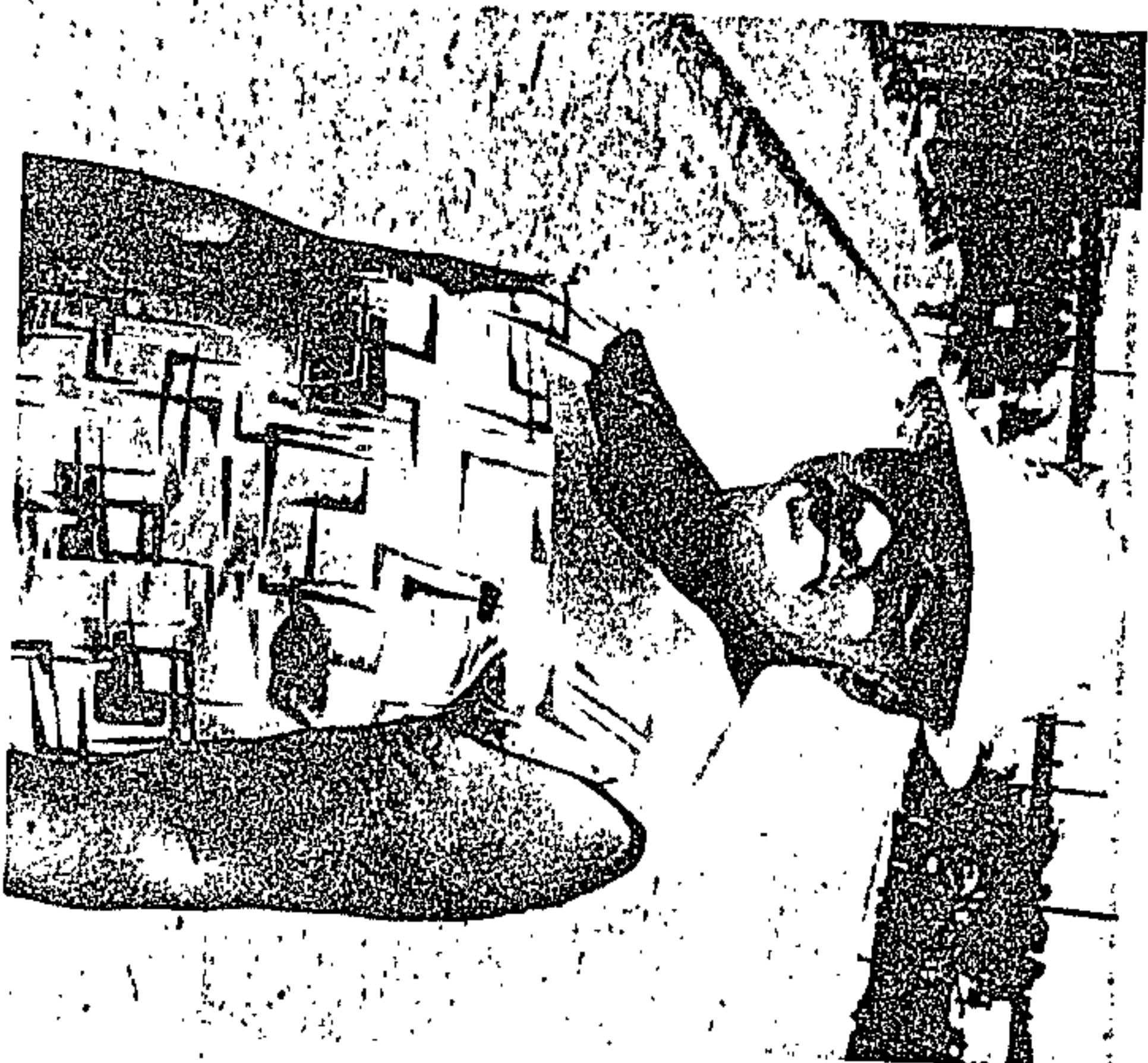
for 1989."

Sapco employs 109 permanent workers and 951 seasonal workers. The seasonal workers earn an average of R610 a month, as negotiated with the union, according to McLaughlin.

He would not say what permanent workers earned "because of the highly competitive nature of our business."

The company has operated in Tulbagh since 1960.

The community has been running a series of advertisements in local papers to assure workers and customers that the factory was not on the verge of closing.



Charlotte Seageals

Ellerines workers to face retrenchment?

Sowetan 9/2/89 335

MORE than 1 500 Ellerines employees were facing retrenchment at some of the company's stores countrywide, a spokesman for the Commercial Catering and Allied Workers' Union of South Africa said yesterday.

Mr Jackie Masuku, Ccawusa's Johannesburg branch official, said he would fight the retrenchments possibly by declaring a dispute which could lead to industrial action at Ellerines stores.

Mr Masuku said the company was retrenching workers without negotiating with the union.

But a spokesman for Ellerines, Mr Pierre de Villiers, denied that there were "organised retrenchments" at the company's stores. "We do not know what they

By LEN
MASEKO

are talking about, but we will wait for further developments," he added.

The Ccawusa official said: "Reasons for these retrenchments have not yet been advanced but are obviously emanating from the company's backward business policies.

"Unfortunately, because of all these factors, sales are lost and workers accused of being unproductive," he added.

About 200 members of the Chemical Workers' Industrial Union (CWIU) were on strike at Anchor Rand's Steeldale plant, the union said.

The strike followed management's refusal to negotiate wage increases and working conditions with the CWIU, according to the union.

Consol plant closure 'was unavoidable'

335

RICHARD BARTLETT

THE decision to close Consol's Atlantis plastics factory last week was done to ensure the long-term viability of the company's construction and agricultural products businesses, Consol Plastics MD David Spindler said yesterday.

The company could gain no advantage from keeping the factory, he said. The decision was a financially sound one that could no longer be delayed.

The 107 retrenchments that were to take place were regrettable and unavoidable, he said.

Although production was stopped on January 25, after the plant's union organiser had been informed, the plant would be closed on February 3. All employees would be paid up to this date.

The employees were not given one hour's notice as was reported by the Chemical Workers' Industrial Union (CWIU), he said.

"It is not our policy to throw people to the wolves and severance packages are being negotiated with CWIU."

Positions for 40 of the 87 retrenched wage employees would be made available at other Consol operations in the western Cape. An employment office would be set up to assist those workers left unemployed, said Spindler.

CWIU National Consol organiser Chris Bonner said the union would be meeting Consol later this week to negotiate extended employment time after close-down and a better severance package.

8/25/10/24/89
Workers in lay-off demo

Workers staged a placard demonstration at furniture manufacturer Steele Brothers yesterday to protest against the planned retrenchment of 400 workers from the Industria factory this month.

The Paper, Printing and Allied Workers' Union said its members were being laid off because the company was moving part of its operation to Garankuwa. No company comment was available.

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Store seeks R40 000 damages from union

By Mike Siluma,
Labour Reporter

In the fourth known attempt by management to use the "damages clause" in the new Labour Relations Amendment Act, the country's largest retail industry trade union, the Commercial, Catering and Allied Workers' Union (Ccawusa), has been served with a R40 000 letter of demand by an East Rand supermarket.

According to a Ccawusa spokesman, the demand was made by Benoni Spar Food Hyper after the dismissal of more than 50 workers in a retrenchment dispute last December. Ccawusa has until today to respond.

LOST PROFITS

The claim was being made in respect of profits lost during an alleged illegal strike on December 23 1988.

The union said management was accusing members of going on strike when, in fact, most of the day had been taken up by a worker-management meeting called after an approach by shop stewards in connection

with a decision to retrench 10 workers.

Workers had rejected the decision, saying management had not explored any alternatives to retrenchment.

No attempt was made to place retrenched staff at the company's new store in Pretoria, the union alleged.

The entire workforce had been dismissed after leaving the store in the face of "intimidation" by police and security guards on December 24.

Management allegedly reneged on an undertaking, made in meetings between union and company lawyers, to reinstate all workers it had accused of violence and intimidation.

The Ccawusa spokesman said the union would be bankrupted if the company went ahead with its claim.

"(The company) will just have to attach all our assets and liquidate us," said the spokesman, adding the union would contest company action.

At the time of going to press, comment from company lawyers and the police was still pending.

ne trial continues.

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Miners want jobs back

By Helen Grange

The fact that some of the 10 000 mine workers dismissed during a strike in 1987 had signed resignations did not alter the fact that Anglo American had acted unlawfully, it was said in the Rand Supreme Court yesterday.

Mr Samuel Kula and Mr Job Sekwane have asked the court to reinstate them on the grounds that Vaal Reefs Gold Mine failed to comply with a section of the Mining Rights Act.

They claim it contravened Section 164, which states that no mine employing more than 500 people may discharge more than 20 percent of its workforce in any month without giving the Minister of Mineral and Energy Affairs written notice.

Argument continues.

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C 'soldiers'

Hospital staff go to court over sackings

Star 10/2/87
The day after a Supreme Court judge ordered workers to be reinstated at the Vereeniging Hospital, 189 of them were told they had been fired. Two of them, Ms Lizzy Theletsane and Ms Sarah Maseola, have applied to have the dismiss-

al declared unlawful. The hearing is before in the Rand Supreme Court.

The application is opposed by the Administrator of the Transvaal, the Director of Hospital Services and the Vereeniging Hospital. — Staff Reporter.

PEOPLE AT THE TOP
ARE ON THE MOVE
— SEE PAGE 13

APPPOINTMENT

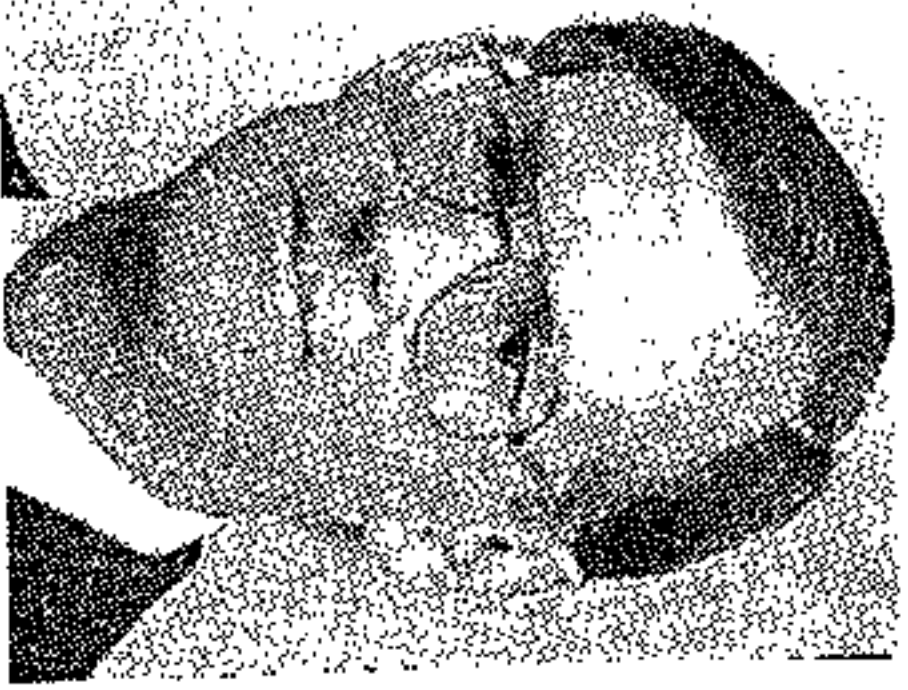
PAGES AND PAGES OF THE BEST JOBS IN SOUTH AFRICA

Short jobless surge from

PROBABLY the biggest drawback to South Africa's privatisation programme will be an increase in unemployment. But it may not last long.

In a discussion this week with Arthur Young management consulting services director Mark Franklin and privatisation consulting services senior consultant Francois Rossouw, it became clear that the obstacles to privatisation are not small.

They believe privatisation is an important move, but among other things it must be considered carefully, must go hand in hand with deregulation and must be marketed properly.



Mark Franklin... high inflation or unemployment

Mr Franklin believes privatisation will cause more efficient use of skilled staff, but this could be offset by a short-term

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S/Tues
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increase in the unemployment rate.

"In this debate we have to choose the lesser of two evils — high inflation or increased unemployment. Skilled manpower will almost undoubtedly be absorbed in other areas of the economy.

"Those who will suffer are the unskilled — and some Government and parastatal organisations employ large numbers of these people. This should be a short-term problem because many will set up their own businesses and others will move into the informal sector."

Mr Rossouw says periodic surges in unemployment may be expected as private organisations rationalise. For these people to be absorbed, privatisation will have to go hand in hand with a growing economy.

"Funds raised through privatisation must be used to promote growth and not to increase Government departments and State salaries. South African growth will have to be fuelled by import substitution or export growth.

"Disinvestment is often not political, but is caused by falling returns for international companies. If we can expand our market and lower inflation, we stand a good chance of attracting international capital."

Small wonder that the trade unions are concerned about the effects of privatisation, especially when one considers the Government's record on salary increases and department extensions.

The latest is a 15% increase at the end of the month for SA's many politicians.

Although trade unions have been remarkably passive about privatisation — apart from stressing their opposition to it — the National Union of Metalworkers of SA (Nunusa) will have to start challenging Iscor.

It is believed that Alusaf will not be far behind Iscor.

Talking on the unemployment issue at the Manpower 2000 conference in Pretoria late last year, Privatisation Minister Dawie de Villiers tried to allay the fears of unions and defuse what could be a potentially explosive situation.

The gist of his argument is that privatisation does not cause unemployment. In fact, it creates jobs because the Government can best boost the economy and thereby increase opportunities through

privatisation

privatisation and deregulation programmes.

"Market-related policies increase the efficient working of the economy. Naturally, the accompanying reorganisation and adjustment which may be part of specific privatisation can affect jobs.

"However, in the absence of essential renewal, any community is heading for a far greater loss of job opportunities."

Two other areas touched on by Mr Franklin and Mr Rossouw are the importance of making large chunks of shares available to employees, and the problems which will be encountered through culture change.

Dr De Villiers supports share ownership by employees. He says: "The greater motivation which share ownership brings

leads to better achievements, profits and growth of the undertaking. Prosperity helps to create jobs."

The culture change was dealt with by former Sanlam chairman Andreas Wassenaar at the Asocom conference in Durban last year when he said he saw public-sector personnel as a stumbling block to successful privatisation.

Mr Franklin says: "Developing new cultures in organisations which have run according to strict Government rules will be difficult. Personnel will have to adapt to free-enterprise practices which run along flexible lines.

"It cannot happen overnight, and change should be started before privatisation takes place. I see this as one of the biggest obstacles to privatisation."

Retrenchments on mines

NUM applies for conciliation boards at mines

By Mike Siluma, Labour Reporter
The National Union of Mineworkers (NUM) has applied for the establishment of conciliation boards with at least three mines following the retrenchment of its members.

The union's revelation comes in the wake of heavy job losses in South Africa's gold and coal mines. According to statistics, last year's employment levels on gold mines fell by more than 40 000 from 1987, with the workforce in the collieries declining by more than 6 000.

The decline in employment levels has been attributed to natural attrition and retrenchment, as some mines battle to contain working costs.

According to NUM assistant general

secretary Mr Marcel Golding, the NUM was "not happy" with the way retrenchments had proceeded. He accused companies of planning retrenchments over a long period of time, and then informing the union of their decisions at short notice.

"We believe that the companies have not considered union proposals of working short time and extending miners' homestay. In addition the packages offered are appallingly low. For example, gold mines have given workers a maximum of three months payment even where workers would have been employed for up to 20 years.

"The union has declared disputes with gold and coal mines and has applied for conciliation boards with some mines," said Mr Golding. He declined to give further details.

The Chamber of Mines' general manager for external relations, Mr Johann Liebenberg, confirmed that there had been a decline in the number of workers employed in the mines.

Cost pressures

He said managements in both sectors "have been under very heavy pressure to reduce working costs because they are increasing at a much higher rate than working revenue".

At least one mining house had retrenched 8 500 workers last year, he said. In addition, there had been a small number of retrenchments in other mining houses. "But by far the greatest reduction has been by the natural process where employees have terminated their services and vacancies have not been filled," added Mr Liebenberg.

"Wherever retrenchments have taken place, there have been negotiations between management and the unions concerned," he said. "Retrenchments are a last resort."

The mining industry employs about 500 000 workers.

Union dispute rages on

By LEN MASEKO

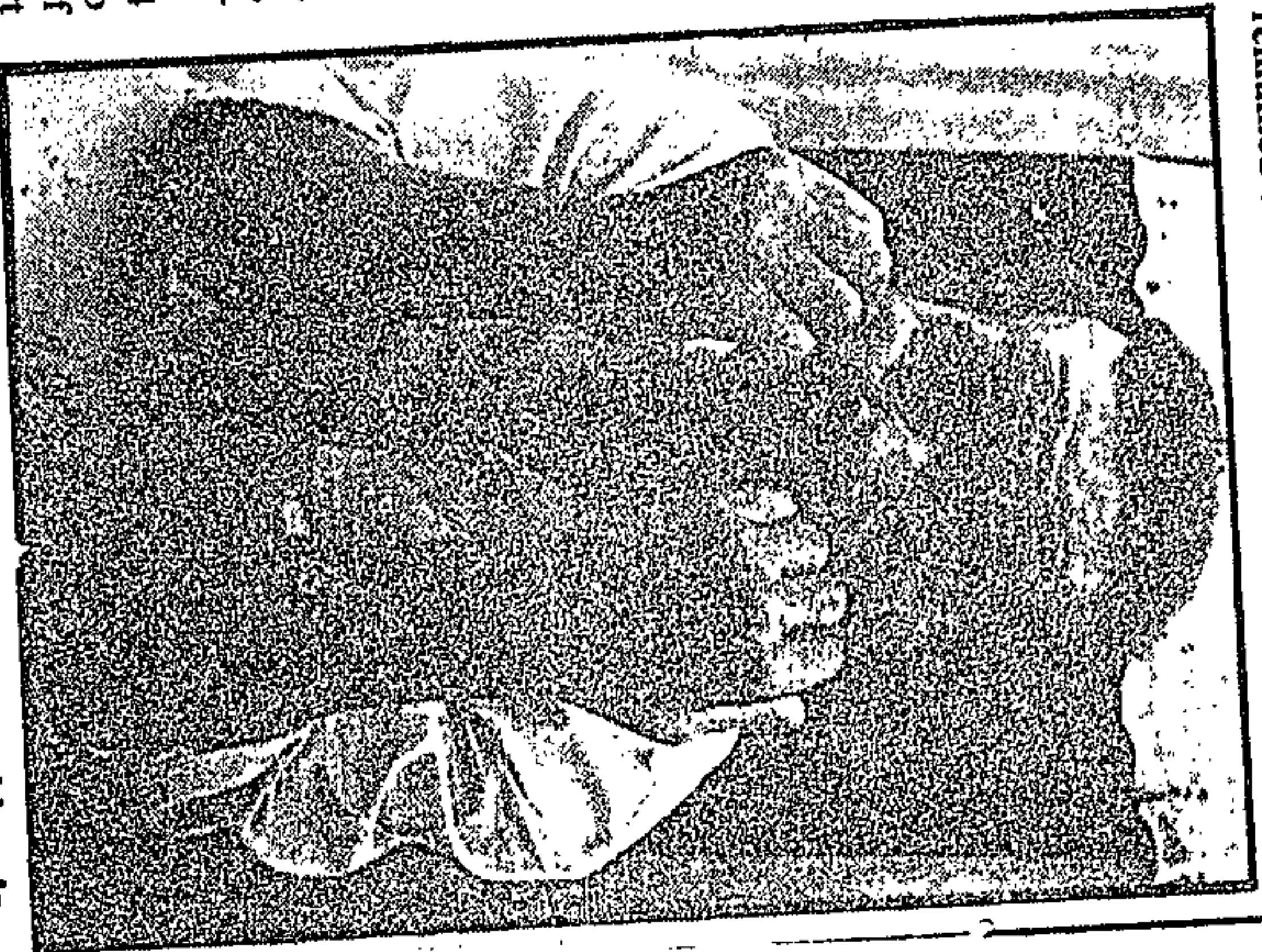
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THE dispute between the South African Black Municipal and Allied Workers' Union and Soweto Easy Loo over the dismissal of the union's members by the company remained unresolved yesterday.

The two parties have not been in contact with each other since January 10, when negotiations broke down. Talks between union officials and management stalled apparently after management insisted that 24 employees of the company had violated internal grievance procedure by engaging in a work stoppage in December last year.

Sabmawu's general secretary, Mr Phil Dlamini, has questioned Easy Loo's sincerity in resolving the three-month-old dispute, saying company owner, Mr Sam Matona, appeared reluctant to reinstate the workers.

Meanwhile the 24 workers have also accused Mr Matona of allegedly failing to report to the Department of Manpower accidents or injuries to employees while on duty at the company. As a result, they said, employees injured while on duty did not receive any benefits in terms of the Work-



Mr MKHONZA displays his chapped hands.

man's Compensation Act.

One such worker was Mr Herman Mkhonza (62), who is in pain after sustaining serious burns

on both hands apparently while working for Mr Matona's rent-a-loo company. He said the company did not provide its labourers with protective clothing.

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17/2/89.

CHANGE IN SA

Weighing options

There is little logic in two of the major campaigns for change in SA: sanctions, and support for the armed struggle. That's the view of Lawrence Schlemmer, political analyst at Wits University. He says there may be another way of mobilising for change.

"It may take longer, and need preliminary community work and perseverance, but will be more difficult to repress," writes Schlemmer in the latest edition of the South African Foundation's *SA International*.

Says Schlemmer: "The strategy of mobilisation and organisation as a basis for tough, strategic participation in available institutions and peaceful pressure have not yet been fully exploited by extra-parliamentary groups, in the era of reform apartheid since the decline of Verwoerdian rigidity.

"Certainly bannings and other forms of State repression have seriously eroded black leadership and weakened extra-parliamentary organisation, but there may well have been approaches that could have circumvented such restrictions to a substantial extent."

Schlemmer names a few alternatives to strategies for change. The US policy of "constructive engagement," he says, failed only in the context of a ludicrously short time-scale.



Wits's Schlemmer ... available avenues not exploited

Strategists for change must take potential allies in the West more seriously, and avoid pushing them beyond the norms of international behaviour. "If the West is asked to protect (or support) initiatives in SA, they must be given plausible assurance that the programmes will not sow division in either the domestic policies of those countries or within black politics in SA." It is likely to be more effective to ask the West to support negotiation initiatives, than to protect or-

FMAIL 17/2/89.

ganisations promoting mass strikes and consumer/rent boycotts, says Schlemmer.

He says he is convinced that the main use of the West could be in community mobilisation around achievable socio-economic and negotiation goals: "The eventual aim would be to assist in building a coherent and effective network of community agencies, inside or outside government administration, with which government would have to interact in securing its own goals."

An ultimate solution to SA's conflict will have to include the development of mutual respect and trust between establishment groupings and popular majority-based movements, says Schlemmer. "Quick-fix solutions or strategies that depend unduly on seeking international allies in directly damaging white interests, will be a dismal basis for future peace and prosperity."

If all this is true, says Schlemmer, then there are alternatives to sanctions and the armed struggle.

"The most appropriate role for influential external governments and organisations is to

CHIT 1/15/89

Britain's jobless 335 below 2m

Own Correspondent

LONDON: — Seasonally adjusted unemployment in Britain dipped below 2m for the first time for eight years last month to 1 988 100, the 30th consecutive month of decline.

Because of seasonal factors the actual jobless total rose by 27 774 to 2 074 312 to give an unemployment rate of 7.4%.

Mild weather helped to reduce the expected seasonal increase of 78 200 in unemployment in January, common in industries like construction, so that the adjusted figure fell by 49 300 during the month.

From the high point in July 1986, the total has dropped by 1 145 000 with a fall of 966 000 since the general election campaign of 1987.

Norman Fowler, Employment Secretary, described the breaking of the two million barrier as a "very important milestone" and said unemployment should continue to fall.

"There is no question of complacency. We want to see unemployment come down more than this."

The average fall in the unemployment register in the past six months has been 46 500 with an acceleration in the most recent three months to 56 600.

SA working towards a totally restructured economy

By AUDREY D'ANGELO
Financial Editor

SA must have a totally restructured economy which can grow at a higher rate than is now possible — "and we are working on it", the Minister of Finance, Barend du Plessis, said yesterday.

He told city business people at a meeting of the Seeff/Cape Times Executive Breakfast Club that a major, cohesive package to help SA adjust to the international situation was now emerging.

This would include the selling off of State enterprises which could be run as a business, to free funds for vital projects, the building of more black housing, which was an employment multiplier with no import content, and inward industrialization. Deregulation was a vital part of this package.

The Minister also emphasized the need to limit population growth by encouraging family planning "because if population growth is such that it devalues the growth of our economy we are not really growing at all."

If the population continued to grow at its present rate, he warned, "we face a tidal wave of job-seekers."

He gave strong hints that taxation would not have to go up to meet the increase in public service salaries, and that there might be some relief from fiscal drag.

"When I present my additional Appropriations Bill I think you will find a pleasant surprise," he said. "We promised when we increased salaries that we would be able to finance it."

The Minister also said it was necessary to protect people who were saving for their old age from the ravages of inflation, but raising the tax threshold



Barend du Plessis

meant that many more people were exempt from paying tax.

Discussing the present economic situation the Minister said the biggest challenge the SA economy had to face was operating internationally without help from a bank.

This country had not had access to international finance since 1985, and it had lost about R25 billion worth of assets in paying off debt. But, slowly, the situation was beginning to thaw.

However, in order to be able to repay foreign debt SA must have a balance of payments surplus of at least R5 billion this year. In happier times it would have been able to have a period of growth lasting until there was a deficit of from R3 billion to R4 billion before it was necessary to apply the brakes.

Now, tragically, a growth rate of 3% was too much for the capacity of the economy and it was necessary to slam on the brakes.

"We need a totally restructured economy that will grow at a higher rate than is now possible," the Minister said. "We are working on it now."

Star 21/2/89

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'Tribunal's composition unfair'

Mawu alleges improper finding

Own Correspondent

MARITZBURG — Hundreds of people jammed the Natal Supreme Court yesterday as the Metal and Allied Workers' Union asked a judge to review and set aside a decision of the Industrial Court given here in September 1987.

The Industrial Court in 1987 dismissed an application by Mawu to direct BTR Industries to recognise or negotiate with Mawu for the reinstatement of its members who had been dismissed. The dismissed workers had on average of 18 years' service.

Mawu's lawyers say that the findings and conclusion of the industrial court were such as to permit the inference that the court had not properly applied its mind to the matter.

Mawu's lawyers said in papers that factors justifying the conclusion that the participation of the chairman of the Industrial Court, Mr P E Roux, in a seminar was irregular were:

- His knowledge that the seminar he was to address was organised by Andrew Levy and Associates, who had been retained by BTR to advise the company on its dealings with Mawu.
- His knowledge that the propriety and

content of the advice tendered by Andrew Levy and Associates, and the adherence to the advice by BTR, had been a matter of controversy in the cross-examination which had preceded the seminar.

- His knowledge that BTR might call testimony from that firm on matters relevant to the issues in dispute.
- That to the knowledge of Mr Roux the seminar was of a partisan nature, aimed at identifying and debating the strategies and options of management in its relationship with labour.
- His knowledge that the seminar was to be addressed by members of the legal team engaged by BTR in the dispute with Mawu and it would not be addressed by members of Mawu's legal team or by its officials or members.
- That Mawu had clearly articulated its objections to Mr Roux's participation in the seminar before the seminar and had refused to withdraw the objections after being invited to do so by Mr Roux.
- His knowledge that Mawu and previously expressed unhappiness about the composition of the tribunal.

The matter is being opposed.

Mozambicans high and dry

The Star's Africa News Service

MAPUTO — Hundreds of would-be passengers have been left stranded by the crash of a Mozambican airline last week, according to the national news agency, AIM.

The national airline's fleet has been reduced to two planes by this and an earlier crash and domestic services have as a result been severely curtailed.

Attacks by Mozambique National Resistance rebels on road and rail traffic have made travel by these means hazardous and Mozambicans have come to rely heavily on air transport to move between the towns and cities.

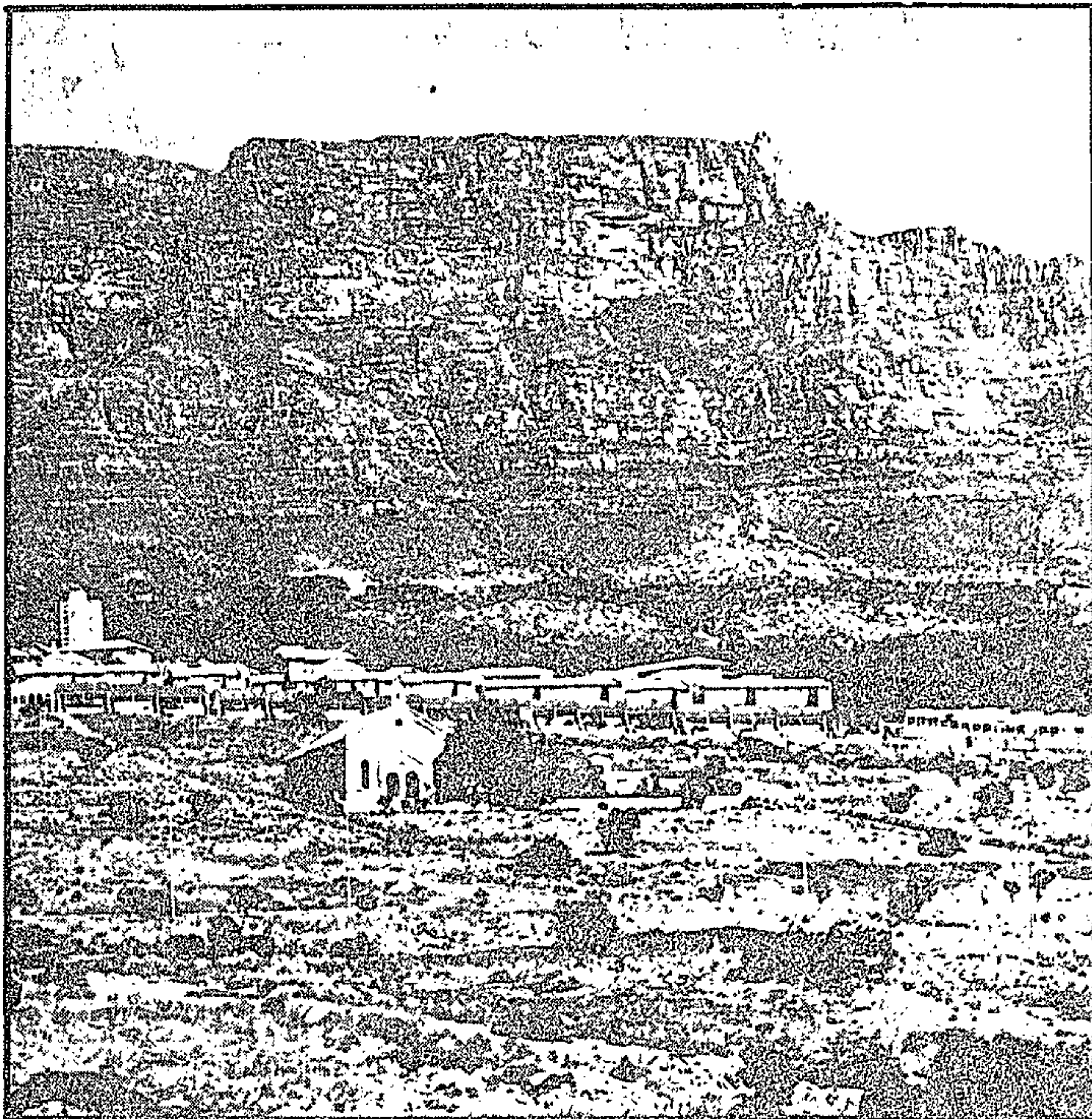
One of the four Boeing 737s operated by Mozambique Airlines, LAM, was badly damaged in a landing accident at Quelimane in March 1983 and another was damaged last week when it ran off the end of the runway at Lichinga.

The aircraft is reported to have touched down half way along the runway and the pilot was unable to stop it on the runway. It ran for 120m into the veld beyond the runway before coming to a stop, badly damaged.

The resultant reduction in LAM's domestic flights has left hundreds of passengers stranded. Many are secondary school students who normally fly at this time from their homes in outlying towns to schools in the major centres, according to AIM.

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District Six today: a wasteland whose proposed revitalisation is fraught with controversy.

Crucial role for small businesses

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MAG 21/2/89

SMALL businesses will have a crucial role in a South Africa heading towards 30 percent black unemployment in metropolitan areas, says Small Business Development Corporation managing director Dr Ben Vosloo.

Writing in the BP Social Report, Dr Vosloo says it has been shown worldwide that a vigorous and expanding small business sector is vital to a thriving economy.

Small businesses have much to recommend them, favour, he says.

They use small amounts of capital productively and tend to operate under demanding competition, and undermining monopolies. They are more labour intensive and thus provide more jobs than their "larger brethren". Finally,

they reward individual initiative.

South Africa is presently undergoing massive population growth, which is increasingly concentrated within the major urban areas.

Unemployment haunts the country — a recent survey shows that in metropolitan areas unemployment in the black workforce is rising towards 30 percent.

Large companies cannot wipe out unemployment because it costs too much for them to create a job.

Thus job seekers must increasingly look beyond the formal sector to the informal sector which may provide an estimated 30 percent of recorded gross national product.

Against this background the Small Business Development Corporation actively

works at ways of establishing and improving small business, he says.

Four key problem areas have been identified. These are access to capital, affordable business premises, advice, and a body to promote small business interests.

In trying to alleviate these problems the corporation offers a variety of financial packages and consultation services, is the leading developer of industrial and commercial business premises in black areas, and lobbies in support of small business.

But all this would be so much wasted effort if the campaign to isolate this country economically continues, he says.

Dr Vosloo warns that the economy's potential will never be realised in the face of general economic decline following sanctions.

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Jobs are like gold in the West Coast town of Atlantis. And the sudden closure last week of a plastics factory has made the chances of finding work even more difficult for hundreds of unemployed in the area. CHIARA CARTER reports.

Gundle Plastics latest to retrench

GUNDLE Plastics factory last month became the latest in a long line of Atlantis factories, including Kohler Zactics and Todays, to retrench staff.

With no prior warning the factory's 100 strong workforce joined the ranks of the West Coast town's unemployed.

Shopsteward Ronald van Wyk was one of those workers.

"I arrived to begin my shift only to be told that I no longer had a job. Since then I have been searching for work. But with so many out of work

at Atlantis it is not easy to find another job."

Van Wyk had worked at Gundle, an Anglo-Vaal subsidiary, for the past two years. Like many workers in Atlantis, he is angry.

"These companies come here for the government incentives, take what they can from the place and then leave. We weren't given any forewarning. They just switched off the machines and called people to the foreman's office," he said.

"We have rent to pay, hire purchase agreements to maintain,

families to support. And we were given 15 minutes' notice."

Katrina Diedrichs, a widow who supports nine children, takes up the story.

"We were told that the company was not making enough money. Other people were making black bags cheaper than us. The factory would have to close.

"What I can't understand is why we worked double shifts over Christmas and worked on Saturdays if no one was buying the bags."

Faced with a fait accompli, the

Chemical Workers Industrial Union negotiated severance pay with the company.

Workers received R150 for each year of service and three weeks wages.

CWIU also negotiated for the company to write off study and housing loans and to try through the Chamber of Commerce to find jobs for the retrenched workers.

This was more important than money to many of the Gundle workers. In Atlantis jobs are like

Jobs worth gold in Atlantis

BERENITA Jantjies leaves her home at sunrise every morning to walk the five kilometres from her house in Saxon Sea to the Atlantis industrial area.

There she joins scores of other jobseekers in a trek from factory to factory in the hope of finding work.

"It's humiliating to do this," said the school-leaver who has been searching for work for the past two months.

"It's far to walk from Saxon Sea but we can't afford taxi fares. By the time we get here we are already exhausted. Then we go to all the same factories, wait in the hot sun and are told not today, come back tomorrow.

"We can't afford to spend R5 to travel to Cape Town on the off chance we might find work there. We are stuck here."

Other hopefuls waiting outside the Tedelex factory agreed with Jantjies but would not give their names for fear of spoiling their employment chances.

"There are lots of unemployed people here," said a middle aged man who has been unemployed since last year.

"Factories can take their pick. If you are viewed as a troublemaker, you don't stand much chance.

Desperate

"Workers have very little say in Atlantis. You have to be grateful you have a job. The unions aren't very strong so there isn't much we can do."

"First the companies say your qualifications are too high, then they say they are too low," said another

man, who had just been told that with a Standard Eight he was overqualified for a labourer's job.

"I am desperate. I will do anything. I have three children and owe money for rent, water and electricity. My children have to eat.

"Many of these companies bus workers in from the city. They don't employ local people.

"They come here to get rich and then leave and we are poorer than before."

A woman standing in the shade of a tree outside the factory said: "I lost my job when I went on maternity leave. I was told to reapply. When I did they said there was no work for me."

Advice office worker Sybil McKinna experiences the spin-off of Atlantis's unemployment problem.

Everyday she deals with repossession cases and her desk is littered with the case histories of people who have fallen behind in rent, water and electricity payments.

Electricity arrears in Atlantis reached such a crisis point that the council is now busy introducing a system where people sign a document committing them to pay a lump sum plus arrears per month.

"Once they have paid that there isn't much over. Then the children go hungry," says McKinna.

"It is not possible to tackle all the problems of Atlantis. Poverty means a vast range of social problems including a very high crime rate.

"Atlantis was designed as a model of decentralisation but for many the town has turned out to be a nightmare.

"Factories continually close down and the unemployed have little prospect of finding work," said McKinna.



Children around a bread-slicing machine hoping to collect some of the crumbs

A ray of hope

A RAY of hope for workers in Atlantis is a project planned by the Garment and Allied Workers' Union (Gawu) for unemployed workers.

Gawu organiser Fred Wyngaard said the union hopes to institute the project to tackle the unemployment problem.

Possible functions of the project would be the collection of funds for the unemployed at factories, research into retrenchment in the area and investigation of the feasibility of a co-operative.

Gawu is hoping to work on the issue with the other major unions in Atlantis - the National Union of Metalworkers of South Africa, the Amalgamated Clothing and Textile Workers Union of South Africa, the Food and Allied Workers Union and the Chemical Workers Industrial Union.

Numsa organiser Fred Petersen said the union is organised in several large factories in the area and elsewhere in the West Coast.

A major problem was that many plants were small.

Workers often lacked union experience and there existed a low level of politicisation especially in the outlying areas.

20 axed at ADE

23/2-1/3/89.
By CHIARA CARTER (335) (335) (335) always
TWENTY Atlantis Diesel Engineering workers were dismissed last week after they refused to work until management took action against a supervisor whom they claimed was drunk.

According to a spokesperson for the National Union of Metalworkers of South Africa (Numsa), the workers alleged that when they arrived to begin their shift on Monday evening a night supervisor was visibly intoxicated.

In terms of the company's safety procedures any worker suspected drunk is sent for a test.

When the workers asked the foreman to send Richter for a test the foreman refused.

Racial discrimination

The workers were unhappy because they felt the decision not to test Richter was a case of racial discrimination.

They decided after their tea break not to continue working until management took action against Richter.

The departmental head and a Numsa shopsteward came to the plant.

According to ADE public affairs manager Mike Eaton, the workers were repeatedly warned the work stoppage was illegal but continued to refuse to return to work.

A disciplinary hearing the next day found that the stoppage was illegal and the workers were therefore dismissed.

Eaton said no trade union issues were involved in the stoppage and production had immediately resumed.

He denied that Richter had been protected, saying that the company's safety procedures applied to all equally.

"Healthy industrial relations has always existed at ADE and management is satisfied the dismissals were fair," he said.

All workers would receive their full wages and leave pay due to them.

Numsa is considering appealing against the dismissals.

Indaba call for education

WITH a 60% unemployment rate predicted for the Natal region by the year 2000, SA could become a country divided between the educated and prosperous and the uneducated and poor, said KwaZulu Natal Indaba director Johan van Zijl.

He was speaking on his return last week from a visit to the US and Israel where he found parallels in both country's education systems with those in SA.

He said education standards in the US were widely regarded as being atrocious, with major corporations spending \$25bn annually to teach employees skills they should have learned at school.

The US pattern of local control over education corresponded with the Indaba's education policy which favoured the devolution of power to parents and communities.

PETER DELMAR

ba's education policy which favoured the devolution of power to parents and communities.

Economic status outweighed race and all other factors in accounting for differences in achievement levels and the school drop-out rate was most closely linked to pupil:teacher ratios rather than to teacher salary levels or per capita expenditure on education.

Israel was striving to overcome educational inequalities experienced by the Arab community, through the promotion of early childhood learning and enrichment programmes which had produced positive results.

Van Zijl said this concept deserved local attention.

Troubled GBS retrenches 56 staff

GBS Holdings has retrenched 56 employees at sales divisions around the country in a move which suggests that new controlling shareholder Murray & Roberts is applying strict measures to save the troubled computer and information systems group.

M & R executive chairman and GBS non-executive director Richard du Plessis confirmed yesterday the retrenchment of 14% of the group's 400 staff, saying adverse trading conditions and major short-term cash-flow problems had necessitated the decision.

GBS has been experiencing financial difficulties for some time. Last June's

LESLEY LAMBERT 335

annual results showed a drop in distributable earnings from R2,8m to R425 000. A massive stock build-up sent total interest-bearing debt soaring from R648 000 to R9,7m. 5/10/72 3/1/79

Staff motivational problems appeared to have been exacerbated by the defection in December of a number of senior executives to major competitor Silicon.

In a statement yesterday Du Plessis said he was confident that, with restructuring and reduction of overheads, GBS could sustain a viable operation.

Star 3/3/89

Strikers are to go to court

At least 136 Food and Allied Workers' Union (Fawu) members who were allegedly unfairly dismissed by Champion Mills in Kroonstad are to take legal action.

A Fawu branch organiser for the Free State town said the union declared a dispute with the management last year when the company refused to renew its "recognition" agreement.

A company spokesman said he would not comment.

The union applied for a conciliation board hearing and members went on a legal strike on September 7 after a ballot.

"Workers slept on the premises that night and were evicted by the management with the help of police on September 7," the union organiser said.

He added that Fawu was taking legal action and would meet the management at the Industrial Court on March 29. — Staff Reporter.

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Deadlock between Beares, workers on layoffs

By GUGU KUNENE

TALKS between the Commercial, Catering and Allied Workers' Union of SA (Ccawusa) and Beares Group have reached a deadlock following the retrenchment of 163 workers.

The deadlock occurred at the parties' fourth meeting where, Ccawusa said, substantial ground had been covered in attempts to work out alternatives to retrenchments. But the union and Beares did not agree on targets for outdoor and indoor salespeople.

Beares had proposed that if a salesperson did not reach the target after three months he would be dismissed with two weeks' notice.

But the union was totally opposed to this proposal as it would be "waiving" its legal rights to challenge unfair dismissal on the grounds of poor work performance.

Ccawusa regional secretary Important Mkhize said the company was in a good position to absorb costs involved in any scheme designed to avoid retrenchment in light of the enormous profits it had made last year.

Mkhize said the union had information that had been carefully researched after Beares refused to disclose its financial information and other relevant information.

According to that research, the Beares Group had reserves totalling R76,4-million at June 30 last year. The union said this could be used in the interest of workers. "In the light of this information, retrenchments at Beares Group are not justified."

BTR hearing draws to end

Workers still strong 4 years after dismissal

Ches

CP Correspondent

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5/3/89

THE long-running battle between British multinational BTR Industries and 1 000 workers who were dismissed three years ago continued in the Maritzburg Supreme Court this week.

The workers – most of whom are residents of Mpophomeni, near Howick – are hoping that after the review, the case will be referred back to the Industrial Court which will reverse its decision of September 1987 not to reinstate them.

The Industrial Court dismissed an application by Mawu – which has since merged into the National Union of Metalworkers of SA – to direct BTR Industries to recognise or negotiate with Mawu for the re-instatement of its members who were dismissed. The dismissed workers had on average 18 years' service.

The dismissals were a result of a strike related to BTR's refusal to recognise Mawu.

However, Inkatha's labour wing, the United Workers Union of SA, was recognised by the company only eight months after it started organising among non-union members.

The workers' battle has since been fought through the Industrial Court, stayaways, sympathy strikes and international pressure through picketing where the company has factories.

From the beginning the battle was destined to become protracted, because the dispute affected the whole community.

Mpophomeni is virtually a BTR Industries' township, as the multinational employs more than two thirds of the workforce. After the firings, dismissed workers had nowhere to look for work.

Besides the practise of blacklisting workers who participated in the strike, influx control prevented workers from finding work at other places.

BTR Industries has an international reputation for being tough on unions. At the time of Howick strike, the company had recently fired hundreds of workers in Trinidad in the Caribbean and in the UK.

Violence followed the Mpophomeni dismissal

sals as workers tried to stop "scabs" from taking their jobs.

Political organisations stepped into the dispute, fuelling the violence raging in nearby Maritzburg – where the "scabs" came from.

