

WAGES - 1989

JANUARY - JUNE

Wednesday January 4 1989

Wage differences revealed

By Mike Siluma, Labour Reporter

White employees in the manufacturing industry, numbering 294 000, collectively earned R805 million last October, while their 716 900 black colleagues took home just R563 million, says the Central Statistical Service (CSS).

This means the industry's white workers pocketed, on average, more than three times their black counterparts' earnings.

The figures are contained in a CSS report focusing on the size of the workforce in the mining, quarrying, manufacturing, construction and electricity industries for the period June to October 1988. *Star 4/1/89*

Last October, white employees in the construction industry, numbering 42 100, earned R116 million, while the industry's 217 900 black workers re-

ceived R118 million, according to the CSS.

The collective earnings of the electricity industry's 24 200 white workers, were, at the same time, pegged at R69 million. The sector's 29 500 black employees, by contrast, got R33 million. *(132) (355) (134)*

Total salaries and wages paid to workers in the five sectors stood at about R2 802 million in August 1988.

The CSS said a total of 1 349 500 people were employed in the manufacturing industry last October, 312 300 in construction and 57 070 in the electricity industry.

Altogether, 2 425 334 people were employed in all five sectors in August 1988, with just over 712 000 finding employment in the mining and quarrying industries.

January 1989.

LATEST Central Statistical Service figures show a massive growth in the public service, with 32 077 more employees between the third quarter of 1987 and September last year, accompanied by a R668m increase in the wage bill.

The figures, reported by Sapa yesterday, show that by September there were 1,7-million public sector employees and the wage bill had reached R8,75bn.

The R668m increase comes in spite of last year's public sector wage freeze. All government workers will receive a 15% across-the-board increase effective from January 1.

Late last year, Finance Minister Bar-end du Plessis announced a petrol price rise of 10c a litre from Januray 16 to contain the deficit. Ninety percent of the increase will go towards financing additional state spending -- mainly on salaries and wages.

A racial breakdown showed that average salaries of whites had increased from R2 013 to R2 207, blacks from R679 to R759, Asians from R1 541 to R1 616 and coloureds from R886 to R984.

Privatisation Minister Dawie de Villiers, who is charged with investigating rationalisation of the civil service, could not be contacted yesterday.

In an earlier interview, he said the

Big jump in state sector

civil service had not grown out of proportion as the average annual increase in the period between 1977 and 1987 was 3%.

MARC HASENFUSS reports that the PFP's finance spokesman Harry Schwarz said the increase in employees in the public sector was "unwarranted and unjustified unless the increase takes place in sectors like black teaching where it is most needed".

PFP Southern Transvaal region chairman Brian Goodall said the increase showed how "hollow" government promises were to cut back on state bureaucracy.

"The government should be increasing the role of the private sector and decreasing the public sector's role, but instead it does the opposite," Goodall said.

CP spokesman Clive Derby-Lewis said the increase was "another example of NP doublespeak."

"What they say and what they do are two different things. They have lost control of the situation."

January 1989

Union wage rises beat inflation

By Dick Usher
CAPE TOWN — Unionised wages, on average increased above the rate of inflation for the second half of 1988, says an analysis by the Labour Research Service.

Only 24 companies gave increases below 13 percent, approximately the inflation rate. These included several where wages were already quite high.

The average wage agreement was R120,66 a week for labourers.

The survey covers agreements negotiated between unions and management, industrial council agreements and wage determinations.

After a first-half increase of 22,9 percent, the second-half average of 20,6 percent is highly creditable, given poorer economic conditions, tougher bargaining and increased anti-union

activities by employers and government," the survey says.

It says the inclusion of mining wage settlements at 16,5 percent contributed to the lower average increase for the second half.

Only four of the companies in the survey gave increases lower than 10 percent; 90 awarded 10 to 19 percent; 59 awarded 20 to 29 percent and 18 awarded 30 to 49 percent.

There were six companies where wages increased by more than 50 percent.

The best increase — nearly 73 percent — was negotiated by the National Union of Mineworkers (NUM) at Cullinan Minerals.

But the minimum weekly wage is still only R71,55. At Mintek, NUM negotiated a 72 percent increase to R138,46. El2

Only four companies paid labourers more than R200 a week,

72 paid less than R100 a week; 56 between R100 and R150, and 40 paid between R150 and R200. Of gazetted wages, the Cape clothing industry had the highest percentage increase, negotiated by the Garment & Allied Workers Union at 52,7 percent, bringing the minimum to R113 a week.

Bottom of the log was a wage determination for rural labourers, with a 10 percent increase, raising the minimum to R55 a week.

Industrial council and wage determination increases were 25,1 percent on average.

But many were well over a year old, so these are not comparable with the private sector's average of 20,6 percent over a year.

Only nine agreements, of those which provided figures, had a 40-hour week.

Public sector wages bill up R668m

PRETORIA. — The total public sector wage bill had increased by R668m from the third quarter of 1987, to reach R6,756bn by September last year, the Central Statistical Service said in Pretoria yesterday.

The public sector's ranks had swollen by 32 077 employees to 1 701 668 in this period, while average salaries had increased from R1 224 to R1 337.

A racial breakdown showed that whites' salaries had increased from R2 013 to R2 207 at current prices, those for blacks from R679 to R759, those for Asians from R1 541 to R1 616 and coloured people's salaries from R886 to R984.

Measured at constant 1985 prices however, inflation had whittled down the average salary from R873 to R843, those for whites from R1 445 to R1 411, blacks' from R479 to R465, Asians' from R1 093 to R1 020, and coloured people's from R628 to R621. — Sapa

Report reveals racial wages

WHITE employees in the manufacturing industry, numbering 294 000, collectively earned R805 million last October, while their 716 900 black colleagues took home just R563 million, says the Central Statistical Service (CSS).

This means that the industry's white workers pocketed, on average, more than three times their black counterparts' earnings.

The figures are contained in a CSS report focusing on the size of the workforce in the mining, quarrying, manufacturing, construction and electricity industries for the period June to October 1988.

Last October, white employees in the construction industry, numbering 42 100, earned R116 million, while the industry's 217 900 black workers received R118 million, according to the CSS.

Contrast

The collective earnings of the electricity industry's 24 200 white workers, were, at the same time, pegged at R69 million. The sector's 29 500 black employees, by contrast got R33 million.

Total salaries and wages paid to workers in the five sectors stood at about R2 802 million in August 1988.

The CSS said a total of 1 349 500 people were employed in the manufacturing industry last October, 312 500 in construction and 57 070 in the electricity industry.

Altogether, 2 425 334 people were employed in all five sectors in August 1988, with just over 712 000 finding employment in the mining and quarrying industries.

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Anger over council wages

By MONK
NKOMO

ATTERIDGEVILLE
City Council employees

— angered by the recent rent increase and the council's failure to increase their salaries except that of a senior official — have called for the town clerk, Mr. Solly Rammala, to resign.

The workers, all members of the Transvaal Association of Employees of Black Local Authorities (Taebla), voiced their dissatisfaction at the 13.7 percent salary increase received only by the town clerk last year pushing his salary to R53 988 a year.

All other employees did not receive increments after the council informed them that funds were not available. Mr Rammala's increase, which was tabled in a report dated September 27, 1988 and signed by him personally, was effected in terms of Section 7 of the Town Clerk's Act.

Inquiry

The resolution requesting Mr Rammala to quit and a commission of inquiry launched, was made at a meeting attended by nearly 200 workers at the council premises on Friday, where a number of allegations were levelled against the town clerk. Mr Rammala declined to comment and said he would only respond after the allegations had been put before him by union officials.

The workers alleged that the council "misused" other officials' money and cited a garden inside the council premises which was laid out at a cost of R34 000 by a private company as an example of misused money.

NUM threat to Mintek

B/Dam 18/1/89 ALAN FINE

THE National Union of Mineworkers (NUM) yesterday threatened to take court action against the Council for Mineral Technology (Mintek) over the dismissal on Monday of about 200 striking workers.

NUM assistant general secretary Marcel Golding described Mintek's attitude and conduct as "arrogant and intransigent, and totally out of line with acceptable labour practices".

He said while agreement had been reached on 14%-22% wage increases, Mintek was also insisting the union accept the obligation not to strike in future "because of its alleged negotiating constraints".

Mintek said it was constrained by the fact that funds were determined by the national budget.

Human resources assistant director Danie van Vuuren told Sapa yesterday Mintek would re-employ the dismissed workers if an agreement could be reached.

He said Mintek had had no contact with the NUM since the dismissal, but the company's legal representatives were working on an offer which would bring the union back to the negotiating table.

Nampak strikers locked out

Staff Reporter

WORKERS on a legal strike were locked out from the Epping premises of Nampak Corrugated Containers yesterday.

Security guards with guard dogs kept striking workers from entering the premises when they arrived at about 6.30am, a Paper, Printing, Wood and Allied Workers' Union (PPWAWU) spokesman said.

About 250 workers went on strike last Wednesday after wage talks between the union and Nampak management reached a deadlock.

The union demanded a R60 across-the-board weekly increase, while Nampak offered between R45 and R53 a week, a spokesman said.

Cape Times 25/1/89 (3551)

Housework worth R5 000 — survey

BONN. — The industrious German housewife's labours are worth 3 700 Deutschmarks (nearly R5 000) a month, estimates the Cologne-based German Economics Institute and the German motoring club ADAC.

According to a feature by the German Information Service, the German housewife has a good reputation — though no one knows exactly how much she is worth

or what she would earn if her versatile work had to be offset with cash.

But the Cologne institute has estimated that as the housewife works for between 45 and 55 hours a week, doing various work at varying wage rates, she should be paid between DM2 712 and DM3 700 monthly.

The ADAC commissioned this survey after concern that 800 housewives are killed in motoring accidents in the Feder-

al Republic every year. According to the ADAC, the compensation paid to the housewife's surviving dependents is too low because the value of the work done by the housewife and mothers is valued inadequately. This ought to change as swiftly as possible, the organisation maintains.

A recent TV survey said the estimate of 45-55 hours was too low and confirmed that German housewives worked up to 80 hours a week. — Sapa

editorial restrictions apply to a wide range of reporting, comment and pictures in the Cape Times

StarStyle

MICHAEL SHEA writes that women still hold some aces in the office politics game

Be a good influence

Star 26/1/89

35519

There are many fallacies among women as to how they are viewed by men in office politics.

Women imagine the stereotype male thinks that if women are reasonably bright, reasonably attractive, can type, take dictation and bring coffee without being reminded, they have a valuable role to play.

Otherwise, particularly in senior positions, they become a nuisance and rapidly translate office politics into sexual politics.

What is the truth? Does the male see the successful woman as just another colleague, a disruptive threat, or a bit of light relief?

There is an upside and a downside for women. To take but three aspects of the downside, women in offices, as in national politics, have a hard time gaining preferment or promotion over men; they have to be particularly adept at how they behave and dress.

They have to take into account the prejudice of those around them and develop extra skills to operate effectively.

Intelligent males would agree that women need to be more talented or have some extra ingredient to get the same promotion where there are good male candidates in the running.

That extra ingredient is nothing to do with looks. Good

'Women manipulate better than men... they know that if you can influence the top you can be as influential as the top'

looks, especially extreme good looks, is a real stopper. The assumption in the inevitably male-dominated selection board is that no way can she be beautiful and intelligent.

And even if the members of the selection board agree she is the ideal candidate: "We do have to consider very carefully, chaps, what others will think if she is chosen." So the old excuses are pulled from the sexist personnel files: "The time is not perhaps right for a woman..."; "People just don't like working for a woman" and so on.

If she gets the job, the problems start. Males can be assertive or languid, obstinate or laid-back. Women who behave in the same ways bring pejorative adjectives upon themselves.

Without clutching at the all too obvious example of Mrs Thatcher and her Cabinet, a woman in committee, in the boardroom, or wherever, is a problem which the male of the species would prefer to do without. She is more difficult for men

to interrupt, contradict or overrule. Their solution: don't let the problem arise.

As to the third aspect, appearance is often said to be of marginal importance if the person has all the right qualities.

Not true at all as far as women are concerned. The male businessman can put on the same suit and the same style of shirt, tie and shoes every day. His dress, unless it stands out one way or the other, will neither help nor hinder his success.