Two Mawu unionists, Phineas Sibiya and Simon Ngubane, were killed and a subsequent inquest found several Inkatha members responsible for their deaths.

Wendy Leeb, of the Centre for Adult Education at the University of Natal, who conducted a survey in Mpophomeni said: "By August 1986, 22 percent of households in the township had an income of less than R100 a month. By May last year this had crept up to 31 percent.

"Many of the breadwinners are domestic workers whose net income is between R60 and R80 a month. It is inconceivable that this source of income can begin to support families of six or seven people."

Leeb found that many children were suffering from kwashiorkor.

Added to the problem was a massive influx of refugees, fleeing the violence in Maritzburg, who compounded the problems and were a drain on the already impoverished township.

More than 1,000 displaced people had

moved to Mpophomeni in 18 months, and in one place 107 refugees were living in three houses.

Since their dismissal the BTR workers have formed a co-operative, the Sarmcol – the company's former name – Workers' Co-operative, which has established an agricultural project and a T-shirt printing concern.

The workers have also formed a theatre group and have already put on three successful productions – *The Long March*, the *Sister of the Long March* and *Bambatha's Children*.

The workers' co-operative, assisted by trained health workers, is also keeping a check on children to stem malnutrition.

During the past week, 150 elected worker representatives travelled daily to the Maritzburg Supreme Court to monitor court proceedings.

It is estimated that R2-million would have been spent at the end of the court dispute.

The Industrial Court records include exhibits, affidavits pleas and annexures running to more than 10 000 pages and these form part of the present case.

Judge Didcott adjourned the hearing until today, when he is expected to give judgment.

Sid 5	2 494	5 538	3	Medical schools: doctors qualified
Sid 6	2 605	5 935	—	
Sid 7	2 566	6 163	—	15. Mr S S VAN DER MERWE asked the Minister of Education and Culture:
Sid 8	2 691	6 724	—	
Sid 9	2 406	6 345	—	How many students in each race group qualified as doctors at the end of 1987 at each specified medical school falling under the control of his Department?
Sid 10	2 223	5 790	—	
Cape	A*	E*	G*	
Grd (i)	11 534	7 280	6	
Grd (ii)	10 709	6 831	7	
Sid 1	10 287	6 444	4	
Sid 2	10 451	6 442	5	
Sid 3	10 539	6 415	7	
Sid 4	10 906	6 581	7	
Sid 5	10 721	6 791	—	
Sid 6	11 308	7 302	—	
Sid 7	11 441	7 643	—	
Sid 8	11 714	7 814	—	
Sid 9	11 232	7 622	—	
Sid 10	10 209	6 833	—	
Special Class	3 265	1 255	—	
Special School	2 612	—	—	
OFS	A*	E*	G*	
Grd (i)	5 853	596	—	
Grd (ii)	5 372	619	—	
Sid 1	5 382	576	—	
Sid 2	5 220	602	—	
Sid 3	5 314	581	—	
Sid 4	5 316	645	—	
Sid 5	5 339	662	—	
Sid 6	5 571	724	—	
Sid 7	5 288	740	—	
Sid 8	5 396	690	—	
Sid 9	5 135	639	—	
Sid 10	4 598	588	—	
Special Education	2 617	154	—	
Transvaal	A*	E*	G*	
Grd (i)	31 590	13 435	—	
Grd (ii)	28 753	12 213	—	
Sid 1	26 998	11 866	—	
Sid 2	27 178	11 689	—	
Sid 3	28 043	11 780	—	
Sid 4	28 260	12 411	—	
Sid 5	29 036	12 814	—	
Sid 6	31 117	13 703	—	
Sid 7	30 252	13 714	—	
Sid 8	28 938	13 614	—	
Sid 9	27 176	12 623	—	
Sid 10	24 457	10 933	—	
Special Class	2 558	398	—	
Special School	8 870	2 251	—	
Aid Class	1 032	567	—	

*A = Afrikaans *E = English *G = German

Natal	335	335	335	335
yes, Physical Science	1	1	1	1
Mathematics	1	1	1	1
Orange Free State	1	1	1	1
no, (as at 1989-02-22), Transvaal	1	1	1	1
yes, Physical Science	3	3	3	3
Mathematics	1	1	1	1
Physical Education	2	2	2	2
Geography	3	3	3	3
Afrikaans	2	2	2	2
Economics	1	1	1	1
Domestic Science	1	1	1	1
Art	1	1	1	1
Accountancy	2	2	2	2
Motor Mechanics	1	1	1	1
Fitting and Turning	1	1	1	1
Technical Drawing	2	2	2	2
Instrumental Music	2	2	2	2
Wordwork	1	1	1	1
1 (as at 1989-02-20).	1	1	1	1

Teachers made redundant/employed in other capacities

18. Mr J B DER VAN GEND asked the Minister of Education and Culture:

- (1) Whether any (a) high and (b) primary school teachers employed by (i) his Department and (ii) each of the provincial education departments were made redundant in 1988; if so, how many in each case in each province;
- (2) whether any of these teachers were subsequently employed in another capacity within his Department; if so, (a) how many and (b) in what capacity was each of these teachers employed in each province?

B204E

The MINISTER OF EDUCATION AND CULTURE:

(1) Yes,	(a)	(b)
(i) Head Office*	—	—
(ii) Cape	88	206
Natal	3	—
Orange Free State	—	—
Transvaal	6	14

*Head office does not employ teachers in a teaching capacity.

(2) Head office

(a) and (b) fall away,

Cape, Natal and OFS

no,

(a) and (b) fall away,

Transvaal

yes,

(a) 20,

(b) as teachers on post level 1.

Pupils: total enrolment

19. Mr J B DER VAN GEND asked the Minister of Education and Culture:

What total number of pupils enrolled in 1989 in (a) primary and (b) secondary schools in each specified region of each education department falling under the control of his Department?

B205E

The MINISTER OF EDUCATION AND CULTURE:

Cape** (a) 117 035 (b) 108 092

Natal

OFS (Region)

27	784	834
33	583	377
53	4 258	3 172
62	7 034	4 877
63	5 852	4 109
64	10 969	6 715
65	10 544	9 148
66	2 950	1 579
80	53	0

Transvaal (Region)

East Rand	44 657	29 333
Central Rand	38 566	31 195
Eastern Transvaal	37 271	23 719
Far Northern Transvaal	18 082	12 663
Western Transvaal	24 812	19 599
Northern Transvaal	53 570	39 419
Southern Transvaal	40 013	26 129
West Rand	33 334	21 221

* Information is not available.

** The Cape is not divided into regions.

Amund.

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TUESDAY, 7 MARCH 1989

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tion on a pesticide rests with the Registrar of Act 36 of 1947 and the Minister of Agriculture.

- (2) Yes, the research findings are available to members of the public. In the form of scientific publications and scientific project reports.

- (3) Yes, the research is of an ongoing nature, but according to thoroughly planned programmes that are dealt with in order of priority, taking into account the available manpower, equipment and funds. This programme involves 10 Research workers, 9 research Technicians and 4 research assistants. The budget for the financial year 1988/89 is R700 000 of which R307 000 is used for current expenditures. Nineteen research facets are conducted in this programme.

For written reply:

General Affairs:

Apprentices indentured

16. Mr J B DER VAN GEND asked the Minister of Communications:

- (a) How many (i) White, (ii) Indian, (iii) Coloured and (iv) Black apprentices were indentured to his Department, and (b) in which trades were they indentured, as at 31 December 1988?

B70E

The MINISTER OF COMMUNICATIONS:

- (a) (i) 51, and
(ii), (iii) and (iv) none; and
(b) motor mechanic (petrol) (10),
motor mechanic (diesel) (3),
painter/decorator (11),
carpenter (17),
plumber (1),
panelbeater (1), and
welder (8).

Technicians/postmen: resignations

17. Mr J B DER VAN GEND asked the Minister of Communications:

- (a) How many employees in his Department resigned in 1988 and (b) how many such employees were (i) technicians and (ii) postmen?

B71E

HOUSE OF ASSEMBLY

Amund.

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TUESDAY, 7 MARCH 1989

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Waiter, Inspector of Uniformed Staff, Senior Housekeeper, Museum Design Artist, Senior Caretaker, Human Resources Officer, Cook, Senior Foreman, Internal Auditor, Senior Stores Foreman, Cost Investigation Officer, Foreman, Senior Security Officer, Design Artist, Security Officer.

Hospitals: beds needed/available

19. Dr M S BARNARD asked the Minister of National Health and Population Development: How many hospital beds were (a) available and (b) needed for (i) White and (ii) non-White patients in hospitals falling under the control of his Department as at 31 December 1988?

B73E

The MINISTER OF NATIONAL HEALTH AND POPULATION DEVELOPMENT:

- (a) Medunsa Dental Hospital
(i) and (ii) 10 beds,
(b) (i) and (ii) no additional beds.

Sandton: additional post offices/postal services

23. Mr D J DALLING asked the Minister of Communications:

Whether it is the intention to provide any additional (a) post offices and (b) postal services in the Sandton area in 1989; if so, (i) where, (ii) what services, and (iii) when, in each case?

B78E

The MINISTER OF COMMUNICATIONS:

- (a) No;
(b) yes;
(i) Linbro Park and Sandton;
(ii) Linbro Park: The provision of a mail collection unit, and Sandton: The relocation of the existing post boxes to a separate lobby in the parking area of the same complex and the provision of an additional 1 500 post boxes; and
(iii) Linbro Park and Sandton: October 1989.
The following additional services are

planned for the Sandton area for completion later than 1989:

- (i) The construction of a new departmental post office with 2 000 private post boxes in Wendywood to replace the existing hired premises. The estimated date of completion is September 1990.

- (ii) The establishment of a post office in Morningside. A departmental building is envisaged and a site has been identified. Negotiations for the purchasing thereof are underway.

Note:

In a written reply furnished in response to question No 130 on 15 March 1988, it was envisaged that a new departmental post office in Wendywood would be constructed during 1989. The project has unfortunately been unavoidably delayed as a result of changes in the planning of the building.

Telephone services: applications outstanding

47. Mr D J DALLING asked the Minister of Communications:

- (1) How many applications for telephone services were outstanding in respect of (a) the exchanges of (i) Bryanston, (ii) Randburg, (iii) Benmore Gardens, (iv) Kelvin, (v) Bramley, (vi) Rosebank and (vii) Sunninghill Park, and (b) any other exchanges serving the Sandton constituency, as at 31 December 1988;

- (2) when is it anticipated that the backlog in respect of each exchange will be eliminated;

- (3) What steps are being taken to satisfy the demand for telephones in respect of each such exchange?

B96E

The MINISTER OF COMMUNICATIONS:

- (1) (a) (i) 157,
(ii) 606,
(iii) 155,
(iv) 114,
(v) 146,
(vi) 136.

HOUSE OF ASSEMBLY

Bank's view is questioned

High interest a threat to jobs, says economist

By Dan 8/3/87

335

HIGH real interest rates — as advocated by the Reserve Bank — should be avoided because they lead to unemployment, Senbank chief economist Johann du Pisanie says in the bank's latest economic review.

His criticism of high inflation-adjusted interest rates follows Reserve Bank deputy governor Jan Lombard's assertion earlier this month that SA's central bank should have "as its overriding objective" the maintenance of relatively high and stable real rates of interest.

Lombard said this was necessary because capital had increasingly become a scarce factor of production, particularly in relation to the availability of manpower.

Du Pisanie says, however, the percentage increase in total non-agricultural job opportunities peaked in 1974 when the real prime rate reached its lowest — negative — point.

"The conventional wisdom that negative real interest rates destroy job opportunities is based on the argument that such interest rates encourage excessive use of capital goods at the expense of labour," he says.

This argument rests on the assumption that interest represents the price of capital goods and that capital goods and labour are substitutes for each other

SYLVIA DU PLESSIS

and not complementary inputs.

Both these assumptions are questionable, says Du Pisanie. "Interest is an amount that debtors are prepared to pay in order to bring forward their spending and which creditors are prepared to accept in exchange for postponing their spending."

He says credit is used to finance not only the purchase of capital goods — households often incur debt to finance consumption, while businesses use credit to finance current expenditure, including salaries and wages.

Discourage

"Thus a rise in interest rates not only discourages the use of capital goods, but employment of workers."

Rising interest rates will discourage employment "all the more" if an employer is already deeply in debt, because retrenchments, rather than price increases or limiting current materials, is the option most are likely to choose.

Du Pisanie says the assumption that capital goods and labour are substitutes for each other is also not always valid.

"With very few exceptions, total job opportunities in the non-agricultural sectors have increased whenever the total capital stock at constant 1985 prices in these sectors has risen."

Dominees on the dole

335
Smith
9-15/3/87

A JOBS crisis has hit the NG Sendingkerk with 17 recently-ordained dominees unable to find work.

They include Kraaifontein priest Eric Adolph, who has five degrees, including a masters degree from an American university.

Adolph and Rev Denzil Oliphant, of Cradock, have written to the church leadership asking them to address the situation.

The crisis has led to a call by church moderator Dr Allan Boesak for the church to consider reviewing its policy of congregations choosing and paying their own ministers.

"With a central fund, we may be able to solve this problem," said Boesak.

Adolph, 33, a father of two, has been without work for a year.

Despite the jobs crisis, some congregations still chose white ministers, he said.

"A white minister is not capable of serving

my people better than I would because he has never suffered under apartheid."

Oliphant, 29, has been without work since graduating in 1987, after six years at the University of the Western Cape.

He does part-time chaplain duty at Tygerberg Hospital.

"One is hoping against hope. It appears the situation is not going to improve soon," he said.

He said some ministers with big congregations were selfish and reluctant to use newly qualified ministers.

"It's impossible for a minister to do his job properly with a big congregation. Yet people claim there are no jobs for us."

Oliphant said he was still paying back a study loan to the church. He is required to make a monthly payment of R65 for five years.

"This is highly depressing. All those years were wasted. Something has to be done

urgently."

Approached for comment, Boesak said he could understand people being bitter about not finding work.

"I deeply regret that they have decided to go to the press with something that is an internal problem in the church," he said.

"It is something we cannot do much about. We have repeatedly identified it as a crisis and we are doing what we can within certain confines."

Boesak said 17 candidates still had to find work after several were admitted in November and February.

"Our church does not work like some other churches. I do not have the power to place ministers."

"Local church councils decide whether to call a minister and whether they will be able to pay him."

"To attack the church leadership in this instance is wrong."

Responding to the use of white ministers, Boesak said throughout the church's history it had had a system allowing it to call ministers from the white NG Kerk.

"There is a growing call that ministers from the white church who would be used by our church should complete their training in our church. The synod will have to decide on this."

"However, some white congregations offer to subsidise some of our poorer congregations on condition that they employ a white minister."

"I have attacked the white church many times on this issue. But there is nothing anyone can do if a local church council decides to take this option."

"The only thing to do is ensure that this issue is placed on the agenda for next year's synod."

Boesak said that in an attempt to address the issue the church's synod had decided that, if necessary, a minister could do another job to help subsidise his salary.

"What else can we do, apart from saying that we need to raise a special central fund to pay ministers. This is still being considered."

He said ministers had to repay their loans only if they had jobs.

"If they do not have work, they can write a letter to explain. No one has been forced to repay their loans."

Professor OD Cloete of UWC's Faculty of Theology said many congregations, especially those in the rural areas, were poor and unable to support their priests.

"In many instances, where white congregations had to support the black congregations, they have withdrawn this support."

"Some black congregations have declined the support if it appeared to serve as a leverage of political influence."

Former UWC student leader Rev Llewellyn MacMasters said he hoped the inability of some priests to find work should be seen as a priority for the church.



MEETING

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THE TRUTH
threatened by forced

and organisations.

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Catholics for service in Southern Africa

"CATHOLICS FOR SERVICE is a call to the laity from the Catholic Bishops of Southern Africa. It is a programme which seeks to respond to the needs of the Church, particularly the Church in rural areas, by offering mature, skilled women and men the opportunity to serve the Church on contract for periods of two years"

TEACHERS

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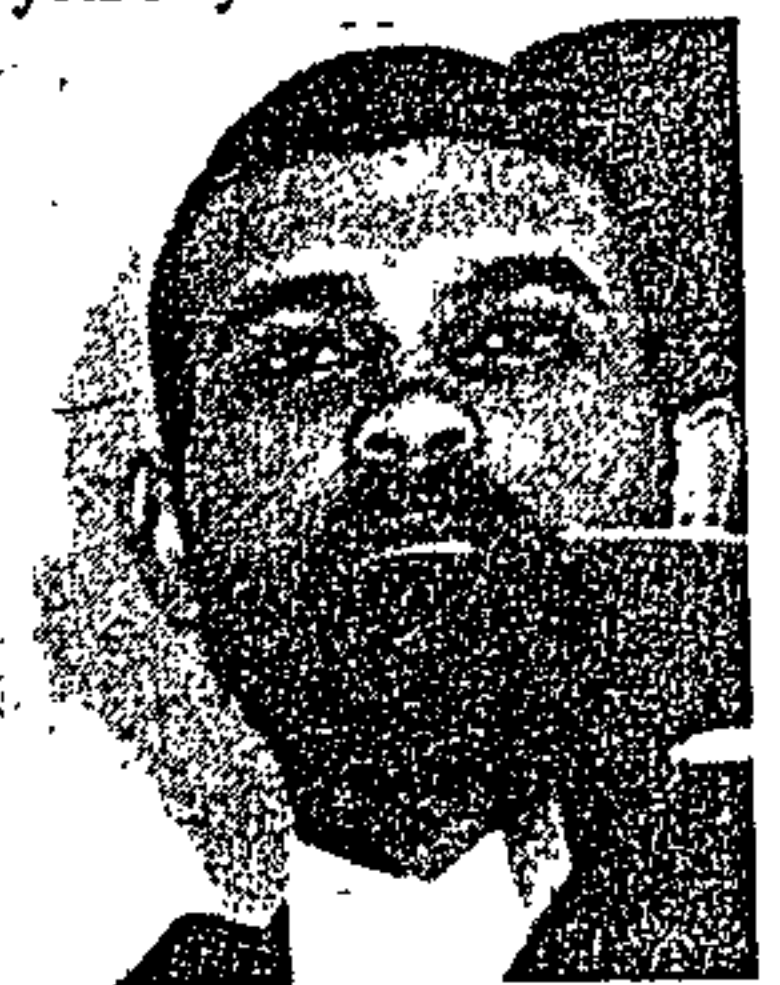
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Kraaifontein priest
Eric Adolph

HOUSE OF REPRESENTATIVES

QUESTIONS

†Indicates translated version.

For written reply:

General Affairs:

Sheltered employment: institutions

5. Mr W J DIETRICH asked the Minister of Manpower:

- (1) (a) How many institutions providing sheltered employment were there in the Republic as at the latest specified date for which information is available, (b) what are their names, (c) where is each situated and (d) which of them are viable;
- (2) whether any of these institutions are non-racial; if not, why not; if so, (a) how many and (b) what are their names?

C20E

The ACTING MINISTER OF MANPOWER:

- (1) (a) 13 as at 28 February 1989
(b) and (c):

- (i) Service Products Bloemfontein.
(ii) Service Products Crown Mines, Johannesburg.

(iii) Service Products Durban.

(iv) Service Products East London.

(v) Service Products Epping, Cape Town.

(vi) Service Products Johannesburg.

(vii) Service Products Kimberley.

(viii) Service Products N'Dabeni, Cape Town.

(ix) Service Products Pietermaritzburg.

(x) Service Products Port Elizabeth.

(xi) Service Products Potchefstroom.

(xii) Service Products Pretoria.

(xiii) Service Products Rand, Industria, Johannesburg.

(d) All of them are viable.

(2) (a) and (b) Yes, all of them.

Note: The above-mentioned information is in respect only of institutions falling under the Department of Manpower.

HOUSE OF DELEGATES

QUESTIONS

Precedence given to question for oral reply pursuant to Resolution adopted by this House today.

†Indicates translated version.

For oral reply:

General Affairs:

Natal provincial hospitals: tariff increase

*1. Mr M RAJAB asked the Minister of National Health and Population Development:

- (1) Whether tariffs at Natal Provincial hospitals are to be increased; if so, (a) what tariffs are affected and (b) (i) by how much will they be increased, and (ii) when, in each case;
- (2) whether he has received any representations in this regard; if so, (a) from whom and (b) what was the purport of each of these representations?

D15E

The MINISTER OF NATIONAL HEALTH AND POPULATION DEVELOPMENT:

- (1) Yes;
- (a) all tariffs are affected by the increase with the exception of the out-patient charge for persons earning less than R251,00 per month, this tariff remains at R2,00 per visit.
- (b) (i) the tariffs will be increased by varying amounts but the overall average is 20%. Notwithstanding, these tariffs are still considerably less than the approved medical aid tariffs.
- (ii) the new tariffs will be applicable with effect from 1 April 1989;
- (2) no, (a) and (b) fall away.

Mr M RAJAB: Mr Chairman, arising from the hon the Minister's reply, could I ask him whether in fact he would be prepared to make any concessions for pensioners in that regard?

The MINISTER: Mr Chairman, the question as

far as pensioners are concerned is the same as it has always been. Those that are on welfare get free medical treatment, as the hon member knows. The same sliding rule applies to those who receive civil pensions.

Does the hon member understand the difference between those on civil pensions and those on welfare? Welfare pensioners get their pensions from the Department of Health and Welfare, while civil pensioners are those who obtain their pensions either as a result of work which has been done over the years in one of the State departments, at universities or at provincial administrations or from other private pension funds.

Mr P T POOVALINGAM: Mr Chairman, further arising from the hon the Minister's reply, is the hon the Minister aware that any family consisting of a father, a mother and three children, needs a minimum of R400 a month to be above the property datum line? If anyone earns less than that they are on the semi-starvation basis that is the subsistence level. Is the hon the Minister further aware that that being the case, a considerable number of poor people will be deprived of the opportunity of low-cost medical attention?

The MINISTER: Mr Chairman, I would like to reply to the hon member for Reservoir Hills by saying that the number of children is also taken into account on the sliding scale. In other words, the more children there are to take into account, the higher the cut-off line will be.

Mr M NARANJEE: Mr Chairman, further arising from the hon the Minister's reply, I just want to enquire whether he has any intention of addressing the pensioners' problem of having to pay the maximum fee of something like R22 when they are attended to over a weekend. Could he indicate if his intention is to change that, because that certainly creates a tremendous amount of problems.

The MINISTER: Mr Chairman, I would like to reply to the hon member's question. If any patient, whether he is a pensioner or not, cannot afford the tariffs laid down, such a patient can always make representations to the superintendent of that particular hospital and he can then be reclassified as a hospital patient. Then, in other words, he can also get free treatment. There are also other categories of patient that get free treatment, for instance those with infectious dis-

NUM's wage strike continues in Rustenburg

335
By Mike Siluma, Labour Reporter

The legal wage strike by several hundred members of the National Union of Mine-workers (NUM) at Rustenburg Refineries continued yesterday as talks between management and NUM remained deadlocked, the union said.

About 800 workers have been engaged in a sit-in strike since Thursday last week, according to the union. Management said about 200 out of 500 strikers were actually sitting in.

NUM said it was demanding a 22 percent, across-the-board wage increase, which would raise the minimum wage to R689/month. Management was offering a 14,5 percent raise.

Other union demands included the abolition of overtime, the reduction of the work-

ing week, the provision of housing, the establishment of a provident fund and the recognition of June 16 as a holiday.

● In Durban, about 650 workers, mainly members of the Chemical Workers' Industrial Union (CWIU), returned to work at the Sapref refinery after nearly a week of strike action over wages.

CWIU spokesman Ms Pat Horn said they resumed work on Monday after accepting Sapref's offer of a R160/month increase, or 15 percent. No progress was made on the question of educational assistance for employees' children.

● At the Mobil refinery, also in Durban, 450 CWIU members delayed strike action after management made a new offer, according to the union. The union would say today if the offer was acceptable. The CWIU and

Mobil started conciliation board talks yesterday to try to resolve a dispute over the company's refusal to negotiate wages jointly with other oil companies.

● The results of balloting involving thousands of metal workers on whether to observe June 16 or Founders Day as a holiday were still unknown yesterday. In terms of last year's industrial council wage agreement, workers are entitled to indicate, by means of a ballot, if they wish observe June 16 as a holiday, in exchange for Founders Day.

A spokesman for the Steel and Engineering Industries Federation (Seifsa) said although employers had contacted the body for clarification, Seifsa was not monitoring the balloting. Balloting, however, appeared to be taking place on a "widespread" scale.

1 000 Soweto strikers still wait

By Stan Hlophe *Star* 9/13/89

At least 80 Soweto City Council workers have been reinstated since last week following negotiations.

But a spokesman for the workers yesterday expressed reservations about the methods applied in the reinstatement procedure.

So far about 1 000 of the 3 500 who took part in the three-month strike last year have not been reinstated.

The latest group to be reinstated include bond holders and teachers.

The spokesman accused the council of "dilly-dallying" and still being influenced by an old guard loyal to Mr Nico Malan, the former town clerk.

"Granted the new council has committed itself to the reinstatement of the workers but they are not doing enough."

The spokesman added: "We have

done a lot of persuasive negotiations and convincing to drive home to the new council that the retrenchments were illegal in the first place.

"The council has agreed in principle to reinstate all the workers but they are still reluctant to keep their promise."

"As much as we sympathise with the new council we find it hard to understand why all the workers cannot be reinstated."

"We are fully aware that cannot happen overnight. We are still baffled by the slow action of the council. They are not doing enough to convince the majority of the workers that they are sincere in their efforts."

The mayor, Mr Sam Mkhwanazi, and chairman of the staff board, Mr J M Mnguni, were not available for comment yesterday.

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ed general manager of financial services. — Sapa

7/15 10/3/89
**Retrenched
workers in
own factory**

DURBAN. — A clothing factory employing re-trenched workers has been established at Jacobs here by the Amalgamated Clothing and Textile Workers' Union.

Regional secretary Mr John Eagles said the union decided to open the factory after 2000 people were retrenched by the Frame Group last year.

The factory is one of the union's social responsibility programmes — to provide job security for its members. Mr Eagles said that as part of the retrenchment agreement, the Frame Group gave the union R2,5 million to finance the factory where workers will have a say in its running.

Mr Eagles said that profits from the factory, which will be run as a co-operative by a trustee, are to be used to set up similar projects at Ladysmith and Port Elizabeth. — Sapa

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Jobless black youth on the up

325
CMT
Tim P
13/3/89

Own Correspondent

PRETORIA. — The Central Statistical Services notes there are 73 000 unemployed blacks younger than 20 years of age — an increase of 5 000 between October and November last year.

In the age group 20 to 24, however, the jobless number decreased from 506 000 to 481 000.

In employment were 252 000 more than at end-November 1987.

Overall, the unemployed decreased in the twelve months — by 109 000 to 805 000.

According to CSS the black unemployment rate in November last year was 12,1% compared with 12,5% in the previous three months.

In the "self governing" territories, where 43% of blacks live, unemployment reached 15,3% in November. In the Transvaal, where more than 32% of blacks live, unemployment declined by 1% to 11,5%.

In the Cape, 12,7% of blacks were without work. In Natal unemployment rose 8,8% to 16,4% and in the OFS from 4,2% to 4,7%.

In November last year the black population was estimated at 20 815 000 compared with 20 331 000 the year before.

High rates produce unemployment

CME TINTS
15/3/89
335

Financial Editor

HIGH interest rates cause unemployment and low interest rates lead to more jobs being available, Senbank chief economist Johann du Pisanie says in his February economic review.

Admitting that this is contrary to conventional wisdom which suggests that high interest rates encourage investment, providing more jobs, Du Pisanie points out that credit is not used only for the purchase of capital goods.

"Households often incur debt to finance consumption.

"Businesses likewise use credit to finance current expenditure including salaries and wages. Thus a rise in interest rates discourages not only the use of capital goods but also the employment of workers.

"Employment will be discouraged all the more if the employer is already deeply in debt.

"If interest rates rise under such circumstances he will have to pay more each month merely to service the existing debt.

"To solve this problem he has four options open to him.

"He can increase the price of his products, which will probably cause his sales to drop — especially since the rising interest rates will also be affecting his customers.

"He can repay debt by selling capital goods. This would, however, mean that his production capacity would di-

minish or even disappear.

"He can attempt to limit his current materials usage by exercising better control over the production process. In an effectively managed business this would not make much difference.

"Lastly, he can try to limit his current expenditure by reducing the number of his employees.

"This would be particularly sensible if his sales were also declining. Moreover it is easier to partially reduce the workforce than the plant.

"It therefore seems highly likely that the employer will choose this fourth option."

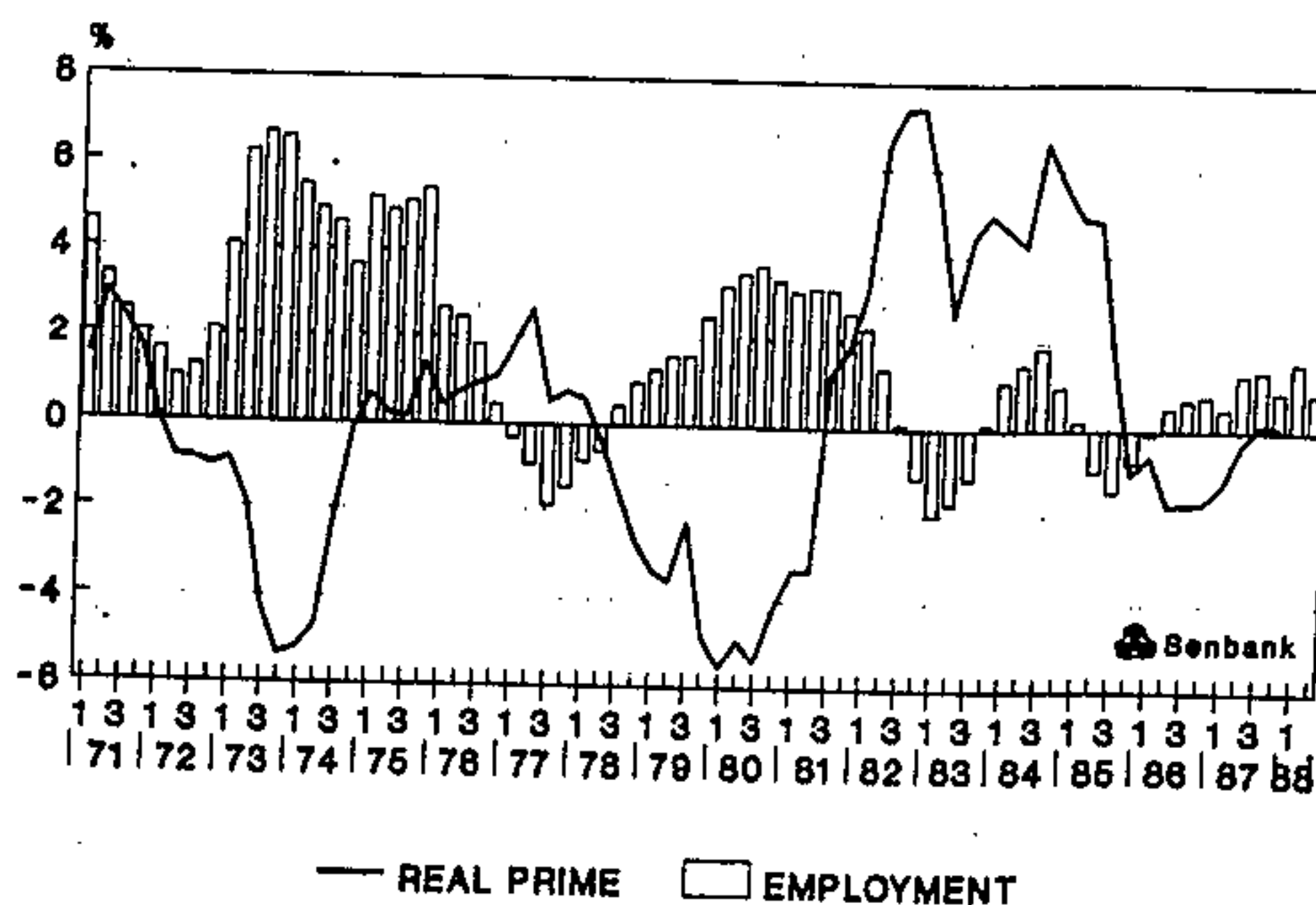
Du Pisanie continues that, since the quantity of capital goods used in the production process remained constant, the ratio of capital to labour would increase after the dismissal of some workers "rendering production more capital intensive, not less" as a result of higher interest rates.

Finally, Du Pisanie says, "employment is encouraged by increasing the after-tax yield on business enterprise. Reducing tax on individuals is a good starting point.

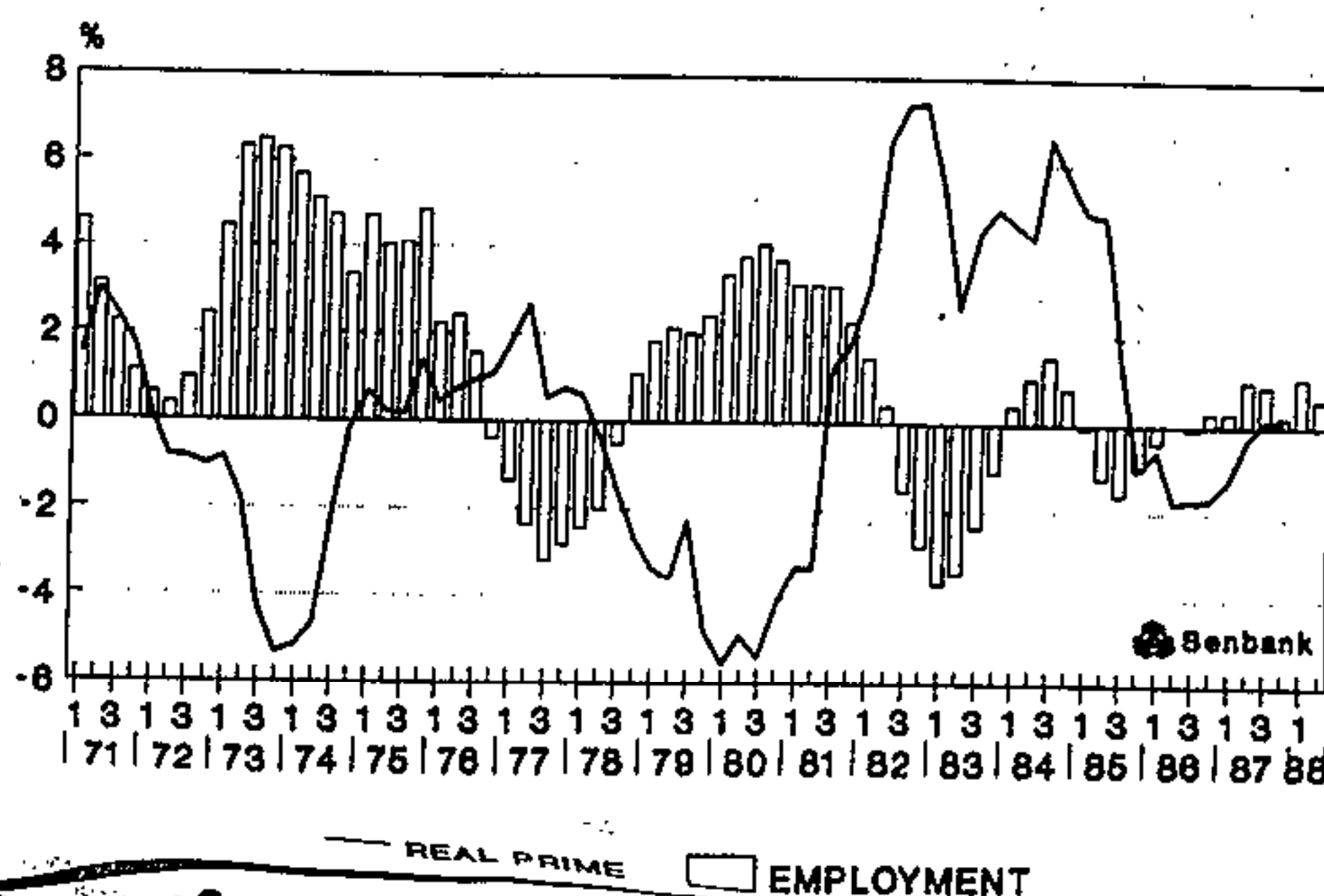
"This would enable people to work for lower pre-tax real wages and salaries which would reduce real production costs of businesses.

"Artificial increases of interest rates by policymakers in the mistaken belief that it will help solve SA's unemployment problem must be avoided at all costs."

1 - REAL PRIME INTEREST RATE & CHANGE IN TOTAL NON-AGRICULTURAL EMPLOYMENT



2 - REAL INTEREST RATES & CHANGE IN PRIVATE NON-AGRICULTURAL EMPLOYMENT



Canteen 'boycott'

SOME of the white employees of United Breweries are boycotting the factory's canteen in solidarity with a dismissed white man who allegedly assaulted two black workers after he had called one an "Apie" and another a "kaffir."

Regularly

The boycott action, sources told the *Sowetan*, started after the man's dismissal. They said a group of white employees who used the multiracial canteen regularly have stopped doing so.

17/6/89 10/3/89
AECI plant
to close:
350 could
be jobless

False Bay Bureau

ABOUT 350 people could lose their jobs when the nitroglycerine plant at AECI in Somerset West closes down at the end of June, according to factory manager Mr Bertie Humphries.

He said every effort would be made to find retrenched workers other jobs but those not likely to be placed had said they were happy with their retrenchment package.

This package was based on length of service, age and salary.

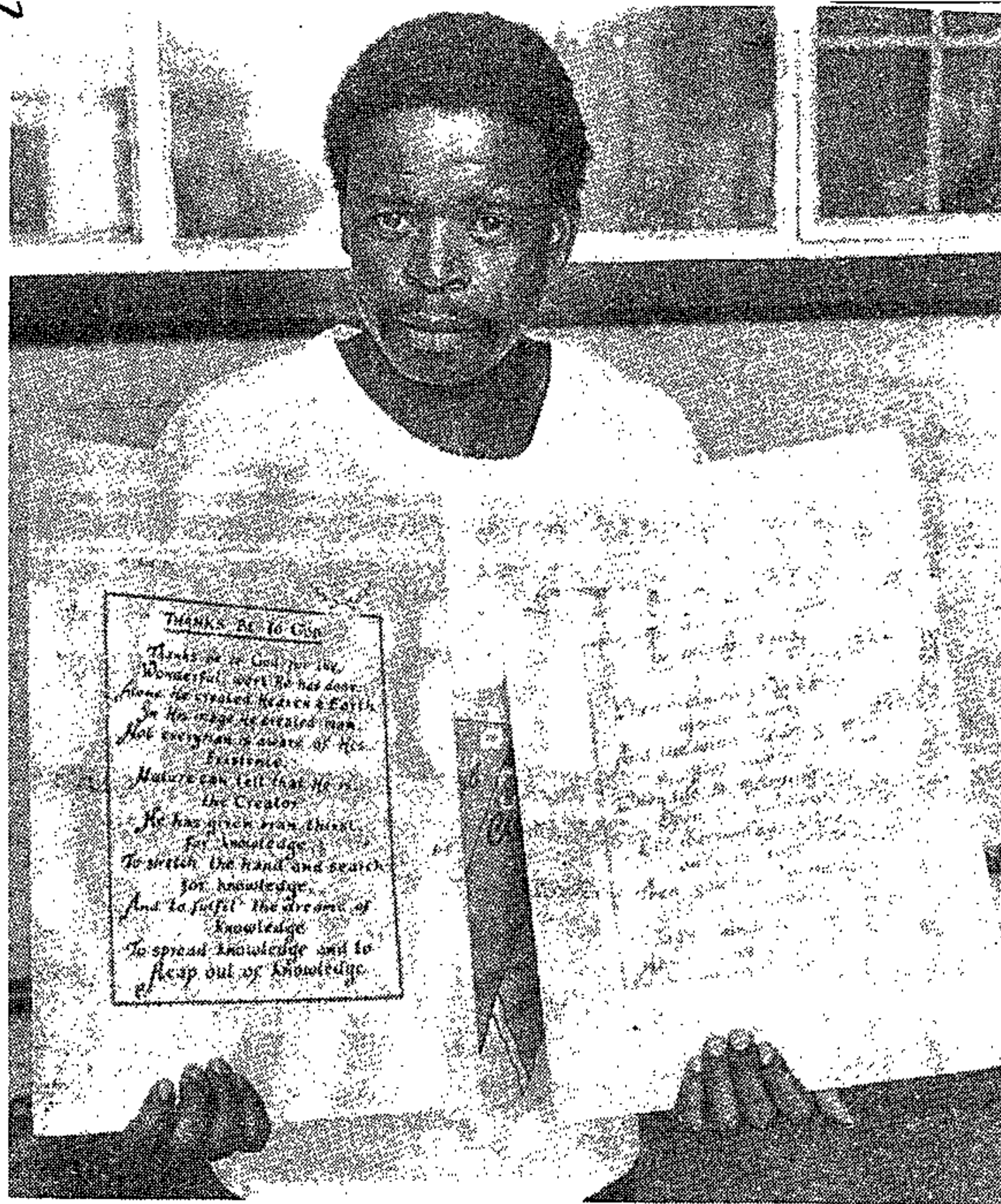
SELL LAND

Mr Humphries said there were no plans to sell or donate the land on which the plant stood, but the possibility could not be ruled out.

The nitroglycerine section shutdown was announced four years ago. AECI had decided to phase-out nitroglycerine-based explosives because of falling demand after the development of waterproof explosives.

Demand for nitroglycerine would be met by the AECI Modderfontein factory.

Mr Humphries said the nitroglycerine shutdown would not affect other explosives or accessories manufactured at the Somerset West factory.



Mr MESHACK Tshilo, PRO of the Save Them Organisation, displaying some of the works done by the unemployed of Daveyton.

Unemployed in Daveyton write and sell poetry

Sowetan 17/3/87

A GROUP of unemployed people from Daveyton have hit on a novel way of easing the burden of unemployment through composing and selling poetry.

After conducting a research on unemployment, Mr Meshack Tshilo, together with his friends formed the Save Them Organisation in 1986.

Some of the organisations duties are to approach companies and other institutions for employment, create projects for the unemployed to earn a living like the recently formed art school where the unemployed would compose poems which would then be sold.

By KENOSI MODISANE

Mr Tshilo, who is also PRO of the organisation, is appealing to churches to hire the services of unemployed people when making improvements to church buildings. He is also appealing to any organisation to help sell some of their works.

Anyone who is interested in helping or joining the organisation should contact Meshack at 424-9924 (only after hours).

335 ~~10/10~~ CNews 19/3/89.

Workers dismissed for doing their jobs

CP Correspondent

FIFTEEN workers at Ciskei's State-owned bus company have been fired – because they kept to their job descriptions.

The Ciskei Transport Corporation (CTC) dismissed the 15 workers at the Potsdam depot last Friday.

The workers and the Cosatu-affiliated Transport and General Workers' Union (TGWU) claim the dismissals are unfair.

The workers' jobs were to fill the buses with petrol and water and then park them. These were separate jobs.

The workers said that because of a staff shortage, they had to do other workers' jobs as well as their own. Earlier this year the workers demanded that CTC employ more staff,

pay overtime and give them two days off each week. The company refused.

About three weeks ago the workers decided they would work according to their job descriptions.

"This exercise revealed that there was a serious shortage of staff in this department, hence the management construed this as a 'go slow'," said the workers and TGWU.

The company warned the workers and then dismissed the 15. Other workers have been employed in their places.

The workers and the union have called on CTC to reinstate the 15.

"We view this as a union bashing tactic by a company which has a record of victimising activists," said a union statement. Elnews

Star 20/3/89

K404

K404

We were unfairly dismissed, say 335 ERPM workers

By Mike Siluma,
Labour Reporter

At least 18 employees of the East Rand Proprietary Mines (ERPM) have sought legal advice after being allegedly unfairly laid off.

ERPM says:

An ERPM spokesman said the mine's manpower requirements had been substantially reduced after a rationalisation of operations because of the lower gold price.

He said 3 800 employees had been affected by the reduction in manpower, of whom 3 300 had been placed in alternative employment. All employees had been notified in early February of the measures to be taken.

He called on aggrieved employees to approach the mine's personnel department so that corrective action could be taken.

The National Union of Mineworkers had negotiated an access agreement with ERPM. "In line with ERPM's policy of freedom of association, the mine had allocated that union, as well as other unions, offices on the mine property."

The workers say:

The workers, who claimed to have worked for ERPM for periods ranging between five and 21 years, said they had been retrenched at short notice and had not been adequately compensated.

They are presently consulting lawyers after taking up the issue with the Black Sash.

One of the workers, Mr Louis Mahangu, said his colleagues, all employed on the surface, were part of a group of about 2 000 retrenched by ERPM on March 8 1989. They had been told that more jobs were to be made redundant.

They said they had not been allowed to organise themselves into a trade union.

Black Sash advice office supervisor, Mrs Beulah Rollnick, said there appeared to be gross discrepancies on the workers' pay slips, regarding tax deductions and retrenchment pay.