Not so with the professional woman. She is categorised immediately, and in much more extreme terms, not only by her male colleagues but by other females in the office. In my experience, sexist remarks about the would-be successful woman come mainly from her own sex.

Her dress style classifies her, or brands her, as too feminine or too masculine. If one too many blouse buttons is undone, then so is she. But if she is severe (smart suit, neat hair, semi-masculine briefcase), she

is trying to be a masculine clone.

There is an upside for women in business. In any organisation there may be a laid-down chain of command but there is also a short-cut, bypass route, particularly in large bureaucratic organisations, where a combination of the chairman plus Dick plus Harry fix things.

Here the astute professional businesswoman comes into her own.

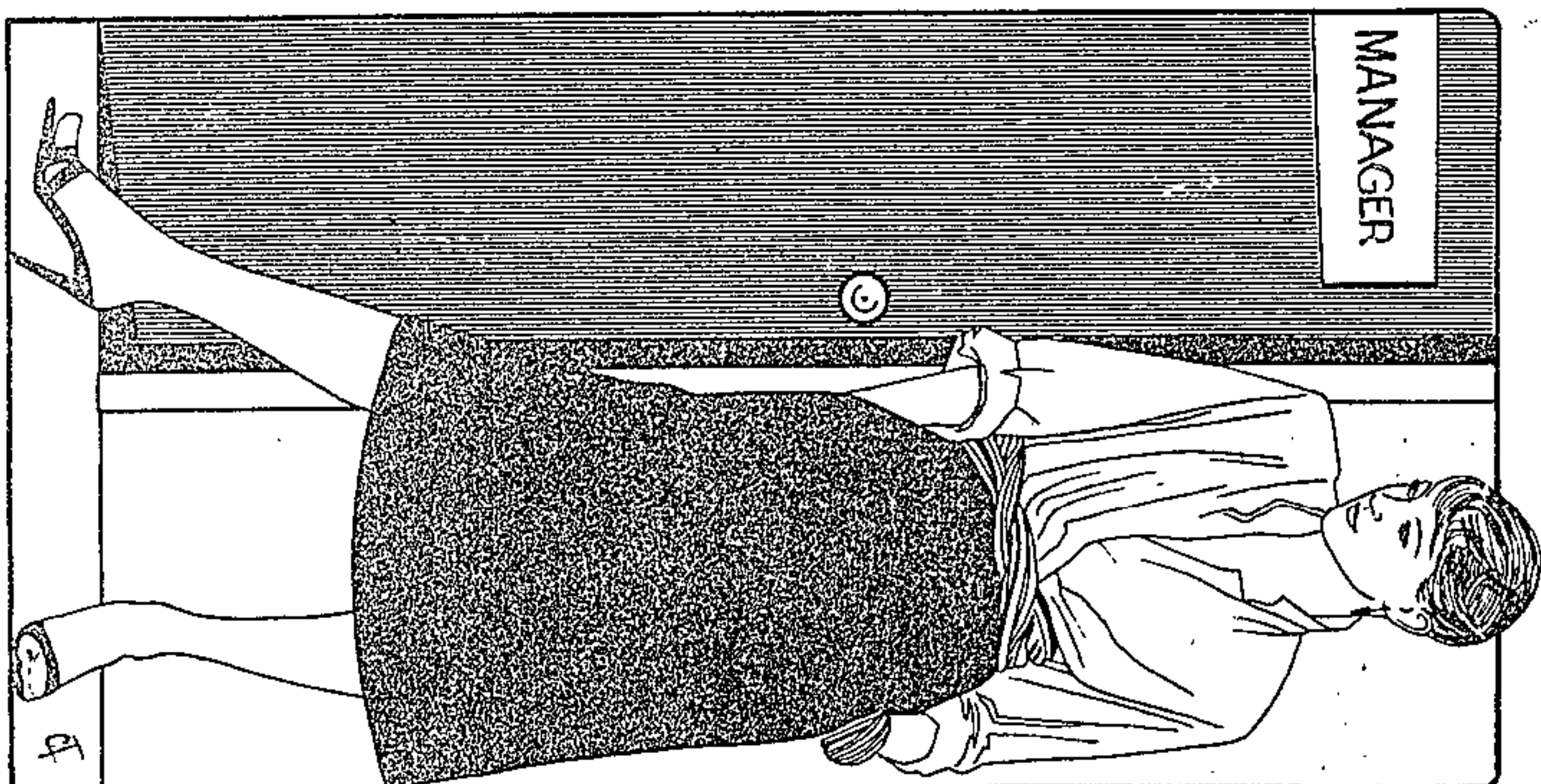
Here she can play the game and win, not through sexual manipulation but through the sheer fact that women manipulate, influence, persuade better than men on unofficial routes.

This is more than kitchen cabinetism. They are better at discovering who is really in charge.

They are better able to judge and use the strengths and weaknesses of their male colleagues. They know that if you can influence the top, you can be as influential as the top.

It's called the Influence Game, and women are (to coin a phrase) its master players.

Michael Shea is the author of "Influence: How to work the system. A handbook for the modern Machiavelli" (Century Hutchinson). — The Observer.





'Food's good, but pay's bad'

BY CHIARA CARTER

HEALTH food specialists Juicy Lucy have been accused of "unhealthy" labour practices.

Casual workers employed over the festive season at the fast food chains branches in Cape Town were shocked by their pay.

Some claimed they were paid R1,92 an hour instead of the R400 a month or in some cases, R2,50 an hour they were promised.

"I would have had to work 10 hours a day for 26 days a month to get R400. The owners are taking advantage of students desperate for work," said one casual who earned R150 for the month he was employed at Juicy Lucy.

The workers claimed they received no extra payment for working on public holidays.

"We were promised a bonus if we reached our target sales, but did not receive a cent extra," according to one worker.

Workers employed on a permanent basis at Juicy Lucy also complained about working conditions.

A counterhand who claimed she had worked at Juicy Lucy for three years received only R350 a month.

The workers alleged the company promoted workers to managerial positions at branches, but did not pay them accordingly. An assistant manager earned R400 a month, while a manager at another branch earned about R800 a month.

The workers also complained that the company did not provide them with transport when they worked late hours. They said they were made to accept leave instead of overtime payments.

Mr S Slade, general manager of Juicy Lucy in Cape Town, denied all the workers' allegations.

"Any contract entered into with an employee would be honoured by the company."

He had not received any complaints about underpayment but workers were free to approach him if they were unhappy.

Slade said workers' allegations about low pay were untrue. It was difficult to provide a detailed response to workers' claims since the rate depended on the job people were employed to do.

He said workers were paid extra for working overtime and no employee was forced to take leave in lieu of overtime pay.

"All workers were paid extra for working on public holidays. Workers were provided with transport if this was necessary."

Slade said the company prided itself on a good relationship with its workers and had established channels for employees to voice their grievances.

About 20 workers at the central Juicy Lucy kitchen in Cape Town went on strike last year to protest against conditions of employment.



A Juicy Lucy outlet in central Cape Town.

Kwazulu workers plead for help

DURBAN. — Hundreds of Kwazulu civil servants have asked Cosatu-affiliated unions to help them tackle problems relating to "poor wages and working conditions."

This follows complaints by members of the Kwazulu Public Servants Staff Association (Kwasa) last year that black civil servants were not earning the same salaries as their white counterparts.

In the latest development more than 200 members of Kwasa have asked the National Education, Health and Allied Workers Union (Nehawu) to help them overcome their problems with the Kwazulu authorities.

The workers, including legal assistants, nurses, clerks and laundry hands, took their problems to Nehawu after a protest meeting in Durban last week.

A spokesman for the workers said they were "fed up" of having to accept government-created structures by the Public Service Commission.

He said workers had several grievances, including the suspension of three colleagues who had made press statements about the need for parity in salaries between black and white workers.

A spokesperson for the Kwazulu Public Service Commission in Uthuli, Mr B S Zondi, described the grievances as "serious allegations of which we are not even aware."

"These grievances were not brought to our attention. The workers must follow the proper channels if they have any problems," he said.

— PRESS TRUST

Labourers' wage rises slowed in second half

APM 27/11/89 ALAN FINE (355)

WAGE settlements for labourers reflected an average 20,6% increase during the second six months of 1988, says a survey published yesterday.

The findings of the wage review published by the Cape Town-based Labour Research Service (LRS) were based on 177 wage and industrial council agreements negotiated in that period.

This reflected a decline from the 22,9% achieved in the first half of the year. However the LRS, a trade union resource group, commented that it was nevertheless "highly creditable given poorer economic conditions, tougher bargaining and increased anti-union activities by employers and government".

It noted that only 24 settlements for labourers were below the inflation rate and that the overall increase would have been up to two percentage points higher but for numerous mining industry settlements of 16,5%.

The average weekly wage following these settlements was R120,66. Excluding the mining industry with a R88,06 wage, it and was calculated at R134,12.

The National Union of Metalworkers of SA (Numsa) achieved the lowest overall increase of 17,7%. But, the LRS said, this was due to low percentage increases at high wage companies. Numsa members in the labourer grade, at R165,46 a week, earn on average more than their counterparts in other surveyed sectors.

The highest average increase of 24,3% was achieved by the Construction and Allied Workers' Union, but this was based on only five agreements.

Business Report

Settlements review

Labourers' wages up 20,6%

Own Correspondent

JOHANNESBURG. — Wage settlements for labourers reflected an average 20,6% increase during the second six months of 1988, a survey published yesterday found.

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1988³⁵⁵ wages beat rate of inflation

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The average wage agreed was R120,66 a week for labourers.

The survey covers agreements negotiated between unions and management, industrial council agreements and wage determinations.

Poorer

"After a first half increase of 22,9 percent, the second half average of 20,6 percent is highly creditable given poorer economic conditions, tougher bargaining and increased anti-union activities by employers and government," the survey said.

It also noted that the inclusion of numerous mining wage settlements at 16,5 percent contributed to the lower average increase for the second half.

Only four of the companies in the survey gave increases lower than 10 percent; 90 awarded between 10 and 19 percent; 59 were between 20 and 29 percent; 18 between 30 and 49 percent and there were six companies where wages increased by more than 50 percent.

Best increase

The best increase, of nearly 73 percent, was negotiated by the National Union of mineworkers (Num) at Cullinan Minerals. But the minimum weekly wage is still only R71,55.

Only four companies paid labourers more than R200 a week, 72 paid less than R100 a week, 56 between R100 and R150, and 40 paid between R150 and R200.

Of gazetted wages, the Cape clothing industry had the highest percentage increased, negotiated by the Garment and Allied Workers' Union at 52,7 percent, bringing the minimum to R113 a week.

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Unions kept labourers' wage rises at over 20%

By BARRY STREEK

TRADE unions had succeeded in keeping wage settlements for labourers at over 20% on average during the second half of 1988, the Labour Research Service (LRS) has found.

"After a first-half average of 22,9%, the second-half average of 20,6% is highly creditable given poor economic conditions, tougher bargaining and increased anti-union activities by employers and government," it said.

The Cape Town-based LRS said in its 1988 Wage Review, which was released last week, that it analysed 177 wage agreements and found that more than 170 bargaining units changed their wages in the second half of 1988.

All the information was submitted by unions and was taken from the actual wage agreements signed by managements and unions.

"Wages settled between July and December 1988 were 20,6% higher than one year previously. This is an average of 177 agreements."

This was slightly lower than the first half of 1988 because of the inclusion of numerous mining wage settlements at 16,5%.

"An average increase of 20,6% means that most wage agreements settled above the rate of inflation."

"In fact, only 24 of 177 companies awarded increases to labourers of less than 13% — approximately the rate of inflation."

SA workers face chop in US deal

Staff Reporter

1245 2/2/89
MORE than 1 200 workers at a Tulbagh canning factory — owned by an American company which could soon withdraw from South Africa — will probably know before the weekend whether their jobs are in jeopardy.

A statement is imminent, according to the managing director of the SA Preserving Company (Sapco), Mr G McLaughlin.

"We feel, though, there will be a continuity of the business operation as it is conducted at present," he said today.

CLOSE DOWN

US food and tobacco giant RJR Nabisco — which has a controlling shareholding in Sapco and another South African company, Royal Beech-Nut — has announced plans to close down Royal Beech-Nut.

Uncertainty over Nabisco's future

plans are linked to a record R65-billion take-over bid by its chief rival, Kohlberg, Kravis and Roberts.

Nabisco shareholders have two months to consider the offer.

However, Mr McLaughlin said today: "We have been in touch with our London office and we are hoping for a statement today."

WITHDRAWAL

Asked about the impact of investment withdrawal, he said Sapco would probably continue operating in Tulbagh.

He added: "I cannot say anything more until I have heard from London."

Sapco, which has an administrative office and warehousing in Cape Town in addition to its factory in Tulbagh, is regarded as a vital component of the region's fruit farming industry.

The Argus Foreign Service in New York reports that neither Nabisco nor Kohlberg, Kravis and Roberts would discuss details of future plans for the two South African holdings.

However, Nabisco has announced its intention to close down Royal Beech-Nut, which has operating assets of less than R12-million, no matter what the outcome of its merger negotiations with Kohlberg might be.

It is thus not clear whether Nabisco's plans to close down its South African operations were part of the general US disinvestment movement or were spurred by the merger bid.

A spokesman for Kohlberg, Kravis and Roberts would say only that while no firm decision had been made in regard to the future of the Tulbagh company it was almost certain "to be disposed of" should the merger with Nabisco take place.

R13-million more in the pay packets

W/C AGUS 4/2/89
by DICK USHER
Labour Reporter

AT least R13-million has been added to textile workers' pay packets for 1989 in deals concluded so far this year by the Amalgamated Clothing and Textile Workers' Union.

About 8 300 workers in the Peninsula, Atlantis and the Bolland are affected by the increases, which range from about 20 percent upwards.

This includes the agreement at the Cotton Textile Industrial Council, covering about 4 000 workers, concluded this week. The other agreements cover workers in 10 factories.

"Much higher"

A union spokesman said that if it had been possible to calculate the total package, which would include benefits such as nightshift allowances and maternity benefits, the total package would have been much higher.

At the industrial council, which has functioned without a main agreement for more than a year, the increase on the minimum from the last agreement was at least R60 a week, he said.

"The increases gained throughout the industry are a significant step forward in the fight for living wages for textile workers," he said.

The goal

Commenting on the industrial council agreement, he said the success of the negotiations provided a basis for the union to encourage more employers to cover themselves with the council and move towards the goal of a single national industrial council for the textile industry.

"The settlement has provided a viable basis for the industrial council to serve as a vehicle for parties to negotiate with each other — it's a vindication of the restructured council and a victory for organised workers."

Break-in

● A spokesman said that the union's offices in Woodstock were vandalised on Thursday night.

"This is the second attack on our offices within a week.

"Arsonists attacked our East London office last week," he said.

The spokesman said the Woodstock offices were broken into between the last staff leaving at 11pm on Thursday night and 8am on Friday when the early staff arrived.

"The door was forced, a filing cabinet and steel cupboard were broken into and files were strewn around.

"A desk was broken into and its contents thrown on the floor."

He said it could not be ascertained if anything had been stolen, but items such as typewriters had not been removed.

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South LABOUR

By CHIARA CARTER

WHEN clothing worker Brenda Napoleon gave birth recently, she had to return to work within three weeks for fear of losing her job.

Now Napoleon and other clothing workers are hoping that this will all change after negotiations for better maternity benefits between the Garment and Allied Workers' Union and employers.

Gawu members strongly support the union's demands for paid maternity leave.

"Why should we have to return to work and leave our babies at home," said Vanessa Jantjies, who works at the Pastel factory in Athlone Industria.

"I have been in the clothing industry for twenty years. This is the first time we are fighting for mothers to be with their children.

"We did not have a strong union to take up these problems. Now we are fighting for our rights," said Abukar Booysen, whose wife is also employed in the clothing industry.

"Fathers should also get time off to help their wives after the birth of a baby," he said.

"We must have peace of mind when we are at home with our babies," said shopsteward Rose Maart.

Other workers echoed these sentiments, in line with a growing focus on women's issues by trade unions.

This especially affects the clothing industry where the majority of workers are female and many are the sole bread winners.

Specific problems which face women employees are the lack of legislation to protect their jobs, ruthless dismissal of pregnant workers and pressure to return to work soon after the birth of a child despite inadequate childcare facilities.

The bottom line of the fight by Gawu for maternity benefits for its members is that all women have the right to bear children without fear of losing their jobs or not having money while they are at home with their babies.

Last year, employers assured the union that women would not lose their jobs while they were on maternity leave.

'Mums must be paid'

Now Gawu is about to negotiate the pay women get while they are on maternity leave, as part of sick and provident fund negotiations.

Gawu is demanding that employers pay women a quarter of their wages for six months, over and above the 45 percent paid by the Department of Manpower.

Women would therefore receive up to 70 percent of their wages for six months after leaving their jobs.

The unemployment insurance fund pays women 45 percent of their wages for six months, subject to certain provisions.

Last year the UIF act was changed to allow women to receive UIF benefits six months from the date they left their job.

Previously, UIF payments were given for four months before and two months after the birth of the baby.

Both the National Union of Metalworkers of South Africa (Numsa) and the Commercial, Catering and Allied Workers Union of South Africa (Ccaawusa) have negotiated landmark agreements for maternity benefits.

Numsa won a maternity leave agreement in the industrial council which covers hundreds of women in the metal industry.

In the motor industry, one third of women's wages are paid by the sick and accident fund. This means they get 78 percent of their wages.

In both industries women's jobs are guaranteed for up to six months.

The Commercial, Catering and Allied Workers' Union of South Africa (Ccaawusa) pioneered the demand for maternity rights.

In June 1983, the union signed a landmark agreement with OK Bazaars which included a year's unpaid maternity leave, guaranteed re-employment after maternity leave and certain health and safety provisions for pregnant women.

Implicit in this was the acknowledgement of women's right to have children while employed.

A further breakthrough was Ccaawusa's 1985 agreement with Metro Cash and Carry.

Not only did women get six month's paid maternity leave at three quarters of their salary, but the company agreed that pregnancy alone was not enough reason to turn down a job application.

Last year Ccaawusa signed an agreement with Pick 'n Pay which signified another major breakthrough.

The agreement was a parental agreement rather than just a maternity agreement.

This meant that the role of fathers in taking responsibility for their children was recognised.

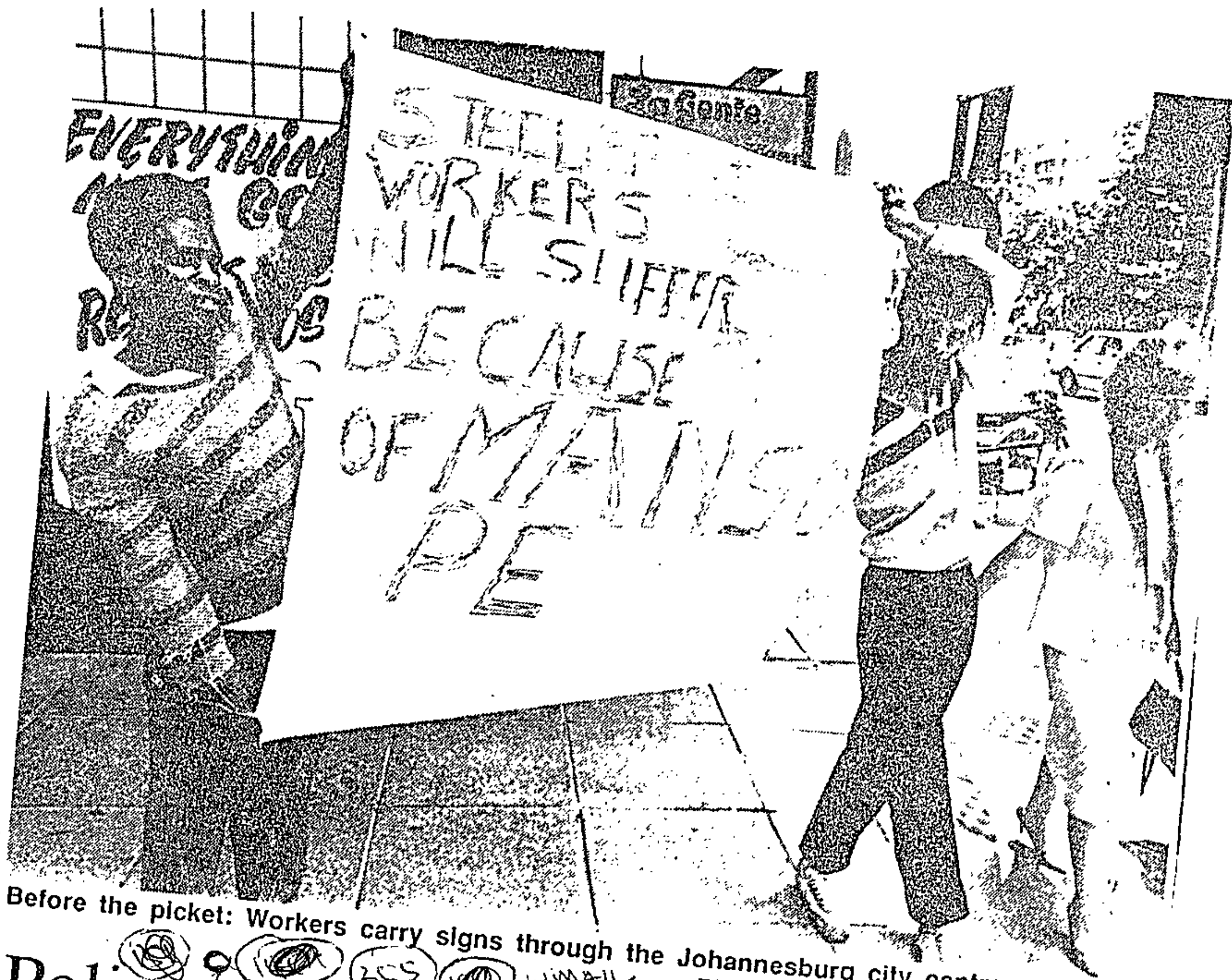
Fathers were given extended leave periods and mothers got 11 months' leave, with effectively 75 percent of their wages for nine of these.

Provision was made for parents who adopt a baby to get paid leave.

Adoption did not have to be legal. This meant that management recognised the extended families which many workers have.

The agreement also provided for leave in the case of stillbirths or miscarriages and included health provisions to safeguard the health of pregnant women.

Many of these ideas came from Sweden where since 1974 parents have been able to share 12 month's leave at 90 percent of wages.



Before the picket: Workers carry signs through the Johannesburg city centre.

Picture: ANNA ZIEMINSKI, Afrapix

Police swoop on First National picket

By EDDIE KOCH

POLICE yesterday broke up a picket in central Johannesburg by students and workers protesting against plans by a large furniture firm to retrench 400 workers so that it can move its plant to a "homeland".

About 60 students from the University of the Witwatersrand and workers from the Steele Brothers factory staged the lunch-time demonstration under banners proclaiming "these so-called independent states bring starvation to the workers".

A contingent of police swooped on the picket, held outside the head office of First National Bank because the bank has shares in Steele Brothers. A liaison officer for the Witwatersrand said the students and workers dispersed

on their own accord after police arrived on the scene.

A second lunch-time demonstration was staged by about 400 workers at the Steele Brothers plant, which manufactures a range of home and office furniture, in Industria yesterday. No police intervention was reported.

Rob Rees, national organiser for the Paper Printing Wood and Allied Workers' Union, said the retrenchment of 400 workers was the biggest in Johannesburg in recent years.

"The company is relocating a part of the Industria factory to GaRankuwa in Bophuthatswana, where it intends employing hundreds of new workers.

"They are clearly trying to get rid of any organised union presence in its factory. In one move the company is hoping not only to smash Ppwawu but to relocate to a bantustan where unions are illegal," said Rees.

Workers at Steele Brothers get a minimum wage of R156 for a 44-hour week while the minimum wage in Bophuthatswana for furniture workers is R35 for a 48-hour week.

Steele Brothers director Gerhard Strydom denied the relocation was designed to undermine Ppwawu. "A section of the factory is moving to GaRankuwa because it is out of date and cannot be updated. We have no alternative but to move. It is purely for business reasons."