Unemployment cards of all the workers, except for two, showed incorrect dates of engagement. In Mr Mahangu's case, for instance, it was entered that he started working for ERPM in 1988, when the correct date was 1967.

Stalemate

Talks on reinstatement deadlocked

NEGOTIATIONS for the reinstatement of the workers, members of the Commercial, Catering and Allied Workers' Union (Ccawusa), were fired

after not being at work on December 16.

Elite has refused to reinstate them.

Several community organisations have been contacted about the dismissals and pamphlets outlining Elite workers' grievances were widely distributed last month.

The pamphlets contained complaints by some workers about low wages, long working hours, poor working conditions and lack of job security as well as allegations of "union bashing" by management.

These claims were denied by Elite management.

"A series of events led to the dismissals," said Mr F Erasmus, an attorney acting for Elite.

Erasmus said the workers were dismissed after they repeatedly refused to give an explanation for their absence.

He claimed they had agreed to accept a day's leave in October in lieu of December 16 and double pay for working on the public holiday.

The workers have denied this.

Erasmus said Elite refused to re-employ the workers because other workers had been employed to replace those dismissed.

Ccawusa does not have a recognition agreement with Elite, which is a member of the Western Cape Traders' Association.

New union for Namibian teachers

NAMIBIAN teachers, long regarded as passive bystanders in the territory's struggle for independence, have formed a national union committed to playing an active political role.

The Namibian National Teachers' Union (Nantu) was launched in Windhoek earlier this month.

Among the 400 delegates were several Ovamboland teachers who walked and hiked the 1 000 kilometres to the capital.

The blue, green and red of Swapo predominated at the launch which took place on the eve of the implementation of Resolution 435.

Nantu is the first national teachers' body in the territory. Previous teachers' organisations were regional and ethnical based.

Political pressure

Resolutions emphasised that the union would play a dual role, acting as a political pressure group as well as dealing with shopfloor issues.

"Teachers as educators need to be prepared to enter a new society liberated from the traditional ways of thinking and teaching implanted by decades of colonialism," said guest speaker Paul Kalenga, of the Namibian National Students Organisation (Nanso).

Kalenga said the struggle for a better education system was "an integral part of the struggle in Namibia".

Genuine political independence was a precondition for "people's education" and education would play a vital role in the process of national reconstruction after the winning political power, he said.

235

Jobs fears after takeover

THE Food and Allied Workers' Union (Fawu) fears large scale retrenchment in the poultry industry following Bokomo's takeover last week of Farmfare and Nu-laid.

The takeover is part of a restructuring of the giant Premier Food Industries. Three hundred Farmfare workers were last week retrenched by Premier before the takeover.

About 120 of those retrenched were from the Farmfare plant in Bellville.

A retrenchment deal was negotiated between Premier and the Food and Allied Workers' Union.

A Premier spokesperson confirmed that the company had negotiated an agreement between Fawu, Farmfare and Nu-laid but said that the parties concerned had agreed not to release press statements separately.

A Fawu spokesperson said the union was very unhappy about the takeover.

He said the company had threatened further retrenchments if profits did not improve in six months. The company had also threatened to close the Farmfare plant in Wynberg, Johannesburg.

Fawu has to re-negotiate its recognition agreement.

The previous agreement with Farmfare was negotiated nationally but Bokomo wants a new recognition agreement to be negotiated at plant level.

The existing wage agreement will remain until June and Bokomo has indicated it will take over the provident fund agreement.

Fawu claimed Bokomo had refused to make provision for full-time shopstewards. Bokomo was also refusing to recognise the union at poultry farms previously owned by Farmfare.

Bokomo did not respond to several requests for comment.

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Gencor mine to retrench 1 700

Business Day Reporter

GENCOR yesterday announced the planned retrenchment of 30% of the labour force at its Grootvlei mine near Springs. About 1 700 employees will be affected.

A spokesman said the decision, necessitated by the low gold price and declining ore reserves, was taken only after lengthy investigations failed to produce feasible alternatives.

Dropping textile controls could cost many SA jobs

Financial Staff
1 JOBS would be lost in
the agricultural and
manufacturing sectors if
SA textile and clothing
manufacturers were free
to buy their yarn and
fabric from the lowest
priced international
source, says the Presi-
dent of the Textile Fed-
eration of SA, WJE Wil-
son.

He was reacting to sug-
gestions that the Govern-
ment might do away with
import controls on tex-
tiles.

A delegation from the
Cape Town Chamber of
Commerce has met the
Minister of Economic Af-

airs and Technology,
Danie Steyn, to discuss
the difficulties faced by
importers applying for
permits to obtain tex-
tiles from overseas.

Pointing out that SA
textile manufacturers
paid the international
price for cotton and wool
produced in this coun-
try, Wilson said: "Some
major Far Eastern and
Eastern European coun-
tries do not source their
raw material from areas
which subscribe to this
free market method of
pricing.

"As a result, Chinese
spinners and weavers

can sell fabric at prices
equal to that which SA
spinners have to pay for
their basic cotton or
wool fibre. A similar sce-
nario is true for synthet-
ic fibres".

The Chamber of Com-
merce delegation sug-
gested the Government
should follow the advice
of the Steenkamp Com-
mittee and prevent
"dumping" by using the
computerization of cus-
toms entries to trigger
alarms in the event of
unusual imports, so that
the matter could imme-
diately be addressed by
the Board of Trade and
Industries (BTI).

Grootvlei to retrench 1 700 miners

By Dan Side

Grootvlei Gold Mine, in production at Springs since 1938, will reduce its labour force by 1 700, or 30 percent, said Gengold managing-director Mr Gary Maude last night.

The decision, which affects salaried staff as well as wage earners, was necessitated by the low rand gold price and declining ore reserves, he said.

"It was only taken after lengthy investigations failed to produce feasible alternatives," said Mr Maude.

"Every effort possible will be made to find alternative employment for the affected workers at other mines, but this is a very difficult task under the circumstances as between 10 and 12 gold mines are in danger throughout the industry as a whole."

PACKAGES

He said three other Gengold mines — they also fell under the new Genmin umbrella after the announced restructuring of Gencor at the weekend — recently retrenched staff for the same reasons.

However, because of resignations and retirements, only 300 of the planned 1 000 were eventually retrenched at Bracken and 654 of a proposed 1 350 were affected at Leslie. The third was West Rand Consolidated, currently reducing its work force.

Terms of retrenchment at Grootvlei were reached after consultation with the National Union of Mineworkers and other employee representative bodies, said Mr Maude.

Agreement on retrenchment packages was reached last week and two-week's notice will be given in most instances from last Monday.

He said retrenchments would be completed in three months.

Fired workers must leave

ABOUT 300 workers fired by Boston Dry Cleaners after an "illegal" strike on Tuesday were ordered by a Rand Supreme Court judge to vacate the premises in Jeppe Street, Johannesburg.

The order was sought by the dry cleaning company's director, Mr Costa Dimitria, who claimed in papers before court that the workers became "aggressive" after they had been dismissed and had refused to vacate the premises.

He sought the court order after his company's

lawyer, Mr Hilton Mer, had told him that the police were reluctant to get involved in moving the workers out of the premises.

Mr Dimitria said he feared for his safety and that of his employees and his plant that was valued at about R8m.

He said his entire workforce went on a strike on Tuesday after they had told him to recognise with immediate effect, the Transport and General Workers Union as their mouth-piece.

He said he told the union officials who were

By **MANDLA**
NDLAZI

in his office that it would not be possible to discuss the issue because of the heavy work load during the Easter week. He

however offered to discuss the matter later that day but the workers went on strike.

Mr Dimitria said according to provisions contained in Section 65 of the Labour Relations

Act 28 of 1956, the strike was illegal. He said he warned them to return to work and a "little more than half" of his workforce heeded the warning.

He said those who were fired soon adopted an "aggressive, threatening and confrontational attitude." He said they refused to vacate the premises after repeated requests and started singing and chanting.

He said tensions were running high and it appeared to him that a "mob hysteria was being created." He therefore feared for his safety.

Dismissed workers

restrained

By Cathy Stagg

After an urgent application launched on Monday night, Boston Dry Cleaners was granted an interim order restraining dismissed workers from going to the firm's premises and interfering with work.

The order also restrains them from damaging the factory or vehicles.

It was granted in the Rand Supreme Court by Mr Justice G Gordon.

Mr Costa Dimi- triades, a partner in Boston Dry Cleaners, said the workers went on strike after demanding that Boston recognise the Transport and General Workers' Union.

17 farmworkers at a loss Row over plan to shut down cattle feedlot

By Adele Baleta

The Soetvelde Farms' Uitvlucht cattle feedlot in Vereeniging is to be closed, ending the livelihood of 17 farmworkers at the centre of a wrangle between the owner of the farm, Anglo American Farms Limited (Amfarms), and the Oranje Vaal General Workers' Union (OVGWU). The workers' retrenchment will take effect from the end of this month. Both the company and the union spoke to The Star.

Amfarms says:

It was decided to discontinue the feedlot because in the past financial year operations have proved unprofitable. The increased buying costs of young livestock, which needed to gain weight quickly in order that they be profitable, made the operation unviable.

Added to this were the physical conditions of the feedlot which was over 17 years old.

Despite a booming beef market the company could not run the feedlot at a gain.

The feedlot ground had deteriorated. Its location on flat land meant that with constant feeding over the years and the removal of manure, the ground had begun to slope and the cattle could not reach the fodder in the troughs.

The costs of relocating the feedlot would be far too high.

Despite there being no recognition agreement with the union, officials and workers were informed of the retrenchments prior to their effect.

We are still waiting for them to come back with proposals. We have allowed the workers to stay on the farm for a period of three months.

The retrenchment procedure, which forms part of the conditions of service, has been followed to the letter.

Out of the 40 workers affected by the closure we have managed to re-absorb 23. As a small producer the feedlot was only one link in a long chain and for that reason could not continue to exist.

The union says:

The union has rejected the retrenchments. It has pointed out that Terms and Conditions of Employment introduced by Amfarms in 1984 stated that endeavours "to avoid the need for retrenchment by considering alternative measures" shall be made.

The union believes the measures taken were drastic.

Beside the 18 farms owned by Amfarms in the Transvaal, Free State and Natal there were three other companies which had substantial shares in the AAC.

If the 17 employees could not be given work at the 18 farms they could be absorbed by either Anglo American Industrial Corporation, Vereeniging Estates Ltd/Amcoal or Rand Selection Corporation Ltd.

Arguments by the company that the feedlot workers were agriculturally based and had no skills required by industry have been rejected.

We believe that management is holding on to scrapped influx control legislation which curtailed farmworkers' freedom to move from farm to industry or from rural to urban areas.

Management's claims that it is not responsible for finding jobs for the workers is a breach of Amfarms Terms and Conditions of Employment.

Referring to claims that the feedlot has deteriorated, the union said according to its sources there was no scientific basis upholding the argument that flat, low conditions could result in animals' weight loss.

Union fights JD Group over laying off of 469

THE JD Group is locked in battle with the SA Commercial and Catering Workers Union (Ccawusa) over retrenchment of 469 workers at World Furnishers.

The retrenchments are a result of the group's decision to shut down 10 World stores this week, because sales and staff productivity were dropping.

Ccawusa organiser Mike Tsotetsi said the union was going to "resist" retrenchment "in whatever form is deemed necessary by the workers".

The situation at World did not warrant retrenchments, and JD and Ccawusa had not reached consensus on the issue, he said.

"Management is aware that we will resist. They have put us in a position where we are forced to defend ourselves." Retrenched workers would refuse the package offered to them.

JD said in a statement yesterday workers affected by the closures would receive between R1 000 and R7 500 in retrenchment packages, depending on the length of their service. Five workers would receive more than R7 500.

"As soon as management's study of World's ominous 1988 figures were

SYLVIA DU PLESSIS

available, they were discussed with Ccawusa," the group said.

However, Ccawusa has denied that the figures were discussed with them.

"We deliberated with JD on a number of occasions, but it was clear to us that they had a fixed and settled intention to retrench," Tsotetsi said.

"Talking to us was a mere formality. They were merely defending the decision they had taken at board-level."

Shareholders

JD Group MD David Sussman said last night that in terms of an agreement between World and Ccawusa, management was required to consult with the union on retrenchments.

"We have done this to the letter and in the spirit of the agreement. What we are doing is not only for the benefit of the company, but ultimately for the benefit of our workers and our shareholders," he said.

The World stores facing closure this week are in Johannesburg, Pretoria, Pietersburg, Rustenburg and Vereeniging.

James...
operative with the police
that he gave out information that SA

CAPE TOWN

Majority of SA blacks oppose sanctions

17645 29/3/89 335

LONDON. — A majority of black South Africans oppose economic sanctions and violence as a means of ending apartheid, according to a poll conducted on behalf of the Independent and ITN, the television company.

Although a minority said sanctions should be imposed on South Africa — even at the cost of their own jobs — the findings reveal that most blacks are unwilling to jeopardise job opportunities and financial well-being, and see the presence of foreign companies in the country as helping to sponsor change rather than support apartheid.

No solution

The survey, conducted by Markinor, an independent South African research company, of 550 black South Africans living in all the main metropolitan areas showed that 54,7 percent were against the imposition of economic sanctions to bring about the abolition of apartheid. Of the minority who supported sanctions, nearly three-quarters wanted them imposed even if it meant black job losses. However, a much smaller proportion of the total polled (only 8,8 percent) were in favour of sanctions if it cost them their own jobs.

According to the survey, not only do most black South Africans dismiss sanctions as a so-

lution to the country's racial problems, they are also opposed to violence as a means of ending apartheid. Over 61 percent said it was wrong to use violence. About one third of the more radical respondents (those who support sanctions even if caused unemployment) believed violence was justified.

The survey shows that a majority of blacks believe South Africa's most pressing problems are economic rather than political. Almost 58 percent said their biggest concern was either jobs, wages or unemployment. Only 13,5 percent mentioned petty apartheid regulations and a surprisingly small 1,6 percent the Group Areas Act.

Regardless of attitudes to sanctions, nearly a third singled out unemployment as their key concern — partly a reflection of the fact that over 60 percent of those polled were unemployed.

The greatest concern about unemployment — 33,3 percent — was registered among those who supported sanctions but not if they entailed job losses. Paradoxically, 30 percent of those who favoured sanctions at any price shared this concern about lack of jobs.

The primacy of economic over political considerations was also reflected in answers to the question: "Which aspect of apartheid affects you most?" Over 40 percent said it was the wage differentials between black and white. Only 17,3 percent said it was having to live in separate areas and 12 percent that not having the vote was the greatest handicap.

In the context of these concerns, it is not surprising that nearly two-thirds of those polled said a boycott of South African exports by foreign countries would not help to end apartheid.

Interestingly, 37 percent of those who support sanctions did not see such a boycott being of any use. Among those who want sanctions provided they do not result in job losses, a large majority — 65,3 percent — opposed such a boycott. — The Independent.

Joint plan to provide training for jobless

8/Dec 30/3/89

THE Manpower Department aimed to establish a fund, financed and administered jointly by government and the private sector, to provide training opportunities for the unemployed, Manpower director-general Joel Fourie said yesterday.

Speaking at the official opening of the department's exhibit at the Rand Show, he said provision for the establishment of the fund was contained in the Manpower Training Bill to be tabled in Parliament next week.

He said the fund would be administered by four government and seven private sector representatives.

The department had budgeted for a R75m contribution to the fund this year, "and we are looking to the private sector to also contribute so as to do something for the unemployed," he said.

Fourie disclosed that since the initial grants for training of unemployed were made in 1985, the department had spent R400m on training about one-mil-

ALAN FINE

lion people in 713 different disciplines.

About 30% of trainees had been placed in formal employment, while others had established themselves in the informal sector.

He said the department was now dealing with 289 different private training institutions in 187 towns and cities. A number of these were among the exhibitors at the Rand Show, where the focus was on training.

Programme

Fourie added his department was looking into the question of extended training where people would be taught skills such as the marketing of the goods they produced with their new skills.

He said the training programme had covered the entire scope of the population, including the disabled, and a number of requests had also been received from outside SA.

ZCC men absent at hearing

THE Conciliation Board sitting scheduled to discuss the dismissal of 20 members of the Transport and Allied Workers Union by Bahwaduba Bus Service in Pietersburg did not take place because the company representatives failed to turn up, the union said. *Sowetan*

The matter has now been referred to the Industrial Court for hearing, a union spokesman said. The decision to refer the matter to the Industrial Court came after the Conciliation Board had waited for an hour after due starting time for Bahwaduba representatives. *20/7/67*

The 20 workers were dismissed on February 15 following a work stoppage three days earlier to demand wage increases. The company is owned by the Zion Christian Church and the dismissals were done by the head of the church, Bishop Barnabas Lekganyane.

The company had earlier opposed the institution of the Conciliation Board.

9/21/31/89

252 laid off as boycott³³⁵ continues

By Kaizer Nyatumba

The black consumer boycott triggered by the CP controlled Carletonville town council's reintroduction of petty apartheid five weeks ago, has forced shop-owners to lay off 252 people, according to Mrs Annetjie Claasen, president of the local chamber of commerce.

She said a survey showed that another 60 employees were going to find themselves without jobs soon as more and more businessmen contemplate closing their now unprofitable shops.

The 252 employees who have already been laid off include both blacks and whites, she said.

The Carletonville Chamber of Commerce was doing "everything possible" to bring to an end the boycott which had paralysed the town's economy and cost local businessmen hundreds of thousands of rand, Mrs Claasen said.

A meeting between the Chamber and the Khutsong Town Council could not help break the stalemate, she said.

Mrs Claasen said legal action brought by the Chamber against the Carletonville Town Council was still in progress.

9/21/89

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Row as 470 workers face axe

By CONNIE MOLUSI

A STORM is brewing between the Commercial, Catering and Allied Workers Union of SA and the JD group — owners of World furniture stores.

The dispute is over the closure of 10 World furniture stores, a move which will result in the retrenchments of 470 workers — members of Ccawusa.

Ccawusa said: "There is general repression in the form of retrenchment, particularly from employers in the retail furniture industry.

Most decisions are based on desire for profits, without consideration for the welfare of workers."

According to the chairman of the JD group, David Sussman, they reached the decision to absorb some World stores into Score furniture shops, and close down 10 stores, because World was not economically viable.

"The World concept has made good economic returns impossible. World operated through salespeople going from door to door in the townships, persuading household-

ers to buy furniture.

"The result was that the cost of petrol, vehicles and people who walked out on their hire purchases, pushed the price of goods in World stores above other sister companies.

"After careful consideration of the number of jobs which would be lost by the closure of all operations at World, we reached a decision that the 2 000 people be retrenched and be absorbed into Score and Pride and Price furniture shops," he said.

The company has offered to assist workers to "turn adversity into fortune" and start their own businesses by getting them into contact with organisations like the Get Ahead Foundation, Job Creation, and the Small Business Development Foundation.

Ccawusa has dismissed the offers by the JD group as intending to make workers hopeful and retrenchment attractive.

The union said it would fight the retrenchments.

335
332
June 21/84

copy 11/15 3/4/89

Unemployment crisis in Africa

sdal

NAIROBI. — Unemployment in Africa, now estimated at 20%, will rise to 30% in the 1990s if action is not taken to boost jobs, an Organisation of African Unity expert said yesterday.

Mr Machiranika Mapulanga, speaking in the Burundi capital Bujumbura, said increasing unemployment would have serious social consequences and would threaten political stability. — Sapa-Reuter

ultimately on trial.

CHIEF TIMES 4/4/89

State lesson in public spending

335
405
408
335

HOW to cut state expenditure? The Department of Manpower (freshly bereft of its erstwhile minister, Pictie du Plessis) has given an object lesson in this field. It will save about R8 million in the coming year by cutting on services to the blind, such as subsidies to workshops, on employment of the disabled, and on job creation and training programmes for the unemployed. No doubt all these categories of person will realise that their sacrifices are for a good cause — the state of the economy.

But that leaves R8 million. What to do with it? The Department of Manpower swiftly showed its resourcefulness, according to reports, by creating another 45 jobs for mainly senior officials, thereby increasing the deployment of manpower within the public sector, if not within the private one. The cost: About R9 million. That constituted a deficit of only R1 million, if the R8 million saving is taken into account.

Who says government departments are not taking seriously the need to save taxpayers' money?

and price stores. But the retrenchment of the 470 was unavoidable, he said.

5-12/4/89 335

Nampak workers face dismissal

PORT ELIZABETH. — Striking Nampak workers, who were locked out of the factory premises here last week, have been given another week to return to work or face dismissal.

Nampak management this week refused to reopen negotiations with the workers — members of the Paper, Print, Wood and Allied Workers' Union — who have been on strike for over four weeks in a dispute over wages and working conditions.

A Ppwawu spokesperson said the union was seeking legal advice and might seek a Supreme Court interdict in connection with the lock out and the threat of dismissal. — *PEN*

A Ppwawu spokesperson said workers had dropped demands for housing and an education scheme. Three conciliation board hearings have failed to resolve the dispute. — *PEN*

New hope for unemployed

DURBAN. — A job-creation scheme run by the Amalgamated Clothing and Textile Workers' Union of South Africa (Actwusa) has brought new hope to retrenched textile workers here.

Zenzeleni Clothing employs about 300 people in the industrial suburb of Jacobs. The scheme plans to expand to include a further 400 people in Ladysmith and East London.

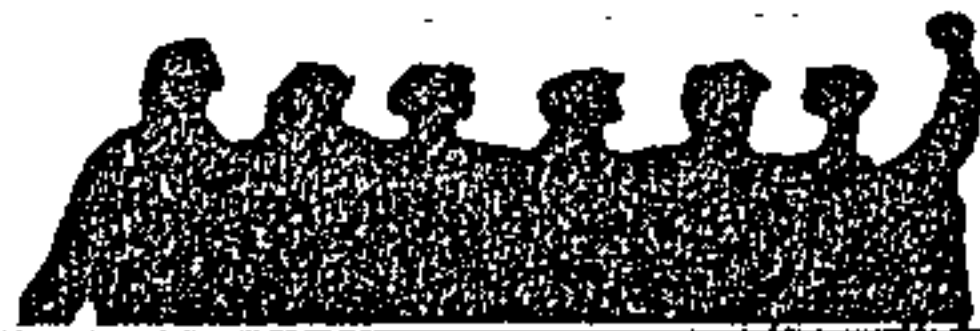
The scheme is run by workers who negotiated a R2,5 million settlement in a retrenchment battle with the Frame clothing group.

Workers remain part of the trade union and undergo a 10-week skills development programme. —

DURBANNEWS

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Smith 5-12/4/89.



Labour Briefs

Retrenchments at World

THE Commercial, Catering and Allied Workers Union of South Africa (Ccawusa) is to fight the retrenchment of about 470 workers from World furniture stores on the Witwatersrand.

Ten of the stores are being closed in a rationalisation move by the JD group.

A company spokesperson said the closure was necessary because the operation had not proved economically viable.

About 2 000 World employees would be reabsorbed in other JD operations including Scope and Price stores. But the retrenchment of the 470 was unavoidable, he said.

5-12/4/89

ALAN FINE

A NEW wage policy, mechanisation, the establishment of training centres for dismissed workers and the promotion of an anti-apartheid political coalition are among the issues to be debated at the annual NUM conference this month.

NUM publications said the five-day congress, due to begin in Johannesburg on April 12, would consider proposals for a three-year campaign for a "living wage".

Regional congresses in the last two months have proposed industry-wide minimum rates for each job category so as to eliminate differentials which have developed between wages paid by the different mining groups.

They have also proposed that in future nominal, rather than percentage, across-the-board increases form the basis of wage demands. This is intended to narrow the wage gap between different job categories

New wage policy to be discussed by the NUM

and to facilitate an easier understanding by members of the demands.

Minimum wage proposals to be discussed range from R580 a month upwards. The Witwatersrand region has proposed a R190 across-the-board increase.

Job security also appears to be high on the agenda, with at least two regions proposing the establishment of a technical training centre where members who have lost their jobs can improve their skills.

A resolution proposes the setting up of a commission to investigate the need for mechanisation and its relationship to job losses.

Job prospects for matrics look good

GM Tinf 6/1/89 (EB) 335

Staff Reporters

SCHOOL-LEAVERS looking for jobs this year face the best prospects in two years as local financial houses — their major employer — report a recruitment expansion of some 16% and smaller businesses expand their skills-training programmes.

According to two local insurance houses with 300 Peninsula and Boland matriculants on induction courses, their markets have expanded rapidly over the past year as security-conscious South Africans buy more policies.

And, according to the business affairs manager of the Cape Town Chamber of Commerce, Mr Albert Schuitmaker, the 1988 economy expanded more than those of the past two years, triggering a revival of skills-training projects.

"The survival budgets of 1986/7 meant many businesses threw their training courses overboard but confidence is growing again and they're reviving them," he said.

Top local recruitment agents reported the constraints on matriculants finding jobs to be a lack of depth in matric subjects and more competitors.

One reported a surge in the number of divorced housewives entering the market. "They're a better bet for secretarial-type of posts with more life-experience and skills," he said.

Matriculants entering tertiary education institutions had an even rosier outlook, several manpower experts said.

Top management recruitment agent Mr Kit Hodge reported an "enormous vacuum" between top management positions and jobs on the next level, such as finan-

cial and marketing managers.

Quoting a UCT report to illustrate the skills shortage, he said some 40% of UCT graduates over the past 10 years had already left the country. "Our top executives are young and overstretched. They burn out".

"Protected" employment for thousands of state-employed whites had "crippled a whole generation of people" and helped explain why black people were emerging so quickly in the business world, he added.

Recruitment agent Mr Nick Jooste said "enthusiasm and total belief in oneself" were the most important elements.

"No matter what they say, industry or business itself will remain volatile," he said.

Insurance company personnel officer Mr Paul Alexander said he was receiving 100 applications a day from matriculants without experience.

Workers strike at six Siemens establishments

ALAN FINE ~~15-11-87~~
335

A MASSIVE 35% cut in the Post and Telecommunications (P & T) Department's digital equipment capex budget has led to a strike by workers at six Siemens establishments in a dispute over the planned retrenchment of 120 colleagues.

The action began at the affected Waltloo plant on Wednesday and spread yesterday to Isando, Spartan, Koedoespoort, Rosslyn and the company headquarters.

Siemens joint MD John Trotskie put the number of strikers at about 900, while National Union of Metalworkers of SA negotiator Enoch Godongwana said 1 200 were involved. *6/Day 11/14/87*

Proposals made by management at talks yesterday were to be reported back to strikers this morning, Trotskie said.

However, Godongwana said the company had only consulted the union and had refused to negotiate. The union felt deadlock had been reached, although Numsa was available for negotiation.

Trotskie said he could not negotiate on retrenchment, but Siemens had made other compensatory offers.



A nostalgic reunion ... Harry Gwala, with his relative Pam Mendi, leaves Victor Verster Prison after spending five hours with Nelson Mandela. The two last saw each other in 1982 when Mandela left Robben Island

Picture: RASHID LOMBARD

Union agrees to talk, strike ends

A WILDCAT strike by about 1 000 workers at Altron's Standard Telephone Cables (STC) ended yesterday after the strikers' union agreed to mediate in a dispute over the company's plans to retrench about 200 workers.

The National Union of Metalworkers (Numsa) had previously refused to involve itself in the affair unless management waived its rights under the Labour Relations Amendment Act to sue the organisation for lost production during the strike.

On Wednesday the industrial court urged all parties involved in the strike to play a role in ending the dispute. STC agreed to suspend its application for an order that the strike be declared unlawful while the union agreed to enter into negotiations.

"We felt that we had gone on record

as saying that we had nothing to do with the strike and that the court accepted this," said Numsa organiser Alfred Widdington. "This will give us protection if management tries to sue for damages during the strike, and for this reason we felt we were able to intervene."

Companies hit by a series of spontaneous strikes in metal and electronic factories on the Witwatersrand over the past fortnight have found it difficult to resolve the disputes because of the union's reluctance to become involved.

STC's public relations officer, Jacques Sellschop, was not available for comment yesterday.

●See also Page 10

By EDDIE KOCH

335 wmail 12-18/89

Numsa strike continues

Between 900 and 1 200 members of the National Union of Metalworkers (Numsa) continued strike action at four Siemens plants on the Reef yesterday over proposed retrenchments at the Watloo, Pretoria, factory (335)

Workers at Rosslyn, Isando and Spartan have downed tools in sympathy with their Watloo colleagues, who stopped work late last week. (335)

Numsa says 1 200 workers are on strike, while management puts the figure at about 900 — Labour Reporter.

ESKOM TO AWARD R859.5m WORTH OF CONTRACTS

ESKOM plans to award R859.5m worth of major contracts between 1989 and 1993, Eskom's Engineering group said in a supplier communique.

The money will be spent on civil engineering projects, plant life extensions, power station and transmission contracts and modification projects throughout SA.

The programme is based on the

EDWARD WEST

forecast electricity growth rate and could be altered at any time, the communique said.

The Tutuka, Lethabo, Matimba and Kendal power stations would be completed by the end of 1993, with the last station in the current generation of

thermal plants, Majuba, planned for completion in 2020, a report in Engineering Week said.

Eskom has 2.5m potential customers in SA, with the strongest growth potential in the western and eastern Cape and Border areas. It also aims to supply electricity networks throughout southern Africa during the next 20 years.



Australian troops take up UN positions after arriving at Oshakati to monitor Swapo's withdrawal from Namibia to Angola.

Picture: REUTERS.

Row over own affairs hospital

DIANNA GAMES

THE decision to make one of the Reef's teaching hospitals an own affair hospital goes against government's plan to rationalise hospital services.

This was said yesterday by Cedric De Beer of Wits University's Centre for the Study of Health Policy.

De Beer said government, which recently made the JG Strijdom Hospital a white own affairs hospital, was thereby further entrenching apartheid and further fragmenting services instead of making them more cohesive to save costs.

An own affairs hospital falls under a specific house of the tricameral parliament.

The hospital's superintendent, Dr. Idalette Coetzee, said she would not comment on the possibility of doctors from the Wits Medical School not being allowed to work at the hospital because it was now segregated. She confirmed, however, that the majority of the doctors working at the hospital were from the school.

Government legislation dictates that teaching hospitals should fall under general affairs, and therefore students from the university might now not be able to continue staffing the hospital.

National Medical and Dental Association (Namda) spokesman Dr. Max Price said he would urge the university to refuse to allow its doctors to work in the hospital because of its commitment to the desegregation of hospitals.

"If people want whites-only hospitals they must appreciate the consequences," he said.

Mediator for lay-offs strike

SIEMENS and the National Union of Metalworkers called in a mediator last night in an attempt to end a two-day-old strike over impending mass lay-offs.

At least 900 workers at six locations stopped work over the planned shedding of about 130 employees.

Siemens says the lay-offs are necessary because of a 35% cut, from R439m last year to R286m this year, in the P & T digital equipment budget.

Altech, whose STC subsidiary is the other major supplier of digital equipment to P & T, said its Boksburg factory workforce had been cut by about 300 for the same reason.

Altech group executive Jacques Sellschop said yesterday STC began months ago to let natural attrition reduce the workforce. Lay-offs were then negotiated with unions.

ALAN FINE

Siemens joint MD John Trotskie said he was "very disappointed" talks yesterday afternoon, in which the company indicated willingness to improve severance payments, had deadlocked.

He said the company could not accede to union demands that it should negotiate on the need for lay-offs.

Numsa negotiator Enoch Godongwana said Siemens's attitude to negotiating all issues related to lay-offs was the key issue in dispute.

SA council of the International Metalworkers' Federation secretary Brian Fredericks said Numsa's West German counterpart, I G Metall, had been asked to press Siemens's parent company into ensuring the dispute was resolved through negotiation.

Siemens and Numsa resolve 3-day strike

ALAN FINE

THE three-day strike by at least 900 Siemens workers at six locations appeared to be resolved last night after eight hours of mediation, which began on Tuesday, and nine hours of negotiations yesterday.

Siemens joint MD John Trotskie said the National Union of Metalworkers of SA (Numsa) negotiating team had agreed to recommend to members they accept the proposed settlement. *By 13/4/89*

The settlement package included provisions that those of the 130 laid off workers with less than 10 years' service receive two weeks' pay for each year of service, while those employed for more than 10 years receive three weeks' pay for each year.

Siemens also agreed to renegotiate the existing retrenchment procedure, he said.

Numsa spokesmen could not be reached for comment. (335)

Star 13/4/84

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The Star Thur

Labour Reporter

Siemens, plagued by strike action at six Reef undertakings, yesterday threatened to take legal action if striking members of the National Union of Metalworkers (Numsa) did not return to work.

The strike by 900 to 1 200 workers started at the Watloo, Pretoria, plant last Thursday,

Siemens may go to court

with workers at Isando, Rosslyn, Spartan, Koedoespoort and Johannesburg joining later, the union said. Siemens' warning came after the failure of all-

night mediation talks which ended yesterday.

The dispute centres on the proposed retrenchment of 136 workers from the Watloo plant, which the union said the company refused to negotiate.

Siemens joint MD Mr Johan Trotsky said at least nine meetings had been held with the union.

WHEN MUST management negotiate with unions and when need it merely consult? This week's Siemens strike suggests retrenchment rights are a major issue in the struggle over defining the line beyond which management prerogative rules.

This supposedly burning principle was not resolved as part of the strike settlement — it will be hotly debated when management and the National Union of Metalworkers of SA negotiate a mutually acceptable retrenchment procedure in the months to come.

But before they — or anyone else — become too heated, it is worth asking whether the distinction between consultation over retrenchments (as is required by the Labour Relations Act) and negotiation is not largely artificial.

AT FIRST sight, an employer's reluctance to negotiate the need for retrenchment is understandable. An unreasonable union could easily, it is argued, refuse to agree to lay-offs even where a company has clearly suffered a severe cutback in orders.

But there are two important complications to this argument — one legal and the other related

Struggle to define the line

8/Dec 14/17/84

to the realities of industrial power.

Firstly, an attorney points out, an employer's undertaking to negotiate does not mean he is legally obliged to reach agreement at any cost. All that is required is that he bargain in good faith in an attempt to reach a settlement.

This is perhaps a little more than is required of him in a process of consultation, an exchange of information, which does not necessarily imply the need to reach formal agreement.

A newly-published book — "The New Labour Relations Act" — defines the purpose of consultation on retrenchments as "to endeavour to begot agreement on alternative measures to retrenchment, selection criteria and an agreed timetable." It is also, the book says, to explain the reasons for the proposed retrenchment and to supply information substantiating these reasons, and to consult over matters such as severance payments.

But when employees perceive — rightly or

wrongly — that management has failed to fairly take into account their representations, the outcome could well be — as was seen this week — a disruptive protest.

The consequences of failure to reach a negotiated agreement, or of employee rejection of the outcome of consultation, are the same. In the end, whether by negotiation or consultation, at Siemens a mutually tolerable agreement was achieved.

☐ ☐ ☐ ☐

AS A NEW row erupts between the National Union of Mineworkers (NUM) and the Chamber of Mines over mine violence, there are strong indications that talks between the NUM and Anglo American on the subject may be bearing fruit. The main indication is that, in the several weeks since the beginning of the talks, both have kept to their undertaking not to make any public statements — provocative or otherwise

— on developments. There have been a number of meetings without deadlock being reached. This strongly suggests that Anglo has accepted in principle that any code of conduct, in addition to building procedures for eliminating violence, must also address NUM proposals on collective bargaining, civil rights and forms of hostel management.

☐ ☐ ☐ ☐

THE Kimberley branch drafter of resolution 40 on the agenda of the NUM congress has given a new meaning (along with a dose of black humour) to the labour movement's favourite slogan. Deploing the numerous unsolved bombing and arson attacks on union premises over the last two years, the resolution proposes the NUM should hire offices in buildings occupied by major corporations.

In that way, it says, an injury to one will be an injury to all.

• "The New Labour Relations Act," by Edwin Cameron, Halton Cheadle and Clive Thompson (Juta).

Extraordinary Item

REVIEW

BUSINESS DAY, Friday, April 14 1989

4

new changes education policy, labour policy, Labour

FRIDAY



335

comen

16/4/89.

By **CONNIE MOLUSI**

THE Commercial Catering and Allied Workers Union of South Africa workers will meet on Sunday to consider its next protest action against the retrenchment of 476 workers at Joshua Doore.

The meeting will discuss repression in the furniture industry as a whole, as other companies have also indicated their intention to retrench workers.

Workers embarked on a national sleep-in strike at 23 Score furniture stores last week.

A union spokesperson said it had been necessary to reconsider their strategy in the light of a court order

Union to meet on protest action

barring further sleep-ins.

Ccawusa has argued that: "The company should absorb workers and is in a position to do so, but it is only because of profit mongering that they are prepared to throw hundreds of workers on to the

streets."

The company's turnover topped R500-million and it earned an operating profit of R72 million.

"After labouring for years workers are suddenly discarded like unwanted goods in pursuit of profits at the expense of workers."

Besides creating untold misery for the 476 workers the retrenchment was also a great insult to the black community, which constituted a major market for Joshua Doore.

Ccawusa has called on the community, trade unions, students, church and political organisations to support the workers' fight against retrenchments at Joshua Doore.

Mine employees claim irregular retrenchments

By Sally Sealey

Five workers at East Rand Proprietary Mines (ERPM), claim they were retrenched while still on leave. However, a spokesman for ERPM says the workers in most cases were given ample warning of the impending retrenchments.

The workers say:

Workers, Mr Elias Ntholi, nursing assistant (four years' service), Mr Cecil Ndzube, audiometrist (9 years' service), Mr Isaac Sam-Sam, senior record clerk (12 years' service), Ms Beauty Thenjwayo, nursing assistant (four years' service), and Mr Dickson Mhlahlo, senior record clerk (10 years' service), say:

We were retrenched while on leave and without any notification. Our retrenchment benefits and long service pay were not adequate.

The workers say they were highly taxed and given false IRP5 certificates written in ink. One person was paid R3 645,90 and was taxed R1 480,30.

There are people who were

retrenched before their contracts were up. They are from places as far away as Mozambique, Transkei, Malawi and Lesotho. Those who were staying in the mine hostels, many of whom were still seeking their benefits, were chased out and were attacked by police dogs.

The workers cited a case of an elderly man who started working at ERPM in 1955 and, up until now, he has been paid only R748.

The workers also complained about ERPM's pension policy. They said workers who had been employed by the company for 10 years or more but had not reached the age of 55 were not entitled to a pension.

Management says:

The General Manager of ERPM, Mr DE J Jordaan, says:

Due to various unforeseen circumstances it became necessary for the company to reduce its workforce by retrenching a number of employees.

All possible alternatives were carefully considered and the company succeeded through the employment of alternatives to reduce the number significantly.

Although the workforce was reduced by approximately 5 300, only about 470 were actually retrenched.

Regarding the specific complaints raised by employees: Mr Ntholi returned from leave on February 28. He was informed of the situation and given 30 days notice. However, Mr Ntholi elected to voluntarily resign from the service of the company on March 8. The company paid him a month's wages in lieu of notice plus his retrenchment benefits.

Mr Cecil Ndzube returned from leave on March 13. He was subsequently retrenched on March 15 but was paid a month's wages in lieu of notice. Mr Ndzube received all his retrenchment benefits due to him.

Mr Isaac Sam-Sam returned from leave on February 16 and was informed of his situation. He was retrenched on March 15 after 30 days' notice and paid full retrenchment benefits.

Mrs Beauty Thenjwayo was, according to our records, not on leave when the retrenchment programme was announced. She was therefore given 30 days' notice and was paid full retrenchment benefits.

Mr Dickson Mhlahlo returned from leave on February 23 and was informed of his situation. Mr Mhlahlo was subsequently retrenched on March 8, after two weeks' notice with full retrenchment benefits. Because he was not given the full 30 days notice, the company decided to pay Mr Mhlahlo an extra 30 days' wages in lieu of notice. To date this money has not been claimed by Mr Mhlahlo.

The company strongly denies the charge that false IRP5 forms written in ink without tax numbers were issued.

The allegation that employees have been forced out of the hostels is also denied. In fact, in certain instances, affected employees are still residing in hostels.

Concerning the unidentified employee's payment of R740, we are unable to investigate due to lack of information.

According to the Rules of the 1970 Provident Fund, monthly paid employees reach retirement at the age of 63 regardless of length of service.

The company is anxious to give its retrenched employees all the assistance it can.

Cape Times 19/4/89 (173) (335)

Business faces major challenge

Ferry said yesterday that rising unemployment would lead to escalating conflict between the "haves" and "have nots" — which would not necessarily be across the colour line.

Stressing the need for higher economic growth in order to provide more jobs in the formal sector, Ferry said that a political solution must be found in order to achieve this.

He was concerned by a series of sudden moves by the authorities which made business planning

difficult, by the clamp-down on hire-purchase when consumer spending was already on the decline and by the fact that small businesses would be particularly hard hit by rising interest rates.

Outgoing president Anthony Coombe also stressed the need for political reform before the economy could achieve its full potential.

In his speech at the annual general meeting in the Mount Nelson Hotel Coombe said: "The prospects for success in

world markets and for reversing the flow of capital so as to unleash the pent-up potential of the SA economy are dependent upon our ability to speed up the process of reform and get the political negotiation process going."

Coombe stressed that the prospects for generating investment in SA were directly dependent on the elimination of all forms of statutory racial discrimination and the accommodation of all people in a new political dispensation.

He commended that the government "for its commitment to a new industrial strategy based on a forward planning process" involving sectors selected for their development potential and ability to compete internationally.

But he pointed out that business confidence and efficiency were undermined by "the increasing tendency on the part of the government to change the business rules with retrospective effect".

More Carletonville workers lose jobs ³³⁵

Another 127 workers have been laid off in Carletonville as a result of the intensive consumer action triggered by the Conservative Party town council's reimposition of petty apartheid. This brings to 379 the number of people who have lost their jobs over nine weeks. *SW 1914189*

A Chamber of Commerce survey showed four out of every 10 businessmen were experiencing turnover losses ranging from 70 to 100 percent.
— Staff Reporter.

The Triple Trust Organisation has started a project which helps people become self-employed in the informal business sector.

UNEMPLOYMENT has been a serious problem in the Peninsula for many years. Many black township residents are fresh from Transkei. There are about four million unemployed blacks in South Africa.

The problem is compounded by an estimated monthly flow of 100 000 people to the cities. Having left a predominantly rural environment, many have no formal skills at all and have difficulty in speaking English, let alone making a living for themselves.

The job market defines many of these people as "unemployable" as a result of their lack of skills and communicating power.

A sage once said: "If you give a man a fish, you feed him for a day,

but if you teach a man to fish, you feed him for the rest of his life".

With a similar philosophy, the Triple Trust Organisation has started a project to help these people become self-employed in the informal sector. The trust wants to establish 2 000 people a year in self-employment.

The Triple Trust Organisation consists of three trusts. □ The Neighbourhood Training Trust trains people in basic skills. Trainees learn how to make sheepskin slippers, track suits and other products.

They are then shown how to make a profit from their skill. □ The Self-Help Financing Trust provides the trainees with a mini-loan in the form of

equipment and materials to operate a small business from home.

□ To help the new entrepreneurs, bulk buying and marketing is undertaken on their behalf by the Africa Trading Co-Operative Trust.

The trusts work by appointment, in conjunction with various community organisations, and all tuition is given in the trainees' mother tongue. The courses are very popular and there was a waiting list of 99 for 10 places on a recent course.

For a trainee to be made self-sufficient, he will be given an initial amount of material. In the first four weeks he or she will be taught how to make the product. The next four weeks are spent learning to make a profit. The trust calls it the "township MBA".

Thereafter, a maximum of R500 is available as a mini-loan. Sheepskin slipper makers use this to get patterns and materials, while the tracksuit makers get a sewing machine and pre-cut garments.

To give trainees an understanding of economics, a nominal interest rate is charged as an incentive to repay the loan as soon as possible.

If the materials for one pair of shoes cost the trainee R20, the trust will buy the finished product for R25. The products are then sold by the trust. At present, the products are sold by chain stores and other dealers.

□ For further information, contact the Triple Trust Organisation on (021) 685-5042.

JOSHUA ESTATES MITCHELLS PLAIN

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CAPE TIMES 20/4/87

Miners retrenched

JOHANNESBURG. — Genmin has announced that between 6 000 and 7 000 miners will be retrenched later this year. So far about 5 000 workers have already been retrenched. Bracken and Leslie have laid off 1 000 workers, West Rand Consolidated about 3 000, Grootvlei 600 and about 400 from other mines in the group.

335'

JOBS ARE

ABOUT 379 people have lost their jobs in the CP-controlled Carletonville as the pressure of the black consumer boycott.

By JOSHUA RABOROKO

A survey conducted among 147 enterprises yesterday showed that local business was "bleeding heavily financially" because of the boycott by blacks in protest against petty apartheid.

Protest

It has been estimated that business has lost more than R4 million since the protest action by blacks started in February this year, according to the president of the Carletonville Chamber of Commerce, Mrs Annetjie Claasen.

Mrs Claasen said the survey found that 61 percent of the town's

Black boycott causes hardship

businesses were going to close by the end of the month, while at least another 23 percent would close if the boycott continued for another three to four months.