PSA calls for 43% senior pay gap to be narrowed

Own Correspondent
PRETORIA. — The Public Servants' Association wants the big salary pay gap between directors-general and their deputies and other senior civil servants to be narrowed.

In its official organ — the Public Servant — the PSA says that before occupational differentiation in 1983, the salary difference between deputy director and a director was a mere 7%.

In 1984 the gap widened to 21%, and after the latest revision of management echelon salaries it increased to between 27% and 43%.

And it claims its investigation has shown that deputy directors are between 20% and 60% behind competitive market-related sectors in remuneration.

This "serious disparity" was bound to lead to increased resignations.

The salary adjustments for senior personnel would have to be given the highest priority possible during the new financial year.

The gap was even more impressive when deputy directors' exclusion from the motor car finance scheme and having a salary scale instead of a fixed annual salary were taken into account.

Memix paper workers strike

^{5/10 am 4/2/84}
UP TO 100 employees at Memix Carbonless went on strike yesterday to back demands regarding wages and working conditions, a stop-order facility for the Paper, Printing Wood and Allied Workers' Union (Ppwawu), and an alleged unfair dismissal.

Ppwawu spokesman Jeremy Baskind said the union's present wage demand was for a R2 an hour across-the-board increase while management was offering 50c to 70c.

~~(192)~~ ALAN FINE ~~(355)~~

He said the carbonless paper producer, owned jointly by Nampak/Mondi, proposed a shift allowance and annual bonus decrease and 20 hours a week compulsory overtime.

Memix personnel manager Tewie Beukes said the strike had been anticipated and the factory would be able to maintain 100% production for at least a month.

Seifsa also comes up with some demands

Metal industry unions ask for up to 98% rises

355
3/Day 15/2/89

METAL industry trade unions have submitted proposals for wage increases of up to 98% in this year's industrial council negotiations which are scheduled to begin on March 20.

But, in an unusual development, the employers' organisation, Seifsa, has submitted a series of demands, the two most controversial designed to ease conditions for small businesses and to remove restrictions related to the employment of artisans.

The agreement would cover about 350 000 employees — up by 24 000 on last year — of nearly 9 000 firms.

The largest union, the National Union of Metalworkers of SA (Numsa), has proposed a R5 an hour minimum wage for the industry — representing a 65% increase. Numsa's other wage demands range down to 17% for artisans in the top grade.

The Confederation of Metal and

ALAN FINE

Building Unions (CMBU), which represents mainly skilled workers, has put forward proposals for increases ranging from 20% on the top rates to 24,5% at the bottom.

The Electrical and Allied Workers Trade Union of SA (EAWTUSA) has proposed a minimum rate of R6 an hour, 98% up on the minimum.

Exempted

EAWTUSA and Numsa have been among a number of unions to operate jointly under the auspices of the International Metalworkers' Federation's local council. It is understood this arrangement fell apart because of anger that Numsa negotiated a separate strike settlement with Seifsa last year.

Seifsa has proposed that small businesses be exempted, if they wish, from the terms of the agreement. The term

"small" is not defined in the initial proposal.

Employers have also proposed the statutory prohibition on the employment of artisans who do not have formal qualifications be removed, and that non-qualified but sufficiently skilled persons be permitted entry to these occupations.

Seifsa has also proposed a clause protecting employers from being compelled by unions to negotiate company level agreements — a legacy of last year's strike where numerous employers entered private agreements with Numsa.

Employers have also proposed removing the 10-hour a week limitation on overtime work, in contrast to Numsa which has proposed the limit be reduced to five hours.

The CMBU has proposed improved overtime, sick pay and annual leave, improved shift allowances and a system of service increments.

Case of a wrong choice of words

ACTIONS speak louder than words, but sometimes a wrong choice of words can lead you down a thorny path.

Take the Cut, Make and Trim (CMT) Manufacturers' Association.

Association members employ about 4 500 workers out of about 15 000 involved in this branch of the clothing industry, but last year they lodged an objection to the new industrial council agreement which managed to blow up a storm with the Garment and Allied Workers' Union (Gawu).

One of Gawu's proposals to which the CMT people objected was for maternity and paternity benefits which, it said to the union, could lead to greater promiscuity among employees.

Gawu took this up in their weekly journal *Clothes Line*, along with several other points.

"Many of the arguments used by the CMT bosses are an insult to the dignity of workers," said *Clothes Line*.

"For example, the CMT Association says they cannot accept the new maternity benefits.

"These bosses are saying that maternity benefits will encourage women workers to sleep around.

"Gawu outrightly reject such claims. We believe that maternity benefits are a right for all women workers."

Sleeping around

In the latest issue of *The CMT Bulletin*, an "open letter to Gawu" says: "If our objection was interpreted by Gawu to mean that we accuse women of sleeping around, we immediately withdraw that statement and apologise for it."

"Any suggestion of that nature would go against the dignity of the workers."

"We are, like the rest of South Africa, concerned that our economic growth is not keeping pace with our population explosion.

"Again we would like to play a meaningful part with Gawu in an attempt to contribute to the solution."

Chairman of the association Roy Dalle Vedove said the letter was a response to "propaganda" in *Clothes Line*.

Maternity benefits

He agreed that "promiscuity" had not been a fortunate word to use, but said it had been taken out of context in their overall position on maternity benefits.

"We supported maternity benefits, but for women who are married or in a stable relationship," he said.

"It is a fact of our industry that at any given time about 10 percent of our female employees are pregnant, and we have a high rate of unmarried mothers.

"We are worried about the possible effects that maternity benefits might have, not in the sense that it could encourage promiscuity, but that the birth rate needs to be reduced," said Mr Dalle Vedove.

He said that in Germany, for example, which faced a declining population growth rate, maternity and paternity benefits had been introduced as an incentive to having children.

Smokescreen

But Mr Dalle Vedove said the maternity benefits issue was being used to "smokescreen" the main issue — what was going to happen to the economy.

"Wages have to be tailored to the parameters of the economy," he said.

Here he was referring to Gawu's claims that the CMT employers "do not want to give workers a decent wage increase."

The open letter declared support for Gawu's living wage campaign "as it is to the benefit of our country's economy as a whole. We have never declared our opposition to it."



LABOUR
AFFAIRS
DICK
USHER

Basotho mine workers earn more money

MASERU — There was a 21 percent increase in total payments to Basotho mine workers on South African gold mines last year compared with the figure for 1987.

Statistics released by the Employment Bureau of Africa (TEBA), show that payments to Basotho on the gold mines last year increased from R287 750 471 in 1987 to R347 806 399 last year.

The volume of deferred pay (money saved for the miners until they return home) in 1988 amounted to R175 369 856 as against R161 709 502 in 1987.

The remittance payment (money sent home by the miner to relatives) last year totalled R149 556 660 as against R114 842 939 the previous year. — The Star's Africa News Service.

Pay hikes push govt spending over limit

Political Staff

THE cabinet decision to hand out "election sweetener" pay hikes to civil servants has severely undermined attempts by the Minister of Finance, Mr Barend du Plessis, to restrict government spending.

Estimates of additional government expenditure tabled in Parliament on Friday show the state has overshot the amount it budgeted for improving civil service salaries by a huge R535,9m or 151,8%, despite Mr Du Plessis doing more than any minister of finance in past decades to try to impose fiscal discipline on his more spendthrift cabinet colleagues.

This additional expenditure on civil servants amounts to more than 30% of the government's total extra spending of R1,76 billion (4,5% higher than the R38,9 billion estimated in the main budget) in the current financial year.

But the fattening up of an already flabby bureaucracy does not end there. The Foreign Minister, Mr Pik Botha, is asking for an extra R123m to fund pay hikes for civil servants in the independent homelands (TVBC) states. Mr Du Plessis himself is asking for R13m to fund improvements in condition of service for Inland Revenue staff. And the provinces want an additional R137,7m to fund the 15% pay hike they gave their staff.

All this amounts to an extra R813m which the government will be looking to taxpayers and other revenue sources to fund.

Restrict spending

The good news from the estimates is that Mr Du Plessis has managed to impose fiscal discipline on some of his cabinet colleagues. President P W Botha and the ministers in charge of national education, education and training, manpower, the commission for administration, home affairs, transport, national health, environment affairs and water affairs all managed to restrict departmental spending to the budgeted estimate.

With five exceptions the rest of the departments managed to restrict their spending to less than 2% above the budgeted estimates.

Of the exceptions, the Defence Minister, General Magnus Malan, is the biggest spender, asking for R460m

Of this, R350m is needed to pay for the extra troops and equipment used to defend South African bases in Namibia after the withdrawal of troops from Angola.

A further R17m will be used to pay for the withdrawal of South African troops from Namibia. In all the withdrawal from Namibia is expected to cost the SADF R200m, but the rest will be funded out of the budget for the next financial year. The reason for the high cost is that removal companies are charging the SADF about R100 000 to move four families from northern Namibia to South Africa.

In percentage terms the biggest overspender, after civil servants, is Dr Stoffel van der Merwe's Bureau for Information.

The bureau, which hopes to sell private enterprise to the populace by way of an advertising campaign — which at least some senior ministers believe to be unnecessary — was a massive 74% or R23,4m over budget.

Of this extra spending R3,2m is to pay for the "squirrel" campaign during the municipal election, R2m for the free enterprise campaign and R13m for the film industry which it took over from the Department of Trade and Industry.

Agricultural subsidies

The department of the Minister of Agriculture, Mr Greyling Wentzel, was 9,5% or R30m over budget. All of this was due to the government's inability to come to grips with another of its privileged interest groups, farmers, and was paid out in subsidies to "stabilise the agricultural sector and the prices of agricultural products".

The Foreign Affairs department was 6,6% or R167,6m over budget. Of this R126m was to pay for salary increases for TVBC civil servants. A further R36,6m was to pay for unexpected costs arising out of the Namibian/Angolan peace talks, a fall in the value of the rand and the expansion of South African representation abroad.

The Department of Trade and Industry was 3,7% or R43,6m over budget. This was entirely due to an additional R76m payment to the Small Business Development Corporation. The extra expenditure was to come



Mr Harry Schwarz



Mr Barend du Plessis



Mr Casper Uys

Barend defends civil servants' R1bn hike

Govt raised pay *355 Cape Times 21/2/89* 'to avert crisis'

/ Political Staff

FINANCE Minister Mr Barend du Plessis yesterday defended the R1-billion pay hikes the government handed to civil servants, saying it had acted to avert a threatening manpower crisis.

He also told Parliament the deficit before borrowing as a percentage of gross domestic product was expected to be lower than the 4,9% predicted in last year's budget. There was sufficient additional income and loan receipts available to soundly fund the spending of the extra R2,6bn he was asking for in the Additional Appropriation Bill.

The total cost of the pay hikes which were announced before the municipal elections, amounts to more than R1bn. Mr Du Plessis said the government had acted to increase civil servants' salaries because the demand for manpower by the private sector was drawing skilled and experienced labour away from the public service.

Progressive Federal Party finance spokesman Mr Harry Schwarz yesterday ridiculed Mr Du Plessis's claim that the R1-bn pay hike was necessary to avert a manpower crisis.

If the government was forced to hand out large increases to stop staff leaving during a mild upswing in the economy, what would it have to do if South Africa ever had a boom, Mr Schwarz asked.

The government, he said, was now

paying for its failure to educate and train sufficient people in the past.

He questioned how much higher salaries for senior civil servants could go.

A director general now earned just under R250 000. "There must be a limit," Mr Schwarz said.

Mr Du Plessis's explanation was not satisfactory. There needed to be further debate as to why the salary hikes were brought forward.

Conservative Party finance spokesman Mr Casper Uys suggested that the timing of the hikes was linked to the municipal elections.

Replying to the debate, Mr Du Plessis said that in his department alone 10 economists had resigned prior to the hikes. The Defence Force and the departments of justice and education had suffered similar losses.

He said loyal civil servants would not appreciate the innuendo contained in Mr Uys's suggestion that pay hikes were linked to buying their votes.

Mr Du Plessis said that with six weeks to go to the end of the financial year revised total expenditure was expected to be R56,5bn.

Speaking during the committee stage of the debate on the Additional Appropriation Bill, Administration and Privatisation Minister Dr Dawie de Villiers said the government had satisfied itself before agreeing to the pay hikes that they could be funded out of additional revenues and there would be no need to raise taxes.

Union wants 98 percent hike

355 South 23/2-1/3/89

METAL WORKERS unions have submitted proposals for increases of up to 98 percent in the annual wage negotiations due to start next month.

The National Union of Metalworkers of South Africa (Numsa) has asked that the minimum wage be increased by 65 percent while the Electrical and Allied Workers' Union has asked for a 98 percent minimum wage hike.

The employer body Seifsa wants small businesses exempted from the agreement which this year covers about 350 000 workers.

Seifsa also wants unskilled workers to be used for skilled tasks, the overtime limit to be raised, and no company level negotiation.

The unions are negotiating with Seifsa separately, unlike last year.

Cullinan boosts profits by 30%

APR 7 1988 23/2/88

JOHANNESBURG. — Cullinan Holdings has reported after-tax profits of R11,48m for the six months ended December, a 30% increase on the same period last year.

The technology-based industrial group has posted a 12,6% increase in earnings with the board declaring an interim dividend of 17c per share, 13% up on the same period in 1987.

Group turnover rose to R233,5m — up 35% from R173m in the six months to end December 1987.

Executive Chairman Neil Cullinan said the group continues to perform well from a high base.

"All operating divisions report full order books and the prospects for the rest of the year are encouraging. I anticipate the group will perform ahead of last year's record when earnings per share rose to 127,6 cents," he said.

Cullinan said a pleasing aspect of the group's financial results for the six months was the continuing good performance of businesses in the electrical field.

Cullinan's operations in this sector contributed 60% to earnings after posting a 16,7% increase to 46,9c a share.

The directors said setbacks to the profitability of the refractories division early in the reporting period had been successfully overcome.

"Three of the refractory division's continuous process kilns were temporarily out of service during the period, resulting in production falling below budget levels.

"The division was also affected by prolonged wage negotiations with the Building, Construction and Allied Workers Union."

Cullinan said the group has embarked on a R34m capital expenditure programme to modernise and expand operations in both core and developing operations.



BUSINESS

BRUTAL assaults, broken families and poor health are just some of the problems experienced by workers as companies resort to increased shift-work in order to boost ailing productivity, says a recent labour survey.

Unions report the grievances of shiftworkers will become a flashpoint in many sectors of the economy this year. Industrial conflict has already erupted on the floor of a textile factory in the Western Cape over the survey's findings.

"Shiftwork has become a burning issue for organised labour as companies are prevented by sanctions and falling rand values from obtaining new technology and have to keep old machines running 24 hours a day to maintain the levels of production in their plants," says a union organiser.

The Amalgamated Clothing and Textile Workers' Union (Actwusa) and management of the Nettex textile company jointly commissioned an investigation into the attitudes of shiftworkers after a dispute in 1987 over management's plans to add an extra shift to the three-shift cycle that operated in the factory.

According to the union's newspaper, *Actwusa News*, the survey found shiftworkers faced problems ranging from assaults while waiting for public transport in the early hours of the morning to mental exhaustion as a result of continuous work in the factory and at home.

One worker told the researchers she had been attacked, robbed and stripped naked at the railway station while waiting for a train to take her home after the night shift at Nettex had ended, the newspaper said.

Most workers complained that shifts, often worked by both parents in a family, disrupted family relationships, left children unattended to and, in the words of one worker, turned him into a "*vreemdeling in ons huis*" (a stranger in our home).

Other workers said they were often too tired for sex and that this often

This year's labour flashpoint: Shift work and health

Shift work is as old as industry itself, but it is only recently that its damaging effects on health and social life are coming under scrutiny, reports EDDIE KOCH

placed a strain on their marriages.

Health problems derived from the fact that workers' sleep and eating patterns were severely disrupted by shiftwork.

Night work caused eating and digestive problems. This was both because the changes in shift required a change in eating habits and because workers did not have enough time to cook. Some workers complained of regular indigestion and stomach cramps.

Other health problems voiced by those interviewed included:

- More accidents took place at

night because the mental strain made shift workers less alert than day workers.

- High noise levels, caused by continuously running machines, resulted in many labourers suffering perpetual headaches. Workers reported headache pills were not allowed into the factory.

- Dust levels in the plant were higher during the night shift because no doors or windows were open and this caused a range of health hazards.

Although the investigation was confined to the Nettex workforce, it highlights the trauma experienced by all shiftworkers. The findings of the survey are backed by studies in other parts of the world.

An increasing number of factories in South Africa are introducing extra shifts in order to increase productivity levels. This is confirmed by a recent

report from the Federated Chamber of Industries (FCI) which says spare production capacity is the lowest for six years and urges the government to solve the problem by "investigating forms of incentives that encourage both employers and employees participation in second and third shifts"

The FCI report says the alternative method of boosting production capacity by importing modern technology was ruled out because "dwindling foreign reserves unfortunately prevent the country from embarking on a massive industrialisation process".

Pressures on companies to increase their number of shifts are thus likely to make shiftwork a major item in wage talks this year.

"The only way employers can squeeze more profits out of workers is to keep their machines running for 24 hours a day and to make their employees work longer hours," says Actwusa regional secretary for the Western Cape, Ebrahim Patel.

Meanwhile, the Nettex survey has caused a deadlock in wage negotiations. Management has offered a wage package that includes a fourth shift and has threatened to lock out the workforce if this is not accepted. Workers refuse to accept changes to the existing shift pattern. Actwusa has asked for a conciliation board to try and break the deadlock.

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Trade union membership up

THE pattern of union membership shows that 30 percent of the Western Cape businesses surveyed employed 66 percent or 25 800 of the unionised workers.

Of these businesses, just over half of the employees are members of trade unions. This means that 33 percent of the labour force represented by the sample is unionised and also implies an increase relative to last year where 27 percent of the respondents indicated that they had union members on their payroll.

Over the next year, a 2,7 percent growth in jobs can be expected for this sector of the economy. On a pure number of jobs created basis, the non-unionised segment will create about 700 jobs while the larger businesses will create about the same. Across sectors, the service sector is likely to make the most significant contribution to job creation.

Looking in percentage terms, no union smaller businesses and service sector businesses will be the major contributors to employment creation.

As with most rosy pictures, however, there is a darker side.

Wages and salaries are expected to decline in real terms. Owner-managers expect to give lower salary increases than their inflation expectation.

Businesses with unionised employees expect to give higher nominal salary increases than non-unionised firms but nevertheless, real wages will decline by almost two percent. Only for the manufacturing sector is the decline in real wages expected to be less than one percent.

When the declining real wages are combined with the net expected increase in employment, however, the result suggests that business total wage bills are expected to

By MIKE PAGE

increase in real terms across most sectors.

The major real wage bill increases are expected to occur in the smaller, non-unionised businesses and in the service sector. This result is directly due to these segments being expected to increase employment by more

than the others.

Given the fact that the wage bill is expected to increase in real terms by more than the anticipated real growth in sales, the question one is led to ask is how is profitability to be maintained.

Owner-managers expect to increase productivity principally through increased cost

control and computerisation. It is instructive to note that

increased training is not perceived to be a priority.

Given the expressed trends of negative real wage increases and increased employment, possibly managers should re-examine the aspect of training and its potential for increasing productivity.

Leaders must listen to the workers

From DULCIE M HARTWELL,
General Secretary, National
Union of Distributive Work-
ers (Cape Town):

IN April 1988 the State President appealed for wage restraint and threatened that if his appeal was not heeded the Government would have to take action to enforce it. Public servants would not get increases that year.

Shortly before the October municipal elections, public servants were given pay rises.

In 1988 the petrol prices rose by 28% and by another 10c/l in January 1989; home loan interest increased by 5,5% in 1988 and a 60% surcharge on certain imports was imposed.

The petrol price increases led to increased costs in consumer goods.

This morning (Cape Times, February 23) you report on bank rate increases; rail, road and air transport increases for goods and passengers; harbour and cargo handling increases

and the announcement that there will be another petrol price rise from April.

Most of these, if not all, will again result in even higher prices for consumer goods.

At the same time there has been a spate of reports of fraud, theft or other shady dealings by some civil servants and Members of Parliament, including a Cabinet minister and a chairman of a minister's council.

Two labour ministers have resigned in recent years because of the exposure of practices which impinged on their integrity. I do not recall whether the first of them got a similar quarter-million handshake and a fabulous pension, amounting to more than the average worker earns in a lifetime.

The Wheat Board paid R8,6 m to import wheat which was contaminated and not fit for human consumption, according to the Auditor General's report (Cape Times, Feb-

ruary 23).

One of a number of pensioners who had been overpaid, received over R11 000 due to "a computer error". Computers do not make mistakes; incorrect information fed to the computer by human beings is the cause.

It would be interesting to add all the amounts which have been stolen (Unemployment Insurance Fund and Receiver of Revenue cheques), overpaid or defrauded and compare the result with the amount overspent by various departments — all of which comes from the taxes we pay.

And, while all this is happening, workers are told to exercise restraint in wage demands.

SABC-TV and others should also learn that the average person is not an SABC-TV personality or anyone in the middle or higher income group. Most of the people of our country are grossly underpaid workers, mostly with skins that

are not white, earning wages which are below the minimum subsistence level (poverty datum line) which puts the average person in the lower income group.

The increase in commuter fares imposed by SATS will mean that they have to buy less food in order to ensure that they have money for transport to get them to work.

The "fat cat" Cabinet ministers have no conception of the struggle of the average person to provide shelter, food and clothing for him — or herself — and the family.

It is no wonder that they have no faith in the so-called "free market system". Just what do they get out of it?

If the PFP or the imminent Democratic Party really wants to be the Government instead of the second, or even the main, opposition, it must listen to the workers and do something about their claims for a living wage instead of pleading the cause of employers.

Brewery strikers to return

Star 2/3/89

Strikers at SAB's brewery in Port Elizabeth have agreed to return to work, unconditionally, on Tuesday.

The 160 employees went on strike in January in protest against the method of payment of night-shift workers on public holidays.

In a statement yesterday, SAB human resources director Mr Rob Childs said the two sides had reached agreement on a return to work.

They will meet again on March 15 to discuss further the issue that caused the strike.

The Cape Supreme Court yesterday also ordered the strikers to return to work and comply with the recognition agreement.

Mr Childs said the union had undertaken to follow mutually-agreed procedures in future, and not to resort to wildcat strikes. — Sapa.

Shell revises pay offer

SHELL has agreed to revise its wage offer to Sapref refinery workers in Durban following a strike ballot being undertaken at the Durban refinery by the Chemical Workers Industrial Union.

According to a Shell spokesperson, the company has telexed the union and is seeking an urgent meeting.

Record pay rise deal

THE Commercial, Catering and Allied Workers' Union of South Africa (Ccaawusa) has negotiated the highest-ever pay rises in the history of Pepkor.

Workers at Pep Stores, Ackermans and Pepkor warehouses will get an across-the board salary increase of R87,50 next month and a further R90 in September.

The minimum wage will be R450.

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Cosatu calls rents meeting

VAAL Triangle organisations are to meet soon in a bid to resolve the growing rents crisis in the area.

The Congress of South African Trade Unions (Cosatu) is concerned about alleged claims by Lekoa councillors that Cosatu has agreed on residents paying rent and service charges.

The council has allegedly been approaching employers to arrange stop-orders for rent payments.

Refinery is trying to starve strikers - union

By Mike Siluma, Labour Reporter

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About 800 union members on a sit-in strike at Rustenburg Refineries have been cut off from the outside world by company security in an effort to starve them, the National Union of Mineworkers claims.

An NUM spokesman at the weekend said union officials were being refused access to the workers while workers' relatives were prevented from bringing food to the strikers. Strikers were allowed to buy food only from the local tuckshop and were prevented from bringing food for colleagues. The measures were allegedly introduced to break the strike.