"Virtually every business in Carletonville will be closed in six months if the boycott is not brought to an end or slackened," Mrs Claasen said.

Chatsworth, Calif.

Unemployment down

REGISTERED unemployment decreased for all population groups except black people from August 1986 until November 1988, the National Manpower Commission's annual report, tabled yesterday, said. However, black unemployment fell by 8% between November 1987 and November 1988.

335

Nov 17 1988

Genmin to retrench thousands

GENMIN has announced that between 6 000 and 7 000 miners will be retrenched by the time its restructuring programme has been completed later this year.

So far about 5 000 workers have already been retrenched. Bracken and Leslie mines have laid off 1 000 workers, Grootvlei 600, West Rand Consolidated about 3 000 and about 400 from other mines in the group.

Genmin's gold operations managing director Gary Maude said this week all efforts had been taken to keep retrenchments at a minimum, including placing a number of people on extended leave in the hopes that the gold price would have improved by the time they return.

He also said that so far about 1 500

employees had been placed in jobs on other mines, both within the Genmin Group and with other mining houses.

Maude said the root cause of the problem was the virtually static gold price and inflation which was continually pushing up mining costs.

The Gencor decision was to mine profitably, which meant ore mined had to contain enough gold to more than meet costs.

This meant tonnage mined was reduced and as a result, the number of workers needed also declined.

Maude said four of the group's mines were involved in major cutback programmes. — Sapa

23/4/89

Insufficient new job opportunities created

Star 25/4/89

230 335

By Sven Lünsche

Over the past eight years the public authorities have been responsible for close to 82 percent of new job opportunities, writes Sanlam in its April *Economic Survey*.

The rise in public sector employment was achieved despite the fact that both the South African Transport Services and the Department of Posts and Telecommunications cut down their staff by no less than 66 000 over the period.

The private sector has also curtailed job opportunities drastically over the period 1980 to 1988, and only the construction industry emerged as a net creator of jobs last year.

The overall increase in official employment figures was mainly recorded in 1987 and 1988, when it rose by one and 1,5 percent respectively, after it had hardly shown any improvement over the preceding five years.

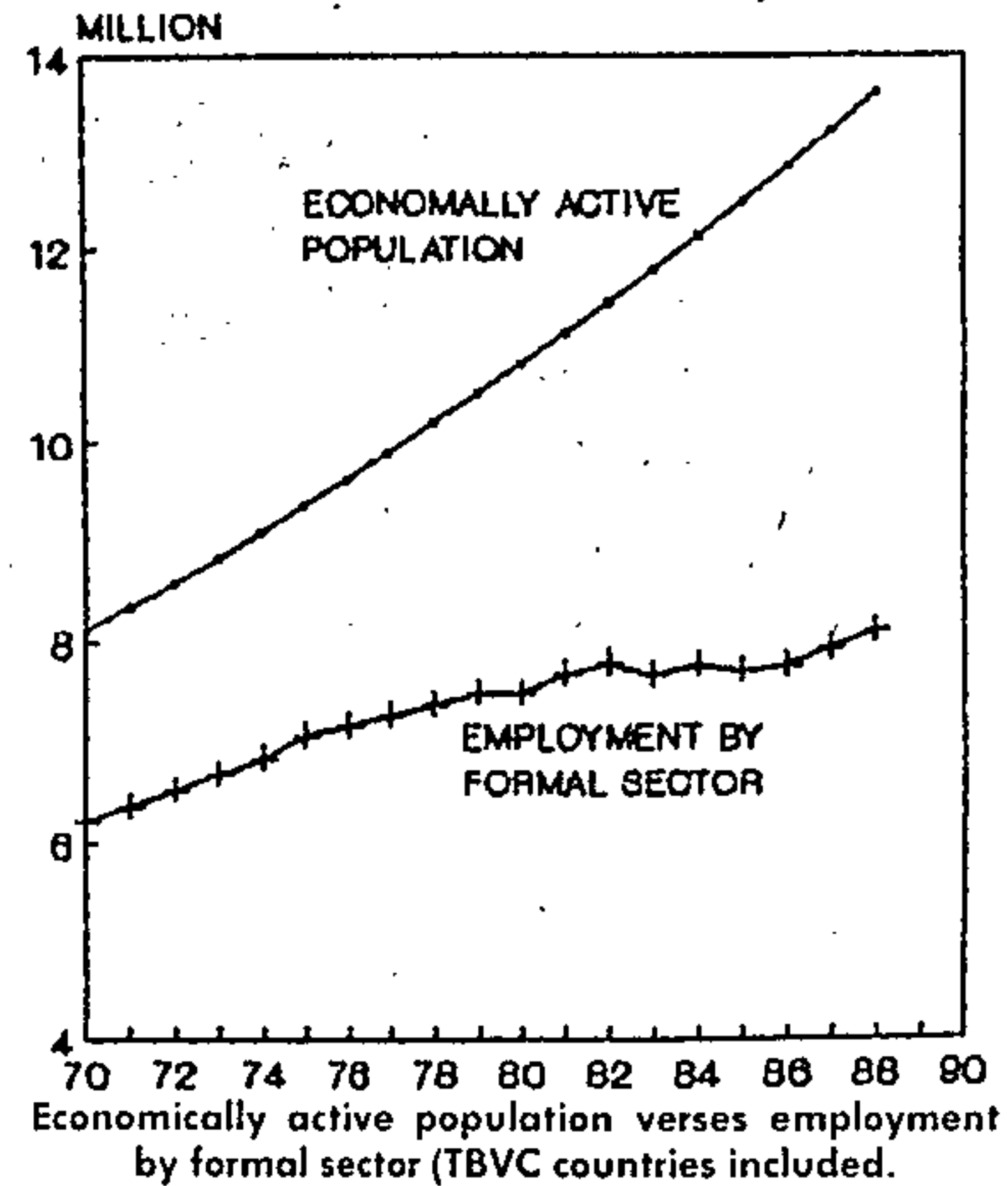
Official unemployment figures, although not an accurate reflection of the real situation, point to the improvement in the economy since 1986.

Since June 1986 the number of registered unemployed whites, coloureds and Asians has declined from some 81 400 to 49 200 in October 1988, Sanlam reports, adding that over the same period black unemployment (excluding TBVC countries) decreased from about 1,2 million to around 805 000.

According to figures supplied by the Central Statistical Department this represents a decline from 19,4 percent of the economically active population to 12,1 percent.

However, Sanlam says that official statistics on employment and unemployment have proven to be totally inadequate.

"That insufficient job opportunities are being created becomes apparent when one looks at the broader South African labour situation, that is, taking into account the independent national states," Sanlam



comments.

Since 1970 the economically active population grew by just under three percent, considerably faster than the approximate one percent annual growth rate in employment by the formal sector. (see graph)

"This means that the economically active population increased by around 2,8 million during this period, whilst only about 600 000 job opportunities were created in the entire formal sector.

"If this situation continues, the gap between the economically active population and employment by the formal sector will widen every year."

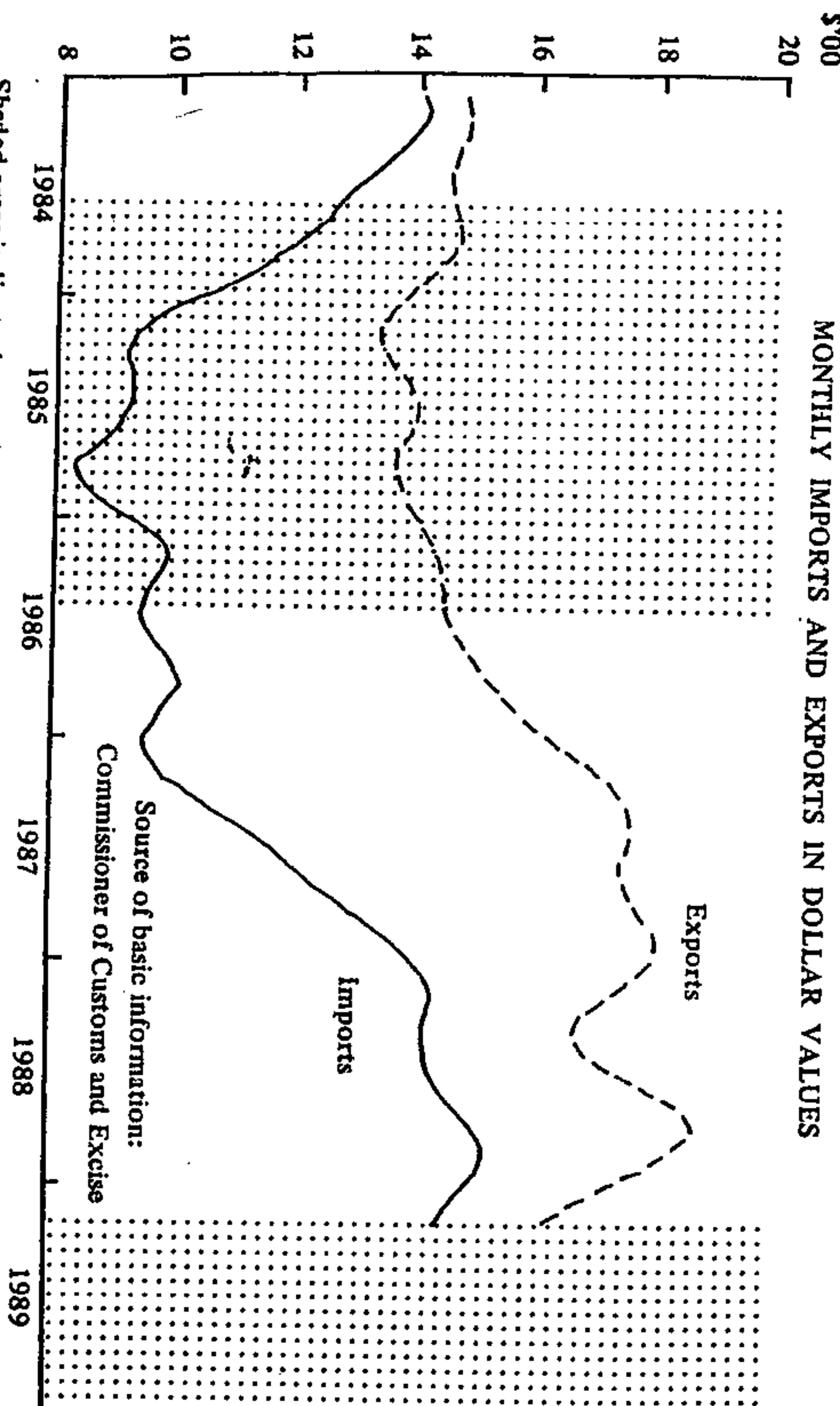
Too few new job opportunities created

MS 26/4/87

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MONTHLY IMPORTS AND EXPORTS IN DOLLAR VALUES



GAP CLOSING. The country's import bill is still at a very high level, while there appears to be a perceptible weakening in exports, according to Sanlam's economic research department, which prepared this graph. The low gold price contributed to the lower export performance but imports could be lowered later this year by a cooling of the economy.

Business Staff

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UNEMPLOYMENT FIGURES

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"This means that the economically active population increased by around 2.8-million during this period, whilst only about 600 000 job opportunities were created in the entire formal sector.

"If this situation continues, the gap between the economically active population and employment by the formal sector will widen every year.

"The economy clearly has a structural problem as regards the creation of sufficient job opportunities in the formal sector and an increasing number of people will therefore have to be accommodated by the informal sector," Sanlam concludes.

The report also predicts that the rate of inflation, which had averaged at 15 percent over the past five years, would continue to fluctuate around this level for the next few years.

It was essential that South Africa improve its productivity performance substantially to keep the cost of locally manufactured goods low and to counter the continued depreciation of the South African currency and resultant high prices of imported goods.

Everite to close E Cape factory

Capex Trup 26/4/89
335
Own Correspondent

JOHANNESBURG — Everite has decided to close its East London factory in a R35m capex programme to convert its building materials from asbestos cement to non-asbestos fibre cement.

Everite are planning to replace its asbestos fibre with cellulose fibres by 1992. This shift was in response to market demands monitored overseas, but preempting the SA market for non-asbestos building materials.

Everite executive director, Mark Cvitanich said in a statement the size of the plant and the over-capacity of the fibre-cement manufacturing industry did not justify the R10 m investment required to introduce the asbestos replacement programme in East London.

The East London factory, with only one sheet manufacturing machine, was too small to carry the interest burden and cash flow requirements of the programme, he said.

Of the 270 workers employed at the factory, 230 would be retrenched with the remainder to be transferred to other plants, PR spokesman Brian Gibson said.

Everite's R35 m asbestos replacement programme, which to date has involved R30 m research, will result in the replacement of asbestos fibres in asbestos cement by cellulose fibres.

Cellulose fibres are made of hardy organic pulp fibres like hemp, wood or sisal fibres, Gibson said.

Everite had given a public commitment to replace asbestos in its range of building materials by 1992.

Despite the safety of asbestos building materials there was a growing public perception that asbestos fibres were dangerous.

Altron firms hit by strikes

131 Day 28141 & 9
TWO Altron subsidiaries, Lascon Lighting and Standard Telephones and Cables, have been hit by strikes over labour law and retrenchments which are carbon copies of other such actions in the past two weeks.

National Union of Metalworkers of SA (Numsa) officials have refused to intervene to resolve a wildcat strike until they get from Altron's Lascon Lighting an undertaking waiving its right to sue for lost earnings.

This is a repetition of the circumstances of the eight-day strike at Haggie Rand where settlement was delayed for several days until last Thursday.

Altron group executive Jacques Sellschop said yesterday 500 employees had been on an unlawful strike since Monday demanding that two members of management be re-

ALAN FINE
moved from participation in disciplinary decision-making.

He said management was in communication with union leaders to discuss their request for an undertaking from Lascon that the company waive its rights in terms of section 79 (2) of the Labour Relations Act.

A Numsa spokesman confirmed the union's stand on the issue.

The section, introduced last year, empowers companies to sue unions for lost earnings sustained in unlawful strikes.

Its most controversial feature is that it reverses the normal burden of proof by imposing the assumption that such action is sanctioned by the union unless this is proved otherwise.

At STC in Boksburg, about 200

335
Numsa members went on strike yesterday morning in protest against 180 lay-offs to be carried out next week.

Sellschop said workers were demanding higher severance payments for those to be retrenched.

The lay-offs were necessitated largely by the the 35% cutback in spending on telecommunications equipment by the Department of Posts and Telecommunications.

Two weeks ago, STC's main competitor in the field, Siemens, suffered a three-day strike over lay-offs carried out for the same reason.

The strike was resolved after an improved retrenchment package was agreed upon.

Numsa spokesmen said earlier they were unaware of the strike and could not be reached for comment in the afternoon.

It is Government policy, and this is on record, that parity in social pensions must be effected for all population groups. I now want to ask the hon member what period of time and what method are envisaged to bring this about. Will the percentage increase for Whites remain much lower than for other population groups?

I want to quote from a letter which is a cry of distress from a social pensioner and which is characteristic of that received from thousands of social pensioners:

As gevolg van suikersiekte en hartprobleme is ek 100% ongeskik en my huurgeld is R120 per maand, asook R28 per maand vir permanente medikasie. Kan die NP nie besef dat ons ook behoeftig is het waarin ons nie kan voorsien nie?

She goes on to say:

Wees tog nie blind vir ons probleme nie.

Mr Speaker, it is too much to expect our White pensioners to provide for clothing and food, as in this case, out of R122 per month these days. While the Government is so generously running the show these days with the election in mind, it should remember that these people are also taxpayers and voters. We ask that they also be assisted and that they also receive a little generosity. [Interjections.]

*The MINISTER OF HEALTH SERVICES AND WELFARE: Mr Speaker, the hon member for Durban North referred to a means test. Surely a means test should be applied when pensions are granted. If there were no means test, there would be absolute chaos in that sphere. It is a fact that we did consider the means test. We apply the means test with discretion, but we cannot do away with it because then we would have chaos.

I want to tell the hon member for Pietersburg that my responsibility lies with the White pensioner and the White aged. I cannot talk about the other population groups. My job is to help the White aged.

The hon member for Pietersburg also referred to costs per unit. We regularly determine the cost per unit in old-age homes. We constantly adjust our subsidy, the working capital which we contribute to old-age homes. I want to tell the hon member that our contribution this year to old-age homes and other existing institutions amounts to R140 million in working capital

alone. This has to be carried through, because once one has started contributing that working capital to an old-age home, one has to keep it up until that project no longer exists. That amount simply increases every year.

I agree wholeheartedly with the hon member for Pietersburg that one certainly cannot exist on R251 per month, but I also want to tell the hon member that that is not all we do for the aged.

The department is not the only one helping the aged. I also want to point out the fact that the department grants subsidies and builds service centres. The aged are subsidised and they can go to these service centres for certain services, such as regular meals. I want to tell the hon member that at present there are approximately 60 000 subeconomic aged in subsidised old-age homes. [Time expired.]

Mr H H SCHWARZ: Mr Speaker, I am sorry that the hon member for Pietersburg brought up the matter of comparing social pensions on a percentage basis. Seeing that he has done so, I think it is important to point out that the maximum pension that a Black social pensioner may receive is R150 per month and the maximum pension a White pensioner may receive is R251 per month. This seems to be a very substantial difference, particularly when we bear in mind that the household subsistence levels for Blacks in, for example, the Johannesburg area are now approaching R550 per month. That argument, therefore, is not really an argument that reflects caring for aged people.

Secondly, I would like to deal with the question of the means test. At present one may receive a pension of R251 if one's income is no more than R89 per month. For every R2 that one's income goes up, the amount of the pension goes down. Surely R89 per month is a pittance! In the light of the inflationary situation this should certainly be reviewed.

There is also the question of free assets. One is entitled to have free assets of R10 000. That was fixed some considerable time ago when inflationary conditions were completely different. Surely there is a case to be made out to review that situation.

The difficulty one has is that according to the latest figures that I have available is that there are 212 075 White pensioners receiving social pensions. Those people are in dire need of help.

What is more important? To go and buy Swiss watches or to go and help social pensioners? What is more important? To decide to help the Maize Board which has got itself into trouble or to help elderly people who are in need of help? The issue is one of priorities. [Time expired.]

Mr M J ELLIS: Mr Speaker, I would like to carry on where the hon member for Yeoville left off, namely the whole question of expensive Swiss watches and so forth. There is no doubt about it that this money should have been channelled towards a far better cause—social pensions.

We must accept that at the end of the day it is the social pensioners who appear to be of little or no significance in Government planning. This has been proved again this year.

Over the past decade the social pensioners have grown poorer and poorer every year as the increase in the cost of living has always been greater than the increase in pensions granted.

The steady decline in the real value of the pensions has had disastrous consequences for the tens of thousands of pensioners. This can only reflect a grave injustice to pensioners. I must ask if the Government does not care whether social old-age pensioners suffer acute discomfort. I think that that is the point which arises from this very short debate.

It seems that the Government has adopted the attitude that all social pensioners are rare sorts of creatures who no longer need to purchase certain medicines from private practitioners. [Time expired.]

*The MINISTER OF HEALTH SERVICES AND WELFARE: Mr Speaker, the hon member for Yeoville said that we should consider certain amounts in the means test and that it should be revised. I want to assure the hon member that we continuously give consideration to the matter and shall also consider the amounts he mentioned.

I said our department was not the only one which cared for the aged. There are also certain suppliers of health services who provide these services at nominal tariffs to the poorer aged. The Department of Housing also makes amounts available to the aged at an interest rate of 1% to enable them to acquire homes.

I should like to emphasise that it is obvious that children should also contribute to the care of

their parents. There is a saying that one parent finds it possible to care for many children, but that many children do not find it possible to care for one parent. This is particularly true of the Whites. Children are no longer prepared to take care of their parents. That is probably why there are 423 homes for the White aged in South Africa, whereas the other population groups only have a total of 73 homes for the aged.

In the case of Blacks it was traditionally the responsibility of a couple's eldest son to take care of his aged parents. This tradition still prevails in the rural areas and I think it is necessary that we as Whites follow this example.

I want to conclude by giving the assurance that we in the Ministers' Council certainly give consideration to the position of the White aged and to pensions. If it is in any way possible, and if the funds are available, we shall increase pensions. [Time expired.]

Debate concluded.

QUESTIONS

† Indicates translated version.

For oral reply:

Own Affairs:

Unemployment Insurance Act: contributions by teachers

*1. Mr F J LE ROUX asked the Minister of Education and Culture:†

Whether (a) temporarily and (b) permanently appointed teachers make contributions in terms of the provisions of the Unemployment Insurance Act, No 30 of 1966, if not, why not? B796E

The MINISTER OF EDUCATION AND CULTURE:

(a) Yes, provided that their earnings do not exceed R35 000 per annum.

(b) no, they are excluded in terms of section 2(2)(m) of the Unemployment Insurance Act as they contribute to the Government Service Pension Fund.

Employer's challenge rejected

by DICK USHER

A CHALLENGE in the Supreme Court against the reinstatement of 11 workers ordered by the Industrial Court has been rejected.

The reinstatement was ordered after the workers were dismissed from Photocircuit, a Cape Town photographic processing concern, last May.

They had gone on strike in an attempt to force recognition of their union.

In September the Industrial Court made final a temporary reinstatement determination.

Mr Horst Peschkes, director of Photocircuit, sought review of the Industrial Court decisions on technical grounds. He claimed the court was not competent to hear the case because the industrial council agreement was not applicable to his company.

In November the Electrical and Allied Workers' Trades Union, to which the dismissed workers belonged, secured a writ of execution against company assets worth about R4 000 to secure payment of all amounts owing to the dismissed employees.

Education Affairs Act (House of Assembly)

*2. Mr R M BURROWS asked the Minister of Education and Culture:

Whether he intends to implement the Education Affairs Act (House of Assembly), No 70 of 1988, during the course of 1989; if so, when will the regulations pertaining to this legislation be published?

B819E

*THE MINISTER OF EDUCATION AND CULTURE:

Yes, as soon as possible.

Student places at colleges of education filled

*3. Mr R M BURROWS asked the Minister of Education and Culture:

(1) Whether all student places in colleges of education falling under the control of his Department are filled; if so, how many such places are there; if not, (a) how many places are vacant and (b) why are they vacant;

(2) whether any arrangements have been made with any other departments of education for the utilization of any colleges of education, or parts thereof, falling under the control of his Department; if so, what arrangements;

(3) whether any colleges of education, or parts thereof, have been disposed of in any way to any other Government Department or organization; if so, (a) which colleges and (b) to which Government Department or organization in each case?

B820E

The MINISTER OF EDUCATION AND CULTURE:

(1) No,

(a) Cape 1 354
Natal 1 004
OFS 238
Transvaal 971
Total 3 567

(b) student quotas at each college of education have been reduced;

(2) no, but there is an agreement with the Department of Education and Culture; House of Representatives and the Kwa-

Zulu Education Department to admit a number of their teachers to the distance teaching college, the Natal College of Education, for further training;

(3) yes,

(a) (b)

Cape

Paarl College of

Education

Oudshoorn College of

Education

OFS

Bloemfontein College of

Education (two hostels and one college building)

Transvaal

Onderwyskollege

Pretoria

(part of old campus)

SA Defence Force

For written reply:

General Affairs:

Hospitals: cuts in staff establishment

206. Dr M S BARNARD asked the Minister of National Health and Population Development:

(1) Whether any cuts in staff establishment were determined at the (a) J G Strijdom, (b) Coronation, (c) Johannesburg, (d) Hillbrow and (e) Baragwanath Hospital in any staff category in 1988; if so, what cuts in each specified category at each of these hospitals;

(2) whether the cuts affect medical teaching posts; if so, in what way;

(3) whether the cuts were determined in consultation with (a) Medical Faculty of the University of the Witwatersrand and (b) Vice-Chancellor of that university; if not, why not;

(4) whether the cuts were agreed to by the authorities of the above-mentioned university; if so, on what date was agreement reached;

(5) whether the withdrawn posts will be terminated with immediate effect as they become vacant; if not, what procedure will be followed?

B490E

The MINISTER OF NATIONAL HEALTH AND POPULATION DEVELOPMENT:

(1) (a), (b), (c), (d) and (e)

No, due to occupational specific dispensations some alterations e.g. re-namings and re-allocations of existing posts occurred;

(2) to (5) fall away.

National service: religious objectors in alternative service

216. Mr R R HULLEY asked the Minister of Manpower:

Whether any national servicemen who were granted the status of religious objectors have had to wait to be placed in alternative service; if so, how many such religious objectors were not placed in alternative service for (a) 12 months, (b) 9 months, (c) 6 months and (d) 3 months in 1988?

B500E

The ACTING MINISTER OF MANPOWER:

Yes.

(a) 1
(b) 1
(c) 2
(d) 20

Public service bursaries offered

236. Mr R M BURROWS asked the Minister for Administration and Privatisation:

(1) Whether public service bursaries were offered in the 1988-89 financial year; if so, (a) (i) how many and (ii) what total amount of money was involved and (b) (i) how many such bursaries were awarded to persons from each specified race group and (ii) what was the value of the bursaries so awarded per race group;

(2) whether there was any decrease in the number of bursaries offered; if so, (a) why and (b) what was the extent of the decrease in comparison with the 1987-88 financial year?

B541

The MINISTER FOR ADMINISTRATION AND PRIVATISATION:

(1) Yes

(a) (i) 2 465 (of which 1 768 were awarded)

(ii) R4 327 012 (awarded)

(b) (i) Whites : 1 376

Coloureds : 128

Indians : 80

Blacks : 184

(ii) Whites : R3 533 670

Coloureds : R 192 233

Indians : R 324 008

Blacks : R 277 101

(2) No, (a) and (b) fall away

Religious objectors: alternative service

242. Mr R R HULLEY asked the Minister of Manpower:

(1) How many national servicemen who had obtained the status of religious objectors were assigned to his Department for placement in alternative service in 1988;

(2) whether any of these religious objectors remained to be placed in alternative service as at 31 December 1988; if so, how many (a) had and (b) had not been so placed as at that date?

B547E

The ACTING MINISTER OF MANPOWER:

(1) 222

(2) Yes

(a) Placed — 198
Deferment granted — 6

(b) 18

National servicemen: religious objectors

243. Mr R R HULLEY asked the Minister of Manpower:

(1) How many national servicemen (a) applied for and (b) were granted the status of religious objectors in 1988;

(2) how many of these persons were (a) Jehovah's Witnesses, (b) Roman Catholics, (c) Anglicans, (d) Methodists, (e) Baptists, (f) Presbyterians, (g) members of the Dutch Reformed Church and (h)



members of any other specified religious denominations?

B548E

The ACTING MINISTER OF MANPOWER:

(1)	(a)	329
	(b)	222
(2)	(a)	162
	(b)	5
	(c)	10
	(d)	4
	(e)	0
	(f)	0
	(g)	2
	(h)	39
	Christadelphians	6
	Glentridge Christian Fellowship	2
	Jewish	1
	Manor Community Church	1
	Quaker (Society of Friends)	2
	Rastafarian	1
	Seventh Day Adventists	1
	United Congregational Church	2
	World Wide Church of God	23

Money spent on houses adjacent to specified lighthouses

313. Mr D J N MALCOMESS asked the Minister of Transport Affairs:

Whether any money is to be or has been spent on houses which are adjacent to the lighthouses at (a) Fish River Mouth, (b) Cape St Francis and (c) Danger Point and are the property of the South African Transport Services; if so, (i) how much in each case, (ii) for what purpose and (iii) who will be entitled to use these houses?

B656E

The MINISTER OF TRANSPORT:

(a), (b) and (c) Yes.	
(i) Fish River Mouth	— R26 200
Cape St Francis	— R 2 507
Danger Point	— R92 300
(ii) Fish River Mouth	
Refurbishing and refurbishing of two houses and routine maintenance to the Lighthouse-keeper's house.	
Cape St Francis	
Refurbishing of one house.	
Danger Point	
Refurbishing and refurbishing of two	

houses and routine maintenance to the Lighthouse-keeper's house.

(iii) Lighthouse-inspectors, maintenance personnel, SA Harbours' clients, local and overseas counterparts, opinion leaders, etc.

The facilities will also be let to the private sector for the holding of seminars. In this manner income will be derived which would contribute towards keeping the houses preserved for the future.

Since lighthouses became automated the number of lighthouse-keepers was reduced from three to one in these instances. When assets become obsolete its economical viability is carefully determined whereupon consideration is extended to either demolish or otherwise restore it for practical use. The latter option was found to be justified.

SATS: pensionable service bought back

314. Mr D J N MALCOMESS asked the Minister of Transport Affairs:

How many employees who were still in the service of the South African Transport Services as at 31 December 1988, had bought back pensionable service?

B657E

The MINISTER OF TRANSPORT AFFAIRS:

12 405.

SATS: pensionable service bought back

315. Mr D J N MALCOMESS asked the Minister of Transport Affairs:

(a) How many South African Transport Services employees who bought back pensionable service have retired since the buying-back of pensionable service came into effect in respect of the Transport Services, (b) what total amount, excluding any interest on the amounts outstanding, did these persons pay to buy back such service, (c) what total amount was received by these persons in increased gratuities in respect of such service, (d) what total additional amount in monthly pensions is paid to them as a result of their having bought back pensionable service and (e) in respect of what date is this information furnished?

B658E

The MINISTER OF TRANSPORT AFFAIRS:

(a) 29 196



(b), (c) and (d) The information is not readily available and it will take much time and expense to gather such information.

(e) 17 April 1989.

Work-seekers registered at labour bureaux

320. Mr P G SOAL asked the Minister of Manpower:

How many males and females, respectively, were registered at labour bureaux as work-seekers in terms of the Guidance and Placement Act, No 62 of 1981, as at the end of each month in 1988?

B663E

The ACTING MINISTER OF MANPOWER:

(See table on cols. 947 and 948.)

Subsidy to certain taxi association

341. Mr C B SCHOEMAN asked the Minister of Transport Affairs:

Whether he intends providing any subsidy to members of a certain taxi association, the name of which has been furnished to the Ministers' Department for the purpose of his reply; if so, (a) why, (b) what will the amount of the subsidy be and (c) what is the name of this association?

B696E

The MINISTER OF TRANSPORT AFFAIRS:

No.

(a), (b) and (c) fall away.

Commuter traffic: subsidy to bus operators

360. Mr P C CRONJÉ asked the Minister of Transport Affairs:

What was the extent of the subsidy granted to bus operators in respect of commuter traffic in each of the four main metropolitan areas in the 1987-88 financial year?

B762E

The MINISTER OF TRANSPORT AFFAIRS:

Johannesburg/Pretoria	: R115 053 011.99
Cape Town/Penninsula	: R 37 211 683.61
Port Elizabeth/Uitenhage	: R 11 994 578.78
Durban Pinetown	: R 55 652 221.87

The attention of the honourable member is drawn to the fact that the above-mentioned

information was already supplied in my reply to question 68 of 24 February 1989.

Land Bank loans

403. Mr W J D VAN WYK asked the Minister of Finance:

(1) Whether provision has been made for persons or bodies other than *bona fide* farmers to be granted loans by the Land Bank;

(2) whether any such persons or bodies received loans from the Land Bank over the latest specified period of five years for which figures are available; if so, (a) why, (b) in terms of what statutory provisions or regulations, (c) what are the names of these persons or bodies and (d) (i) what were the amounts of the loans granted and (ii) on what dates were they granted?

B725E

The MINISTER OF FINANCE:

(1) Yes—in terms of section 21(1)(c) ter read with section 45 quat of the Land Bank Act, 1944 (Act 13 of 1944).

(2) No

(a), (b), (c) and (d) (i) and (ii) fall away.

Own Affairs:

State-subsidized private schools/State-controlled schools: attendance of non-White children

B685E

50. Mr C J DERBY-LEWIS asked the Minister of Education and Culture:

How many non-White children were attending (a) State-subsidized private schools and (b) State-controlled schools in each of the four provinces as at the latest specified date for which figures are available?

B685E

The MINISTER OF EDUCATION AND CULTURE:

	(a)	(b)
Cape	2 351	27 (as at 1989-04-18)
Natal	1 716	3 (as at 1989-04-18)
OFS	196	7 (as at 1989-04-18)
Transvaal	5 486	68 (as at 1989-04-18)

*Children of diplomats and members of consular missions.

TOTAL REGISTRATIONS: 1988

	Jan		Feb		Mar		Apr		May		Jun		Jul		Aug		Sept		Oct		Nov		Dec	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Bloemfontein	4 466	2 554	4 867	2 718	4 678	2 745	4 520	2 459	4 605	2 351	4 821	2 333	4 946	2 325	5 199	2 405	5 194	2 386	5 289	2 375	5 269	2 332	5 085	2 313
Cape Town	14 683	7 708	14 701	9 421	15 603	9 474	13 187	9 149	12 552	9 248	12 989	8 431	11 955	7 524	11 993	7 670	11 635	7 018	11 959	7 395	11 763	7 157	10 029	6 283
Durban	22 699	10 713	26 503	12 877	23 089	11 402	22 531	11 015	21 802	11 032	22 814	11 051	23 116	10 821	22 843	10 355	22 144	9 331	20 809	8 530	19 970	8 507	17 106	7 918
East London	2 843	1 440	3 377	1 733	2 553	1 360	2 665	1 184	1 982	873	1 964	754	2 299	891	2 212	755	2 524	894	2 228	641	2 024	594	1 791	481
George	1 374	806	1 531	952	1 548	838	1 518	924	1 695	1 040	1 614	1 066	1 667	1 076	1 743	1 158	1 671	1 144	1 818	1 166	1 529	1 085	1 763	1 242
Johannesburg	28 005	12 739	31 577	14 964	31 061	13 183	28 918	12 134	30 103	11 854	27 897	11 561	27 569	11 586	28 338	12 468	27 982	12 065	27 986	11 954	24 172	9 222	23 837	8 621
Kimberley	2 518	988	2 160	776	2 104	783	2 167	700	1 970	775	1 968	761	1 978	875	2 253	925	2 230	921	2 143	867	2 038	814	1 921	714
Port Elizabeth	5 291	2 070	6 255	3 045	5 121	2 508	4 368	1 961	4 181	1 861	4 446	2 017	4 656	2 348	4 969	2 102	4 383	1 995	4 121	1 945	3 603	1 649	2 273	1 026
Pretoria	12 812	6 991	17 475	8 308	14 160	6 504	13 019	6 452	12 317	5 477	13 012	5 549	11 986	5 231	12 278	5 769	11 663	5 443	11 476	6 094	8 610	5 252	7 572	4 204
Total	94 691	46 109	108 446	54 794	99 917	48 797	92 893	45 978	91 207	44 511	91 525	43 523	90 172	42 677	91 828	43 607	89 426	41 197	87 829	40 967	78 978	36 612	71 377	32 802

Howard.

335

HOUSE OF REPRESENTATIVES

INTERPELLATIONS

The sign * indicates a translation. The sign † used subsequently in the same interpellation, indicates the original language.

Own Affairs:

Zonnebloem College: closure

1. Mr J A RABIE asked the Minister of Education and Culture:

Whether Zonnebloem College is to be closed; if so, what provision has been or is to be made for the students of this college?

C92E:INT

THE MINISTER OF EDUCATION AND CULTURE: Mr Chairman, the reply is yes. The lease of the Zonnebloem Education College buildings expires at the end of 1992. No provision exists for the renewal of the lease due to the fact that the renewal clause has been deleted from the original contract after consultation with the relevant church authorities and at their request. Apart from the question of leasing, the Zonnebloem Education College complex was originally used for the training of female teachers at a post-Stid 8 level, in other words, for the obtaining of the Lower Primary Teachers' Certificate, LPTC, and the Junior Primary Teachers' Certificate, JPTC. This level of teacher-training was gradually phased out so that since 1982 all teacher-training is offered at a post-Stid 10 level.

The existing building structure and facilities at Zonnebloem do not conform to the prescribed norms for effective teacher training at post-Stid 10 level and as such the continued use of the said structure and facilities will not serve the interests of education in general and teacher training in particular. Considering all the relevant circumstances, the department has no other alternative but to close the particular college.

At present there are 169 first- and second-year students enrolled at the Zonnebloem College. All of them together with the possible third-year failures, will be taken up at the new Kuils River Education College.

The closing date is December 1989. The reason for this is to ensure the maximum utilisation of the Kuils River Education College, not only as far as students are concerned, but also as far as lecturing staff is concerned. In the meantime the

Howard.

Zonnebloem buildings will be used *inter alia* to accommodate pupils of a school when a school building is being upgraded. [Time expired.]

*Mr J A RABIE: Mr Chairman, I put this question. Hon members are probably all aware that this educational institution was the birthplace of our cultural development and progress. Many of the teachers one still comes across talk these days about this beacon in our evolutionary history with sadness. Now this institution is going to suffer the same fate as the old Hugh African Training Centre in Johannesburg. There was also a request for the preservation of that institution.

Zonnebloem College is one of the oldest colleges in the country, and in my opinion it should be preserved at all costs. [Interjections.] In fact, it should be declared a national monument and restored to its original glory. [Interjections.] It is interesting that hon members make a joke of it when I say this institution should be declared a national monument. [Interjections.] That is where things started.

The hon the Minister says the college cannot be used effectively for modern training. I realise that, but the building can be extended in order to modernise it. [Interjections.] I want to know whether the rector and the students' council were consulted when a decision was taken. That appears not to be the case. We know the group areas history of District Six. Why should we allow the community to be upset by this as well? It is said that the church wants the money. The church says that is not true, however. [Interjections.] Who is telling the truth? [Interjections.] [Time expired.]

Mr C R REDCLIFFE: Mr Chairman, the official reason the Department of Education and Culture has given up to now for closing Zonnebloem College at the end of this year, is that "it places a financial burden on education funds". Yet the Department of Education and Culture will still have to pay the rent for this building which it leases from the Anglican Church until 1992. This means that a total amount of approximately R1 million will have to be paid for a building that is not being utilised by the Department of Education and Culture. [Interjections.]

In the *Sunday Times Extra* of 16 April 1989 a House of Representatives spokesman,

on Sunday it had given the name of a... He refused to say why police were not... investigating the claims.

Lascon, Altron strikes end

ALAN FINE (335)

EMPLOYEES at two Johannesburg metal sector companies hit by strikes last week have returned to work, 80 at another have been dismissed, and disputes continued at two more.

Nearly 500 members of the National Union of Metalworkers of SA (Numsa) at Lascon Lighting, Johannesburg, interdicted by the Rand Supreme Court on Friday from continuing their unlawful two-week strike, obeyed the order and returned to work yesterday. Altron executive Jaques Sellschop said.

Sellschop said worker representatives had been invited to discuss grievances with management. The strike supported demands that two management members ceased conducting disciplinary hearings. Industrial Court president Daan Ehlers yesterday suspended for 14 days his order

against nearly 1 000 strikers at Altron's Standard Telephones and Cables last week.

Ehlers said he the dispute over pending retrenchment of about 200 employees could be negotiated and settled at plant level. A meeting between worker representatives and management was scheduled for this morning.

Meanwhile Numsa regional organiser Tony Kgobe said the 80-strong dayshift at Cinqplast — on strike over a dismissal since May 3 — had been dismissed. MD

Howard Greenspan declined to comment.

Kgobe said another retrenchment strike, at Champagne Lighting, had ended.

At Thorn Lighting yesterday workers rejected management's offer to selectively re-employ most of 200 dismissed last week during a strike over a dismissal.

1003

TUESDAY, 9 MAY 1989

The MINISTER OF LAW AND ORDER:

(1) and (2)

I do not consider it to be in the public interest nor in the interest of the country to furnish this information. However, I am prepared to make available this information to the honourable member on a confidential basis.

Certain person: special constable in Mamelodi

223. Mrs H SUZMAN asked the Minister of Law and Order:

(1) Whether a certain person, whose name has been furnished to the South African Police for the purpose of the Minister's reply, was employed as a special constable in or around Mamelodi in 1988; if so, (a) what is his name, (b) when was he so employed and (c) what training was he given;

(2) whether this person has a history of mental instability; if so,

(3) whether this was known at the time of his employment; if not, why not; if so, why was he (a) employed as a special constable and (b) permitted to carry a firearm;

(4) whether this person has ever been charged with committing a criminal offence; if so, (a) when and (b) with what offence;

(5) whether this person is still employed as a special constable; if so, (a) why and (b) where; if not, why not?

B508E

The MINISTER OF LAW AND ORDER:

(1) No, but from 7 May 1987 until 18 November 1987

(a) to (c) Fall away.

(2) No.

(3) (a) and (b) Fall away.

(4) Yes

(a) 15 November 1987

(b) Housebreaking with the intent to steal and theft.

(5) No, the person was dismissed after he had been charged with housebreaking with the intent to steal and theft.

(a) and (b) Fall away.

1004

SAP: toll paid

232. Mr D S PIENNAAR asked the Minister of Law and Order:

What amount was paid in toll at toll-gates by members of the South African Police Force during the latest specified period of 12 months for which figures are available in the exercise of their powers or the performance of their duties functions?

B519E

The MINISTER OF LAW AND ORDER:

Generally, on completion of the prescribed form, vehicles of the South African Police are exempt from toll fees in terms of section 28 of the Police Act, 1958 (Act 7 of 1958).

However, under certain circumstances, especially when it is urgent, it does occur that members of the Force pay the toll fees themselves. In such instances a claim for the expenditure is submitted. During 1988 R340,00 was paid back to members of the Force in this way.

Internal Security Act: detainees

270. Mrs H SUZMAN asked the Minister of Law and Order:

Whether any persons detained in terms of section 50 of the Internal Security Act, No 74 of 1982, were subsequently detained in terms of section 29(1) of the said Act; if so, (a) how many and (b) in respect of what period is this information furnished?

B589E

The MINISTER OF LAW AND ORDER:

No

(a) and (b) Fall away.

Internal Security Act: detainees

271. Mrs H SUZMAN asked the Minister of Law and Order:

Whether any persons were detained in terms of sections (a) 50 and (b) 50A of the Internal Security Act, No 74 of 1982, in 1988; if so, (i) how many and (ii) for what period was each detained before being released, in each case?

B590E

The MINISTER OF LAW AND ORDER:

(a) and (b) None

(i) and (ii) Fall away.

1005

TUESDAY, 9 MAY 1989

Unemployment Insurance Fund

287. Mr P G SOAL asked the Minister of Manpower:

(a) What was the total amount (i) paid into the Unemployment Insurance Fund in 1988 and (ii) paid out in benefits by the Fund in that year and (b) (i) to how many applicants were benefits paid and (ii) what actual or estimated number of such applicants was (aa) White, (bb) Coloured, (cc) Indian and (dd) Black?

B609E

The ACTING MINISTER OF MANPOWER:

(a) (i) R739 906 984

(ii) R440 428 042

(b) (i) 406 106

(ii) The Unemployment Insurance Act, 1966, makes no distinction between the various population groups and consequently separate figures are not readily available.

NOTE: The above-mentioned figures are provisional and subject to audit.

Unemployment Insurance Fund

288. Mr P G SOAL asked the Minister of Manpower:

(1) What was the balance of the Unemployment Insurance Fund at the end of 1988;

(2) (a) what was the total amount (i) paid into the Fund by State employers and employees and (ii) paid out in benefits in that year and (b) to how many applicants were benefits paid;

(3) (a) what is the present average rate of interest received by the Fund and (b) what amount was paid from the Fund in 1988 in respect of administration costs;

(4) (a) what total amount in unclaimed money is held in the Fund and (b) how many persons are involved in this amount;

(5) how many employers were registered with the Unemployment Insurance Fund as at 31 December 1988?

B610E

The ACTING MINISTER OF MANPOWER:

(1) R544 149 105

(2) (a) (i) R46 982 375

1006

(ii) and (b) Separate figures for the amount paid out as well as the number of contributors who applied for benefits in respect of State employees only are not available. A total amount of R440 428 042 was paid out to 406 106 contributors (State employees and employees in the private sector).

(3) (a) For moneys invested in 1989: 15-16,2 per cent

(b) R27 771 571

(4) (a) Particulars are not available.

(b) Figures are not available.

(5) 150 622

NOTE: All of the above-mentioned figures are provisional and subject to audit.

Unemployment in inspectorate areas

319 Mr P G SOAL asked the Minister of Manpower:

How many Whites, Coloureds and Indians, respectively, were registered as unemployed in each inspectorate area as at 31 December 1988?

B662E

The ACTING MINISTER OF MANPOWER:

	Whites	Coloureds	Indians
Blomfontein	1 588	572	—
Cape Town	5 022	5 525	27
Durban	4 333	2 714	9 193
East-London	207	83	1
George	412	1 517	—
Johannesburg	9 112	2 909	668
Kimberley	254	1 061	5
Port Elizabeth	779	600	7
Pretoria	1 916	158	36
Total	23 623	15 139	9 937

Blacks registered as work-seekers

321. Mr P G SOAL asked the Minister of Manpower:

How many Black males and females, respectively, were registered as work-seekers in the White areas of the Republic in each month of 1988?

B664E

*Mr C D DE JAGER: Mr Speaker, we are pleased that the hon the Deputy Minister had the courage to say that the NP was moving away from segregation.