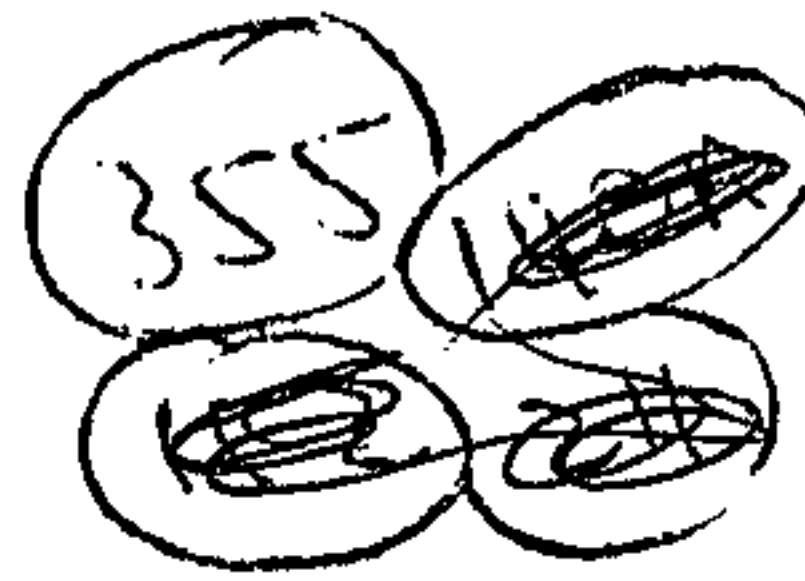
The legal strike started on Thursday after wage negotiations between NUM and management reached deadlock. NUM is demanding a 22 percent across-the-board wage increase. Management was offering a 14,5 percent raise. Other union demands included the abolition of overtime, reduction of the working week, provision of housing, establishment of a provident fund and recognition of June 16 as a holiday.

A Rustenburg Refineries spokesman denied that security had been stepped up. She said 200 out of 500 strikers were sitting in. It had been agreed between management and the NUM that workers would be allowed to enter and leave company premises during normal working hours and that they would bring only food necessary for individual consumption.

- pension scheme
- group life assurance scheme
- sports and recreational facilities.

800 on strike for pay hike

strike 9-15/3/89



ABOUT 800 workers have been on strike since last Thursday at Rustenburg Refineries.

The workers, members of the National Union of Mineworkers (Num), are demanding a 22 percent across the board increase while management is holding out for an across the board increase of 14,5 percent.

The workers are also demanding a ban on overtime, reduction in working hours, improved housing, a provident fund, June 16 as a paid holiday and maternity rights.

Management has refused to change working conditions.

forward

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THURSDAY, 9 MARCH 1989

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Wage-regulating machinery: agreements in force 119. Mr P G SOAL asked the Minister of Manpower:

- (1) How many (a) industrial council agreements, (b) conciliation board agreements, (c) arbitration awards, (d) Wage Board determinations and (e) orders in terms of the Labour Relations Act, No 28 of 1956, were in force as at 31 December 1988;
- (2) how many (a) Whites, (b) Coloureds, (c) Asians and (d) Blacks were affected by each of the above five categories of wage-regulating machinery as at that date?

B271E

The ACTING MINISTER OF MANPOWER:

- (1) (a) 68
(b) None
(c) None
(d) 48
(e) 5

(2) (a) Wh (b) Col (c) Asn (d) Blk

Industrial Council agreements	182	196	205	648	65	337	535	620
Conciliation board agreements	—	—	—	—	—	—	—	—
Arbitration awards	—	—	—	—	—	—	—	—
Wage determinations	171 000	143 000	40 000	596 000	(Estimated figures)			
Orders	All races: 132 876 (Separate figures are not readily available.)							

Mooi River toll plaza

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123. Mr R W HARDINGHAM asked the Minister of Transport Affairs:

- (a) How many vehicles have passed through the toll plaza at Mooi River since it was opened in December 1988, (b) what amount has been collected there in toll fees and (c) in respect of what date is this information furnished?

B287E

HOUSE OF ASSEMBLY

The MINISTER OF TRANSPORT AFFAIRS:

- (a) 670 742
(b) R5 172 032
(c) 7 December 1988 to 16 February 1989

Trade unions applying for registration

162. Mr P G SOAL asked the Minister of Manpower:

- How many trade unions applied in 1988 for registration in respect of (a) Black employees only, (b) White employees only, (c) Coloured employees only and (d) employees of more than one population group?

B364E

The ACTING MINISTER OF MANPOWER:

- (a) One
(b) One
(c) None
(d) Seven

Wage-regulating machinery: Indians affected

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163. Mr P G SOAL asked the Minister of Manpower:

- How many Indians were affected by (a) industrial council agreements, (b) conciliation board agreements, (c) arbitration awards, (d) Wage Board determinations and (e) orders in terms of the Labour Relations Act, No 28 of 1956, which were in force as at 31 December 1988?

B365E

The ACTING MINISTER OF MANPOWER:

- (a) 65 337
(b) None
(c) None
(d) 40 000 (estimated figure)
(e) These figures are not readily available.

Own Affairs:

Private schools: pupils of different population groups

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25. Mr A GERBER asked the Minister of Education and Culture:

- (1) (a) How many (i) White, (ii) Coloured, (iii) Indian and (iv) Black pupils are there at present in private schools under the

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THURSDAY, 9 MARCH 1989

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control of his Department and (b) in respect of what date is this information furnished;

- (2) (a) what amount was made available by his Department to private schools under its control during the latest specified period of 12 months for which information is available and (b) from what vote were these funds made available?

B327E

The MINISTER OF EDUCATION AND CULTURE:

- (1) (a) (i) 92 682
(ii) 5 620
(iii) 2 949
(iv) 5 974,

(b) tenth school day of 1988;

- (2) (a) R34 549 000 for the 1988/89 financial year,
(b) budget vote 3 programme 2.

School transport: amount spent

29. Mr A GERBER asked the Minister of Education and Culture:

- What total amount was spent by his Department on the transportation of pupils from their parental homes to school and back in each province in 1986, 1987 and 1988 respectively?

B391E

The MINISTER OF EDUCATION AND CULTURE:

- The honourable member is referred to the answer to question 181 of 1988-09-27.

HOUSE OF ASSEMBLY

NUM to propose mediation

5/21 14/7/84 Labour Reporter

The National Union of Mineworkers (NUM) would propose mediation to resolve a wage strike by hundreds of members at Rustenburg Refineries which had lasted for nearly two weeks, the union said yesterday.

According to the union, about 800 workers are participating on the sit-in

strike. Management said about 200 out of 500 strikers were actually sitting in.

The NUM is demanding a 22 percent, across-the-board wage increase, which would raise the minimum wage to R689 a month. Management has offered a 14,5 percent raise.

The union is also putting forward other demands.

Black trade unions and metal industry bosses square again

BLACK trade unions and employers in the metal industry enter into new wage negotiations next Monday, somewhat ill at ease over the outcome of this year's proceedings.

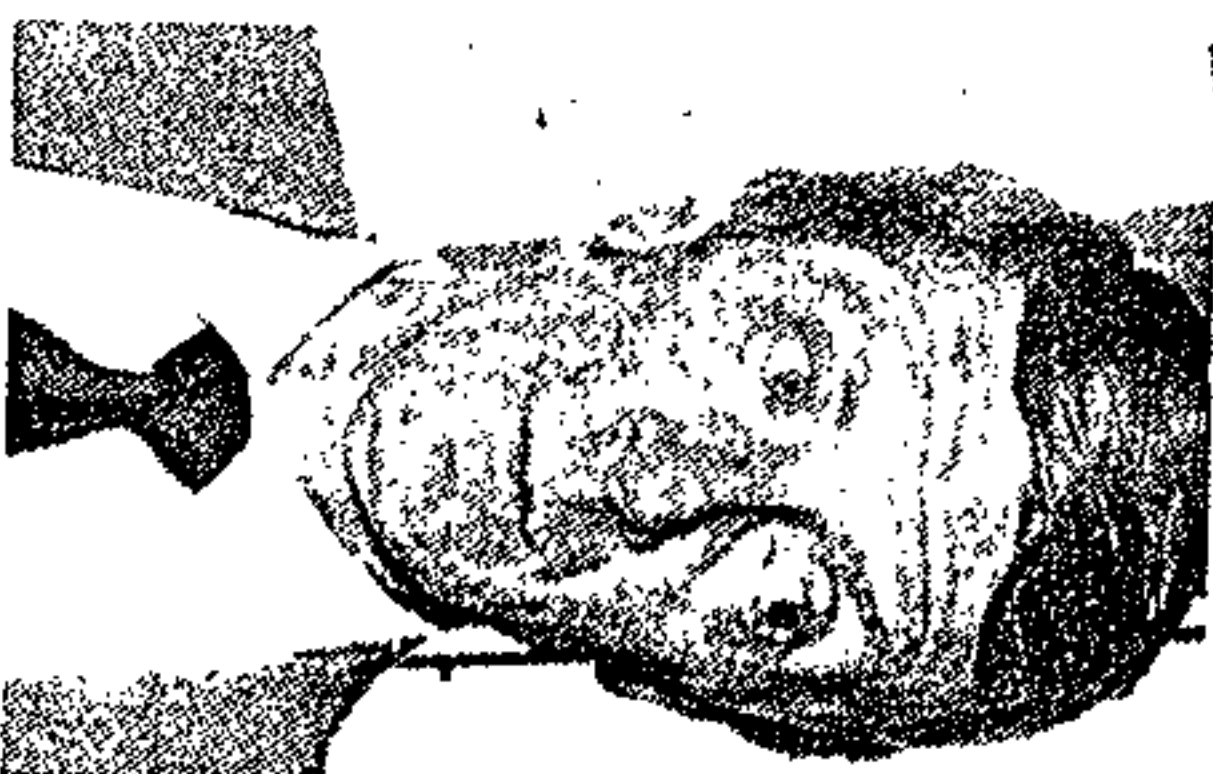
Both parties, still reeling from events that surrounded last year's settlement, are bracing themselves for yet another series of drawn-out bargaining sessions.

Last year's wage settlement was marked by divisions within the employer ranks, represented by the Steel and Engineering Industries Federation of South Africa (Seifsa), and among the four unions negotiating jointly under the auspices of the International Metalworkers Federation (IMF).

The four are the National Union of Metalworkers of South Africa (Numsa), Steel Engineering and Allied Workers Union of SA (Seawusa), Electrical and Allied Workers Trade Union of SA (Eawusa) and Engineering and Allied Workers Union of SA (Eawusa).

The dispute within the four IMF unions revolved around Numsa's decision to enter into a "unilateral" wage agreement with Seifsa after the union's members embarked on a

NUMSA THE KEY FACTOR



SEIFSA'S director Mr Angus.

two-week strike.

Seifsa, on the other hand, also experienced internal problems when member companies negotiated wage settlements separately with Numsa without informing the employer body.

This year the four IMF affiliates — unlike the previous years — have submitted separate demands to Seifsa. This move may be linked to

the controversy which rocked the IMF stable during negotiations last year.

Numsa, now the largest union in the industry, will largely influence the outcome of the annual talks because of its numerical strength. No settlement will be reached unless the Cosatu-affiliated union signs the agreement.

Seifsa's executive director, Mr Brian Angus, anticipates "a good deal of rivalry" among the trade unions during the negotiations "particularly as the IMF unions have splintered."

"Despite these expectations it is hoped that the negotiations will not be as protracted as was the case in 1988," he said.

The fact that Numsa was now an important factor in the bargaining process meant that the union would be forced to take the negotiations

By LEN MASEKO

seriously, the Seifsa director added.

He said: "Within this context it is probably not unreasonable to predict that the likelihood of strike action is diminished. This is not to say that the industry will necessarily be spared the burden of the now customary deadlock and dispute routine."

Last year's strikes, he

said, certainly did "considerable damage" in terms of wage and job losses.

Seifsa has received proposals for wage increases up to 98 percent as well as demands which include:

- Increase in overtime rates;
- Working hours to be reduced from 45 to 40 a week, without loss of pay;
- March 21, June 16 and May 1 to be granted as

paid holidays;

- Six months' paid maternity leave;
- No deductions for the Standard Income Tax and Employees (Site) and Pay As You Earn (Paye);
- Three weeks' paternity leave; and
- Company to pay death benefits of R5 000.

Employers also have, for the first time, submitted proposals to Seifsa.

These include removal of limits on overtime work; exclusion of small businesses from the agreement between Seifsa and unions and removal of certain restrictions related to the employment of skilled people in the industry.