*The MINISTER FOR ADMINISTRATION AND PRIVATISATION: That is nothing new!

*Mr C D DE JAGER: In that case I should like to know where it is moving to. Is it the policy of the NP that it is moving towards integration? [Interjections.] One can have either separation or integration. One cannot have both. If one is moving away from separation, one must be moving towards integration. I am therefore pleased about the admission of the hon the Deputy Minister today that this is the course the NP is at present following.

It is correct that freedom of association may exist, as the DP says, but I find it very strange that the DP does not also recognise the democratic right of freedom of association. If there are people who do not wish to associate, why should they be forced to associate? [Interjections.]

*Mr SPEAKER: Order! The hon member for Constantia must contain himself. The hon member for Bethal may proceed.

*Mr C D DE JAGER: I want to ask the hon the Minister whether he acknowledges that the workers who are receiving training will have the right to separate hostels and that they will not be forced to live together in mixed hostels and mixed residential units where men, women and children and as much as two children per family are allowed to live together. Is it the policy of the Government that separate facilities should be provided for these people if they insist on them, and what steps will the Government take to enforce this if the employers and management do not wish to provide this themselves?

*Mr P J PAULUS: Mr Speaker, I want to tell the hon the Deputy Minister that I reflect the feelings of the White workers in White South Africa. [Interjections.] I want to say in addition that job integration brings social integration in its wake, and social integration means total integration. When that has happened, what right does an employee have to exercise his freedom of association if he has lived with people of colour during his training, but refuses to live with people of colour in a residential area, which is maintained by his employer, after he has completed his training?

I want to make it clear that in South Africa today big business is the NP's master. It is they who dictate to the NP what to do. Big business wants integration, and this Government follows meekly behind. They are complying with the demands of big business. [Time expired.]

The DEPUTY MINISTER OF ECONOMIC AFFAIRS AND TECHNOLOGY (Mr G S Bartlett): Mr Speaker, when the hon member for Carletonville starts talking about the "geldmag van Suid-Afrika," I am afraid he loses the ear of many people because he is talking about spooks that do not exist.

I want to say to the hon member for Bethal that I did not say that the NP was moving away from segregation and into integration as he implies. [Interjections.] What I implied was that the NP was moving away from racial prejudices and fears. [Interjections.]

The policy is quite clear with regard to the training establishments. I want to say to the hon members that none of the training centres are integrated as far as accommodation is concerned—as far as my department knows. As far as Kloof mine is concerned, we have had an application from them. As I have said, in terms of section 21 (2) (b) of the Group Areas Act, the Administrator will come to the department and seek the department's views on this. The application will only be considered by the Mining Commissioner on receipt of documentary proof that the permit for exemption in terms of the Group Areas Act has been issued to the Chamber of Mines.

I want say to that hon member that he must look at the regulations and advise the members of the Mineworkers' Union to study those regulations. Let them then decide to negotiate with the employers concerned or the Chamber of Mines—which is an employers' union, if one wants to call it that—on this matter and see whether or not this matter can be resolved in an amicable manner between employer and employee groups. [Time expired.]

Debate concluded.

Gross domestic product/unemployment

2. Mr H H SCHWARZ asked the Minister of Finance:

What steps does the Government intend taking to (a) increase the gross domestic product

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and (b) alleviate unemployment?

B953E.INT

The MINISTER OF FINANCE: Mr Speaker, I think anybody who not only can provide the answer to this question but can also implement it in this country within the constraints within which we have to operate is certainly worthy of the highest decoration imaginable. I shall try, in the limited time at my disposal, to give some indication as to how we are addressing this particular issue.

I want to say right at the outset that, in the first place, we on this side of the House believe that it is not primarily the function of the State but that of the private sector to provide employment. It is obvious, based on that point of departure, that it is then incumbent upon the Government to provide the necessary atmosphere and environment within which the private sector can indeed provide the necessary employment opportunities.

However, we no longer see that almost one-on-one relationship between economic growth and the creation of employment. In our hi-tech environment it is quite possible today to achieve very substantial growth rates without the concomitant employment opportunities which were an inherent part of economic growth in the past. An analysis of how we have grown in the past few years will show that fortunately, with the modest growth rate that we could register, there has indeed been a very satisfactory degree of job creation in the process.

We operate within the framework of our long-term economic strategy as developed by the Economic Advisory Council of the hon the State President, and right now the Central Economic Advisory Service has already made very substantial progress in the development of a completely adapted economic development programme involving not only nine different areas, but also more than 30 committees or working groups in which the private sector is also involved.

What do we intend to do in terms of our long-term economic strategy? We intend, in accordance with what has been recommended by the Economic Advisory Council and accepted by the Government, to strengthen and develop the modern sector in our economy, because it is that sector which is income-generating, work-generating, a creator of surplus funds and also the

main supplier of the expertise necessary to develop our very complex economy.

We base our development programme on three broad points: Firstly, on inward industrialisation as the main component of our economic development programme; secondly, on a deregulation of the economy so as to provide the maximum opportunity possible for self-employment . . . [Time expired.]

Mr H H SCHWARZ: Mr Speaker, there is no doubt that the State has an obligation to create the climate for employment. The private sector cannot go against the stream, and if the State does not create the climate, the private sector cannot succeed on its own. Growth is certainly possible with a limited increase in employment, but increased employment without economic growth is almost impossible.

What is really needed in South Africa is not mere talk about inward industrialisation but its actual application. The tragedy is that there is so much concentration today on the fact that everything must be left to the private sector—that if the private sector does not start it, the State does not give the impetus. I submit that if inward industrialisation is to succeed in South Africa, the State will have to give the impetus and lay the foundations for it. As I see it, we have spoken about inward industrialisation, but we have not created the foundation for it in our country.

Secondly, deregulation has become a buzz-word, but it is only actually being applied to a very limited extent. Productivity is something that we talk about, but there is insufficient encouragement for productivity. Training is one of the essentials for overcoming South Africa's manpower problems, and yet our education system is not geared to producing the kind of people who are technically required in South Africa. We continue to concentrate on knowledge of Latin, history and geography, but we do not know how to lay a brick, work a machine or do all the other technical things which are required in South Africa.

We need private fixed investment in South Africa to be encouraged to a far greater extent. Above all, what we need is to create a climate of confidence in South Africa where people know what is going to happen both politically and economically so that in that kind of climate

people will have the confidence to create jobs on a long-term basis.

The reality is, if we look at the figures, some of them are startling. In the period from 1970 to 1975, *per capita* growth was 1.35%; from 1975 to 1980, it was 0.13%; while in the period from 1980 to 1985 it was -0.55%. In 1986 it was -1.20%; in 1987, it was 0.2%; and in 1988 it was 1%. On those figures South Africa cannot grow at the rate which we need for stability. [Time expired.]

*Mr C UYS: Mr Speaker, in the two minutes at my disposal it is really an impossible task to deal properly with such a comprehensive subject, and that is why I merely wish to express a few thoughts on the matter.

The authorities must create the fiscal and monetary climate for capital formation by means of saving by the private as well as the personal sector. It is our standpoint that it is primarily the task of the private sector to promote the economy and production and in that way create more job opportunities, if possible. I agree with the hon the Minister that these do not necessarily go hand in hand. The authorities must see to the basic infrastructure and must only intervene if the private sector is unwilling or not able to do what is necessary. Only if the private sector cannot do it must the authorities do what is necessary.

A further idea is that dissaving by the authorities must be curtailed so that available capital which is generated by the private sector can be employed by the private sector to promote production and to create more job opportunities.

Unproductive spending and unproductive salary opportunities, in contrast with job opportunities—in my opinion there is a difference—as a result of an enlarged and growing bureaucracy must be curtailed.

Productivity in general in South Africa, in all sectors of the economy, must be drastically increased and the watchword should be "work, save and produce". That applies to all the sectors. [Time expired.]

The MINISTER OF FINANCE: Mr Speaker, I just want to complete the three points. I will cover, firstly, the revised Economic Development Programme with the accent on inward industrialisation if I have enough time because we have already done a very substantial amount

in this regard; secondly, deregulating the economy to provide self-employment; and, thirdly, privatisation in order to mobilise capital in our capital-poor environment for the development of underdeveloped communities and underdeveloped areas.

I differ with the hon member in this regard. He is entitled to criticise us. I do not think that we can ever argue from this side of the House that we have ever done enough. I do, however, think that within our means available we have done an awful lot. We have spent more than R1,2 billion on a special employment programme, financing more than 100 million man-days and in the process trained more than 1 million workers, 30% of whom were absorbed in formal employment and the others certainly basically equipped to account for themselves in the informal sector.

As far as housing is concerned, billions of rand have been spent over the past number of years, not only on the part of the State but also with very substantial private sector involvement.

As far as deregulation is concerned, I can quote many more matters that are in process. My hon colleague has published for comment very real deregulation plans with regard to licensing etc. I want, however, to agree with one point that the hon member mentioned and that is that we are not sufficiently geared towards technical education and training. I fully endorse that point of view of his. It is my own experience as well and my own conviction and we had better start doing something about it because that is the very key to our survival. In this respect, my hon colleague has just reminded me that Messias for instance will be spending not less than R70 million by way of training of people in order to acquire new skills over the next few years. [Time expired.]

Mr H H SCHWARZ: Mr Speaker, I think there is one further matter which we have to deal with and that is the present economic situation. We need to get a few things straight. There is an endeavour, by the measures that have been introduced, to reduce consumer demand. I would like to submit that the actions to reduce demand should not be actions to reduce demand for South African produced products, or to reduce demand in respect of the confident investor in respect of private fixed investment. What we must do is to reduce demand in respect of imported goods, and what we also need to do

is to ensure that there is no unnecessary credit incurred and that the money supply is restrained.

The reality is that we in South Africa actually cannot at this moment in time afford to go into a recession. We cannot afford unemployment because unemployment leads to instability and instability has a potential for violence. Employment is one of the best means of ensuring the security of South Africa. That, to my mind, is how we need to look at the present very difficult economic situation. Merely to get us into a recession will be an absolute disaster for South Africa because it is going to bring with it very serious problems relating to stability and, in fact, peace in this country.

There are some things that need to be said in regard to our population. We have to recognize that this is a tremendously growing population. In 1990 we are going to find that there probably will be 39 million people in Southern Africa, including the TBVC countries. We have to cater for those people. [Time expired.]

Mr J J WALSH: Mr Speaker, it is absolutely clear to me that despite everything that has been said and the protestations and statements to the contrary by this Government, they have failed in and abdicated their responsibility as far as developing the full economic potential of this country is concerned. There is ample evidence that in the formal sector our economic prospects are on the skirts. The main causes are lack of confidence, loan finance and investment. The South African economy is no different from a business. Take away its funding and it is in trouble. Not only are we having to operate on reduced funds, we have also to pay back funds at an alarming rate. Then we also have disinvestment which is clear for all to see. This Government fails to acknowledge the cause of this sickness and concentrates on the symptoms. I believe for obvious reasons. Quite simply the cause of our economic malaise is that the Government fails to recognise the right of all our citizens to participate fully. [Time expired.]

*The MINISTER OF FINANCE: Mr Speaker, I should just like to inform the hon member for Barberton that I am grateful for the measure to which we are in agreement, and as far as dissaving is concerned, I also want to agree with him. However, it is a matter which we cannot simply pass out overnight, particularly not in our present set of circumstances. We are working towards the goal, but the ultimate achievement

of that goal is going to cause pain, either by means of taxation, which we would not like to do, or by the surrender of certain services which we will inevitably have to do and the scaling down of certain standards, which we will also inevitably have to do. I hope when we come to that stage—when it comes to the meeting out of pain because it is not going to occur without pain—that the hon member will also support us.

†I also want to remind the hon member for Yeoville that our whole new approach in the past number of years in terms of urbanisation is one of the best examples—there are other practical examples as well—of the deregulated environment being created. I want to endorse what the hon member has said. We regard our Population Development Programme as an integral part of our overall economic strategy because, after all, what matters is what the growth *per capita* is. If all the growth in the economy is consumed by an unchecked increase in numbers, then it is a useless exercise and therefore that programme indeed enjoys the necessary priority within our whole policy framework.

As far as a recession is concerned we are also in agreement. We do not want this economy to go into a recession. We want it to operate at its optimal allowed growth rate, and in that respect I am the first to concede that it is not enough, but at least by doing that we are doing the best we can under very difficult circumstances.

Following that statement the hon member for Pinelands will understand why I am ignoring his speech and cannot comment on such nonsense. [Time expired.]

Debate concluded.

QUESTIONS

† Indicates translated version.

For oral reply:

General Affairs:

State President:

Involvement of foreign intelligence agencies

*1. Mr C J DERBY-LEWIS asked the State President:

1007

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TUESDAY, 9 MAY 1989

1008

The ACTING MINISTER OF MANPOWER:

Month	Male	Female
January	40 678	15 225
February	59 547	24 177
March	51 731	18 951
April	45 721	15 696
May	45 420	16 173
June	48 421	16 479
July	52 049	16 047
August	54 882	18 451
September	58 109	19 224
October	55 819	16 806
November	54 404	15 879
December	43 235	11 139
Total	610 016	204 247

Certain person: under arrest

348. Mr J R DE VILLE asked the Minister of Law and Order:

Whether a certain person, whose name has been furnished to the South African Police for the purpose of the Minister's reply, was under arrest at any time; if so, (a) for what specified period, (b) under what circumstances, (c) on what basis was his release granted and (d) what is the name of the person concerned?

B715E

The MINISTER OF LAW AND ORDER:

Yes

- (a) approximately 2 hours
- (b) he was detained in the charge office while his legal representative made an urgent application to a magistrate for bail
- (c) bail of R10 000 was granted.
- (d) The name furnished by the honourable member.

Self-governing territories: size in hectares

378. Mr P G SOAL asked the Minister of Education and Development Aid:

What was the size in hectares of each of the

self-governing territories as at 31 December 1988?

B780E

The MINISTER OF EDUCATION AND DEVELOPMENT AID:

KwaNdebele:	224 632 ha
Gazankulu:	774 793 ha
OwaQwa:	115 823 ha
KaNgwane:	438 221 ha
Lebowa:	2 223 983 ha
KwaZulu:	3 243 703 ha

Public Service officials seconded to self-governing territories

379. Mr P G SOAL asked the Minister of Education and Development Aid:

- (1) (a) How many officials in the Public Service had been seconded to each self-governing territory, (b) what post was held by each such official, and (c) what was the cost of the secondment of such officials, as at 31 December 1988;

- (2) whether all posts in the self-governing territories in respect of which secondment is required were filled as at 31 December 1988; if not, how many remained vacant as at that date;
- (3) whether any further secondments are envisaged, if so, how many?

B781E

The MINISTER OF EDUCATION AND DEVELOPMENT AID:

- (1) (a) and (b) The information as requested is contained in the attached schedule.
- (c) The cost of the secondment of the officials amounted to R53 081 000 for the period 1 April 1988 to 31 December 1988.
- (2) No, a recent survey indicated that 1 314 of the posts concerned were vacant on 31 December 1988.
- (3) Yes, should the need arise and the Department of Development Aid be requested accordingly, more officials will be seconded within the limitations of funds available.

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Posts identified for occupation by seconded staff: 31 December 1988

	KwaZulu		Lebowa		GaZankulu		OwaQwa		KwaNdebele		KaNgwane		Total	
Occupational Class	I	F	I	F	I	F	I	F	I	F	I	F	I	F
Prosecutor	0	0	2	0	0	0	2	2	0	0	0	0	4	2
Administration Of-ficer	83	59	5	3	2	2	4	2	36	27	30	18	160	111
Administration Clerk	20	16	9	6	5	4	2	2	25	21	11	9	72	58
Artisan Staff	163	124	141	113	24	18	26	16	49	40	51	30	454	341
Pharmacist	49	35	1	1	8	4	0	0	3	1	3	1	64	42
Occupational Therapist	6	3	1	1	6	5	2	1	1	0	3	0	19	10
Architect	1	1	0	0	0	0	0	0	0	0	1	0	2	1
Business Economist	3	0	1	0	0	0	0	0	4	1	2	0	10	1
Taxation Officer	0	0	0	0	0	0	1	1	0	0	0	0	1	1
Drilling Inspector	1	1	0	0	0	0	0	0	0	0	0	0	1	1
Forester	5	5	9	6	0	0	0	0	0	0	3	2	17	13
Forestry Foreman	0	0	0	0	0	0	0	0	0	0	2	2	2	2
Forestry Scientist	2	2	2	1	0	0	0	0	0	0	2	2	6	5
Quantity Surveyor	1	1	0	0	1	0	0	0	0	0	1	0	3	1
Fireman	0	0	0	0	0	0	2	2	0	0	0	0	2	2
Departmental Inspector	0	0	0	0	0	0	0	0	1	0	0	0	1	0
Dietician	0	0	0	0	0	0	0	0	0	0	1	0	1	0
Director: Health Services	1	1	1	0	1	0	0	0	0	0	1	0	4	1
Efficiency Officer	1	1	0	0	0	0	0	0	1	0	1	0	3	1

SAB workers strike over sacking

Sowetan 9/5/89

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ABOUT 700 members of the Food and Allied Workers' Union have downed tools at two South African Breweries' plants in Alrode, Alberton, in protest against the dismissal of four of their colleagues.

A spokesman for SAB yesterday confirmed the work stoppage, saying the four workers were dismissed after refusing to follow instructions at the workplace.

Refused

He said the four also refused to appear before the disciplinary hearing set up to resolve the dispute.

The company was using temporary labour to sustain normal production,

the SAB spokesman said. A date for talks between Fawu and management has not yet been set.

Fawu spokesmen could not be reached for comment yesterday.

• The Banking, Insurance and Assurance Workers' Union (Bifawu) has entered into a procedural recognition agreement with the Santam Bank, a spokesman for the union said.

Negotiate

A Bifawu official, Mr Alfie Moja, said the agreement would enable the union to negotiate — among other things — grievance and retrenchment procedures.

The two parties are expected to start wage talks soon.

220 workers fired



Thorn Lighting employees dismissed by the company last week.

By LEN MASEKO

ABOUT 220 employees of Thorn Lighting's Industria branch have been fired by the company after participating in a work stoppage.

The workers, all members of the National Union of Metalworkers of South Africa (Numsa), were protesting against the dismissal of a union member by Thorn management.

The company's managing director, Mr Rudi van Eck, has declined to comment.

Numsa members have accused the company of failing to attend to their grievances which, they said, included a demand for the recognition of the union.

"One would have thought that Thorn, as a British company, subscribed to the Sullivan Code," a spokesman for the dismissed employees said.

In a letter to the employees, Thorn management said

the Numsa members had breached their conditions of employment by participating in the stoppage. The letter said their employment was terminated as from May 3.

• About 250 members of the South African Chemical Workers' Union (Sacwu) have been on a wage strike at Plascon's Alberton factory since Monday this week, a spokesman for the union said.

Sacwu members demanded an across-the-board increase of R200 a month while management offered rises ranging from R115 to R148 a month.

The Sacwu spokesman said a conciliation board had failed to resolve the dispute between the two parties last month. Sacwu members then decided to conduct strike ballots, whose outcome favoured industrial action to force management to accede to employees' demands.

Khumalo to go for an arbitration

Sowetan 22/5/89

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THE dismissal of Mr Bongani Khumalo as assistant regional director of the South African Red Cross Society southern Transvaal region, has been referred for arbitration.

This follows a special regional council meeting held last week to discuss Mr Khumalo's fate which ended in a deadlock.

Tension

Sources within the society told the *Sowetan* that there was high tension between black and white members of the organisation during the meeting. The black members threatened to walk out of the meeting.

Mr Khumalo was dismissed on May 2 in what has been termed a racist dismissal. He is

By ALI MPHAKI

president of the Henri Dunant Coalition (HDC), a union of volunteers, members and employees of the Red Cross Society. His termination of services sparked off a strike by some of the workers in the southern Transvaal which is still continuing.

Mr Khumalo said he was going to contact his lawyers and the HDC to decide his next step of action.

"I had expected the meeting to absolve me or dismiss me," he said.

Foskor review application upheld

Industrial Court ruling overturned

THE establishment of a Labour Appeal Court under the Labour Relations Amendment Act did not necessarily preclude the Supreme Court's right to review Industrial Court judgments.

That was the finding of a Pretoria Supreme Court judge, who overturned a Pretoria Industrial Court (IC) unfair labour practice ruling against Foskor Ltd on Friday.

The new Labour Appeal Court delivered its first judgment on May 16, overriding an unfair labour practice finding against Ergo, handed down in November 1988 by the IC in a case brought by the NUM.

Mr Justice Eloff upheld Foskor's application for review with costs.

The NUM, which represented 30 dismissed workers from Foskor's Phalaborwa plant in the northern Transvaal, submitted that the Supreme Court did not have the jurisdiction to review the IC's decision.

This right, it contended, was invest-

ed exclusively in the Labour Appeal Court (LAC).

The NUM submitted that with the establishment of the LAC, the Supreme Court's jurisdiction to review IC proceedings had been ousted by necessary implication.

Communication

The 30 NUM members were dismissed in October last year for alleged breach of their service contracts with Foskor by refusing to take part in Foskor's "internal communication forum".

The forum was established to act as a channel of communication between management and workers.

The workers were fired after they failed to take part in electing employee representatives to the forum.

On January 20 1989, the Pretoria IC ruled that the company had acted unfairly, and ordered Foskor to reinstate the workers on terms and conditions no less favourable than before their dismissal.

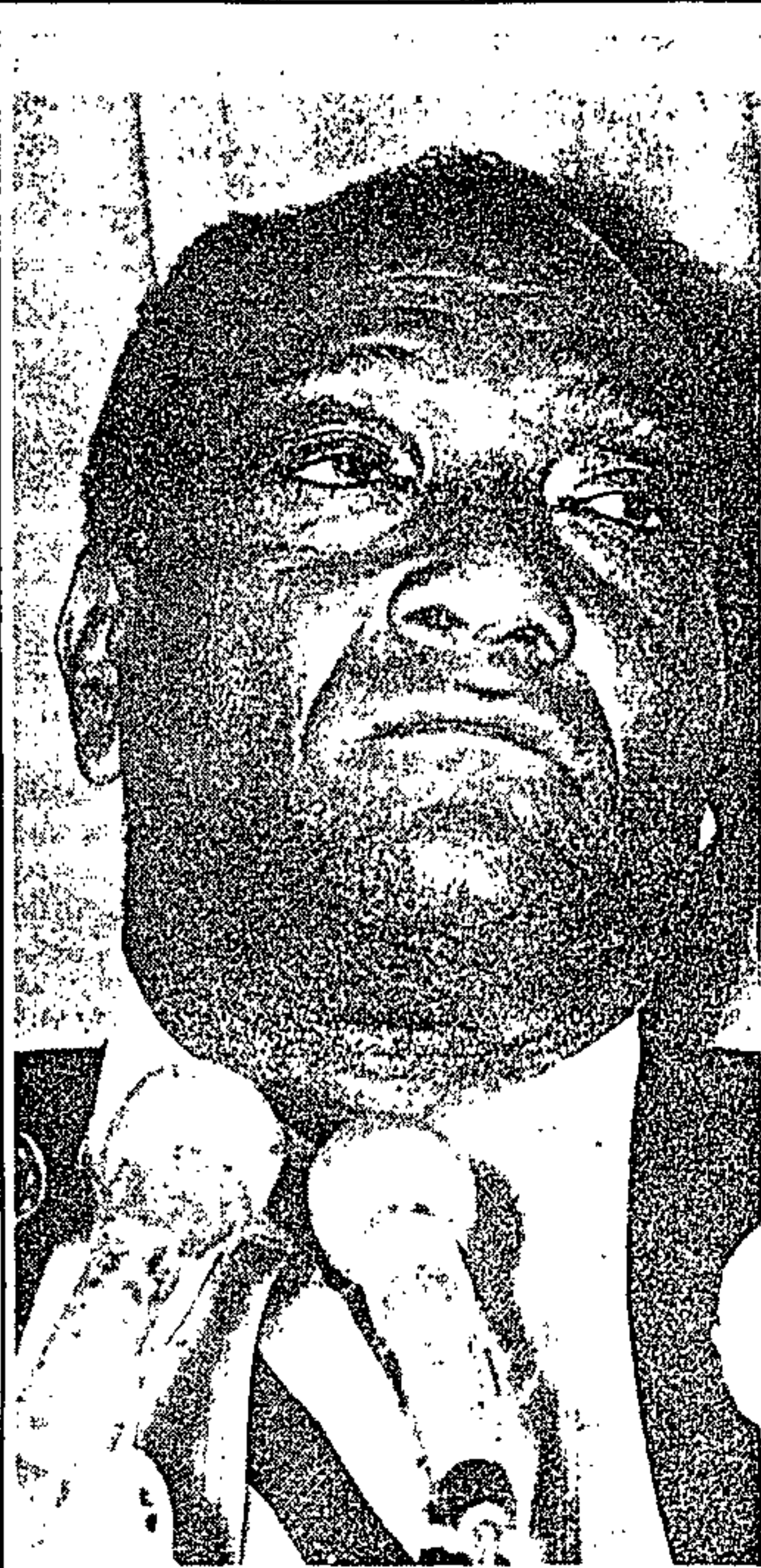
ADELE BALETA

B/Dom 22/5/89

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300 000 SET TO LOSE JOBS



PERKINS: Rather negotiate than deal with the barrel of a gun.

WE MUST BE FULL - PERKINS

By JOSHUA RABOROKO

have a say in how South Africa is developed and governed in the future."

He said whether the Government was genuine in its endeavours to negotiate a settlement still remained to be seen.

The South African Government was, in his opinion, prepared to repeal all the discrimi-

He did not believe sanctions and disinvestment would bring about change, although he thought the objective would be to dismantle apartheid.

He was disappointed by the declaration of the state of emergency, the ban on certain organisations, the arrest and detention without trial of certain people during his stay in South Africa.

THE threat of unemployment looms over 300 000 workers on 18 gold mines as the sliding gold price begins to knock out our marginal mines.

This figure represents 60 percent of gold miners employed in the country and 40 percent of the total mine labour force.

The two mines at immediate risk are Rand Mines' Durban Roodepoort Deep (DRD) and East Rand Proprietary Mine (ERPM), two of SA's oldest mines, which together provide 20 000 jobs.

The fate of the country's 18 marginal mines was highlighted last week when the gold price fell to its lowest level in nearly three years.

In Hong Kong yesterday bullion opened at \$364. Last year's average price for gold was just over \$430. If the slump continues, the country could not only see the closure of numerous marginal mines, but also a loss in foreign exchange earnings to the tune of over \$1 billion (about R2,7 billion), which could force another round of austerity measures.

Durban Deep and ERPM called for assistance last week, as Rand Mines suspended their listings on the Johannesburg and the London stock exchanges. If this assistance is not forthcoming, the mines will close.

The mines have been hard hit by the drop in the gold price and by a strong rise in working costs, caused partly by inflation and partly by more difficult mining conditions as both mines grow older and have to go deeper.

The two mines spend about R50 million every month, much of which goes to sustaining the economy of their local areas.

The higher working costs of the mines are also likely to lead to

SOWETAN Reporter

increased confrontation between the mining houses and the powerful National Union of Mineworkers (NUM), which last month pushed for a doubling of the minimum wage in some job categories on the mines.

NUM Press officer Mr Jerry Majatradi said Rand Mines had not directly informed workers of the situation. He said management's decision would be challenged at both mines.

Majatradi acknowledged that the mines had been established since 1894, and had probably reached their last days, but said management should transfer its interests.

FIVE hundred social workers and community workers in South Africa resolved to mobilise opposition to the Government's welfare programme during a conference at Wits University at the weekend.

The decision was taken on the eve of the South African National Welfare Council conference in Pretoria yesterday.

A statement issued by the convening bodies said the council had adopted a welfare policy that entrenched racial segregation. This led to a bureaucratic and fragmented service, and an inefficient and costly process.

The council's proposed privatisation of social services was rejected because it would increase impoverishment among the poor.

The policy also provided for state control while it considerably reduced the state's financial



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Future of 90 now in doubt

Some Law 28/5/89

THE jobs of more than 90 staff members at Shareworld are in the balance following the announcement that the centre is to be liquidated.

Standard Bank public affairs department spokesman Mr Don Macey yesterday said that the matter was "very sensitive" and will be treated with "extra care."

Shareworld owes the bank R45 million.

Macey said that specific activities, including the re-sited gymnasium, the cinema complex and the arena, which have been operating successfully, would not be affected for the time being.

Standard Bank's public affairs department

Decision

"A decision on the future of the project will be taken soon, he said, adding, "sensitive issues are involved at this stage and we have to be careful."

The bank hoped to "knock-out" the R45 million which Shareworld owed.

There had been approaches from several people who intended taking over the centre, Macey said.

He promised that shareholders would get their money back.

He said the future of the 90 employees was still to be decided.

A shareholders' meeting will be held on Saturday.

Unemployment — no light at end of tunnel

"I worry," said Barend du Plessis this week when a colleague asked him what he did for fun.

Well might the Minister of Finance worry.

At a different venue, talking to some industrial relations people, we arrived at the vexing topic of mechanisation.

The view was expressed that companies were mechanising because South African labour was no longer "cheap labour". Manufacturers who

wanted to stay competitive both in South Africa and in the export market were being forced to cut costs and one means was to cut jobs.

Along with this goes the understanding that machines do not get ill, take time off, go on strike or (being the ideal servants) require the services of industrial relations practitioners and personnel officers to keep them working moderately merrily.

From here it's a swift step to the question of who, if all workers were replaced by machines, would buy the goods produced, it being the general way of the world that no job equals no income equals nothing to spend. And the accountants' bottom-line figures tend to exclude certain social costs built into mechanisation.

The IR people are, however, nothing if not creative.

The reply to the question was that forward-looking companies were using a dual strategy — retirement of older workers and retraining younger ones to give them better and more marketable skills.

It's common cause that the abysmal state of black education, along with the fact that low wages make it a struggle to afford education, tends to ensure that the children of unskilled workers will become unskilled members of the ever-increasing and ever less-hopeful band of people seeking jobs in a shrinking job market.

So it seems an estimable idea that companies should, in addition to the other schemes for social upliftment that many are involved in, make a positive contribution to education and training.

A hidden aspect of this is that, in effect, private enterprise is paying to try and remedy some of the deficiencies of the education system.

This point has also been raised about the many training programmes that are embarked on by companies. Which might be one of the matters that Mr du Plessis worries about.

If South Africa can't afford the capital imports that industrialists see as necessary for mechanisation, can private enterprise afford the cost of upgrading workers' skills?

And, while these efforts are available only to those already in employment and may be only a drop in the ocean of ignorance, if we can't afford the cost of upgrading, will we ever see light at the end of the unemployment tunnel?

LABOUR
AFFAIRS
DICK
USHER



Red Cross 6 flies in to see problems

Sowetan 11/6/84

335

A SIX-MAN delegation of the International Red Cross is to arrive in South Africa today for a four-day visit to look at problems in the local movement.

Their visit comes in the wake of recent developments within the Southern Transvaal region of the Red Cross which resulted in the dismissal of Mr Bongani Khumalo, assistant regional director.

As a result of the dismissal 37 workers of the region have been on a strike for more than four weeks.

The workers' demands include: The unconditional reinstatement of Khumalo; recognition of their union, the National Education, Health and Allied Workers' Union (Nehawu); the reimbursement of 80 percent of their salaries deducted while on strike and an assurance that no worker would be victimised when they return to work.

A source in the Henri Dunant Coalition (HDC) — a union of volunteers, members and employees of the

By NKOPANE
MAKOBANE

SARCH — said that while in the country, the delegation from the United Kingdom, West Germany, Sweden and Sierra Leon, will acquaint themselves with questions related to the mandate of the International Red Cross and the Red Crescent Movement and the adherence by the national society of the ideals of that movement.

The source said the delegation will meet with the leadership of the SARG at national level and in the Southern Transvaal region.

250 Sacwu members fired

335 About 250 South African Chemical Workers' Union (Sacwu) members were dismissed this week at East Rand Plastics in Brakpan. The union says this followed the dismissal of a shop steward, Mr Sam Mchunu, without an inquiry into alleged damage of company property caused by him.

There was a work stoppage followed by the dismissal on Tuesday of the entire workforce. — Sapa.

Star 2/16/89

769 000 black unemployed, ^{1/16/68} survey shows ³³⁵

The Argus Correspondent

PRETORIA. — Nearly 15 percent of blacks living in urban areas and in the homelands are unemployed, Central Statistical Service data reveals.

Results of a new CSS population survey published yesterday show there are 20,9-million blacks, 3,1-million coloureds and 921 000 Indians in South Africa.

There are 5,8-million blacks employed and 769 000 unemployed.

During the past two months the unemployment rate for urban blacks increased and currently amounts to 14,7 percent. Unemployment in towns and non-urban areas decreased to 10,8 percent and 9,2 percent, respectively.

Unemployment in the Cape Province is 12,4 percent, in Natal 11,7 percent and in the Transvaal 11,4 percent. Only 4,2 percent are unemployed in the Free State.

About a third of all coloureds are in employment, according to the CSS.

The most coloureds unemployed live in Natal, but as the statistics show only 3,5 percent of the country's total coloured population lives in that area.

In the Western Cape, where 63 percent of coloureds live, there is a relatively low unemployment rate 3,6 percent.

There has been an increase of 1 000 in the number of Indians who are out of work. The latest figure is 25 000 or 7,6 percent. In Natal, where the latest statistics show 745 000 Indians live, 8,6 percent are unemployed.

However the number of Indians working nationwide has remained unchanged at 298 000.

And according to the latest figures Indian and coloured women outnumber their men. There are 463 000 Indian women to 458 000 men and 1 603 000 coloured women to 1 558 000 men. The ratio among blacks is roughly the same.

UOIT38U00 104---

15 pc of urban blacks are out of work – survey

Star
7/6/89

By Norman Chandler,
Pretoria Bureau

335

Just less than 15 percent of blacks living in urban areas and in the homelands are unemployed, says the Central Statistical Service.

Results of a new CSS population survey published yesterday show there are 20,9 million blacks, 3,1 million coloureds and 921 000 Indians in South Africa.

The economically active black population includes 5,8 million workers and 769 000 unemployed people.

In the past two months, the unemployment rate for urban blacks rose and now runs at 14,7 percent. Unemployment in towns and non-urban areas decreased to 10,8 percent and 9,2 percent, respectively.

The Cape has the highest number of unemployed blacks (12,4 percent). Natal has a rate of 11,7 percent and Transvaal 11,4 percent. Only 4,2 percent are unemployed in the Free State.

About a third of all coloureds are employed, says the CSS. The highest number of unemployed coloureds live in Natal, where only 3,5 percent of the total coloured population live.

In the western Cape, where 63 percent of coloureds live, there is an unemployment rate of 3,6 percent.

There has been an increase of 1 000 in the number of Indians out of work; the latest figure is 25 000, or 7,6 percent. In Natal, where a total of 745 000 Indians live, 8,6 percent are unemployed. The number of Indians working nationwide is unchanged at 298 000.

Workers ³³⁵ back on job ^{15-21/6/89}

AFTER losing their jobs last Thursday, 135 Paarl workers returned to work this week.

The workers, members of the Steel, Engineering and Allied Workers' Union (Seawu), were retrenched from Satchwell Control.

Following urgent meetings with the union, the company agreed to take the workers back and to negotiate a full retrenchment package.

The company also agreed to attempt to find alternative employment for the workers, who will now be retrenched next month.

back 15-21/6/89.

implying she had made up her account.

UK unemployment down

LONDON. — Unemployment in Britain fell by 81 062 last month to 1 802 519, the lowest level for nearly nine years and the 34th consecutive monthly decline. The unemployment rate is now 6,3%, with more than 529 000 people having found work over the past 12 months.

Old dies in ambulance

Miners launch new union

Sowetan 9/6/84

By LEN MASEKO

A GROUP of former members of the National Union of Mineworkers have launched a new union that will recruit its members from the mining industry.

The union is to be called the Mine Workers' Union of Southern Africa (Mwusa), and its founders aim to recruit more than 50 000 members within the next six months.

Mwusa's acting general secretary, Mr Ishmael Ramonyatsi, said the union was formed by "disgruntled" Num members who felt the Cosatu-affiliate had all but forgotten about thousands of mineworkers dismissed during the 1987 wage strike.

He said some of the dismissed mineworkers were deported to places such as Lesotho after the strike. "Most of those workers are still battling to return to South Africa to look for jobs, but they are not being allowed back to the country because the Government seems to have blacklisted them," he said.

The immediate task facing the union was to negotiate with mine companies to reinstate the dismissed workers, Mr Ramonyatsi said. The union would focus on about 9 000 mineworkers thought to have lost their jobs in the aftermath of the industrial action.



Acting general secretary Ishmael Ramonyatsi.

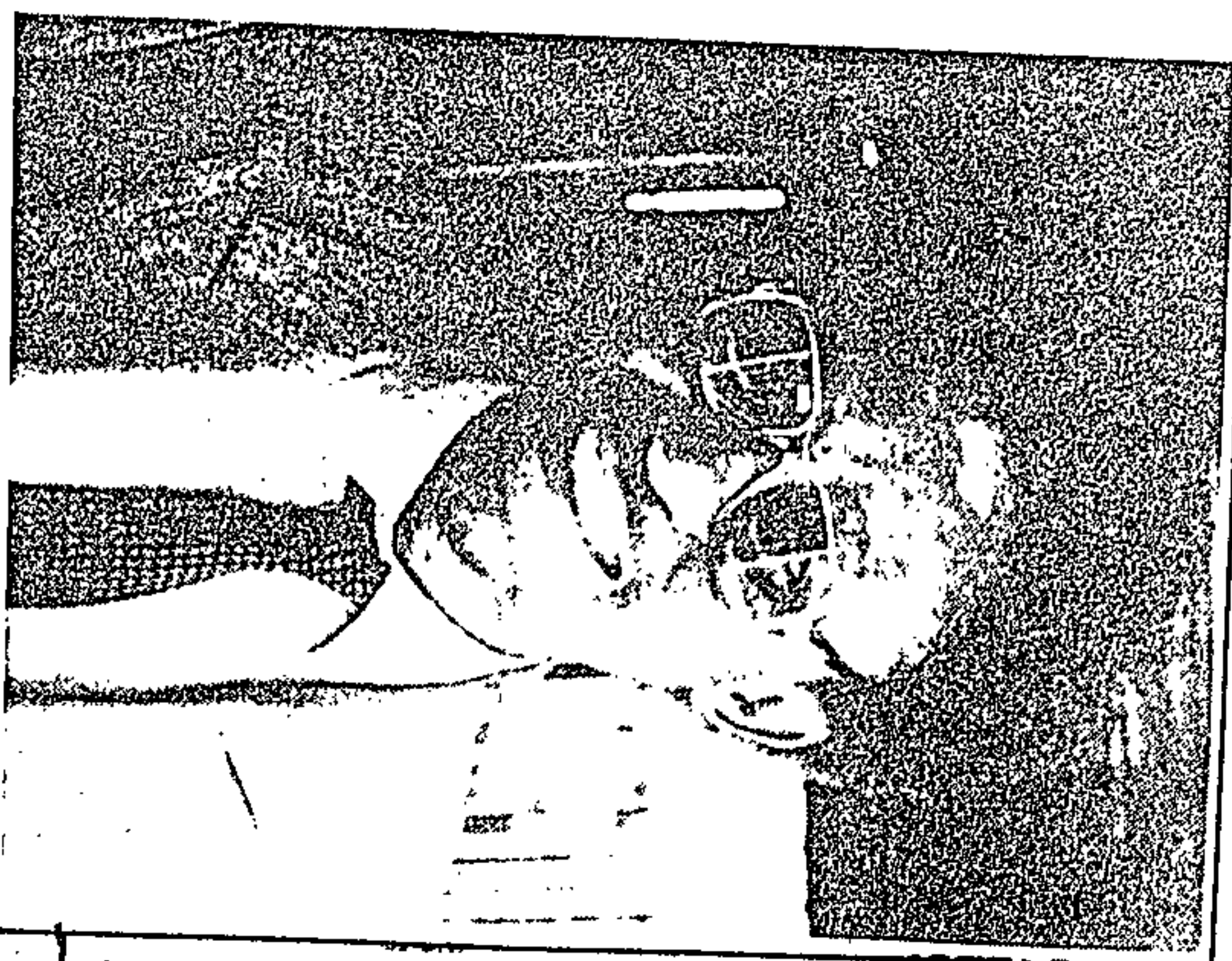
The union aims — among other things — to:

- To recruit and unite into "a single labour union" all workers employed in the mining industry in the country;
- To negotiate for better wages, health and safety, and terms of conditions of employment through collective bargaining and other lawful means; and
- To establish contact with other unions; for example, "the unpoliticised" trade unions in the country and abroad.

Mr Ramonyatsi said: "We will not be supporting any political party or ideology in the country."

Of the relationship between the Num and Mwusa, he said: "We will seek a close working relationship or co-operation with other mine unions including the Num."

FIREWORKERS TO LOSE THEIR HOMES



THE Post Office has withdrawn home subsidies of about 60 of its former employees and evicted some of them and their families from their Soweto homes.

The action against the workers, all members of Post and Telecommunications Workers Association (Potwa), follows the 1987 strike which was marked by mass dismissals.

About 2800 of the 20 000 employees who took part in the industrial action were fired.

Potwa president Mr Kgabisi Mosunkutu said the Post Office was evicting former employees whose homes were either financed or subsidised by it.

BY LEN MASEKO

Two Potwa members had already had their homes sold by the Post Office, according to the union.

The Potwa official said 60 more union members faced eviction from their homes now that they were no longer Post Office employees.

He said one worker, Mr Peter Mgidi, was kicked out from his

home after the Post Office obtained a court order against him. This action was taken against him despite that Potwa had made representations to management to halt the eviction.

A Post Office spokesman said the evictions were being carried out against these workers because they were no longer employed by the Department of Posts and Telecommunications. He added union officials and management were still discussing the matter.

25% pay hike
for workers

MORE than 6 000 workers in the wine and spirits industry have won a 25% monthly pay increase and June 16 as a paid holiday, the National Union of Wine, Spirits and Allied Workers said yesterday.

Nuwsaw last week settled for a R762,51 minimum monthly wage. The Wine and Spirit Industry Employers Association also granted a cash meal allowance of R3 after one hour overtime

ONE Times 335
ay, June 21, 1989 3

Plant closed: 350 lose jobs

Staff Reporter

MORE than 500 job opportunities were lost with the closure of the AECI nitroglycerine plant in Somerset West last Thursday, factory manager Mr A W Humphries said yesterday.

The shutdown, announced four years ago, follows the company's phasing out of nitroglycerine with the advent of waterproof explosives.

The company retrenched 350 people, with 225 being accounted for by "normal turnover", redeployment and early retirement, he said.

In many cases people had opted for retrenchment or early retirement although alternative employment had been available, Mr Humphries added.

Furniture workers on strike

By ALI MPHAKI

OVER 2000 workers in more than a hundred Joshua Doore stores countrywide downed tools yesterday in protest against management's decision to retrench 500 workers.

The workers are employed in stores which make up the Joshua Doore group: Russels, Price and Pride, Score, Bradlows and Joshua Doore.

A spokesman for the Commercial Catering and Allied Workers Union (Ccawusa), whose members form the bulk of workers on strike, said there was no justification of the retrenchments as the company is making an average R400 million profit annually.

~~the~~ Streets

He said Ccawusa strongly condemns the retrenchment of these workers, most of whom are breadwinners who are now being thrown into the streets.

"Besides causing untold misery for the 500 workers, what Joshua Doore is doing is an insult to the black community which constitutes the major market for furniture sold at its stores," the spokesman said. He urged the community to support the retrenched workers.

Attempts to obtain comment from Mr David Sussman, managing director of Joshua Doore drew a blank as he was in a meeting. A spokesman for the company said other than that there was a meeting he has no further comment.

Employment Network offers concern and hope for many jobless people

star 21/6/89
Six foolscap pages of well, and lesser-known names and organisations lie on my desk. They represent concern and hope for jobless people — an Employment Network of more than 30 organisations voluntarily formed in August last year.

It's great news that they're carrying on this year in their self-imposed effort to bring together people working in the fields of job-finding, placements, job-creation, training and advising.

I hear from Mrs Kathie Scott of St Paul's Employment Centre that the Employment Network now plans a second seminar, scheduled for November 1 this year.

The seminar will be held at St Martin's-in-The-Veld church in Rosebank.

Ms Joan Thompson, placement officer for the SA National Council for the Blind, will be glad to hear from and give further details to all interested. Her telephone number is (011) 26 2914.

335

Red Cross strike: steps against workers

Disciplinary procedures are to be instituted against almost 40 workers of the South African Red Cross Society who ignored an ultimatum to return to work yesterday, according to the society's acting director, Mr Danie Jacobs. (335)

Mr Jacobs said he could not as yet disclose what steps would be taken against the workers — who went on strike six weeks ago in protest against the dismissal of assistant regional director Mr Bongani Khumalo, as well as against alleged racist policies in the organisation.

Commenting on the charge of racism in its policies, Mr Jacobs said the movement did not accept or acknowledge its conduct was racist. It was an organisation committed to non-racialism.

Mr Jacobs confirmed yesterday that Mr Khumalo's former chief, Mr Neil Ross, had taken a leave of absence.

Mr Ross had been encouraged to "stand back from the immediate problem situation".

Mr Khumalo, who is also the president of the Henri Dunant Coalition, yesterday said while the coalition was challenging the Red Cross on its "racially dominant structures, leadership and activities," he still believed the SARCS had "a place in the South Africa of today and of tomorrow".

Responding to Mr Jacobs' denial of racism within the society, he said: "Claims and actions are two different things."

The focus of the society's services was on white facilities such as old age homes and creches, and the executive body was largely white, he said. — Sapa.



Last weekend, the workers together with trade unionists staged a placard protest outside the main branch of Elite in Gatesville, Rylands.

"Our children are hungry. We want our jobs back", read one of the placards.

The workers were dismissed at the end of last year for not coming to work on December 16, a statutory public holiday.

Since then they have had to rely on assistance from friends and family.

"We live a day to day existence," said Livingstone Mfonto, one of the dismissed workers.

"I live on money from my brother. I never took charity from anyone but what can I do when my children are hungry?" asked the Khayelitsha father of four.

The workers claimed the supermarket manager, Mr Aziz Banderker, did not want them to join a union.

'Many problems'

Cecilia Ngqye, one of the dismissed workers, said the conflict with management at the store began last August when about 25 workers joined the Commercial, Catering and Allied Workers Union of South Africa (Ccawusa).

"We decided to join the union because we had many problems at work. We were unhappy about having to work overtime. If a female worker became pregnant she lost her job. We did not have a canteen and had to spend our lunchbreak on the pavement," Ngqye said.

"After we joined Ccawusa, Banderker tried to make us leave the union. All staff got a R10 increase. Those who were not union members were favoured. They were treated better than us.

"Things became tense when we banned overtime in October. Banderker told us we no longer needed to get time off because we did not get tired from working overtime".

On December 15 the workers saw a notice saying that all staff must work on the following day.

The 17 workers refused to work because it was a public holiday.

The workers claimed Banderker then deducted money for the day from their weekly wages. He called them in groups of five into the office to explain why they had refused to work. Two weeks later, the workers received a letter saying they were dismissed.

Since then officials from Ccawusa and the Congress

A spokesperson for the WCTA refused to comment because the association was involved in a mediation process between the two parties.

Matters were further complicated after a pamphlet was issued containing several allegations which Banderker strongly denied.

Mr Frikkie Erasmus, Mr Banderker's legal adviser, said the workers' version of events were untrue.

"We flatly deny these claims," he said.

Erasmus said the workers had been told they would receive October 10 off in lieu of overtime worked that month. They would receive another day off in lieu of December 16.

The workers said October 10 was a public holiday and could not be their day off. The other day was therefore their day off for working overtime the previous month.

Erasmus said union members subsequently refused to work overtime which meant they did not get a day off in November or December.

He said all the workers' allegations about problems at work were unfounded and that they were given ample warning of their dismissal.

Following a disciplinary hearing, workers were given several extensions of time to appeal against their dismissal.

'Good service'

When they did not avail themselves of this opportunity they were dismissed and other workers employed in their place.

"Our view is that it would be unfair to replace those workers with the ones who were dismissed. They have given good service to the company," he said.

The matter is due to come before the industrial court later this year.

The dispute raises the thorny issue of the relationship between unions and black shopowners, many of whom, like Banderker, have been strongly supportive of community organisations.

Workers at Bond's supermarket in Durban last year went on strike after the dismissal of 55 workers who had taken part in an illegal strike.

There have been several confrontations between unions and black-owned businesses in the Transvaal.

Ccawusa last year met with WCTA to discuss the relationship between the two organisations.

The union has a recognition agreement with the black-owned Matco supermarket in Paarl.

64 WORKERS SACKED

SIXTY-FOUR members of the Commercial Catering and Allied Workers Union of SA employed at Northern Trasnvaal co-operation in Potgietersrus have been dismissed from work following a work stoppage, the union said in a statement yesterday.

335

Sowetan 23/6/84

Bid to resolve Ccawusa strike

By Mike Siluma,
Labour Reporter

Representatives of Joshua Doore and the Commercial, Catering and Allied Workers' Union (Ccawusa) meet today in a bid to resolve a retrenchment dispute which sparked a four-day strike at the furniture group's stores.

Management and Ccawusa spokesmen confirmed yesterday that the meeting would look into a company offer to re-employ some of the several hundred workers retrenched in April.

Meanwhile, Ccawusa accused

management of intimidating strikers and calling police to arrest picketing workers in an effort to break the strike. Twenty-three workers were arrested in Randfontein and Springs.

Ccawusa insisted the pickets were peaceful and the strike legal.

Joshua Doore's deputy managing director, Mr Ray Schur, said management had called police "at one or two stores" where strikers prevented clients from entering stores. He rejected as "absolute nonsense" the claims of intimidation.

335

By MATHATHA
TSEDU

Sowetan 27/6/89
TENSION is mounting at the Zebediela Citrus — the scene of a recent strike over dismissals of 10 workers.

The 10 workers were dismissed in two groups, one on June 5 and the other one on June 22.

One of the workers was allegedly ordered to collect rotten oranges from 420 trees in one day. When she could not complete the job, she was fired, it was alleged.

Others said they were simply told that there was no more work. They alleged that management was hiring

Workers fired at citrus estate

new workers to replace them.

The Zebediela Citrus Estate spokesman, Mr C van Rooyen, said in response to an inquiry that the dismissals had "no connection with union membership and/or participation in the recent strike actions".

Van Rooyen said dismissals were dealt with "in accordance with disciplinary procedures and codes".

Thousands more mineworkers could be laid off in a bid to rescue marginal mines from closure, analysts believe.

Rand Mines announced yesterday that "at least" 8 600 workers would be retrenched to save the embattled Durban Roodepoort Deep and East Rand Proprietary Mines (ERPM).

But mining analysts indicated that at the current low gold price, many more mines would have to rationalise their operations, including a cutback in their staff complements.

Last year the number of workers employed by the mining industry fell by about 10 per cent to just over 600 000 and thousands could follow this year, if the gold price does not pick up substantially.

Eighteen mines employing 100 000 men are marginal at the present gold price, and large-scale retrenchment at those mines is seen as "inevitable".

One of them is Harmony which will almost immediately start shedding 4 200 of its 33 000 staff as part of a programme to cushion the mine against the weak gold price.

The programme also included changes in the management structure to make it "leaner", Rand Mines chairman Mr Clive Knobbs said at a press conference yesterday.

Mr Knobbs disclosed the group's plans on the future of Durban Roodepoort Deep, ERPM and Harmony, after the Government announced a major rescue package for the beleaguered mines.

Tonnage halved

He said the workforce at Durban Deep would be reduced from 8 000 to 3 600 because of the cut in underground operations.

This would halve tonnage "taking the mine to a level requiring the least possible amount of State assistance".

Mr Knobbs said successful talks between Rand Mines, banks and the Government had led to financial arrangements which would allow ERPM to continue underground operations, with future efforts focused mainly on higher grade areas.

Efforts would be made to find alternative jobs in the Rand Mines group and elsewhere.

The announcement was greeted with dismay in the area's business sectors.

Mr Dave Treleven, chairman of the Roodepoort City Council management committee, said the council regretted the situation.

He added that the news was very sad, but could be put down to progress. "There will come a day when every mine will close."

Union comment was not available.

● See Pages 3, 12.

Staff Reporters

100 000 facing dismissal

8 600 jobs lost on two pioneer Reef mines only the beginning

500 fired (335)

THE Joshua Doore group retrenched 500 black employees but later created 200 new vacancies that were filled by whites, the Commercial Catering and Allied Workers' Union of South Africa has claimed.

But Joshua Doore, managing director, Mr David Sussman, yesterday described the claim as "absolute nonsense".

Addressing a Press conference in Johannesburg yesterday, Mr Mike Tsotetsi said it was strange that the company had indicated it needed to control its expenses "ruthlessly" but went on to create new job opportunities.

SOA 24/6/87

Papers served on company

Staff Reporter

PAPERS have been served on Premier Wire and Steel Products following the dismissal of 143 workers over a June 16 stay-away controversy.

The papers were served yesterday by Bernadt, Vukic and Potash, attorneys for the Electrical and Allied Trade Workers' Union of which the 143 are members.

They were dismissed on June 15 this year and seek an Industrial Court order directing the company to reinstate them on the same terms and conditions as prevailed at the time of their dismissal.

According to an affidavit filed by shop steward Mr Ivan Daniels, he and

his colleagues had several meetings with the management regarding the issue of June 16 during that week.

Initially, shop stewards had suggested that employees work either on October 10 or two Saturdays as an alternative to June 16.

In addition, workers requested that they be paid on June 15 and not the following Monday, as this would cause them severe financial hardship.

On June 13 management rejected their proposals and "was not prepared to enter into an agreement".

Mr Daniels said the entire work force reported for duty on Thursday, June 15, but found the company's front gates locked. Wages were paid after 9am.

QMC Trials 29/6/89

Rand Mines to retrench 8 600 men

Own Correspondent

JOHANNESBURG. — Rand Mines (RM) is to retrench at least 8 600 workers in major rationalisations at marginal gold mines Durban Roodepoort Deep (DRD) and Harmony.

Loss-making DRD is to discontinue most of its underground operations and about 4 400 workers (of a total workforce of 8 000) are to be retrenched while the government decides whether to offer financial assistance.

About 4 200 workers (of 33 000) are to be retrenched at Harmony for an annual cost saving of about R48m.

RM's other beleaguered gold mine — East Rand Proprietary Mines (ERPM) — has, however, extracted a life-saving financial package from the government, its bankers and Rand Mines, after protracted negotiations.

But ERPM has already implemented large-scale rationalisations and its workforce has been reduced by half, from about 18 000 this time last year to about 9 000.

RM gold and platinum division head Mr Clive Knobbs says it is possible that underground operations at DRD will have to be discontinued completely if the government declines to give financial assistance.

Well-placed observers say tension within the government over policy on marginal mines led to the delay on a decision on DRD — possibly in the hope that the movement of the gold price would clarify its position.

But RM has decided to limit further losses at DRD as it does not foresee "a spectacular rise in the gold price". The only underground operations which will continue are those in high-grade, low-cost areas which are able to produce profit.

RM says it is possible that even these areas may in time become uneconomic without government assistance.

The mining house's property interest — Rand Mines Properties — has expressed an interest in acquiring either the company's entire share capital or a major part of its assets, which include extensive property with development potential.

(335) Sowetan 20/6/89

8 600 LOSE JOBS

AT least 8 600 workers are to be laid off in an elaborate programme to rescue two marginal mines in the Rand Mines stable, gold division chairman, Mr Clive Knobbs, said.

Knobbs unveiled the group's plans regarding the future of three mines, Durban Roodepoort Deep, East Rand Proprietary Mines and Harmony.

He said the workforce at Durban Deep would be reduced from 8 000 to 3 600 as a result of the curtailment of underground operations.

This would reduce underground tonnage "by a little more than half

SOWETAN Reporter

— taking the mine to a level that would require the least possible amount of State assistance".

Limited underground operations would continue in the higher grade and lower cost areas of the mine.

Gold price

Harmony would "almost immediately" start shedding 4 200 of its 33 000 staff complement as part of a programme to cushion the mine from against the weak gold price.

The programme also included changes in the management structure to make it "leaner".

Successful talks between Rand Mines, the banks and government had "led to financial arrangements that would allow ERPM to continue underground mining operations, with future efforts focused mainly on the higher grade new Far East vertical shaft area".

ERPM has already reduced its workforce from 11 600 in February to 9 900. Its total workforce last year was 18 000.

Knobbs said efforts would be made to find alternative jobs within Rand Mines and elsewhere in the industry for affected employees.

9/20/61
(335)

R13-m for retrenched mineworkers

Rand Mines has budgeted R13 million for pay-outs to the 8 600 mineworkers affected by cutbacks at three of the group's gold mines.

Mr Clive Knobbs, chairman of the group's gold and platinum division, last night said the group had had a great deal of success in its initial efforts to place retrenched workers from Durban Roodepoort Deep and Harmony gold mines.

ERPM has already completed a huge retrenchment programme.

Of the total of R13 million, R6 million will be paid by Durban Deep.

Glen Elsas and Stan Hlope report that the reduction in staff of 4 400 people at the Durban Roodepoort Deep mine has stunned the West Rand mining community.

HEARTBREAK

Several employees spoke of the heartbreak they faced at having to leave the mine.

One man said he had grown up on the mine.

A mother of three said she was too stunned to think of the future.

Migrant workers expressed anger at the thought of losing their jobs, while Mozambican recruits were worried at the prospect of returning to starvation and war.

Foreign cash loss proved good for SA

FAR from causing widespread unemployment, the much-feared disinvestment campaign against South Africa has so far had the opposite effect.

If anything it has created MORE growth and MORE jobs.

A spot survey conducted by Weekend Argus has found that the international campaign — while inducing hundreds of foreign companies to dispose of their South African holdings — has had relatively little practical effect.

In many cases the companies, under new South African ownership, have gone from strength to strength, and have expanded their workforce accordingly.

Once the trauma of the disinvestment process was over, the companies appear to have put the past behind them and set out with eyes firmly fixed on the future.

IN the majority of cases those leaving South Africa have sold out to local operations, involving a change of name but little change in staffing levels or company employment practices.

Thus General Motors became Delta, IBM became ISM, Sterling Drug became Saphar-Med and MSD became Logos, Barclays emerged as First National.

But nearly all companies affected by a disinvestment process feel that it has been good for them and have shown positive growth and increased employment.

A noteworthy example is Delta, the Port Elizabeth-based motor manufacturing company.

At the end of 1986, when General Motors di-

By DICK USHER
Labour Reporter

vested, it employed 2 843 staff.

But by June 1988 employment had grown to 3 412, despite a staff reduction at the time of Delta's takeover "mainly in administrative departments no longer required for extensive re-
porting to Detroit."

The company said it invested R50-million on upgrading equipment and expanding facilities in its first two years of operation, while extensive toolroom facilities enabled it to do work for other companies not based in Port Elizabeth — creating an inflow of millions to the city each year.

THE company also proudly points out that since Delta started in January 1987 the company has not lost a "single minute of production due to industrial action."

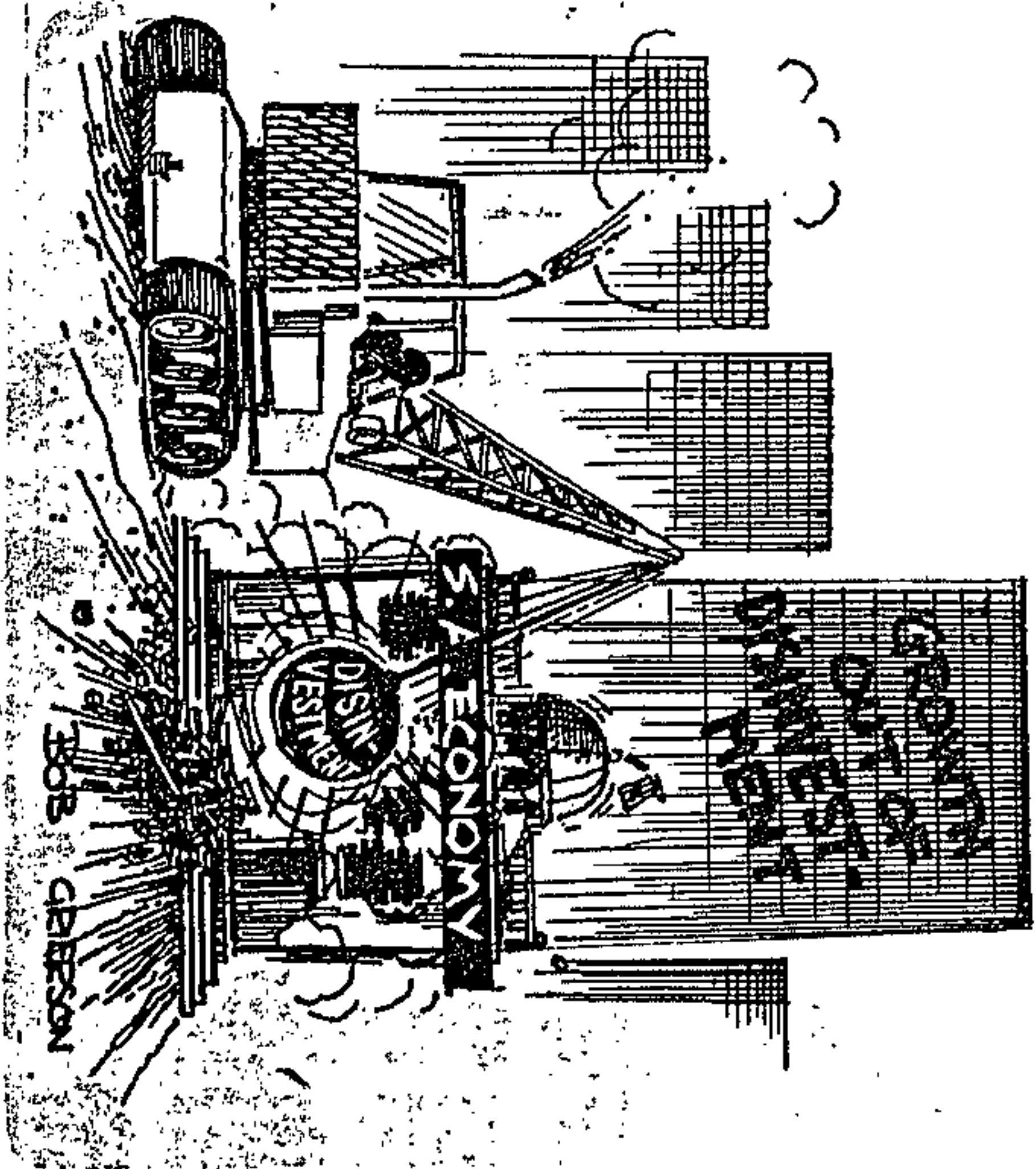
Mr George Stegmann, director of personnel for Delta, said this had to be viewed against a background of considerable labour unrest in most industries, including automobile manufacturing, over the past two years.

Mr Mike Norris, chief executive of Logos Pharmaceuticals, said that jobs were not lost when MSD (Merck, Sharpe and Dohme) sold its holdings to Barlow-Rand but that more people were employed.

The effects on staff had been minimal "and if anything there has been a positive effect".

Mr Norris said that once the process had been concluded the atmosphere of uncertainty caused by the climate of disinvestment had been dispelled and staff morale had risen.

A spokeswoman for Sappi, which took over Courtaulds of Great Britain's interest in Saiscor during 1988, said no jobs had been lost in the



process — except perhaps that of managing director Hector MacKenzie who is now handing over to his successor before returning to England.

MR Adrian Botha, executive director of the American Chamber of Commerce, said that 196 US companies had left South Africa since 1983.

But as far as the original rationale for disinvestment — to eliminate discrimination and get parties to the negotiating table — was concerned the exercise had been "a total failure".

"What has it achieved?" he said.

It was impossible to quantify job losses caused by disinvestment.

"There may have been some," he said, disputing "guesstimates" of between 8 000 and 10 000 jobs lost.

"In cases like Kodak, which left without selling its operating assets to a local organisation, there was a total job loss. You can quantify that, but how do you quantify the ripple effect it might have had on suppliers and dealers?" said Mr Botha.

At the time it was reported that Kodak's withdrawal cost 466 jobs, each of whom re-

ceived an average of one year's salary in severance pay.

BUT if a company that has undergone disinvestment decides to reduce staff, can you say that is due to disinvestment or was it simply a rationalisation process that was possibly overdue because the local subsidiary had simply been hanging on?" asked Mr Botha.

Mr Mike Miles, director of the Institute for Industrial Relations, said that there might have been some instances of job losses due to streamlining at the time of disinvestment.

"But then it seems that the company picks up and more jobs are created," he said.

Mr Roger Crawford, chairman of the Statement of Principles Signatories Association which replaced the Sullivan Signatories Association, said the question was not one of numbers but of leadership and influence.

"At its height the US business community in South Africa employed fewer people than Barlow-Rand."

"But through the requirements of the Sullivan Code management was forced to consider its situation in South Africa and the community in which it operated."

"It was not enough to have social responsibility programmes, they had to be relevant pro-

WEEKEND
ARGUS
SPECIAL
REPORT

grammes and management had to get to grips with communities and their problems," he said.

"Business is all about measurement, but companies were reluctant to measure performance in the social field and that is something Sullivan did — provide a measure for accomplishment."

"There is evidence to suggest that there is not the same commitment to social justice issues as companies have been taken over."

"There was also little tradition of business leaders engaging government in discussion and moral debate with government, as there is in the US, and here the American influence also had a ripple effect," he said.

One of the most recent disinvestments affected Mobil's operations in South Africa, which provoked severe reaction from the Chemical Workers' Industrial Union (CWIU), an affiliate of the Congress of South African Trade Unions (Cosatu).

In 1987 the CWIU national congress took a decision supporting disinvestment and calling on companies to give adequate notice and negotiate terms of withdrawal.

This led to attempts to set up negotiations with multinationals, including Mobil, on the issue. When Mobil announced it was selling up and leaving the union claimed it had reneged on undertakings to negotiate.

There was a series of industrial actions at company operations, accompanied by discussions, which culminated in Mobil agreeing to a R6.5-million payout to employees.

AND only hours after this was announced, the National Union of Metalworkers (Numsa), another Cosatu affiliate, said it had reached deadlock with Goodyear over similar matters and planned to hold strike ballots.

Meanwhile, it's almost a case of trying pan to fire for the CWIU with Gencor taking over Mobil's operations.

Late in 1988 the union categorised Mobil as portraying "a liberal image" in terms of its social responsibility and anti-apartheid stand, but failing to address seriously the demands of workers.

But neither is Gencor rated high by unions in its approach to industrial relations.

Mr Miles, however, said that while the loss of US influence in labour relations was a blow he came across no specific cases of "union bashing" following disinvestment.

But, while disinvestment can have a positive side and its overall effects on employees appear to be minor, most businessmen agree that it is harmful.

"The loss of access to foreign capital and technology prevents expansion of the economy and restricts business growth, with a consequent lack of employment and development opportunity for those whom the proponents of sanctions and disinvestment claim they wish to help," said Mr Stegmann of Delta.

'Desperate', women turn to prostitution



Prostitutes gather on the quayside.

By DALE KNEEN Crime Reporter

MANY Cape Town women struggling to make ends meet have been forced into prostitution to keep themselves and their families alive.

Unable to find jobs and often with children to support, the women will even accept second-hand clothing as payment for sex and risk contracting Aids and being prosecuted to survive.

Statistics bear out the severity of the problem. Eighteen women have already been arrested for prostitution at the harbour this month and 120 were arrested during June.

Police now fear even teenagers are turning to a life on the streets to supplement their family's income and admission-of-guilt fines of R30 and R50 do not deter women from plying their trade.

Foreign sailors with money to spend in the city gladly fork out up to R200 for a woman and taxi drivers are filling their coffers as they transport hundreds of sailors and prostitutes from downtown clubs to the harbour each night.

"I have three children who stay with my mother. I have to pay my own rent and give my mother money to support my children and pay their school fees," says a single woman who has been prostituting for the past four years.

"I've been to welfare organisations, but I don't get enough money there to give my children what they need.

"It's dangerous work, but what can you do? There is no alternative. My children's father is dead and so I don't get money from that side. I'm the mother and father to them and I have to look after them."

The assistant police station commander at the harbour, Warrant Officer Hennie de

"If the women are arrested three times, they are taken to court where they can be fined R200 or 200 days for a first offence," Warrant Officer de Waal said.

Police keep photograph albums of all the "regular undesirable women" in order to identify them easily if they are arrested as they often give false names and addresses to police.

"The women find many ways to avoid arrest. One woman gets undressed as soon as she sees a policeman or is arrested. She takes all her clothes off for all the harbour workers to see."

Sailors from around the globe take women and pay them according to what they can afford.

"The Chinese are known to have the most money, but the Poles have very little money and will swop clothing for sex," Warrant Officer de Waal said.

Consular officials

But the major concern of police is that the harbour is becoming a major venue for the spreading of Aids.

This problem has also caught the attention of consular officials, some of whom have appointed staff to notify sailors in South African waters of the problem of contracting sex-related illnesses.

Says the vice-consul for the Republic of China in Cape Town, Mr Tom Chou: "We are committed to trying to prevent the spreading of diseases such as Aids and therefore co-operate with the South African police in order to control the situation."

● The other side of midnight — page 3

Waal, says about 35 women — some only 17-years-old — were removed from about 16 Chinese ships at the harbour last Friday.

Arrested

The women are warned according to Harbour Regulation 145 not to board ships unless they have a legal reason to do so. If they disobey and return to the harbour within seven days they are arrested and pay an admission-of-guilt fine of R30.

FIVE GET JOBS BACK

THE post office has, during discussions with the Post and Telecommunications Workers Association, undertaken to re-employ five dismissed workers.

The senior general manager, personnel management of the Post Office, Mr Pieter

Senekal, said in a statement the Post Office management had talks with Potwa on the re-employment of five post office workers — who were dismissed during the strike of 1987 — on Monday. These five workers had departmental housing loans.

Senekal said the talks took place in a positive

atmosphere. The post office has undertaken to consider the re-employment of, among others, workers with other housing loans, who were dismissed during the strike of 1987.

The applications will be considered, taking into account the availability of vacancies. — Sapa.

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Unemployed hit at new rents hikes

6-12/7/89.

335 South

THE National Unemployment Workers' Coordinating Committee (NUWCC) has expressed its shock at the latest City Council rent increase, affecting 35 000 tenants in the Cape Peninsula.

"The rent increase comes at a time when about six million people are unemployed in South Africa.

"Most workers don't earn living wages and it comes at a time when bosses are starting to implement the Labour Relations Amendment Act."

The rent increases, said by the council not to exceed R10 a month, come into effect from August 1.

The NUWCC said the increases went against their living benefit campaign which states that unemployed tenants should not pay rent at all.

The NUWCC, raising fears of evictions, called on the council to scrap all evictions immediately.

"The unemployed have a right to remain in their homes without the threat of eviction," said a spokesman for the committee.

TPA seven quit over theft probe

335
Soweto
7/7/87
[initials]
[initials]

SEVEN employees of the Transvaal Provincial Administration have quit their jobs and another three have been suspended following investigations and arrests by policemen in Soweto into the large-scale theft of pension money.

One employee, Mr B Botha, was found guilty at a hearing last month and fined R2 000 or six months imprisonment and an additional six months suspended for five years.

The seven who resigned pleaded guilty at the Johannesburg and Soweto courts. They are Mr A D Malan, Mr A Kemp, Mr B Botha, Mr A P Kruger, Mrs C M Nolan, Miss E de Lange and Mr J Howell.

A spokesman for the TPA in Johannesburg said the seven were handed

suspension forms following arrests by the police but they chose to resign instead.

The three employees who have been suspended pending the outcome of their cases are Mr Dan Sibisi, Mr John Motsei and a Mr Kotsi.

The spokesman said the amount alleged to have been stolen by the employees was about R19 000 but he said it was not clear whether it was taken before it reached the pensioner or from the pensioner.

The employees, most of them paymasters, operated at payouts in Soweto and Diepmeadow.

There was no evidence suggesting that the group operated as a syndicate, the spokesman said and added that it seemed each person operated on his own.

14 re-employed

Fourteen members of the South African Chemical Workers Union (Sacwu) were re-instated by Rubber to Metal (Pty) Ltd. *SW 717189*

The reinstatement is with effect from June 16.

According to a press statement released by Sacwu, this was done by order of an arbitrator.

The arbitrator reinstated the 14 workers on terms and conditions "no less favourable than those which prevailed prior to their dismissal".

The company was further ordered to compensate each of the 14 workers with one month's wages and this was to be paid in full within three months.

The statement said the 14 were staying in shacks and — because they were jobless for a long time — had gone to various homelands. — Sapa.

Industrial Court reinstates executives

THE Industrial Court yesterday ordered the reinstatement, with backpay, of two senior executives of a Cementation Company subsidiary after a finding that their dismissals were unfair.

Cementation Chemicals MD Desmond Louw and production manager "Tonki" Rice were dismissed last December after allegations that they had attempted to go into opposition to the company.

A full judgment is not yet available. The challenge against the dismissal, heard by Adv E Bulbulia, was made on substantive and procedural grounds.

In addition to the temporary reinstatement order made in terms of Section 43 of

~~ALAN FINE~~ ALAN FINE 335
the Labour Relations Act, the court ordered that the two receive four months' retrospective pay.

Cementation CE Graham Lotter said he had not yet received details of the order so was unable to comment.

Louw's son Dennis said his father was extremely pleased at the outcome. Louw's dismissal had damaged his standing as a member of various scientific societies.

Louw and Rice, acting on the advice of their attorneys, are to tender their services at the plant on Monday morning.

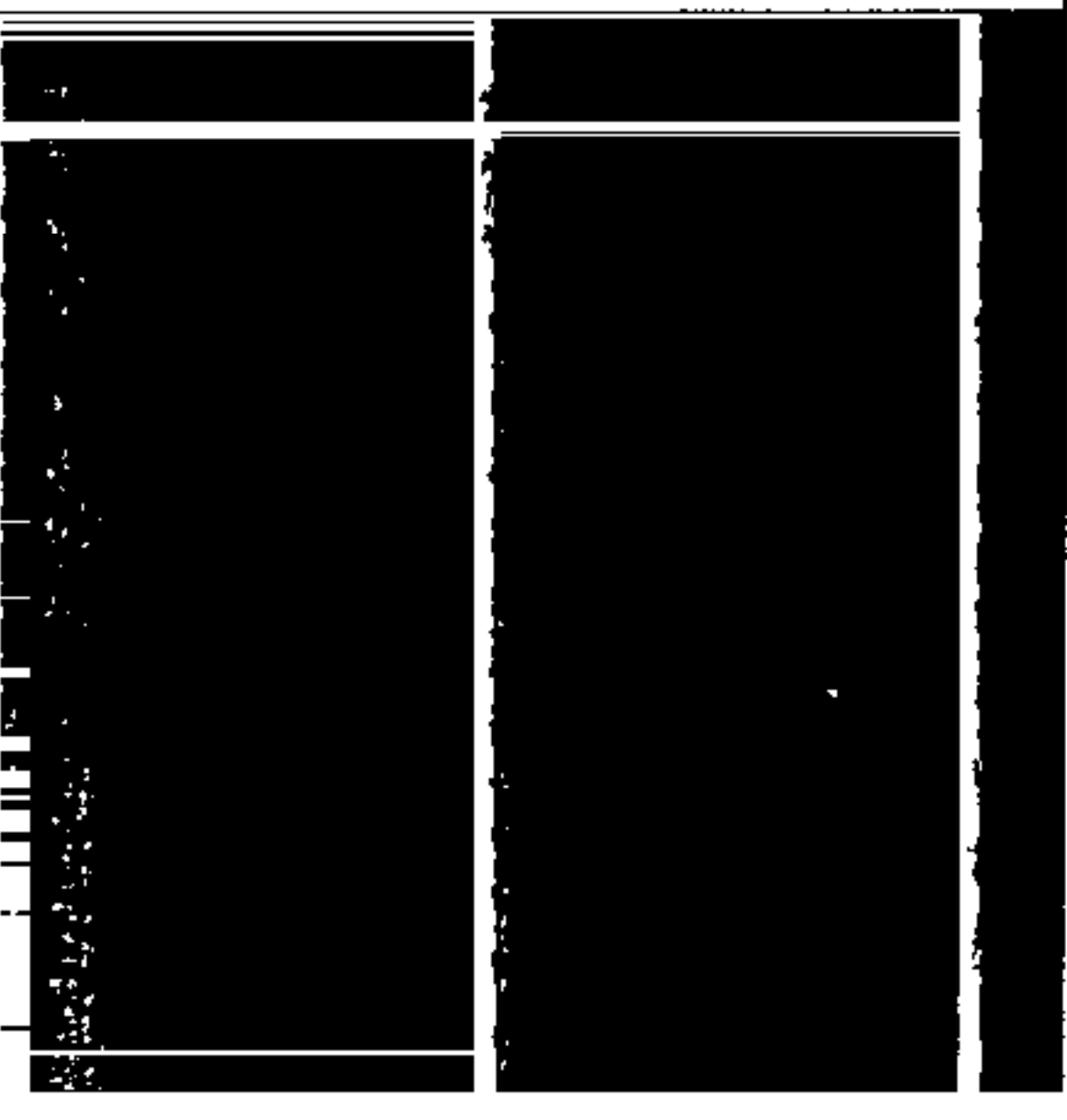
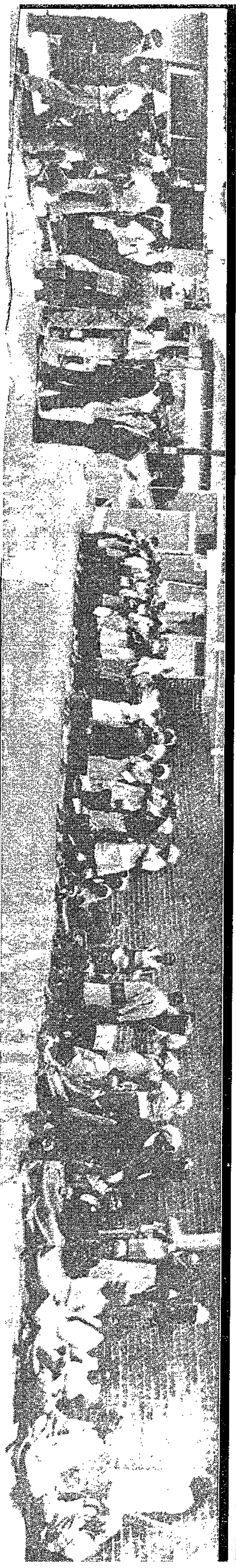
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Our jobs time-boomb

335

S/T Times 9/17/87

**SPECIAL
REPORT**
by ANDREW
GILLINGHAM



SOUTH AFRICA is sitting on an unemployment time-bomb.

Experts said this week that not only were there millions of people without jobs — but that the situation would get much worse.

And, they warned, South Africa could return to the crime and political unrest which characterised the 1984/85 recession.

While official figures put unemployment at about a million, all agree that they fail to reflect the true picture.

Dr Jan Beukes, executive director of the Institute for Labour Economics, said: "There is a high degree of disguised unemployment, particularly among blacks. We estimate that present unemployment is running as high as 2-million."

But other estimates put the number of jobless at 6.1-million (including the homelands).

Dr Beukes said: "Adding to the problem is the rapid urbanising of the black population. They are coming into the cities and can't find jobs."

Millions unemployed and it's getting worse

Dr Gad Arlovich, a consultant to the Federated Chamber of Industries, said unemployment was a result of the downturn in the economic cycle.

"The policy at the moment is to cool down the economy and the price is unemployment."

Worse

"One could expect that in a month or two the figures will show an increase in unemployment. The downward cycle might continue for at least 18 months. It will get much worse before it gets better," he said.

The mining industry is already feeling the effects of

the poor gold price. Rand Mines announced last week that 8 600 workers were to lose their jobs.

But National Union of Mineworkers general secretary Mr Cyril Ramaphosa said the situation was worse.

"There are 50 000 mine workers who have either lost their jobs or who are under immediate threat of doing so."

"It is particularly difficult for mine workers to find work in other industries. The skills they learn do not transfer easily. Miners who lost their jobs during the 1987 strike are still trying to find work. "There are new mines which will open, but they will only offer job opportunities in 5 to 10 years' time," he added.

A spokesman for the Black Sash said: "We are getting a constant stream of unemployed people and they don't even have the bus fares to come in and look for work."

DP manpower spokesman and Durban North MP Mr Peter Gastrow warned that South Africa was sitting on a powder keg.

Unrest

"As the jobless lose hope they think of today instead of tomorrow. This leads to an increase in social and political unrest."

"The only real solution is a higher growth rate, but that is no simple answer," he said.

Dr Ockie Stuart, director of the Bureau of Economic Research, said he estimated

the growth rate would hit zero next year.

"We must encourage the flow of capital from overseas into industries which will employ high numbers of semi-skilled and unskilled workers."

"For example, government support for the tourist industry would create lots of jobs and earn foreign exchange."

United Building Society's chief economist Dr Hans Falkena said he expected interest rates and taxes to rise after the September 6 general election.

"We are still spending too much. While the economy is slowing down, it is not happening fast enough."

Little help is available for the jobless. South Africa has no welfare net such as is available in the UK. Unemployment benefits are there, but the cash soon runs out and all too many of the jobless don't know how to draw from this resource.

Mrs Faith McDonald, a researcher at the Labour and Economic Research Centre, said counselling for the affected workers was essential.

Benefits

She pointed out that employers have a responsibility to help their workers.

"They need practical advice such as how to draw unemployment benefits, where work is available, the best way of approaching prospective employers and what to do with retrenchment payouts."

"Psychological counselling is also needed. People who have been laid-off often take this as a reflection on themselves and suffer from a low self-esteem," she added.

Department of Manpower spokesman Mr Francois de Villiers said the department had formed a committee made up of representatives of various government departments and members of the private sector.

"The committee is monitoring the effect of various training and job creation schemes," he said.

5/Times 9/7/89

Joshua deadlock

By Robyn Chalmers

THE strike by hundreds of employees at Joshua Doore enters its third week as the company's profitability dives.

The strike began on June 20 in protest against re-trenchments. A total of 469 employees were laid off in a rationalisation move.

Group managing director David Sussman says workers are striking about an issue on which the company has no room to manoeuvre.

"It is not possible for us to reinstate the 469 workers. We should initially have re-trenched about 750 workers, but we worked out that we could afford to carry about 300.

"We cannot carry on indefinitely. We have employed about 100 part-time workers. We have to have a cut-off point, but we hope that workers will come back. We will gladly accept them."

Illegal

Mr Sussman claims the strike is illegal. Although the Commercial and Catering Allied Workers Union (Cawusa) did hold a strike ballot, he says the union did not go through the procedures outlined by the Labour Relations Act.

He denies the union claim that more than 2 000 of the workforce of 4 200 are on strike, saying about 700 in 34 PWV stores have stopped work. The strike affects Bradlows, Score Furnishers, Price & Pride as well as Joshua Doore itself.

Reports of intimidation

and misconduct on the part of the strikers has led to police intervention. Cawusa official Salim Vally says close to

40 workers have been arrested since the strike started, although most have been released.

Union, store make claims on intimidation

Little hope for quick end to furniture strike

Staff Reporters

As the Joshua Doore strike enters its third week there seems little hope of a swift resolution to the dispute.

Members of the Commercial, Catering and Allied Workers' Union (Ccawusa) went on strike, demanding the reinstatement of about 500 workers retrenched in April after Joshua Doore acquired World Furnishers and Bradlows.

More than 2 000 workers are on strike at about

The workers' view

Ccawusa spokesman, Mr Mike Tsotetsi, earlier told The Star that the strike would continue after the parties met last week.

Management had offered only 40 vacancies for which retrenched could apply. However, many of those retrenched were turned away when management discovered that they were retrenched, he said.

He accused management of "collaborating" with the police by causing the arrest of scores of picketing strikers and union officials. Some of the workers had been charged with trespassing or intimidation.

The union wanted all retrenched workers to be reinstated.

Ms Jennifer Kalaote, a Ccawusa shop steward, said although they were feeling the pressure of the strike, the workers were coping and were not prepared to go back to work until their problems had been resolved.

Ms Kalaote, a credit clerk at Score Furnishers in Johannesburg, was paid half her salary before the strike began and has so far managed to survive on it.

TRANSPORT

"I have been able to buy my child food and to pay for transport to come to the union offices in Johannesburg," she said.

She said her mother had given her financial assistance.

Ms Kalaote, who lives in Siluma View, Ntalspruit, Germiston, said the determination of workers was reflected in the way they took turns to picket outside the stores.

Responding to management's allegation that picketers intimidated customers, she said: "Usually, picketers do speak to customers about the strike but we do not intimidate or harass customers."

According to Ms Kalaote another source of determination was public sympathy. This had been illustrated by the moral support as well as the financial support received. The strikers had also received support from community organisations and trade union federations.

Regarding her colleagues who are not on strike, she said some of them were sympathetic but others were very harsh.

Ms Kalaote hoped the strike would end soon.

100 stores of Brad-lows, Price 'n Pride, Score and Joshua Doore.

The strikers claim retrenchments were unnecessary in view of Joshua Doore's R400 million operating profit and its R50 million overall profit. Joshua Doore maintains it could not afford to keep the retrenched workers.

The Star spoke to union members and to Joshua Doore managing director, Mr David Sussman.

Management's view

The chairman and managing director of the Joshua Doore group, Mr David Sussman, said the retrenchments were inevitable.

"When we took over World Furnishers we discovered that we needed to restructure the company. We decided that outdoor selling was inefficient," he said.

This decision led to retrenchments.

Mr Sussman emphasised that his company did care for its workers.

"We were supposed to retrench more than 750 workers, 95 percent of whom are salespeople, but we only retrenched 469 workers."

He said he found the decision to strike strange because the retrenched workers had received a retrenchment package which included 14 weeks' wages, depending on experience, and a month's notice and leave pay.

Mr Sussman added as far he was concerned there was a lot of intimidation of workers.

"I know that if there were no intimidation, there would be no strike," he said.

CUT OFF

To prove his case, he said one man who wanted to work had one of his ears cut off.

"At the end of the day, we are working with people and their lives. I am not only concerned with shareholders, but I am also concerned about the people who work for us."

He said he was worried that if the strike did not come to an end soon the company might be unable to renew leases on some of the stores hit by the strike. This, he said, could lead to more jobs being lost.

If the union were concerned about the welfare of its members it should be concerned about the welfare of the company, he said.

"If the company is not doing well, obviously the workers might lose their jobs."

Although he was not opposed to a union, workers had previously done well without one.

Union-management talks should continue but he thought the strike would not end soon.

Regarding union claims of intimidation of strikers, Joshua Doore management has maintained that police had been called only where strikers prevented clients from entering stores. Retrenched workers would be re-employed if they had the potential to be retrained for other jobs.

Union claims workers were attacked by SAP

Star 11/7/89
By Mike Siluma, Labour Reporter

About 19 workers were injured, one seriously, when police took action against workers locked out of Dunlop Industrial Products' Benoni factory yesterday, says the Chemical Workers' Industrial Union (CWIU).

A union statement claimed that the police, called by management, had dispersed about 500 workers outside the factory gates by beating them with sjamboks. Nineteen workers were injured and one was taken to hospital. (335)

The CWIU said the "illegal" lock-out appeared to be connected to a dispute over worker demands for the dismissal of a white worker who allegedly assaulted a union shop steward. Management allegedly refused to take disciplinary action against the white worker.

"CWIU members believe this to be racist and discriminatory treatment as many black workers have been subjected to tough disciplinary action for much lesser crimes," said the union.

Comment from Dunlop and the police was unavailable at the time of going to press.

● The union said a strike by about 150 members at Gillette (SA) in Springs had entered its second week. The dispute centred on the alleged unfair dismissal of a shop steward.

Gillette managing director Mr John Ford said only 50 workers were on strike and that the dismissal of the shop steward last October had not been unfair. Mr Ford alleged that strikers had been threatening people on company premises.

2 Sash workers get threats

Star 11/7/89. By Dawn Barkhuizen

Death threats from an anonymous "Wit Wolf" have been received by Black Sash workers in the southern Cape.

Mrs Lu Harding of Knysna and Mrs Jill Dugmore of George recently received letters saying "Death awaits you next" signed by and depicting a "Wit Wolf".

Both letters were postmarked Mossel Bay.

The women are active Black Sash workers and have been involved in the fight against the relocation of squatters of Lawaakamp, George.

Mrs Harding will report the matter to the police today.

Identity crisis

COURT WILL DECIDE

THE dispute between Perskor and the Media Workers Association of South Africa will be determined next month by the Industrial Court in Pretoria.

An attempt to reconcile the two parties at the Industrial Court early this month had failed.

The source of discontent between the two groups was Perskor's refusal to re-employ some of the workers who were dismissed after the June 1988 seven-day strike.

Wages

Mwasa successfully applied for temporary re-employment of the workers early this year but Perskor interdicted the decision with a proviso that workers' wages be paid to a trust

account to be monitored by Mwasa lawyers. Perskor's application was however dismissed with costs and Mwasa workers were granted re-employment for six months.

Mwasa's general secretary Sithembele Khala

said the union was gearing itself for a major confrontation with the company.

He said Perskor wanted to settle the matter financially. The offer was however ridiculous and an insult to workers, Mr Khala said.

'Three-million unemployed' in SA (335)

PRETORIA — Manpower director-general J Fourie says there were one-million registered unemployed people in SA, but the real unemployment figure was probably closer to three-million. *Sapa 13/7/89*

Fourie told the SABC there had, nevertheless, been an increase in the number of employers registered with

the unemployment insurance fund during the past year.

The figure had risen from 142 000 in June last year to 155 000 at the end of last month.