"It would therefore be surprising if the unions were to disregard their members' poor appetite for full-blown strike action in the face of fair wage offers by employers," Mr Angus said.

Many demands are aimed at securing jobs and fighting unemployment

Metal industry pay talks begin today

Mike Siluma
Labour Reporter

Annual negotiations to set 1989 minimum wage rates and improved working conditions for South Africa's 361 000 metal workers commence today, with the industry's employers facing more than 20 demands from 14 trade unions.

Employers are represented by the Steel and Engineering Industries Federation (Seifsa). Although only 3 500 of the industry's 9 000 firms belong to the federation, Seifsa companies employ 70 percent of all metal workers.

Groupings

The unions fall into two main groupings, the four belonging to the South African council of the International Metalworkers' Federation (IMF) and seven linked to the Confederation of Building and Metal Unions (CMBU). There are three independents.

Wage increase demands submitted to employers range between 17 and 98 percent. The biggest IMF union, the National Union of Metalworkers (Numsa), has asked for a new minimum rate of R5/hour, while some af-

filates have proposed R6.

Demands by the CMBU alliance, representing mainly skilled, white workers, include a raise of 70c/hour at the lowest grade, rising to R1,46 at the top.

Many of Numsa's demands are aimed at securing jobs and fighting unemployment.

The union seeks a reduction of the working week to 40 hours, without loss of pay. It wants overtime to be limited to a maximum of five hours a week, with the approval of the majority of workers at the affected plant.

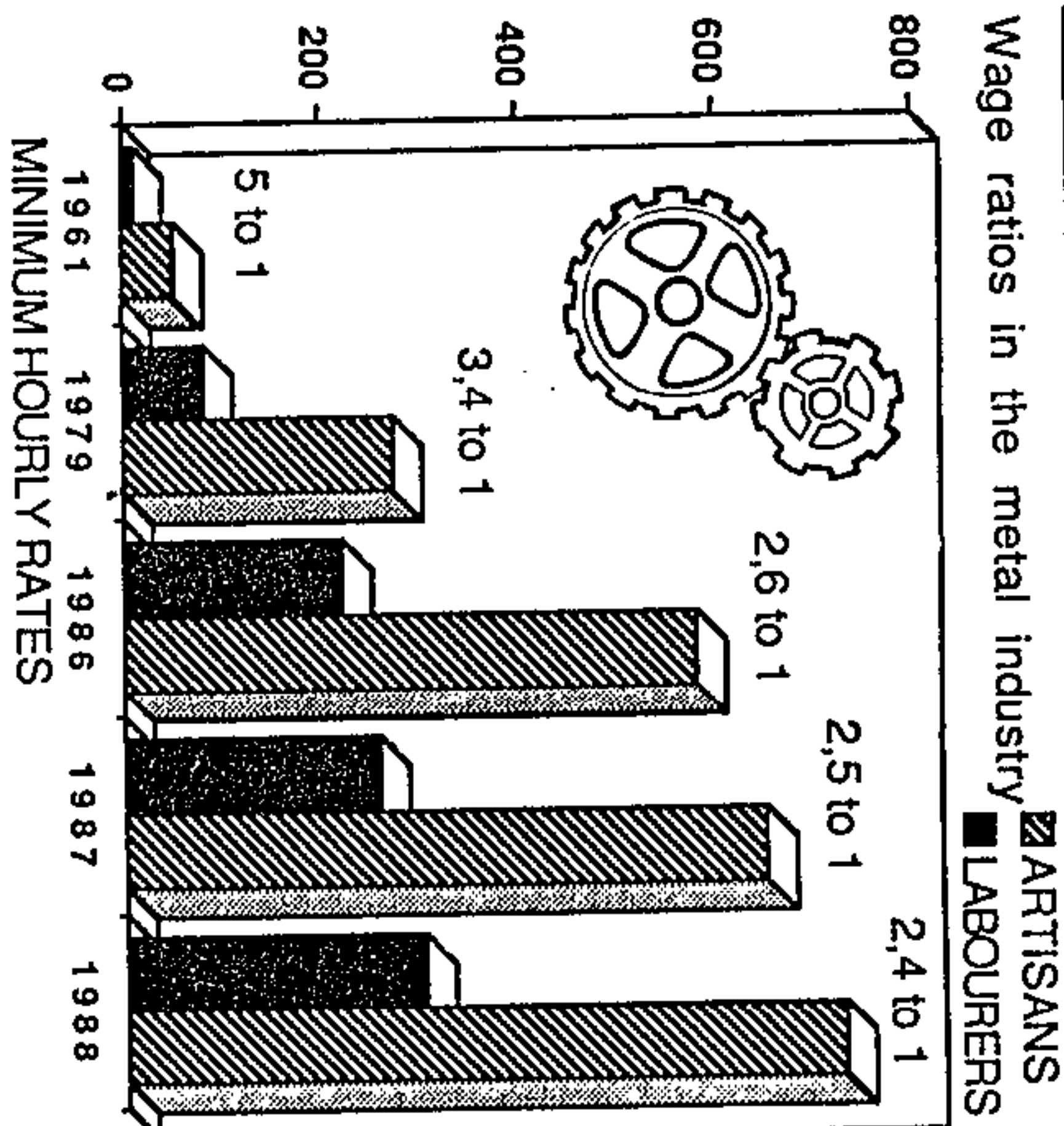
It has also made demands regarding the job security of temporary labour, factory closures and resultant retrenchments, as well as severance pay.

Numsa spokesman Mr Alister Smith said the union's push to secure jobs was linked to job creation. The union believed that the introduction of extra shifts should lead to the employment of additional labour, with former employees being given preference.

"Our proposals are aimed at protecting workers against provisions of the (new) Labour Relations Amendment Act, which makes it easier for employers to get rid of workers," said Mr Smith.

NARROWING THE WAGE GAP

Wage ratios in the metal industry



Having won the right, in terms of the 1988 agreement, to observe June 16 and May 1 as holidays, in exchange for other statutory holidays, Numsa is now demanding the unconditional

recognition of the two days, plus March 21, as paid holidays. Employers have been asked to refrain from deducting personal income tax from workers' pay.

Explained Mr Smith: "Workers feel that tax deduction is placing a heavy burden on their meagre pay packets."

"Workers also have a problem with tax because they feel they have no control over how Government spends the money."

The union has also submitted proposals relating to social security benefits, including, maternity leave, child care leave and sick pay.

In addition, it has demanded the narrowing of the wage gap between skilled and unskilled workers.

This year the IMF affiliates will take part in the talks as separate entities.

The alliance ran into problems last year after Numsa unilaterally settled with Seifsa, ending a 15-day strike by about 30 000 workers, most of whom were Numsa members.

Demands

IMF secretary Mr Brian Fre-dricks believes, however, that with Numsa demands being "similar in many respects" to those tabled by the smaller affiliates, the possibility for co-operation remained, despite tensions between the unions.

"Meetings had, in fact, been held to examine the question of working together once negotiations commenced."

For the first time, Seifsa has made its own demands on unions. These include:

- Excluding small businesses from the scope of the agreement.

- Relaxing restrictions barring the employment of workers without formal qualifications for artisan jobs.

- Removing limits on overtime.

- Protection of companies against compulsion to bargain at plant level on issues already settled in the main agreement.

Seifsa believes substantial progress has been made in narrowing the wage gap. While artisans earned five times what labourers were paid in 1961, artisans' individual earnings were now only 2,4 times those of unskilled workers.

Seifsa director, Mr Brian Angus, expects this year's talks to be more complex than last year's, mainly because of the large number of demands and the split in the IMF. He anticipates that, with the parties freely arranged to meet more frequently than in 1988, the 1989 talks will be less protracted.

rch 21 1989

Unions likely to settle for lower pay hikes in 1989

Star 21/3/89

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By Mike Siluma, Labour Reporter

South Africa's black labour unions — which achieved some of the highest wage increases in the past four years — are expected to settle for increasingly lower pay rises in 1989, a wage survey by leading industrial relations consultants, Andrew Levy, Johan Piron and Associates (ALPA) has shown.

According to the ALPA survey report, the recent increase in the cost of living, including the rise in the petrol price and interest rates, was likely to pressure union negotiators to push for settlements in line with members spiralling living costs.

On the other hand, a significant upsurge in the number of retrenchments recorded in January and February, would force management and union negotiators to weigh higher wages against the preservation of jobs.

The report says average pay settlement levels between October 1988 and February 1989 stood at 16,7 percent, down from a 1988 average of 17,9 percent. Indications were that settlement levels for 1989 would be lower than the 1988 average.

Resistance

Unions' consistent demands for a 40-hour working week appeared to meet with resistance from employers, with a reduction in hours being always offset by a reduction in pay. At least 45,5 percent of employees in companies which participated in the survey were shown to work between 44 and 45 hours/week, while 79,7 percent had a working week of 44 hours or more.

The Congress of SA Trade Unions (Cosatu) affiliated Chemical Workers' Industrial Union negotiated the highest average minimum rate of R4,20/hour.

At the other end of the scale, employers, worried about falling profit margins, were expected to place emphasis on productivity, a concept viewed with suspicion by unions.

Office staff pay compared

The Argus Correspondent

PRETORIA. — Salaries of office staff in Pretoria are almost 14 percent below those of Johannesburg in spite of the capital city experiencing the highest increase in the price of goods and services in the country in each of the past six years.

These statistics emerge from an analysis of the latest six-month salary survey by Kelly Personnel.

It shows that the average salary paid to seven office job categories — executive secretary/personal assistant, secretary, Girl Friday, typist, receptionist/switchboard operator, bookkeeper to trial balance and accounts clerk — was R233 less at R1 458 in Pretoria compared with the R1 692 in Johannesburg.

But office staff in Cape Town are among the worst off in the country with their average salary being a whopping 29,5 percent below that of Johannesburg. Durban was only slightly better than Cape Town with its average office worker salary almost 28 percent lower than Johannesburg.

The average salary paid for the seven job categories in Cape Town was R1 191, about R500 less than Johannesburg, while in Durban it was R1 219.

Civil servants ask for more

Own Correspondent

PRETORIA. — The Public Servants' Association wants the government urgently to review and raise the R50 million set aside in the budget for occupational specific salary increases.

A spokesman said here dissatisfaction has spread throughout the sector.

At a meeting here on Wednesday night the PSA's board of directors stressed the R50 million spread across the more than 700 000 exchequer personnel corps was obviously far too little.

The need to raise the earnings of certain key groups in the service to halt private sector staff raids was urgent, the spokesman said.

The commission for administration with the PSA, the meeting was told, identified 107 of the 500 occupation groups in need of market-related salary hikes.

During the 1988/89 financial year R450 million was allocated to specific adjustments — "and even this was inadequate measured against the need", PSA general manager Mr Hans Olivier said.

And the Teachers' Federal Council emphasised the growing backlog in teachers' earnings in a statement on Wednesday.

The teachers council has commissioned a study by consultants to investigate teachers' pay relative to earnings in other areas of the public sector.

355 FMMU 24/3/89

WAGE BARGAINING 355

Two-edged swords

Labour relations consultants Andrew Levy & Johan Piron Associates have found that wage bargaining is becoming tougher — and more realistic.

Their wage settlement survey for October 1988 to February 1989 finds that settlement levels continue to moderate. They are now averaging 16,7% compared to last year's average 17,9%.

This is despite inflation having begun to rise, the recent petrol price increase and rising interest rates — which usually mean more pressure on union negotiators to seek settlements in line with cost of living increases. (The survey quotes retired professor of applied mathematics Karl Possel's estimate that inflation is at least double the official rate and could be as high as 26%. This figure is arrived at on the basis that an average working-class family spends about 40% of its income on food, and not the 22,7% used by Central Statistics.)

Union moderation is probably explained by the fact that there has been a significant upsurge in retrenchments during the first two months of this year: "Therefore union and management negotiators will have to judge the delicate balance between preservation of earnings power and preservation of jobs."

The survey notes that the forthcoming negotiations between the Chamber of Mines and the NUM will have a major impact on wage bargaining patterns. Chamber-union bargaining will take place against a background of a sliding gold price threatening the future of many mines, and employment levels at gold mines having already fallen from 553 000 in 1987 to 536 000 last year. The chamber's stated caution in determining pay levels this year is shared by industry generally. Employers are increasingly making productivity demands from employees to combat falling profit margins.