He said although sanctions and disinvestment had not had marked impact on unemployment, they were retarding economic growth. — Sapa.

Unemployment close to 3-m

Star 13/7/89
The Director-General of Manpower, Mr J Fourie, says that while there are one million registered unemployed people in South Africa, the real unemployment figure was probably closer to three million.

Mr Fourie added that the number of employers registered with the UIF had risen from 142 000 in June 1988 to 155 000 at the end of last month. — Sapa

(335)

39 Red Cross men are fired

Sowetan 14/7/84 335 288 182

THIRTY-NINE South African Red Cross workers on strike since early May have been fired after ignoring an ultimatum to return to work.

The International Red Cross has expressed concern — saying they would be forced to view the matter from an international perspective and take a position once in possession of the details.

Dismissed workers have protested strongly and declared that their dismissal illustrated the "racial bias" of the South African organisation.

The action was announced yesterday with effect from July 11 by Mr Danie Jacobs, acting regional director of the Southern Transvaal region.

The group — all employees of the Southern Transvaal region of the South African Red Cross — is the largest to be fired from this branch.

The strike started nine weeks ago in protest against alleged racist policies in the organisa-

SA Press Association

tion and the dismissal of an assistant regional director, Mr Bongani Khumalo. Khumalo's case is still under arbitration.

Jacobs yesterday said: "We regret the need for this action, but it was done through a process which was 'more than fair' . . . and after much compassion in allowing time for workers to return to work voluntarily."

Attempts to resolve the situation through a process of informal talks, written reprimands, an ultimatum and a series of individually scheduled disciplinary hearings had failed and it had been decided that the only action was summary dismissal, he said.

Ms Beledé Mazwai, Red Cross counsellor and spokesman for the Henri Dunant Coalition of which the sacked workers are members, said: "This illustrates the racist nature of this organisation and that blacks were employed as mere tokens."

She said appeals to delay disciplinary hearings had been turned down and the workers had been fired without the knowledge of black counsellors.

Workers were yet to receive notification of their dismissal in the mail, she said.

A five-man delegation from the International Red Cross looked into the matter in June and made recommendations, the acting head of delegation for the Red Cross, Mr Meinred Shuter said.

The local organisation, although recognised by the international body, operates autonomously.

Over 300 workers

OVER 300 workers in several Multi-Serve outlets in the Transvaal are on strike following a wage dispute with management.

The workers demand a R200 across the board increment. Management is offering split increases of between R80 and R100.

The strike began last

8/2/14/7/1/5/1

Strikers ignore ultimatum

39 Red Cross workers sacked

By Dawn Barkhuizen

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Murder probe after autopsy

International delegation probes Red Cross firing

335

By Sue Valentine

2000

The firing of 39 striking workers at Red Cross House in Johannesburg is still being investigated by the international delegation of the Red Cross.

Mr Meinred Studer, acting head of the delegation, which is based in Pretoria, said they were deeply concerned.

"We are still trying to get details from the National Society. The structure of the Red Cross in South Africa is that each region is autonomous.

"The Southern Transvaal seems to be trying to treat the matter as a regional issue which does not affect the society as a whole."

Ms Beledé Mzwai, a spokesman for the Henri Dunant Coalition (which is representing the workers) and a Southern Transvaal regional councillor, said they had been assured of the support of the international body.

"We have petitioned the national society and will be taking them to an extraordinary general meeting, but no date has been set yet."

EMERGENCY UPDATE

Gang tension: Police on alert

7/16/89
19/7/89

335

The Argus Correspondent
DURBAN.— A strong contingent of police is standing by in Howick to prevent simmering tension between rival groups exploding into open street warfare.

They have cordoned off a street and posted men to enforce strict separation of would-be combatants in a huge peace-keeping operation. In one incident more than 1 000 people were involved.

There have been clashes this week between B T R Sarmcol workers, who took the jobs of workers who lost their positions four years ago, and youths from nearby Mpophomeni, focal point of trouble in recent years, who have been ferried into the town, allegedly to encourage confrontation.

Major Peter Kitching, police public relations officer for the Maritzburg district, said today that police had to intervene to prevent serious problems when youths stopped workers on Monday afternoon and evening.

The two factions have names, reminiscent of the American gang-warfare tale *West Side Story*. The Sarmcol workers are known as "Rats" and the youths are called the "Cats". They are 14 to 18 years old and are connected to workers put off by Sarmcol, according to a Howick businessman.

Jobless David hawked despair into triumph

By Stan Hlophe

The high unemployment rate and an ambition to "reach for the stars" saw a young man from Louis Trichardt in the northern Transvaal set out to seek his fortune in Johannesburg.

But life in the big city was not easy, Mr David Ndou (24) soon found out.

Mr Ndou, a father of two, had little education and no skills.

Everywhere it was the same story "sorry no job — Awukho lomsebenzi".

Mr Ndou or "Rasta" as he is called by his friends because of his dreadlocks, decided to try hawking.

He found a spot on the corner of Mandeville and Plantation roads, Bryanston.

Within six months his business had mushroomed. He sold everything you could find, from sweets to cold drinks.

As time went by not only did Mr Ndou's profits increase but also his business interests.

And he decided to delve into the shoe repair business as well. His clientele increased and they ranged from the "maid" living at the backyard to the "master".

With the money he had saved over the years he managed to buy a second-hand camera. And soon he became a photographer.

His income doubled within a month or two and so did his savings. Money was sent home to his wife and children.

Then came the big step up — he bought a car for himself and he was able to transport his wares more easily.

"It was a dream come true for me. Now I was able to go to market in Johannesburg and visit my family once month.

"I was so pleased to see my business booming. Before I was a pauper with nothing to give to my family, now they were certain to receive R400 a month."

However, Mr Ndou was not immune from the local health inspectors and by-laws. His goods were confiscated from time to time. He was advised by a friend to apply for a hawker's licence which, against his expectations, he was granted.

For the moment he is once again without transport, as he saves to be able to afford engine repairs. But trade and his faith are carrying on as he builds the bank balance back up to get the car repaired.



David Ndou (24) is open for business . . . but besides his barrow he has even, like all forward looking companies, diversified into shoe repairs and photography. And every month is able to either visit or send money home to his family in Louis Trichardt.

●Picture by Herbert Mabuza.

5/14/68
star

You're fired clinic tells protesters

At least 60 workers who apparently staged a protest march through a Sandton clinic have been dismissed.

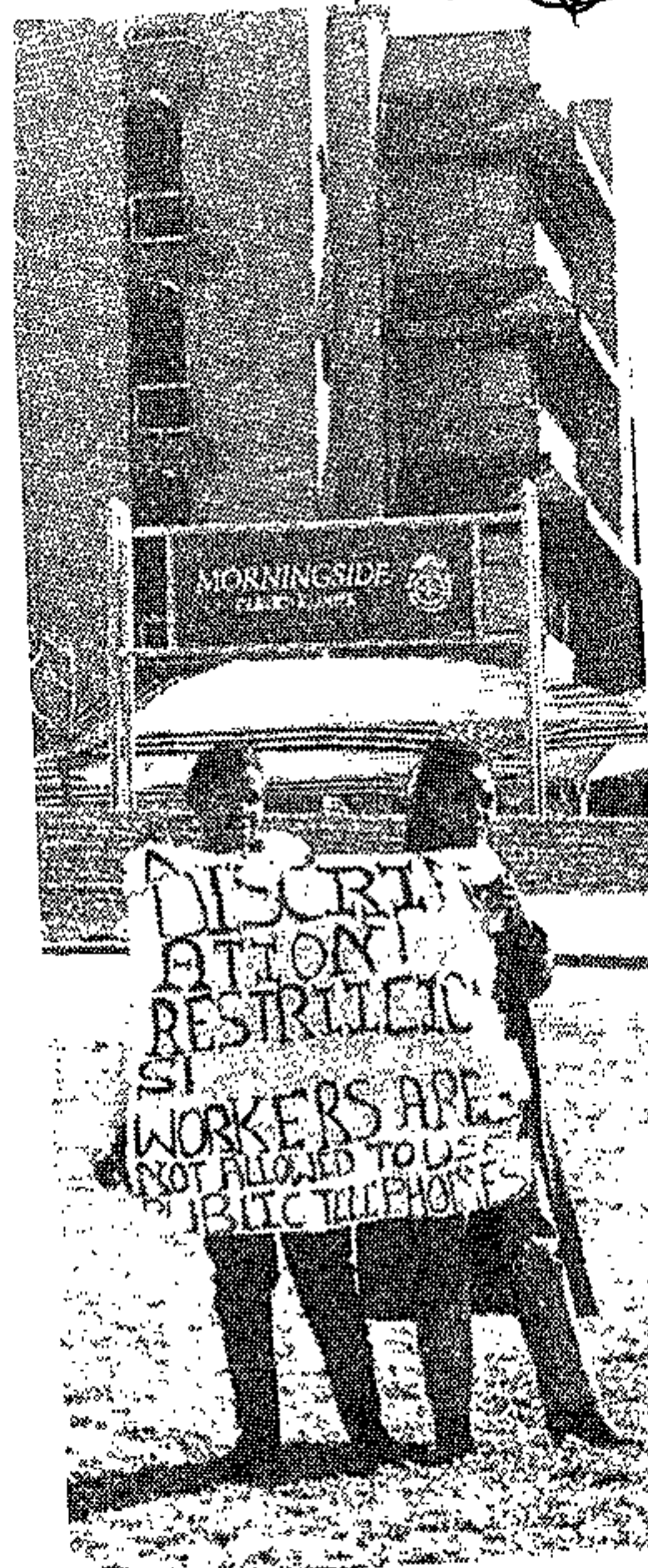
338
A National Education, Health and Allied Workers Union spokesman yesterday said 107 workers had been told to leave Morningside Clinic.

Their dismissal comes after a dispute over telephone calls made by a worker on public phones reserved for patient use.

B1 Day 21/7/84

335

BUSINESS D.



Morningside Clinic workers protest their firing and the clinic's alleged racist practices.

PICTURE: Robert Botha

Sackings at clinic spark worker picket

SIPHO NGCOBO

MORE than 60 dismissed black workers of the prestigious Morningside Clinic in Sandton picketed the clinic yesterday in protest against their dismissals and "racist practices" by the clinic's management.

The picketers who are all members of the National Educational Health and Allied Workers Union (Nehawu) were dismissed last Friday for demonstrating in support of shopsteward Lydia Radebe, who was allegedly fired for using a public telephone on the premises.

Business Day yesterday found young white children vacuum-cleaning the carpets and manning the clinic's reception area.

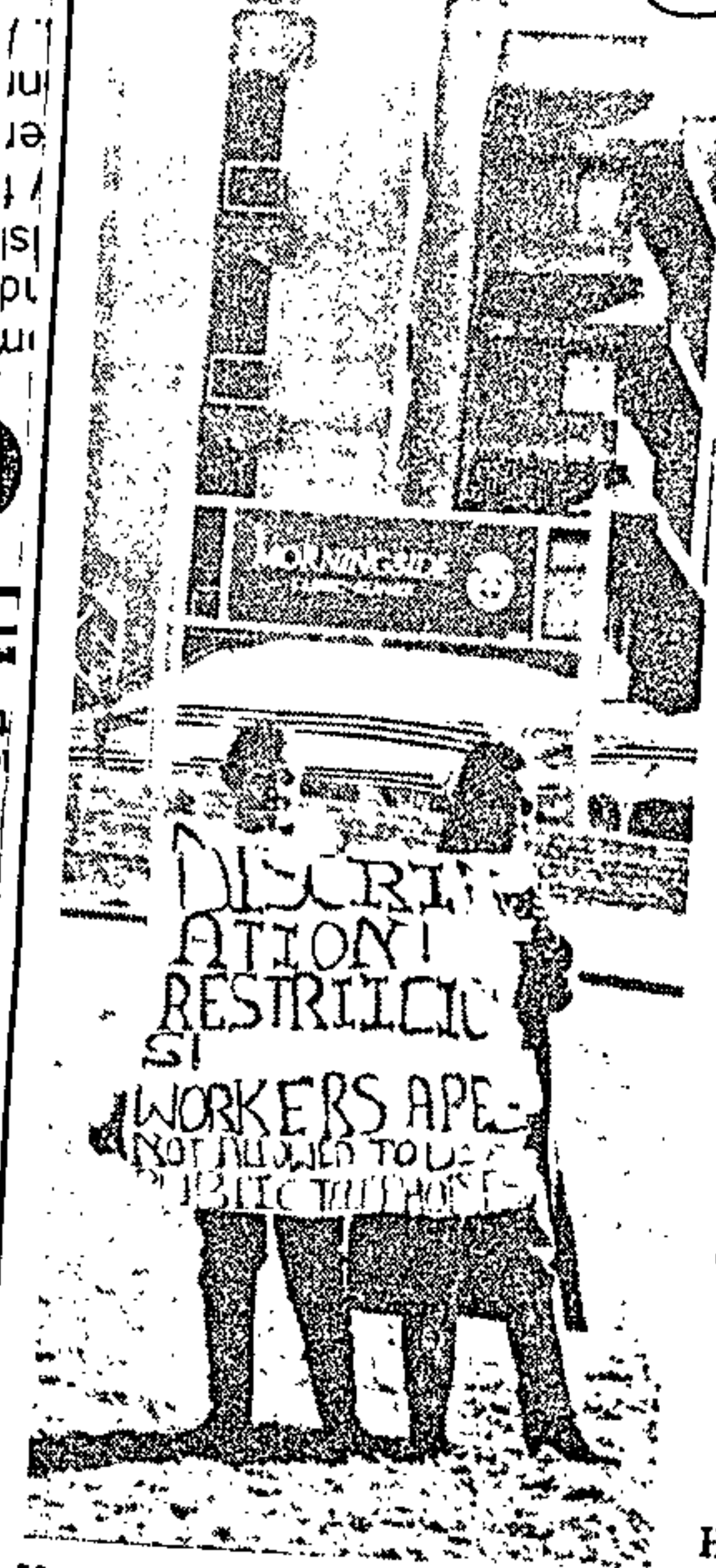
The workers claimed they were not being allowed to use any of an estimated eight public telephones on the clinic's premises, at any time.

The clinic's manager Dr I J Fourie denied workers were refused access to public telephones but claimed the only public telephone they were not allowed to use was in front of the intensive care unit which was only for patients' use.

He said Lydia Radebe was not fired for using the public telephone but for refusing to attend a disciplinary hearing for using the telephone after she had been warned.

B1 Day 21/7/89

335



Morningside Clinic workers protest their firing and the clinic's alleged racist practices. PICTURE: Robert Botha

Sackings at clinic spark worker picket

SIPHO NGCOBO

MORE than 60 dismissed black workers of the prestigious Morningside Clinic in Sandton picketed the clinic yesterday in protest against their dismissals and "racist practices" by the clinic's management. The picketers who are all members of the National Educational Health and Allied Workers Union (Nehawu) were dismissed last Friday for demonstrating in support of shopsteward Lydia Radebe, who was allegedly fired for using a public telephone on the premises. Business Day yesterday found young white children vacuum-cleaning the carpets and manning the clinic's reception area. The workers claimed they were not being allowed to use any of an estimated eight public telephones on the clinic's premises, at any time. The clinic's manager Dr IJ Fourie denied workers were refused access to public telephones but claimed the only public telephone they were not allowed to use was in front of the intensive care unit which was only for patients' use. He said Lydia Radebe was not fired for using the public telephone but for refusing to attend a disciplinary hearing for using the telephone after she had been warned.

Expert forecasts trade surplus boost

KAY TURVEY

THE trade surplus for the first six months of 1989 — buoyed by slowing imports and a strong non-gold export performance — is likely to be adjusted by the Reserve Bank to reach R6,5bn, says Trust Bank economist Nick Barnardt. This is markedly higher than the R5bn achieved over the same period in 1988. In this half exports climbed a healthy 22% and despite gold's static performance, non-gold exports rose about 40%. Total imports rose 21% against the same period last year. 31 Day 21/7/89
Improvement
Taking net service payments and transfers into account, the current account surplus probably amounted to R1,7bn from a mere R650m in the first half of 1988. Barnardt expects the trade surplus and current account to show a further marked improvement. Consequently the current account will register a surplus of at least R3bn in the second half, pushing the annual figure for 1989 to above R4,5bn, he estimates. A further drop in imports could lift the 1990 figure to at least R7bn, while a recovery in the gold price could bring R8bn in reach.

Detentions blamed for wave of gangsterism

Abul 25/7/87 (335)

By DALE KNEEN
Crime Reporter

THE detention of community leaders in Guguletu contributed to the "horrificing" wave of gangsterism in the Cape township which has disrupted almost every form of community life.

And, according to the Cape Town branch of Nicro — the National Institute of Crime Prevention and Rehabilitation of Offenders — this situation is unlikely to improve unless problems such as poverty, unemployment and the lack of recreational facilities and parental control are addressed.

Residents fear leaving their homes at night, almost no trafficking of people between the township's four sections takes place and attacks on mourners at funerals have become commonplace, a Nicro spokesman said.

Police, community leaders and social workers appear to be powerless in their efforts to stop the violence which many euphemistically call the "state of emergency" in the township.

Nicro said many people believed gangsterism began five years ago when police swooped on community leaders in the township and detained the people who controlled community life there.

"The township had an historical street-committee structure in which leaders attempted to control community life. With the implementation of the emergency, the street committees became almost totally powerless," the spokesman said.

"Student representative councils were banned, council members were detained and pupils began to act recklessly."

Boys aged between 10 and 21 from predominantly poor backgrounds formed gangs because of the lack of recreational facilities. Peer group pressure and other sociological factors also led to the loosening of parental control, the spokesman said.

"There is only one sports ground, three poorly-equipped community centres, two stadiums and two public swimming pools for Guguletu's 20 000 residents."

Rebellious children left school and joined gangs and soon the four sections of the township had been divided between the Ntsara Boys, Guilty Boys, Ama-Adderley Boys and Mafela Boys gangs.

"There are deaths almost daily and elderly people and parents are also being attacked. People do not leave their homes after 8pm and no one dares move from section to

section at night because they know they are likely to be attacked."

Parents joined the violence when their children were punished by citizens who began patrolling the streets at night.

"The parents would come across gangsters and beat them with klerries and sjamboks, but this merely resulted in the parents of the gangsters retaliating."

"Policemen living in the township also fear acting against the gangsters because they know they will be singled out and attacked."

Nicro believes the only way the violence can be ended is by getting the entire community and the police involved.

"Recreational facilities will have to be improved and unemployment and extreme economic deprivation will have to be addressed in order to better the situation."

James Eskom

Workers warned

Sowetan 25/7/89
MANAGEMENT of Morningside Clinic in Sandton, Johannesburg, has given dismissed workers until today to return to work.

A spokesman for the clinic said yesterday management had given the workers two options: either to return to work today and apply to be re-employed, or to report for duty and be reinstated.

The workers, dismissed on July 14 after a

demonstration on clinic premises, met yesterday with their union - the National, Education, Health and Allied Workers' Union (Nehawu) - to try and resolve the issue.

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The spokesman said the demonstration began before the dismissal of a worker for using a telephone reserved for patients, and not afterwards as some news reports claimed.



Sacked hospital workers picket the Morningside Clinic, in Sandton, to protest at the dismissal of at least 60 workers.

● Picture by Herbert Mabuza.

Management of Morningside Clinic in Sandton has given dismissed workers until today to return to work.

A spokesman for the clinic said yesterday management had given the workers two options: to work today and apply to be re-employed, or to report for duty and be reinstated.

The workers, dismissed on July 14 after a demonstration on clinic premises, were yesterday meeting their union — the National Education, Health and Allied Workers' Union — to resolve the issue.

The spokesman said the demonstration began before the dismissal of a worker for

Dismissed clinic workers given chance to return

using a telephone reserved for patients, and not afterwards as some news reports claimed.

"There are about eight public telephones in the clinic's entrance hall and one other set aside for the exclusive use of patients. Doctors and nursing staff have

been told not to use this phone.

"On June 2 the workers, including the shop steward and the worker in question, were told about this ruling, but in spite of this the woman worker repeatedly used the patients' telephone in front of management members and when she was questioned admitted the call was not urgent."

The spokesman said the woman was given a warning and said she would not use the telephone again. Two days later she was using the same telephone.

She was then suspended and the union informed. — Sapa.

Sacked workers get their jobs back

335

ALAN FINE

THE Industrial Court has ordered the reinstatement, with the maximum permitted six months' back pay, of 133 Iscor employees dismissed after participating in the June 6-8 stayaway last year.

Court member Prof G C Kachelhoffer made a final determination, in a judgment dated July 21, that the dismissals constituted an unfair labour practice.

The court has not yet given reasons for its decision but the judgment set out the arguments brought by the applicant, Numsa, most of which relate to the alleged selective nature of the dismissals.

The reinstated workers were among about 7 000 Iscor employees at Vanderbijlpark who participated in the June protest against the Labour Relations Act.

They each received formal warnings which, together with their disciplinary records regarding absenteeism, Iscor determined made them liable for dismissal.

Numsa submitted, among other things, Iscor unfairly discriminated against the dismissed employees by relying on their individual disciplinary records.

It was further argued Iscor had failed to consider the motives and merits of the stayaway; the company had responded differently to most other employers; it did not take into account the social, political and economic realities in which employees found themselves; and failed to take properly into account the effect of dismissals on general employment relationships.

The union said Iscor had also not properly complied with its disciplinary procedure and code, and that the code was, in any event, ambiguous and did not comply with standards laid down by the court.

An Iscor spokesman said management was studying the judgment.

Satour retrenches its entire film unit department

SATOUR has retrenched an entire film department as part of a rationalisation programme, Satour director Spencer Thomas confirmed yesterday.

The six people in the film unit, including multi-award winning director Reinhold Thaumuller, have been retrenched with immediate effect.

At least four other people are to take early retirement in March next year, he said.

In addition, several posts have been frozen indefinitely, and certain posts which have been vacated will not be filled. No management level positions will be affected.

Thomas said functions of Satour's 11 regional offices would probably become the responsibility of the provinces soon, as part of the rationalisation programme.

"The move has been accepted in principle by all parties concerned, and we are busy working out the mechanics of the situation.

"Satour is mainly a marketing body, and if our funds erode, our right to existence would be at stake," he said.

Crippling exchange rates — the bulk of Satour's funds are spent overseas — were the primary motive for the rationalisation. There was also a desire to privatise where possible.

"We are finding it increasingly difficult to maintain

MANDY JEAN WOODS

our momentum abroad because of the falling rand.

"We are trying to keep a tight rein on expenses, but if the exchange rate situation continues as it has it could change the picture," he said.

The two year rationalisation programme — which ends in March next year — was expected to save Satour about R5m, or about 15% of its total grant from government, Thomas said.

By next March more than one third of Satour's staff complement would have been cut — from 356 employees two years ago to 235.

Thomas said Satour was in the process of building a new R7m head office in Pretoria.

He said the lease on the building it occupied expired next year, and it had been established that it would be more cost effective to build a new building than to lease one for the next 20 years. Construction on the building started earlier this year.

The building is designed by Pretoria architects Brandt Snyman Spruyt.

Expired

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(335)

350 workers fired after buy-out

ABOUT 350 employees at the Sparletta Bottling Company, Johannesburg, have lost their jobs following a management buy-out.

Workers say they were not given prior warning of the buy-out. The first employees heard of the action was a week ago when they received notices telling them of the closure of the plant at the end of July and stating they would get their final payment on July 25. They were also told not to report for duty next week.

In a statement the Food and Beverage Workers' Union said workers "rejected these unilateral decisions and have declared a dispute with management". Amalgamated Beverage Industries has taken over the company and offered workers a retrenchment package, notified workers of intended transfers and conditions of possible re-employment.

Hennie de Villiers of ABI said the company had no knowledge of any such dispute.

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BUSINESS

A cast-iron candidate for the state's first sell-off

THE listing of Iscor, due on November 8, is clearly intended to be a model privatisation exercise.

The government is taking the best of the candidates for privatisation and selling it first. It's setting up the offer in such a way as to counter as many of the criticisms of privatisation as possible.

The one criticism it can't counter is that the primary motivation for selling off its assets is to raise revenue. Nor can it counter the criticism that the private sector funds which will be going to buy Iscor shares might, in theory at least, have been invested in new productive assets and new jobs, rather than being spent on "paper assets".

Going private is likely to make little difference to Iscor, which is already run as a commercial enterprise — "as if it were a normal public company", as Iscor chairman Marius de Waal put it this week. In terms of the efficiency or productivity alleged to flow from privatisation, there's little reason to sell Iscor.

On the other hand, there's little reason not to sell Iscor. As De Waal said, "There is no reason why the state should retain shares in Iscor. It can get the monies released for other uses."

The corporation produces steel for domestic and international markets — and now does so at a substantial profit and even pays tax. It does not provide electricity at a loss to rural markets, as does Eskom, or essential rail services at a loss to commuters, or postal services — again at a loss — as does Posts and Telecommunications. That makes it politically an easy candidate for privatisation. The others may not be as easy.

But the government will be attempting to market Iscor as the test case

The government is taking no chances on its move into privatisation. Casting around for a likely candidate, it has come up with Iscor — a successful enterprise operating in a healthy market. By HILARY JOFFE

and boost its credibility — not only in the eyes of business people, many of whom believe fervently in privatisation anyway, but also in the eyes of the general public.

It is limiting ownership by any one investor to 20 percent of the shares, countering the charge that privatisation will lead to further concentration of economic power in South Africa. Individual foreign investors are limited to a maximum of 10 percent each and total foreign ownership to 20 percent.

It will divide the share offer in two — institutions and individuals — to ensure small investors can buy into Iscor and we can, no doubt, expect an intensive marketing drive once the prospectus for the Iscor share offer is published at the beginning of October. If the shares are oversubscribed, the allotment will favour small individual investors, De Waal said.

The objective of wider share ownership will also be pursued through the Employee Share Participation Scheme, which will be part of the listing. The result could be up to 150 000 Iscor shareholders, say the corporation's executives — the Johannesburg Stock Exchange is estimated to have only about 100 000 to 150 000 active shareholders — although it's not clear whether employees will hold on to the shares allocated to them or will sell them at a profit as soon as they can.

The government has made it clear



Iscor's MD W van Wyk (left) and chairman M de Waal — prospects



that it will sell off 50 percent or more of Iscor's shares, depending on the state of the market — countering charges that it's trying to raise revenue without relinquishing control. Director of the government's privatisation unit Pieter van Huyssteen said this week the government would not underwrite the offer. This prevents a scenario in which the government ends up keeping unsold shares, if there is not enough investor interest.

The government has also had the Competitions Board investigate Iscor for possible abuse of its dominant position in the industry. Iscor's share of the steel market is over 75 percent and it also owns iron ore and coal

mines. The board found there was nothing to be gained by breaking up Iscor. No additional competition would be created if its mines were separated from its manufacturing interests. The board recommended no measures were needed to regulate a privatised Iscor, other than that an agreement it has with the SA Transport Services (the McDonald award) should be cancelled and a limitation imposed on shareholding to prevent economic over-concentration.

The government has stressed too that the proceeds of privatisation will be used to reduce the public debt, rather than for current expenditure.

Its rationale is that assets, such as those in Iscor, were funded by borrowing in the first place, so that privatisation is in effect returning the capital to the private sector.

But reducing the public debt — which stood at some R67-billion in 1988 — should also reduce the costs of servicing that debt, the second largest item of this year's budget, accounting for 14 percent of total government spending. That means there could indeed be more money for other things — and given the costs particularly of the government's reform policy, that might be welcome.

The proceeds of privatisation may also, the minister of finance has said, be used to finance infrastructure in development areas and to fund development of small industries and small businesses via the Small Business Development Corporation or Industrial Development Corporation.

One advantage De Waal cited of private ownership was that it opened the way for the corporation to diversify further without increasing the public sector's share of the economy. Van Huyssteen argued that private sector shareholders might have a more interactive relationship with the corporation — as in public companies — whereas the government had been a rather passive shareholder.

But ironically the fact that shareholdings will be limited to 20 percent is likely to mean that a private Iscor is controlled by its management, with no one investor having a controlling share — in contrast to most South African public companies, where the dominant shareholder exercises control through a stake of well over 50 percent.

Iscor values its assets at R4,5-billion. It uses the current cost method of accounting, revaluing its assets each year taking inflation (measured by the producer price index) into account. Its valuation and its financial results are therefore more realistic than those of most South African companies which don't take inflation into account and therefore probably overstate profits.

This doesn't mean the government will raise that much with the privatisation exercise. It will depend on what percentage of the 1,5-billion Iscor shares are sold off and at what price.

How many of the shares are put on the market in November will depend on the state and size of the market at the time and the "appetite of investors" — the government wants to raise as much money as possible — will want to avoid flooding the market. It could, for example, sell just over 50 percent now and more later. It will be listening carefully to what the financial institutions' (particularly the life insurers') investment people think as their support will be crucial in the success of the share offer.

The pricing of the share is likely to be kept a state secret until after Iscor's results for the latest financial year, which ended on June 30, are published on September 21. The share price will depend on what kind of return investors expect on their shares.

At a press conference at Iscor's Pretoria headquarters this week, the corporation's management were tight-lipped about things financial. However, senior general manager (finance) Eric van der Merwe indicated the return on total assets was expected to rise to 19 percent this year, compared to 13,5 percent in the 1988 year end.

Last year the Iscor Group's turnover increased by 16,7 percent to R4,8-billion and its profit before tax to a record R341-million, based on current cost accounting. Based on conventional historical cost accounting, its profits would have been R757-million.

Iscor Limited paid tax — of R81-million — for the first time since 1972, since all its accumulated losses had been wiped out. Iscor Group's tax totalled R92-million. De Waal commented that "paying tax is also a measure of success".

City workers win 'living wage' demand

By CARMEL RICKARD, Durban

DURBAN municipal workers have won an arbitration award which for the first time officially sets a "minimum living wage" for city employees.

About 12 500 workers are affected by the award which will add R9-million to the city's wage budget of R408,6-million.

The council had offered a 15 percent increase for graded (skilled) staff and most of the unions and committees representing the municipal workers accepted the offer.

However, the Durban Integrated Municipal Employees' Society (Dimes), held out for the 20 percent increase it had demanded, refused to accept the council's offer and asked that the matter be referred to arbitration.

In his ruling, the arbitrator, Martin Brassey, reviewed the minimum wage level statistics provided by various institutes.

Brassey decided to award the lowest grade of unskilled staff a minimum living wage of R680 a month, with effect from July 1.

In addition graded staff were awarded a 20 percent increase since he decided Dimes had proved its case on this issue, and pointed out that there had been a significant increase in the productivity of council staff.

Other significant demands made by Dimes, including the recognition of May 1 and June 16 as paid public holidays, are to be negotiated between the council and the workers.

The chairman of the council's management committee Jan Venter, said the council could have raised the extra money through a rates increase, but instead Manco had opted for finding the money through cost cutting in the staff estimates, such as not filling empty posts.

Behind the success — 20 000 lost jobs

THE government is lucky. It may have a fiscal crisis, but it so happens international steel markets have been looking good. That means it can put up for sale an Iscor with healthy-looking results and decent prospects.

But while Iscor's current profitable state partly reflects good conditions in the world market, it is based on large-scale retrenchment and extensive rationalisation in the recent past. In the early 1980s plants were closed and output cut. Iscor now employs around 55 000 people. Managing director Willem van Wyk says the early 1980s equivalent would have been some 75 000 to 80 000 people.

Van Wyk told *Weekly Mail* this week he doesn't foresee the need for further rationalisation — although he says he's not prepared to give the trade unions a commitment that there won't ever be retrenchments.

Iscor's output is about the same as it was in the early 1980s and since this involves far fewer workers, productivity has risen substantially. It has also spent large amounts on new technology — an essential to compete in world markets. It has gained respect in the industry for being technologically advanced although it still draws criticism for being over-staffed with bureaucrats. "They've retrenched factory floor workers but there are far more people than they need in the offices," says one competitor.

Meanwhile, following the success of its rationalisation programme, Iscor plans to expand again.

"In the 15 years since the first oil price shock we have not increased our assets; we have just spent to replace equipment and improve productivity. This is very useful now that the international market has improved," Van Wyk said at a press conference. He added that the corporation had also brought its debt down to acceptable levels. "For the first time we have reached the stage where we can start investing to expand our business capabilities."

The corporation would be spending

SOUTH AFRICAN STEEL PRODUCERS 1988

	(METRIC TONS)	%
	TONS	
ISCOR	8 860 000	78
HIGHVELD	1 040 000	12
DAV STEEL	380 000	4
SCAW	330 000	4
USCO	150 000	2
Mc WILLAW	80 000	1
	8 800 000	

R1-billion a year on capital projects for the next couple of years, Van Wyk said.

Rationalisation in Iscor in the early 1980s paralleled a process which was happening worldwide. The bottom dropped out of the steel market following the oil crises of the 1970s and it took the industry some 10 years to start solving the problem of worldwide overcapacity and oversupply. Rationalisation and restructuring followed, and steel producers in the early 1980s started investing in improved technology and products to keep substitute products out. Iscor followed a similar path, though mainly for its own reasons.

Iscor senior general manager (commercial) Nols Olivier said this week there was now a better balance of supply and demand on the world market, which is expected to continue to grow at about one percent a year. This was a "rich" growth which could lead to higher earnings, Olivier said, because it was based on a diverse product and international prices in dollar terms were also improving. The weak rand also helped South Africa's exports.

Sanctions have excluded South Africa's steel industry from some key markets in the 1980s — the US, much of Europe, and Australia — but Olivier shows little concern. "We have lived through sanctions since 1978 and have managed to optimise units sold." He said Iscor geared itself about 18 months in advance for the sanctions imposed in the mid-1980s and moved tonnage to other

markets. "We are geared to handle further sanctions," Olivier said but added that he was optimistic it wouldn't happen.

The South African steel industry is relatively dependent on exports although the world market is not very dependent on South Africa. According to figures provided by Highveld Steel chairman Leslie Boyd at a conference earlier this year, South Africa exported 34 percent of its steel output in 1988. But it was the 18th largest world steel producer, producing 1,15 percent of the world's 780-million total. In January 1989, South Africa's domestic steel prices in rands were lower than those of all the major world producers, according to Boyd's figures.

Anglo American-owned Highveld is South Africa's second largest steel producer, with a market share of 12 percent, and there are a handful of other private sector producers with a market share totalling 11 percent.

Privatisation's supposed benefits in terms of greater competition and therefore greater efficiency are not likely to accrue in the Iscor case: the corporation clearly dominates and is likely to remain that way. Not only does it have an overwhelming market share and so tends to set prices for the industry, but private sector producers depend to an extent on Iscor for some of their raw material. But Van Wyk argues that there is competition from substitute products as well as from foreign producers.

Hilary Joffe

Why UIF is overflowing with cash

WIC 1/6/43 24/7/87

(33)

REPORTS that reserves of the unemployment insurance fund (UIF) had soared to a record R650-million at the end of June have prompted calls for renegotiation of benefits and reorganisation of the board.

The National Unemployed Workers' Co-ordinating Committee (NUWCC), a Congress of South African Trade Unions project, said there were many reasons for the growth in the funds reserves, said to be growing at a rate of about R20-million a month, many of them a result of there being no representatives from the major federations on the board.

Although about 125 000 people were receiving benefits from the fund at the end of June, a NUWCC spokesman said one reason why the fund was growing was that many thousands who were eligible for benefits did not receive them.



"To claim benefits a worker must hand in his UIF card and is given a brown card stating that he is a workseeker and has applied for benefits.

"But most employers want to see the UIF card which bears the reason for his unemployment. So many workers would rather keep their cards and look for jobs than register for benefits," he said.

"If they haven't registered within nine months they lose their right to benefits and have to work for three months again before they can apply.

"A major factor is that migrant workers have to return to their homeland to apply for benefits.

"Although they're supposed to get these after two weeks they often have to wait months before getting them, then they have the expense of travelling to the homeland.

"Many simply forgo their benefits to stay in an urban area seeking fresh employment.

"And large sectors of the workforce such as farm labourers, domestic workers and some State employees pay no contributions and are excluded from receiving benefits."

Many workers believed that the 45 percent of last earnings was too small, and was only hardship relief rather than a proper social security benefit.

"If someone has worked for three years the maximum period for which they are eligible for benefits is 26 weeks but many do not know that if they have worked for more than three years they can apply for extended benefits," said the NUWCC spokesman.

Even healthier

"And, while increased employer and employee contributions have contributed to the strength of the fund, it must also be pointed out that it could be even healthier and in a state to pay better benefits to all those eligible.

"Some of its income comes from investments but we have professional advice that the fund is not making the best use of its investment opportunities.

"One of the reasons for this is that while employers and employees contribute equally to the fund, the majority of workers are not represented and therefore play no part in the decision-making process."

He said the NUWCC believed that workers were poorly informed about their unemployment benefit rights and was starting a campaign to correct this.

"And we also believe that worker representatives should have the say over fund investment and benefits," he said.

335

500 get jobs back

JOSHUA Doore and the Commercial Catering and Allied Workers Union of South Africa have reached agreement, ending a month-long strike by the company's employees.

Ccawusa official Mr Kaizer Thibedi said the two parties have agreed to a phased reinstatement of the 500 retrenched employees from this month. Under the agreement, a minimum of twenty-five workers will be reinstated every month.

The two parties have also agreed to appoint a committee to monitor the reinstatements, Thibedi said.

He said Joshua Doore employees would also be granted an across-the-board increase of R110 a month backdated to February this year, and a further R10 effective from January 90.

Joshua Doore group stores which were affected by the strike included Price 'n' Pride, Score, Score Furnishers and Bradlows.

"Ccawusa wishes to thank individuals and the community for the support given during the strike," Thibedi said.

Meanwhile Ccawusa members employed by Fred Smollen Company have been on a wage strike for the past two

BY LEN
MASEKO

weeks. The strike revolves around the a R155 across-the-board monthly increase and a R720 minimum pay demanded by the union.

A company spokesman, Mr Nigel Devland, confirmed that the two parties were in dispute over wage increases. He said talks between the two parties were continuing.

The Media Workers Association of South Africa has taken Pieterburg-based Morester Printers to the Industrial Court for dismissing five of its members, a Mwasa spokesman said.

Mwasa's general secretary, Mr Sihembele Khala, said the workers were dismissed by management after the Department of Manpower declined to exempt the five from a closed shop agreement between the company and another union.

8 bus hostesses retrenched

EIGHT hostesses employed by Quick Silver Coach Lines, a luxury bus company, have been retrenched.

The women, who described the move as "sudden and shocking",

yesterday said they were served with notices a week ago.

Four of the women were based in Mabopane and the others in Mmabatho. The company operated a direct service

between Mabopane and Mmabatho, Mmabatho and Johannesburg.

"As a result of continued operational losses it has become necessary to reorganise and restructure Quick Silver Coach Lines. Although the company has tried to avoid reduction of staff, this has unfortunately not been possible.

"You are therefore informed that with effect

from September 1, 1989, your services will no longer be required," the company said in letters to the eight.

Asked to comment on the dismissals Mr C A Napier, the manager of the company, confirmed the retrenchments. This followed the discontinuation of a service by the company to reduce costs as the particular service was being run at a loss.

Sowetan
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SPLENDOR

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FACTFILE - by Norris McWhirter

Sowetan 4/8/89

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lose

jobs

ABOUT 400 workers employed by a private cleansing company in Soweto were fired after receiving their three months outstanding wages on Wednesday.

The workers were hired by a company called ETCAR which, according to the Soweto council, had not been granted a cleansing contract with the council although it had applied.

The workers had been working for three months without pay.

Plight

Their plight was brought to the council two weeks ago when they protested.

Soweto mayor Mr Sam Mkhwanazi yesterday said the workers, or some of them, could still be re-employed by EtcAR if the council engaged the company.

Survey

A survey to establish on whether to engage a fourth private company for the cleansing of Soweto should be hired is expected to be completed within 14 days.

Most of the people who were employed by EtcAR were former employees of the council who were fired during a strike last year.

WASHINGTON. — A British newspaper published yesterday what it said were excerpts from a leaked report commissioned by eight Commonwealth foreign ministers recommending a minimum package of additional sanctions against South Africa.

The Guardian said the proposals by independent researchers and academics were certain to spark a row at next week's meeting in Canberra of Commonwealth foreign ministers, some of whom favour mandatory sanctions.

The study comes to the conclusion that sanctions can be used to create jobs for black South Africans.

Among its proposals are bans on the sale to South Africa of vehicle parts and computerised machinery on the theory that this would create and protect black jobs by forcing import substitution and hampering the automation of industry. Obliging South Africa to manufacture all its own car components would also be a psychological blow to buyers who would have to make do with less sophisticated products.

Sanctions 'can create jobs for blacks'

JOHANNESBURG. — Four members of the Mass Democratic Movement have been invited to Australia to attend the Commonwealth Committee of Foreign Ministers meeting on South Africa next week, according to UDF acting general secretary, Mr Mohammed Valli Moosa.

The invitation was extended by chairman of the committee, Mr Joe Clark, Canada's Foreign Minister. The delegation includes Mr Azhar Cachalia, Dr Max Coleman, Father Smangalis Mkhathshwa and Mr Moses Mayekiso. — Sapa

The report, which is said to have caused some embarrassment among its sponsors, further urges that the Commonwealth commit itself to a firm schedule of sanctions ratcheting up to a total trade embargo at the end of five years.

Such a pledge, the argument runs, would encourage South Africa's creditors to demand more rapid repayment of loans.

A separate study commissioned by the Australia-

lian government and which will also be presented in Canberra, makes a similar stand for sanctions benefiting blacks economically.

This study argues that financial sanctions have already stimulated the development of the informal sector and thus "growth in economic opportunity for blacks".

The Canberra meeting on August 7-9 will bring together the eight foreign ministers responsible for guiding

Commonwealth policy towards South Africa. The committee is formed by the ministers of Canada, Australia, Guyana, India, Nigeria, Tanzania, Zambia and Zimbabwe.

The Commonwealth office in London said the ministers would give priority to the "widening, tightening and intensifying of sanctions against South Africa".

The priority given to the South Africa issue is certain to anger Britain, which stands to be isolated at a Commonwealth summit in Kuala Lumpur in October if the sanctions issue takes centre stage. — Own Correspondent and Sapa-Reuter

3 600 strikers fired

A major car manufacturer yesterday dismissed 3 600 employees for ignoring an ultimatum to call off their wage strike and return to work.

By LEN
MASEKO

A Toyota spokesman said the workers, all members of the National Union of Metalworkers of South Africa (Numsa), had flouted an industrial court order requiring them to report to work yesterday.

According to the company, Numsa had also failed to ensure that the strikers returned to work. Toyota and two other car manufacturers, South African Motor Corporation (Sancor) and Volkswagen South Africa, have been affected by work stoppages involving 13 000 Numsa members since last week. About 350 workers at the company's Sandton plant suspended their strike and returned to work last Thursday.

Sancor and Volkswagen have been forced to suspend production and close their plants due to what they have termed "high absenteeism".

Numsa members are taking part in the strikes in support of their demands that car manufacturers should agree to set up a national bargaining forum.

A Sancor spokesman said negotiations between Numsa and motor companies would continue in Port Elizabeth on Thursday.



Police nail hold-up gang

POLICE arrested one of Johannesburg's largest and most sought-after gang of suspected armed robbers after a supermarket holdup in the city at the weekend, a spokesman said.

Witwatersrand police liaison officer Lieutenant-

Motor industry strike enters sixth day

Union condemns dismissal of 3 600

By Mike Siluma,
Labour Reporter

9/8/89
The National Union of Metalworkers (Numsa) today condemned the dismissal by Toyota of about 3 600 strikers and called on the company to rejoin national negotiations currently taking place between the union and car manufacturers.

Toyota yesterday dismissed the 3 600 at its Prospecton, Natal, car assembly plant, as more than 12 000 motor industry workers continued strike action for the sixth day.

Instructions

A Toyota spokesman said the hourly-rated employees were "regrettably" fired after failing to "return to work despite an industrial court order and various oral and written instructions to return to work".

However, Numsa spokesman, Mr Les Kettledas, said the workers were dismissed merely

because they reported for duty but did not start work immediately.

"Toyota is one of the companies which have consistently resisted national wage negotiations, and the dismissals are part of the company's strategy to force workers to abandon their struggle for national wage talks. This is totally unacceptable and workers do not regard themselves as dismissed," said Mr Kettledas.

He said workers wanted Toyota to withdraw a court order served on workers last week and that the company should return to the national negotiating table with other car manufacturers.

A worker spokesman said about 1 000 workers had returned to work at Toyota subsidiary, Rowen SA, also in Natal. About 400 strikers also resumed work at Toyota's marketing division near Sandton, after management withdrew a precondition that they undertake not to

embark on further industrial action, said the spokesman.

Spokesmen for Samcor and Volkswagen said the companies' assembly plants in Uitenhage, Port Elizabeth and Pretoria remained closed as a result of the strike.

Talks

National wage talks between Numsa and six motor manufacturers, including strike-bound Volkswagen and Samcor, are due to resume in Port Elizabeth on Thursday.

● Numsa said it was considering what steps to take in the wake of the lock-out of about 1 300 Numsa members on strike at Goodyear's Port Elizabeth plant following a disinvestment dispute with the company. At the same time, another Eastern Cape company, Eveready, also locked out about 800 Numsa members following a wage dispute. Attempts to resolve the disputes at conciliation board level have failed.

Toyota challenged

By LEN MASEKO

THE National Union of Metalworkers of South Africa is to challenge the dismissal of its 3 600 members by Toyota for ignoring the company's ultimatum to return to work on Monday.

Numsa spokesman Mr Les Kettledas said the workers - who were employed at the company's assembly plant in Durban - have rejected management's decision to sack them and were con-

sidering steps to force management to review its action.

The dismissed Numsa members are among the 13 000 workers presently on wage strikes in the car manufacturing industry.

They demand - among other things - an across-the-board increase of R2 an hour, a 40-hour week, a minimum rate of R6,58 an hour and that manage-

ment commit itself to a national bargaining forum.

Companies affected by the strikes are the South African Motor Corporation (Samcor), Volkswagen and Toyota.

Samcor, Volkswagen - two companies that have been forced to temporarily close their plants as a result of the strikes - and Numsa will continue with national wage negotiations in Port Elizabeth tomorrow - without Toyota, which has pulled out of the talks.

Toyota pulled out of the talks "because they are not being conducted in good faith".

Kettledas said: "Toyota is one of the companies which have consistently resisted national wage negotiations, and the dismissals were part of the company's strategy to force workers to abandon their struggle for national talks".

Harwu workers win reinstatement

Southern 14/8/89

335

ABOUT 140 members of the Hotel and Restaurant Workers' Union dismissed for not coming to work on June 16 last year have been reinstated following an out-of-court settlement between the union and their employers, Holiday Inns/Southern Suns.

Harwu official Mr Alan Hurwitz said under the agreement, the hotel workers would be given two weeks' back pay and their pension

By LEN MASEKO

contributions, discontinued after the employees were dismissed, will be updated.

The dismissal of the 140 workers sparked off placard demonstrations by Harwu members at Holiday Inn/Southern Suns hotels last year. Management responded to the action by locking out the demonstrators.

Hurwitz said the validity of the lock-out, which affected about 3 000 employees at the time, would be determined in the Industrial Court on October 16. He said Harwu members would be compensated for loss

of pay if the court declared the five-day lock-out illegal.

Meanwhile Harwu has completed wage negotiations with Carlton and Braamfontein hotels, and Johannesburg and Bryanston country clubs.

Motor industry strikes over

Journal 16/8/87 *335*

PRODUCTION has resumed at Volkswagen, Toyota and Samcor as about 13 000 members of the National Union of Metalworkers of SA reported for duty at the companies' assembly plants after a 10-day-long wage strike.

Numsa members returned to work on Monday at Samcor and Volkswagen plants while production resumed yesterday at Toyota.

Under the agreement between Numsa and Toyota, the dismissal of 600 workers has been nullified and the workforce reinstated immediately.

Toyota's group personnel director, Mr Theo van den Bergh, said his company would now re-join national wage

By LEN
MASEKO

negotiations of the automobile manufacturing industry.

The industry's wage talks were scheduled to continue today.

Van den Bergh said: "From the Toyota point of view, the agreement addresses the crucial issue of good faith bargaining and the obligation on Numsa and its members to refrain from illegal industrial action."

He stressed that the reinstated employees would retain full service benefits.

Volkswagen spokesman said production had resumed at the company's Uitenhage plant following

the return-to-work by Numsa members. The company has now resumed wage negotiations with the union.

Toyota, Samcor and Volkswagen re-join such firms as Nissan, BMW and Mercedes Benz in the motor industry's wage talks.

Numsa demands - among other things - an across-the-board increase of R2 an hour, a 40-hour week and a minimum rate of R6,58 an hour.

Delta pulled out of the national bargaining forum in July this year, and awarded its employees a 50-cents-an-hour increase effective from August 1, upgraded minimum wages and promised another 50 cents in February next year.

Race row over sacking of 2

Sowetan 17/8/89

335

By LEN MASEKÖ

AMERICAN multi-national Colgate Palmolive is embroiled in a racial row over the dismissal of two black employees for alleged "gross negligence" at the company's Boksburg plant.

The Chemical Workers Industrial Union, which represents the two boiler attendants, claims that its members were dismissed for the "gross negligence" of their white foreman.

The two are Mr Petros Mabuza, a shop steward, and Mr Milford Amos.

A union spokesman said: "This highlights inconsistency on the part of

Foreman is to blame says union

management in deciding the penalty for different racial groups.

"Workers believe that this action is a violation of company policy on 'Equal and Fair Employment Practices' for all employees irrespective of colour, sex and race."

The CWIU is to challenge the validity of the dismissals in the Industrial Court. The union's application will be heard early next year.

The company's industrial relations manager, Mr Walter Skosana, said the dispute will be decided by the court. He declined to comment any further.

A CWIU spokesman said the conciliation board had failed to resolve the dispute between the two parties. The board had also failed to temporarily reinstate the two workers pending the final determination of the matter in court.

Management, he said, had hinted that it was prepared to compensate the two instead of reinstating them.

"Recently a white man slapped and pulled a gun on a black man on the company premises and the white man got away with a warning," the union spokesman said.

...in fact, we have to assume drivers are trying to hit us. To do that I prefer facing the oncoming traffic."

SRC casts doubt on intimidation report

Star 14/8/89

By Sue Valentine

Intimidation of students on campus was an extremely serious invasion of the rights and privacy of individuals, the Students' Representative Council of the University of the Witwatersrand said yesterday.

Responding to a report about intimidation on

SABC-TV on Tuesday night, the SRC said where such incidents had been brought to its attention it had acted decisively and responsibly.

"The fact that Cliff Saunders was given such information before it was given to the SRC and other student organisations raises numerous questions about the credibility of the report."

The SRC said it strongly denied the report's implications that the SRC and student government were controlled by secret, sinister structures.

Earlier this week Mr Anthony Young told The Star he had been threatened by other students after the abortive Zach de Beer debate on campus two weeks ago.

Black workless total 789 000

Star 18/8/89
Black unemployment rose in May to 789 000 — the highest figure since last November, the Central Statistical Service reports. Of the estimated black population of more than 21 million, 6.7 million were economically active. — Pretoria Bureau.

PAC leader Mothopeng to stop over in Zimbabwe

The Star's Africa News Service

HARARE — The president of the Pan Africanist Congress, Mr Zephania Mothopeng, is expected in Harare tomorrow from London on his way to SA.

Mr Mothopeng, who left South Africa in March to undergo medical treatment in Britain, is expected to stay in Zimbabwe for at least two days.

The PAC's chairman, Mr Johnson Mlambo is also today expected to attend a meeting of the OAU.

What the UIF can do for you

Story
19/8/89

335

WITH the economy on the downswing more people, especially the unskilled, are likely to find themselves without a job.

They will need everything within their grasp to keep the wolf at the door and the Unemployment Insurance Fund (UIF) can provide temporary relief.

Mr Jack Scheepers, unemployment insurance commissioner, says UIF is not a savings or pension fund, but is a form of insurance against temporary unemployment.

Many people contribute to the fund during their working life, but because of ignorance or negligence do not apply for the benefits when they lose their jobs.

The procedure, says Mr Scheepers, is that a fund member should lodge his or her application with the local Manpower centre (offices of the Department of Manpower) soon after becoming unemployed. Those living in so-called self-governing territories like kwaZulu and kaNgwane and in areas where there are no manpower centres

JABULANI SIKHAKHANE

should apply at local magistrate's offices.

Mr Scheepers adds that a member can lodge an application even if his "blue card" has not been released or endorsed by his past employer. If the application is in order, it usually takes between four to six weeks before benefits are paid out.

The fund pays out 45 percent of the last normal earnings of the member for six months. However, if a member has contributed for longer than three years he can apply for an extension of the benefits for up to 12 months.

Employers and employees (earning less than R35 000 a year) contribute 0,9 percent to the UIF. For a member who earns R200 a month the contribution would amount to R1,80 a month.

Last year the UIF paid out R440 million in benefits to 406 000 beneficiaries. The figure might increase this year as the number of new applications has increased to 40 000 a month, compared with last year's figure which averaged between 38 000 and 39 000.

The Unemployment Insurance Fund was formed to insure workers for five specific purpose: insurance against temporary loss of employment, maternity benefits, adoption of children, illness and death benefits for the direct dependants of a member in case the member dies.

However, an article in the latest *IPM (Institute of Personnel Management) Journal* says the present UIF provisions are available to a limited number of women. The unemployed, agricultural, domestic and casual women employees are excluded.

Benefits are directly related to the existence of past earnings and the level thereof. The UIF system is reportedly "marred by bureaucratic inefficiency and many women report that benefits are received only four to six weeks after applications have been lodged".

"Women who lose their jobs permanently due to pregnancy may not claim UIF unemployment benefits because the Department of Manpower maintains that they have already claimed for maternity benefits from the fund.

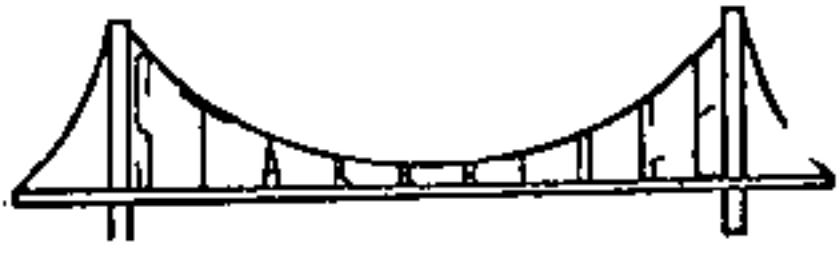
Women who are the citizens of the independent states may no longer claim under the South African scheme," the article said.

An unemployed woman may be paid adoption benefits for a period not exceeding 26 weeks starting not earlier than the date on which she legally adopts a child under two years of age whether or not she is capable of and available for work.

No adoption benefits will be paid unless the application is made within 52 weeks from the date of adoption and unless the woman was in employment as a contributor for at least 18 weeks during the 52 weeks preceding adoption.

335 Star 22/8/89

Car-cleaning chance for unemployed



By Winnie Graham

New job opportunities are being created for unemployed young men wanting to work as professional car washers.

The Get Ahead Foundation and S C Johnson have launched a scheme to train — and register — car washers.

The young men have been equipped with car vacuum cleaners, shampoos, waxes, brushes and buckets and, having completed the quick course, are in business — at taxi ranks, office parking lots and even shopping centres.

The first seminar for would-be car washers was held in Atteridgeville, near Pretoria, earlier this month when 22 young men reported.

COMPETITIVE

Mr Clement Thloaele of Johnson's was there to explain to recruits the correct way to wash and wax cars.

"Car washing is highly competitive but the man who does a good job quickly will be in business," he said.

Mr Price Mabula of Get Ahead said the men had been given basic instructions in keeping books "We gave them a briefing on inventory control and guidelines on how to run a business," he said.

Certain outlets have agreed to sell the car shampoos and wax at a special price.

Mr Tom White, personnel manager of S C Johnson, said the idea of sponsoring car washers was born when someone at his firm's social club suggested an unemployed person be found to wash the firm's cars.



A car cleaner goes through his paces at a special training session organised by the Get Ahead Foundation and S C Johnson at Atteridgeville in Pretoria.

The first 22 car washers, some of whom already earn a living cleaning cars, hope to take on two assistants each. In this way the new scheme will help create about 70 jobs.

The men will charge between R8 and R10 for their services — depending on market conditions.

Apart from their cleaning packs, they have received special T-shirts and caps and will

be registered by Johnson's, receiving a special identity document to prove their credentials.

Mr White said it was hoped to expand the project from the taxi rank at Marabastad, near Pretoria, to the one at Baragwanath Hospital in Soweto.

The possibility of contract work was also being investigated so that registered cleaners could clean cars at office

blocks.

"With registered cleaners we hope people will feel comfortable leaving their keys, so their cars can be cleaned while they are at work," he added.

● Starbridge was launched to close the gap between the races. If you have suggestions of how to improve communications, write to Starbridge, Box 1014, Johannesburg, 2000.

600 workers down tools over firing

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Sowetan
25/8/89

By MONK NKOMO

ABOUT 600 workers at the African Telephone Cables factory in Brits have downed tools in protest over the arrest of a colleague accused of stealing from the company.

The workers, all members of the National Union of Metal Workers of South Africa, went on strike on Monday. A spokesman for the workers said the strike action was sparked off by the arrest of Mr John "Sparks" Mpande on Monday night.

The spokesman said Mpande was arrested by police following instructions from management. "This action by management is a breach of a grievance procedure we have with the company - that an employee suspected of a crime should first appear before a disciplinary committee before police are involved," he said.

He added management refused to discuss Mpande's arrest with shop stewards.

Mr Jan Nel, the company's Human Resources Manager, confirmed that the strike followed the arrest of Mpande. He also confirmed that the company had an agreement with the union which stipulated that a disciplinary hearing should be held before police are called in.

CAPE TIMES 25/8/89

Decentralisation 'created 181 000 jobs'

Own Correspondent

PRETORIA:— The Government's decentralisation programme has attracted industrial investment to the value of R3,3 bn, creating 181 000 new jobs since 1982, according to Constitutional Development and Planning minister Eugene Louw.

This meant it cost R18,23 for the creation of one job calculated on capital investments of R3,3 bn, he said.

Louw, who released the Decentralisation Board's 1988/89 annual report in Pretoria yesterday during a press conference said the total number of applications

approved, since 1982 had been established by March 31 1989.

Critics of the Government's decentralisation programme say that much of the investment would have little effect on the rate of unemployment in the rural areas.

Louw said a "significant aspect" of the results was that about 45% of the 181 000 new employment opportunities were created at only six development points.

"This proves selective concentration of economic activities is taking place due to Government's regional industrial development initiatives," he said.

Small business to grow

Sowetan 28/8/89

335

Ninety-three percent of all business run by blacks are small businesses which will probably form the backbone of the South African economy in coming years.

A lecturer at the University of South Africa's

Department of Business Economics, Mr Mike Cant, told the SABC Pretoria news staff that it is therefore necessary to equip these people to meet the demands that they will be faced with during the 1990's.

Cant said that for every 1 000 whites who lose their jobs as a result of economic sanctions against South Africa, at least 10 000 blacks lose their jobs.

As a result, more people have entered the

market-place and started businesses.

It is important to continuously research trends in this segment of the economy and to make the necessary adjustments to accommodate their training requirements, he said.

Money needed to stop violence, says Inkatha

MECS 31/8/87

The Argus Correspondent

DURBAN. — At least 90 percent of the political violence in Natal and KwaZulu was carried out by youths aged 14 to 25, according to *South African Update*, a journal brought out by the Inkatha Institute.

The common factor was that they were unhappy, consciously or otherwise, with their situation.

A relatively small number of youths actually got involved in violence on an ongoing basis, the institute said. They were likely to pro-act or react aggressively, often in a fairly spontaneous fashion, and usually in response to catalysts to violence.

Members of this group, the institute said, were anti-authority, frustrated, angry, aggressive,

insecure with no future vision, irrational, had personality disorders, felt resentful and embittered, desperate, had destructive compulsions, unrealistic expectations, extreme intolerance and displayed a strong tendency towards group formations.

"Major impact"

If the shortage of development funding, unemployment in the face of a high birth rate and urbanisation, political activities by the UDF, Inkatha and the SAP, discriminatory State practices and the non-existence of a democratic system were effectively dealt with, this would "have a major impact on the continuance of the violence," the institute said.

However, the action required to attend to these issues was "not going to be forthcoming". The financing requirements on

the one hand, and the National Party's political ideology on the other, would ensure this.

Another way to stop the violence would be to try modify the thinking and attitudes of the violent youth. "This is perhaps achievable if the volatile youth could be encouraged to look at themselves and to consider their future more carefully, to rationalise their predicament (that is that they are trapped in negative circumstances), to understand that their prospects are perhaps improving and positively to reinforce realistic expectations.

"More tolerant"

"When a person has an understanding of the situation, when he is given reason to be hopeful, then he becomes more tolerant and better able to cope with his predicament.

"Of course, there are those youths in the townships so locked into a mind-set or culture of violence, that a more specialised remedial approach will be needed."

The institute said that, despite the sometimes overtly political nature of the conflict, it was recognised by most participants and observers that the violence had assumed a momentum of its own which made it very difficult to control at the local level.

"Inkatha's view, given the importance of non-political causes, is that what is needed is massive international funding to address the socio-economic problems of the region, experiencing perhaps the world's most rapid urbanisation and whose per capita black income is about half of the country's average. Without it, words will have to do."

303 jobs lost as plant closes in Stellenbosch

By DICK USHER *News*
Labour Reporter *4/9/87*

COROBRIK has closed its Stellenbosch plant with the loss of about 300 jobs.

Mr Harry Voorma, managing director of the plant, said the closure had been planned as part of a rationalisation programme but had been accelerated because the economic downturn had reduced demand for bricks and other products.

TWO WEEKS' PAY

He said 303 posts had been made redundant. The company had tried to find jobs for those affected elsewhere in the organisation and 279 employees had been made redundant.

Production stopped on August 31.

Mr Voorma said production formerly handled at Stellenbosch would be transferred to Koelenhof.

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A spokesman for the Congress of South African Trade Unions (Cosatu) said it was a serious blow for Stellenbosch as Corobrik was one of the town's largest industrial employers.

He said employees received a termination package of two weeks' pay for each year worked.

"Some workers who had taken out home loans with the company have ended up owing money," he said.

Mr Voorma said the Construction and Allied Workers' Union, a Cosatu affiliate, had been told about the closure at the beginning of August.

"Negotiations are continuing with the union because it has declared a dispute with us over the retrenchment package," he said.

Retrenchments: Boland workers seek court aid

Cape Times 19/8/89 Labour Reporter 1204

NEARLY 300 workers at Corobrik's Stellenbosch brick-making plant have applied for an urgent Industrial Court order restraining the company from retrenching employees before an existing dispute is resolved.

The plant was set to close down on August 31, affecting about 320 manual and more than 300 casual workers, according to papers before the court.

A Stellenbosch attorney acting for the workers said the parties had agreed to postpone the matter till tomorrow, with management undertaking to join talks aimed at resolving the dispute.

About 290 workers, all members of the Construction and Allied Workers' Union (Cawu), are affected by a dispute over the nature and effects of the plant's closure.



Bongani Khumalo (left) addresses Red Cross workers at a function.

37 Red Cross workers rehired

THIRTY seven workers who had been dismissed by the South African Red Cross Society were reinstated with effect from today and constructive dialogue re-established after a four month long strike.

The workers had gone on strike on May 8 following the dismissal of Mr Bongani Khumalo, assistant regional director of the Southern Transvaal region of the society and president of the Henri Dunant Coalition (HDC). They were later officially dismissed on July 11.

A decision by the national executive of the SA Red Cross Society following a recommendation arising from talks between the HDC and representatives of the national executive of the SARCS to reinstate the 37 workers was accepted, said Khumalo.

"The workers who

had gone on strike on May 8 following my dismissal, had been subsequently dismissed on July 11.

"During this four month period there was a breakdown in communications between the regional director, Mr Neil Ross, and the workers

who are all members of the HDC which started in July 1988," said Khumalo.

Khumalo said since the constructive dialogue between the HDC and the national Red Cross executive he had "earnestly requested that his dismissal and the dismissal of the

workers be regarded as two separate issues".

Mr Roy Sneesby, secretary general of the S A Red Cross Society, declined to comment on Khumalo's statement and said the society would be issuing a full statement today concerning the reinstatement of the 37 workers.

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37 back (335) at Cross

THE South African Red Cross Society confirmed yesterday it would reinstate workers dismissed over the Bongani Khumalo affair.

Mr J H Hollander, chairman of the national executive, said in a statement today the 37 workers would be reinstated with immediate effect. - Sapa. Sewel 12/9/89 -

Durban bus drivers 'begin strike' again ^(3 35)

DURBAN — The city's bus strike is on again, after returning drivers walked off the job yesterday morning when asked to sign new conditions of service.

The workers claimed they had been promised reinstatement but found when they arrived for work that they were to be re-employed as new drivers.

Workers interviewed outside the depot of the Durban Transport Management Board claimed a lack of good faith on the part of the DTMB. ~~(3 35)~~

DTMB GM Marshall Cuthbert said management had acted according to an agreement signed by all the trade unions involved.

A meeting between workers, shop stewards and other union officials at Cosatu House was planned for yesterday. — Sapa.

Blum 12/19/89.

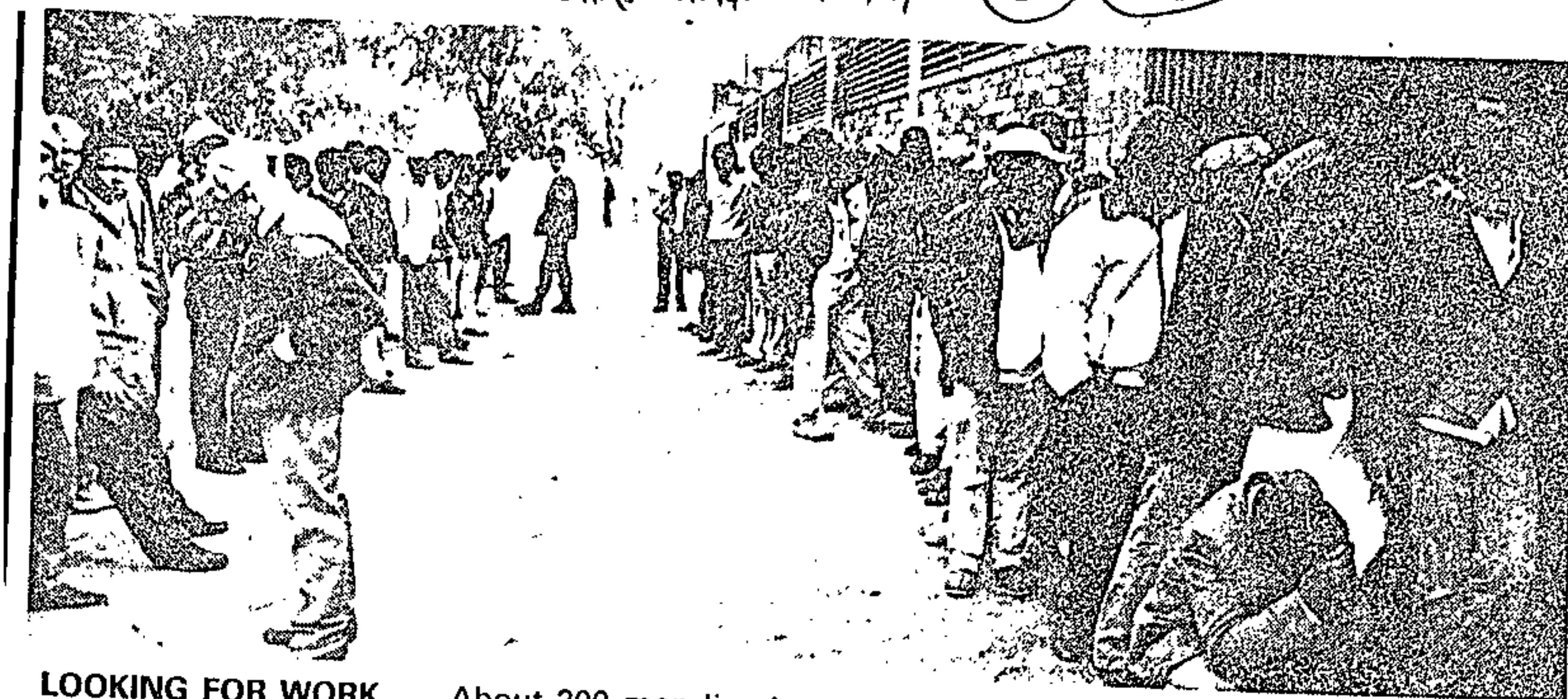


ALTECH

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INFORMATICS

CHL. Tint 13/9/89 (20) (335)



LOOKING FOR WORK . . . About 200 men lined up outside Nyanga police station on Monday to apply for positions as special constables. Those chosen will be trained at Koeberg before being deployed in the South African Police Force.

Picture: OBED ZILWA

'Camouflage' shops keep popping up

SPAZA shops are the latest attention-grabbers for those companies venturing into the informal sector.

More and more of these little home-made shops are popping up in townships all over the country, as their owners look at small business as a means to combat unemployment.

Manager of *Black Enterprise* magazine Gill Stacey spoke at the Black Consumer Conference this week about these shops, which are not as new as many think. They've been around since the days of Sophiatown in the 1950s.

The word "spaza" — meaning camouflage or dummy in Zulu — gives some indication as to the origin of these ventures, which came into being when black entrepreneurs tried to fight police harassment by selling their goods secretly at home.

Stacey, who has conducted extensive nationwide research on spaza shops, says it is impossible to gauge just how many there are, but she estimates a figure of 20 000 country-wide, with more than 1 000 in Soweto alone. The last 18 months have seen a boom in this particular area of

'Secret' shops or 'spazas' are becoming increasingly common as a means of combatting unemployment, reports PHILIPPA GARSON

informal trade, she says.

The legality of spaza shops depends on their location. In KwaZulu, for example, they are strictly illegal but, says Stacey, "the message has by and large filtered down from top government levels to leave these people alone — they are creating their own employment". And a new business bill to be discussed in parliament next year suggests that spaza owners won't need trading licenses at all, unless they sell cooked food.

One reason why it is impossible to keep a track record of spaza shops is that they are either registered as ing else or not registered at all, says Stacey.

They appear in numerous guises, from converted garages, to bedrooms, lounges and, in one instance, even an old bus in Eldorado Park.

Most have fridges, electric tills and

sell a variety of consumer goods, including beer.

The growth in the number of spaza shops indicates they are commercially viable and fulfil a vital role for consumers in the townships.

Formal-sector outlets are usually sparse and often far away. There are obvious perks to having a shop just round the corner and contrary to popular belief spaza goods are usually sold at competitive prices, or at prices at least matching those in formal-sector shops.

The expected back-lash from the formal sector has not happened, says Stacey, "predominantly because a basic attitude of live-and-let-live seems to prevail. Many store-owners even welcome the competition, and some do business directly with spaza-shopkeepers."

Turnover from these stores ranges from R5 000 to R15 000 per month, with an average of between R10 000 and R20 000. Those smaller ventures selling only cool drink may have a lower turnover, while a more sophisticated establishment can bring in as much as R60 000 per month.

15-21/9/89. wmail

SACKED OVER STAYAWAY

OVER a thousand black workers have either been sacked or given warnings by management for staying away from work on September 5 and 6.

They heeded a call by the National Council of Trade Unions (Nactu), the Congress of South African Trade Unions (Cosatu) and independent unions to stay at home on those days in protest against the white elections.

Spokesmen for the two federations said the majority of employers had decided to apply the principle of "no work, no pay" in response to the stayaway - as suggested by Assocom.

Nactu official Miss Dale Tiffin said at least 1 500 workers belonging to the federation's unions had been given warnings. Nactu unions intended to contest the action, she said.

By LEN MASEKO

Among companies which took disciplinary action against their workforce were Murray and Roberts (950 workers) and Pretoria Portland Cement (500).

At least 135 members of Cosatu-affiliated unions were dismissed by various companies after participating in the two-day protest, a spokesman for the federation said.

Cosatu official Mr Neil Coleman said 36 of the dismissed workers were later reinstated after union officials intervened.

Of those dismissed, 81 were employed by the Grahamstown municipality.

Sanctions hurting Cape's industry

CAT TUES 20/9/85 (355)

By PETER DENNEHY

THE Mayor of Cape Town, Mr Gordon Oliver, spoke out against sanctions yesterday and in favour of the alternative of "black empowerment".

At the opening of the 700-delegate annual conference of the Institute of Municipal Treasurers and Accountants in the Good Hope Centre, Mr Oliver said sanctions were already hurting Cape Town's industry.

Cape Town was a major centre of the insurance, oil, clothing and fishing industries, he said, and a further million people in the Western Cape were dependent on the agricultural sector.

Mayor sees challenge

It was worrying that Cape Town's industrial sector was employing proportionally fewer people than those in other cities.

"Our industry is suffering as a result of sanctions already," he said, giving the example that the Americans had closed their lucrative clothing markets to South Africa.

"I believe black empowerment is a better option than sanctions."

There was much to be optimistic about, however, if one considered fundamental shifts which were occurring in our economy.

The fallen rand favoured South African exporters in the manufacturing industry, as well as exporters of agricultural goods.

Secondly, greater Cape Town was establishing itself as a centre of high-technology industry, which relied on human skills. Educational levels attained by Capetonians were among the highest in the country.

Thirdly, Cape Town's rapid population growth had increased the size of the market, and the number of opportunities for growth and development.

Mayco march

THE Mangaung Youth Congress (Mayco) in Bloemfontein has organised a march to Petroni hospital tomorrow where a memorandum protesting against the dismissal last year of about 300 workers will be presented.

Sowetan 28/9/89

350 nurses dismissed

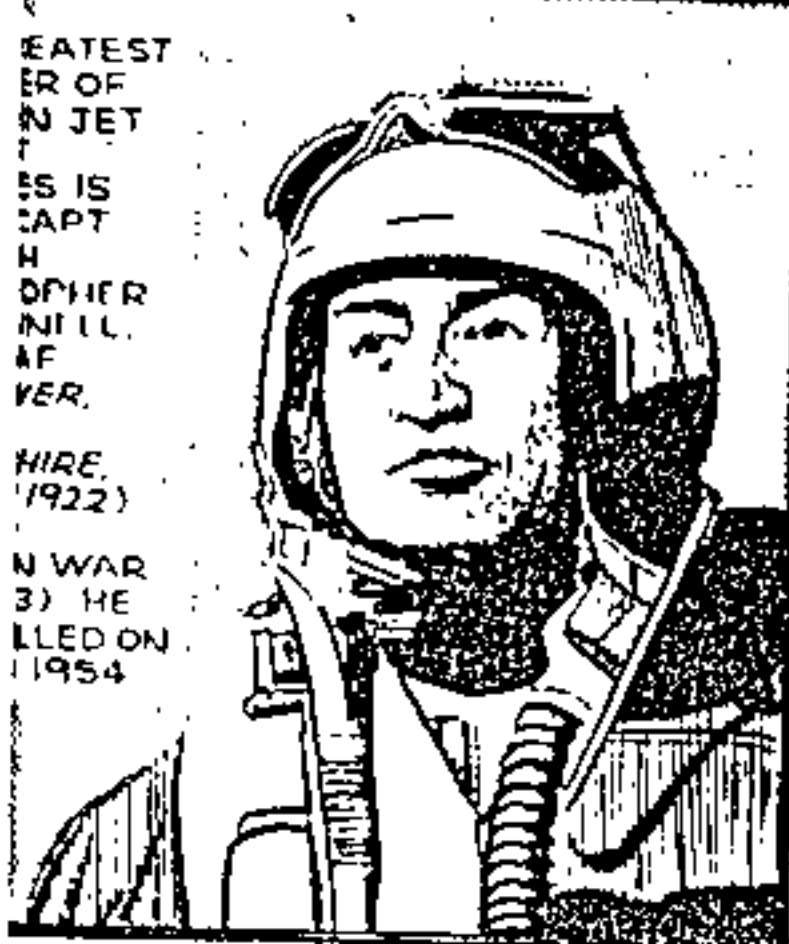
Soufan 22/9/89

335

THE 350 student nurses at Garankuwa Hospital who have been on strike since Monday over food were dismissed yesterday afternoon after failing to heed an ultimatum to go back to class and work.

By MONK NKOMO

Strike over hospital food



ful demonstration."

Dr R van Niekerk, medical superintendent of the hospital, said the male and female students failed to heed an order that they resume their duties at 2.00pm yesterday.

Van Niekerk said the decision to fire the students was a disciplinary measure following their disruption of medical services at the hospital.

The students went on strike after some of their colleagues could not get food on Monday evening. The students then asked hospital authorities to introduce a coupon system which would enable them to eat at a place of their choice if food was not available in the dining hall.

A spokesman for the students yesterday denied that they disrupted medical services and accused the hospital authorities of having called riot police who "provoked a peace-

The students held talks with officials of the TPA on Wednesday on how to improve the system at the dining hall. According to Dr L van Heerden, a superintendent of the hospital, the TPA officials were to have reported back today or on Monday.

Van Niekerk yesterday confirmed the presence of the police inside the hospital and said they only asked the students to leave the premises "and come back on Monday."

Van Niekerk said it was imperative under the circumstance to take disciplinary action against the students. He did not know if the 350 student-nurses would be reinstated.

Van Niekerk said he did not know who had called the police. He suspected, however, that they were summoned by the TPA security guards "after they became frightened by the marching student nurses."

Bank eshego



NATION BUILDING



The power is in your hands

335

Unemployed? This day might just do the job

By PHANGISILE
MTSHALI

THERE will be something for the unemployed and the youth during *Sowetan's* Nation Building Week.

Job Market Day is set for Monday October 16 at the Vista University Auditorium, starting at 2pm.

Various speakers, experts in their fields, will give talks on career guidance.

"There is a need to break up the barriers created by values and attitudes that have kept black youths away from certain careers - especially in technical fields," *Sowetan* assistant editor Mr Sam Mabe said.

Speakers will include Professor Es'kia Mphahlele, director of Council for Black education and Research. He will talk about education for living; Dr Gordon Sibiya, director of Science and Engineering Academy of South Africa, will talk on mapping the future of black people in science and engineering education and the director of Careers Centre, Mr Dan Monyemore, will speak on career guidance for future South Africa.

Mr Lawrence Mavundla, director of African Council of Hawkers and Informal Business, will lecture on job advantages in the informal sector; Advocate Dikgang Moseneke, director of the

Democratic Lawyers Association, will talk about creating the legal order.

Also on the list are National African Federated Chamber of Commerce Mr Sam Motsucnyane; director of co-ordinated marketing, Mr Ruel Khoza; director of National Association of Democratic Lawyers, Advocate Mathole Motshekga and Professor John Makhene, director of Community Education Trust.

"The exclusion of career guidance from black schools has contributed to difficulties faced by the youth when choosing careers," Monyemore said.

"Career guidance is a responsibility of all people involved in the educational process, including parents. Unfortunately parents usually give uninformed guidance to their children. Sometimes it is the pupil's fault because they make inquiries about careers too late and sometimes limit themselves to a 'soft option' rather than attempt a technical careers," he said.

Different companies and community organisations will man stands advertising job opportunities they provide. These include South African Breweries, Small Business Development Cooperation, Zikhuliseni Community Programme, Funda Centre, Putco, Anglo-American Corporation, Rand Mines, Edgars and Sabta.



Mr Dan Monyemore, Careers Centre director, will speak at Job Market Day.

Numsa, SEC reach agreement

By LEN MASEKO

THE National Union of Metalworkers of South Africa and the Steel Engineering Company have reached agreement on the proposed retrenchment of 250 workers at the Roodepoort firm, a spokesman for the company said yesterday.

The company spokesman said the affected employees had now accepted the firm's retrenchment package after talks between their representatives and management yesterday.

Initially the Boart subsidiary and Numsa had been involved in a row over the proposed retrenchments.

According to management, 80 employees had already accepted the retrenchment package, 50 others accepted early retirement and another 50

offered - without loss of pay - menial jobs elsewhere within the company.

The company spokesman said a further 70

workers had now accepted proposed retrenchments, resolving the row between management and Numsa.

Earlier, Numsa had ac-

cused Boart management of embarking on a relocation scheme of its subsidiaries to the KwaNdebele homeland, a union-free zone, to take advantage of what it termed cheap labour in the area.

The union said the company had already opened a new plant there, employing 560.

Industry slow down — lay-offs forecast

AKS
26/9/89



Pictures: DOUG PITNEY, The Argus.

TWO'S COMPANY: While model girls Samantha Wyngaard of Kuils River and Zahon Dolle of Woodstock were content to spend their day basking on Camps Bay

By MAGGIE ROWLEY, Business Staff
A WIDESPREAD lay-off of factory workers in the manufacturing industry is predicted as the economy enters a cyclical downturn.

This is the finding in the latest survey of the manufacturing sector by the Bureau of Economic Research at the University of Stellenbosch.

Although the manufacturing sector was still experiencing buoyant conditions, it was slowly sliding into a period of slow growth with manufacturers discounting the expected decline in demand by timely production planning and scheduling, the survey found.

Lower production

However, the manufacturing sector, ranging from textiles to clothing, footwear, plastics and machinery was expected to further lower production by laying off factory workers and reducing employment levels as the economy enters a cyclical downturn.

"On net balance the number of factory workers is on a par with that of 1988 and with further dismissals in the pipeline, the downward pressure on the country's waverling growth rate may intensify," says the BER report.

"The average hours worked per factory worker also decreased on net balance during the survey quarter and is on a lower level than during the same period a year ago. Apparently part of this decrease can be ascribed to political motivated stoppages, but shorter production time was also scheduled.

"Further decreases in hours worked is foreseen for the last quarter of 1989."

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The report warns that while a reduction in employment to levels required for the attainment of lower expected production was normal procedure dismissals were socially disruptive and could cause social and political unrest.

"With the present-day disruptive relations with labour, arising from the union demands for amendments to the Labour Relations Act, the manufacturing sector is set for a rough time ahead around the negotiation table, while general labour unrest and ad hoc strikes will have to be coped with.

"To fuel further unrest the demand for unskilled labour remains slack with supply far outstripping demand. Our respondents experience unskilled labour as a serious constraint in only two percent of cases.

"This dilemma of the unskilled worker will continue to be a bone of contention in the socio-political field," says the report.

The report said that of the 1 000 firms surveyed in 21 sub-sectors, 59 percent expressed satisfaction with present business conditions.

"Although general business conditions were experienced by our respondents to be on a lower level compared to last year, expectations for next year have improved somewhat."

Notwithstanding the imposed demand restrictions imposed in early May, manufacturing respondents still experienced substantial volumes of sales during the third quarter compared to the same period last year, the survey found.

Increased sales, although at a lower growth rate, are also foreseen for the rest of the year.

Taper off

However, the volume of new orders remained on a downward trend and was expected to taper off as the economy moved into the early stages of the cyclical downturn.

"Unfilled orders in relation to sales, portraying for the manufacturer the work on hand, decreased dramatically during the survey quarter.

"Insufficient demand as a serious constraint was experienced by 36 percent of respondents," says the BER report.

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Fewer jobs open to specialists

By Norman Chandler,
Pretoria Bureau

335

It is difficult trying to be an astronomer, a radio or television announcer, a sculptor or a cartoonist — there aren't any jobs for you in South Africa.

It means that chaps like Andy, The Star's cartoonist, or John Bishop, a well-known face on Network, will not be able to find another job if they suddenly decided to look for pastures new. Stargazers who look at the heavens through giant mirrors at Sutherland, in the Cape, may also find it difficult to look into the future (or the past) if they walk the streets as well.

That's the sad news from the Central Statistical Service, which revealed yesterday that the job vacancy rate had

dropped to 2,2 percent.

The good news is the total number of jobs vacant fell from 2,7 percent in 1987 to 2,2 percent last year.

According to the CSS the country needs doctors, computer programmers, nurses, security officers, motor mechanics and many unskilled workers.

The people who work in various industries are: professional and technical 678 821; managerial and administrative 200 268; clerical and sales 1 208 518.

Transportation, delivery and communication 282 719; service 760 310; production, miners and operators 1 416 545; artisans and apprentices 357 976; and labourers 1 182 854.

335 139 181

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Star 27/9/89

Attempt to resolve dispute

By Melody McDougall,
Vereeniging Bureau

Top management from the Rand Water Board gathered in Vereeniging yesterday in an attempt to settle the dispute surrounding the dismissal of about 400 employees at the Zuikerbosch pumping station outside the town.

The workers were dismissed on Friday after they had apparently participated in illegal strike action since last Tuesday.

The employees were demanding the immediate release of a shop steward from police custody and the removal of the hostel manager from the pumping station.

A Rand Water Board spokesman in Johannesburg confirmed the board's top management were involved in discussions at the pumping station yesterday in a bid to resolve the matter.

According to the spokesman the employees' grievances have been addressed as fully as possible by management, while representations have also been made to secure the release of the shop steward from custody.

She stressed that the board was not instrumental in the steward's arrest. She said despite numerous appeals to the employees and negotiations with union officials and representatives of the workforce — and an undertaking by the representatives and the union that the workers would return to work — the employees left management with no other alternative but to dismiss them after they failed to resume work by the 11 am deadline on Friday.

400 water board employees fired

Sowetan 27/9/89
ABOUT 400 employees of the Rand Water Board have been fired after failing to heed an ultimatum to halt their work stoppage and return to work last week.

The workers, all members of the Orange Vaal General Workers Union, downed tools last week in protest against the arrest of a union member at the board's Suikerbos plant near Vereeniging. They also demanded the transfer of a white manager alleged to have "shopped" a board employee, a Mr Richard Mohapi, who is also a shop steward.

The 400 workers have vowed not to return to work until their colleague is released, according to the OVGWU.

A statement from the board said the workers' grievances had been fully addressed by management, who had already made representations "to the highest possible level" to secure the release of the shop steward. In addition, the statement said, the board had called a disciplinary hearing in which the white manager concerned would be called to answer charges against him.

"Notwithstanding, the undertaking by the workers' representatives and union that the employees would return to work, the employees have declined to return to work by the final deadline of 11am on September 21, leaving management with no other alternative but to dismiss them," the board's statement said.

The board said the dismissals would not affect water supplies.



BUSINESS

City business figures to fight job problem

MEUS 25/9/89

"In two years in Johannesburg the project has been successful in creating 87 new and separate businesses employing about 600 people."

By TREVOR WALKER
Business Staff

Leading Cape Town business personalities with the Mayor of the City have set course on a job creation operation that could introduce a whole new generation of entrepreneurs into the Peninsula.

Called The Mayor's Business-Creation Initiative, leading businesses in the region under the aegis of the Mayor's office are in the process of obtaining funds from leading businesses in Cape Town to support a project that has begun to prove singularly successful in Johannesburg.

Barlow Rand Chairman Mr Mike Rosholt while visiting Holland was struck by attempts to promote the concept of the "entrepreneur".

On his return he set in motion the financial muscle of Barlow Rand, the country's largest industrial company, to investigate the feasibility of introducing the Dutch concept in this country.

A pilot study in Johannesburg has proved very successful and now the approach is to be introduced into Cape Town.

What Mr Rosholt had in mind was to get concerned and leading community people together to use their business skills to help discover and promote people with business ideas that

were likely to blossom with expert encouragement.

The Development Bank and the Small Business Development Corporation have put in place a huge management and capital infrastructure to promote the small businessman, but the Mayor's Business-Creation Initiative tackles the problem from a totally different perspective.

The idea is to plough back into the community the business accumen built up over many years.

Mr Eric Ismay of the Barlow Rand Foundation said: "The project will stand or fall on its results."

"We are in the process of raising money from leading businesses in the region to help fund a team of specialist consultants who will run the scheme."

"This is no liberal throw-away money project. It will be judged a success if it creates new entrepreneurs and who in their turn create many new jobs."

Employing 600

In two years in Johannesburg the company, Job Creation, sponsored by Barlow's and supported by the National African Federated Chambers of Commerce (Nafcoc) has been successful in creating 87 new and separate businesses employing about 600 people.

One of the members of the core group in Cape Town, Mr Denis Fletcher, former chairman of Caltex said: "We believe that Cape Town businessmen will put forward the R500 000 a year we need to run the project."

"We have approached several leading business people and the response has been positive."

"Businessmen tend to turn pale when you ask them to support one of these community projects."

"I know because I was recently on that side of the fence. But our project has a track record in Johannesburg, and it will be judged solely on performance, so if we do not succeed in year one and certainly in year two in meeting our objectives, then we close the whole thing down."

"We are not here to waste money and the whole set-up operation is being run on a voluntary basis."

"Our core group has spent many hours in setting goals and arguing the need for such an attempt."

The core group consists of the mayor Mr Gordon Oliver (chairman), Mr Mike Getz (president of the Cape Chamber of Industries), Mr Eric Ismay (Barlow Rand Foundation), Mr

Denis Fletcher (former chairman of Caltex), Councillor Mr Clive Keegan and Mr Kerry Capstick-Dale of Demapas Leoka and Kevany.

Cape Town prides itself on having the most relaxed attitude to race relations in the country and it is this fundamental factor that the backers of this project are prepared to invest in.

It is also one of the reasons why it is being done under the sponsorship of the Mayor's Office.

Former mayor Mr Peter Muller was one of the main supporters of the idea when it was mooted over a year ago and he is still actively involved in the project.

Vital responsibility

Statistics have shown that the flood of people into the Western Cape and Cape Town in particular has and is phenomenal, and job creation has become a vital responsibility for those in positions of influence in the region. It is not the responsibility of government, but that of civic and business leaders.

People are streaming into the outlying areas of Cape Town because the Transkei, Ciskei and other rural areas cannot support them.

G7 banks sell \$4-bn

cerned from such tax deduction is received before the closing of the facilities

ACCOUNT OVERDRAFT.