Union demands for housing assistance and

a reduced, 40-hour working week dominate their agenda this year but management is strongly resisting. Where fewer hours have been agreed, they have been offset by reduced pay. Agreements on reduced hours are generally being signed to bring one group of workers in a company into line with another. Among the companies surveyed, 45,5% of employees work 44-45 hours a week, and 79,7% work a 44-hour week or more.

Some interesting hourly-rate comparisons among unions, based on minimum negotiated rates, are provided. Cosatu chemical workers (CWIU) have a minimum wage of R4,20 compared to Nactu counterpart Sacwu's R3,56. There is a smaller difference between the Cosatu food workers' (Fawu) R3,72 and the Nactu FBWU's R3,32. The minimum for metal workers in Numsa is R3,49; paper and wood (PPWAWU) — R3,74. Commercial (Cawusa) workers at the top five retailers earn R2,67 (R520/month), compared to Cawusa workers in the rest of the retail and distributive trade at R2,57 (R500).

Concerning overtime bans, the survey points to a significant industrial court ruling — Macsteel vs Numsa — earlier this year. The company was granted an urgent interim interdict under Section 17 (11) of the Labour Relations Act, which has interesting implications for wage bargainers. It appears from the judgment that employers no longer have to rely on allegations that an overtime ban constitutes an illegal strike in order to obtain relief from the courts, the survey observes.

"In the Macsteel judgment the court found that the ban on overtime was to 'soften up' the employer while wage negotiations were still in progress — the overtime ban was unprocedural — and constituted an unfair labour practice." Last year management faced a 34% probability of an overtime ban during wage talks. This judgment could reduce the odds.

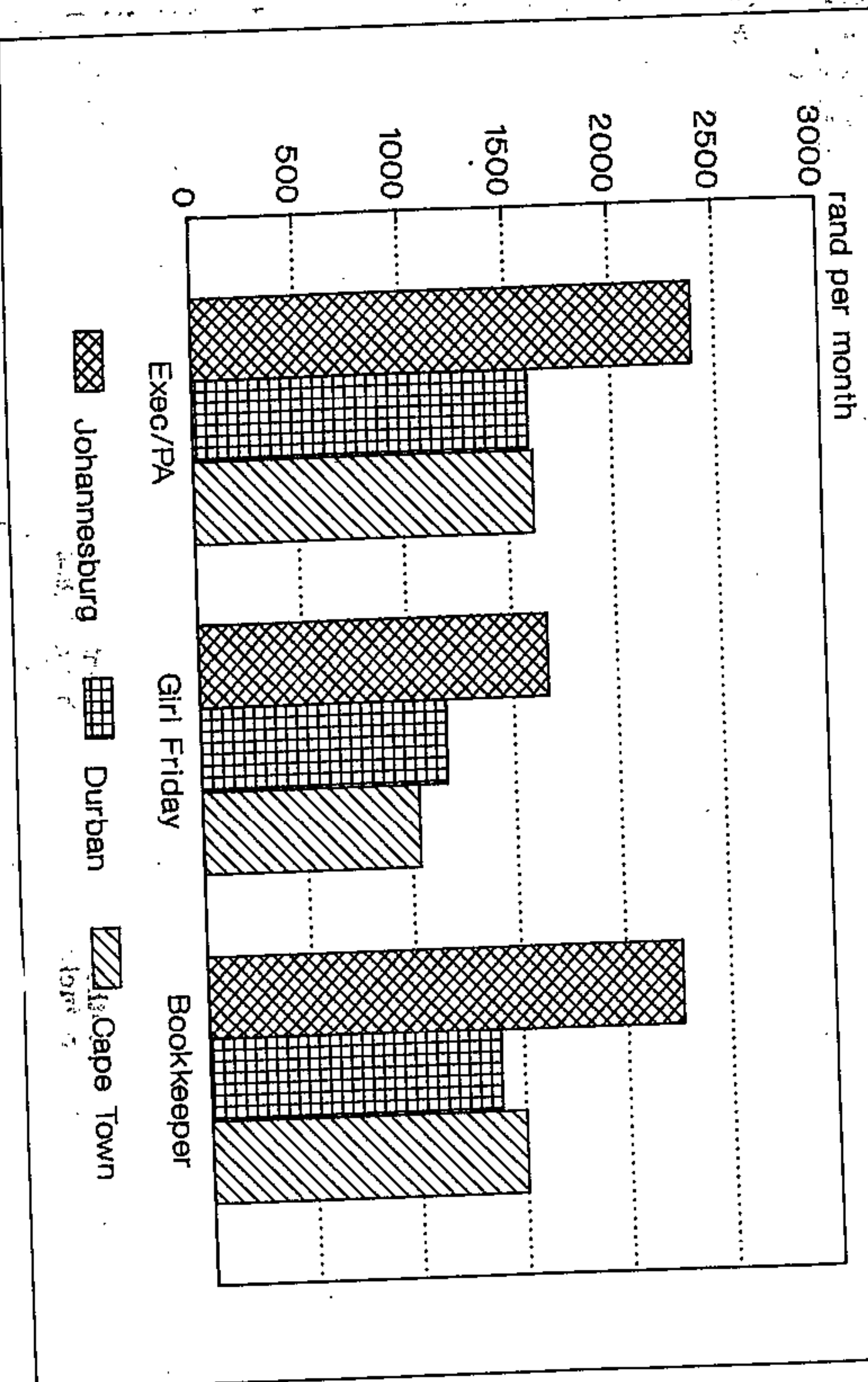
Unions resorting to mediation or arbitration to resolve disputes, a trend noted last year, continues as this becomes more attractive with the realisation that strike action is a two-edged sword.

FMMU 24/3/89

City Office Staff Salaries lag

W/L AGAS 25/3/89
 By TREVOR WALKER
 Business Staff 385

Comparative salaries



SALARIES for office staff in coastal areas remain lower than those paid in Johannesburg, the country's commercial capital.

A salary survey by Kelly Personnel shows that Cape Town lags behind Johannesburg by 29 percent and Durban salaries about 26 percent.

The survey splits job specification into seven categories. These are executive secretary/PA, secretary, Girl Friday, typist, receptionist/switchboard, bookkeeper to trial balance and accounts clerk.

An executive secretary in Johannesburg can look to as much as R2 400 a month compared with R1 600 in Cape Town.

The job description for this work includes having top secretarial skills, ability to compile own correspondence, screen calls and visitors, make travel arrangements, organise meetings and take minutes, keep an appointment diary and may also include handling personal matters.

A Girl Friday in Johannesburg can expect a salary of around R1 700 while in Cape Town the post rates a top pay of R1 100.

This job is described as having an ability to handle various duties including reception, telex, switchboard, mail distribution, typing and possibly simple accounting.

A bookkeeper to trial balance job

specification demands writing up books and accounts, including ledgers, journals and cash books. It also includes the ability to extract a trial balance. It may include being in charge of accounts clerks who write up the debtors and creditors ledgers.

This person can earn up to R2 300 a month in Johannesburg, but only R1 500 in Cape Town.

Port Elizabeth rates lowest of the major cities as far as pay is concerned.

Mr Christopher Hodge, senior partner at Anchor Renwick, one of Cape Town's leading executive placement firms, says remuneration packages for straight salaries are generally lower across-the-board in Cape Town.

The country has a critical shortage of skilled labour and traditionally the Witwatersrand which accounts for 70 percent of the country's business output, has paid more for required skills.

A salary equivalent of R80 000 a year in Cape Town could be of the order of R120 000 in Johannesburg.

But this premium must be compared with the quality of life in the two cities.

In Johannesburg quality has to be bought; in Cape Town it's free. Besides normal leave, a worker in Cape Town has an additional 52 extra weekend holidays a year.

The mountains, the beaches, the overall environment, plus the many superb schools must be taken into account when comparing the two cities.



WORLD

Member firms stick to EC code on pay

The Argus
Foreign Service

LONDON. — More than 97 percent of black workers employed by British companies operating in South Africa are paid above the European Community code of conduct's recommended minimum level.

This is disclosed in the British Department of Trade and Industry's latest assessment of the working of the code.

The assessment covers the 12 months to the end of June last year.

Companies also reported "impressive" levels of involvement in projects benefiting not only their employees and their families, but also the communities from which their workforce was drawn.

The companies continued to encourage the growth of black businesses, an element introduced in the code in 1985.

99 report

Altogether, 99 companies with full reporting responsibilities (Category A) submitted reports for the period under review, 10 fewer than the previous period. Eleven reports were submitted from from Category B companies.

Category A companies employed 62 600 black workers, 7 700 fewer than the last reporting period.

The report said that more than 95 percent of the Category A companies confirmed that all employees, irrespective of race, were free to choose the type of organisations to represent them.

Most also reported formal involvement with trade unions representing their black employees.

All but one of the companies confirmed that common pay scales were applied for all employees.

On merit

More than two-thirds of the companies indicated specific policies in the employment and promotion of black workers in and to supervisory and management jobs.

The remainder confirmed that employment and promotion was based on merit, with no discrimination according to race.

Assistance provided by companies to black-owned businesses included sub-contracting and giving such businesses priority treatment in customer-supplier relations.

● Britain's Anti-Apartheid Movement said: "The minimum wage level is utterly inadequate, and many British subsidiaries either do not report on their performance, or argue that they fall outside the code's definition of a foreign subsidiary. The code itself has gaping loopholes."

Wages for UK firms in SA

Nearly 98 pc of black staff now exceed 'Code' ruling

28/3/89
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The Star Bureau

LONDON — Nearly 98 per cent of black workers employed by British companies operating in South Africa are now paid above the European Community Code of Conduct's recommended minimum level.

This is disclosed in the British Department of Trade and Industry's latest assessment of the working of the code, just published. The assessment covers the 12 months to June, 1988.

The report says the year saw a further reduction in the number of black employees paid below the minimum level.

Other projects

In addition, companies report "impressive" levels of involvement in projects benefiting not only their employees and their families, but also the wider black community.

The companies also continued to encourage the growth of black businesses, an element introduced in the code in 1985.

The assessment is the third since the implementation of the revised code. The revision introduced a number of new provisions, and changed the emphasis of many of the original sections.

Altogether 99 companies with full reporting responsibilities (Category A) submitted reports for the period, 10 fewer than the previous period. Eleven reports

were submitted from from Category B companies.

Category A companies employed 62 600 black workers, 7 700 fewer than the last reporting period.

The report says that more than 95 percent of the Category A companies confirmed that all employees, irrespective of race, were free to choose the type of organisations to represent them.

Most had taken steps to inform their employees of their social and trade union rights, and many had promoted the Code of Conduct.

Most also reported formal involvement with trade unions.

All but one of the companies confirmed that common pay scales were applied for all employees, that is equal pay for equal work.

More than two-thirds of the companies indicated specific policies in the employment and promotion of black workers in and to supervisory and management jobs. The remainder confirmed that employment and promotion was based on merit, with no race discrimination.

Commenting on the findings Britain's Anti-Apartheid Movement said: "The minimum wage level is utterly inadequate, and many British subsidiaries either do not report on their performance, or argue that they fall outside the code's definition of a foreign subsidiary. The code itself has gaping loopholes."

Star 29/3/89

Newspaper sellers on R700 minimum

A new wage agreement giving employees in the newspaper distribution industry in the Transvaal a minimum wage of R700 a month has been reached between Allied Publishing Limited and the Commercial, Catering and Allied Workers' Union of South Africa.

Mr J C Mould, managing director of Allied Publishing, said yesterday employees would also receive an across-the-board increase of 16 percent.

A similar agreement had also been signed with the United Workers' Union of South Africa, Mr Mould said. — Sapa.

Workers seek bigger share of profits

THE Commercial Catering and Allied Workers' Union of South Africa and Pick 'n Pay resume wage talks on April 7.

The negotiations are part of a fresh bid to break the deadlock between the two parties after the two failed to reach agreement at mediation proceedings on March 13 and 14.

The wage dispute revolves around the company's offer of R130 across-the-board increase, which has been rejected by Ccawusa in favour of a R160-a-month rise.

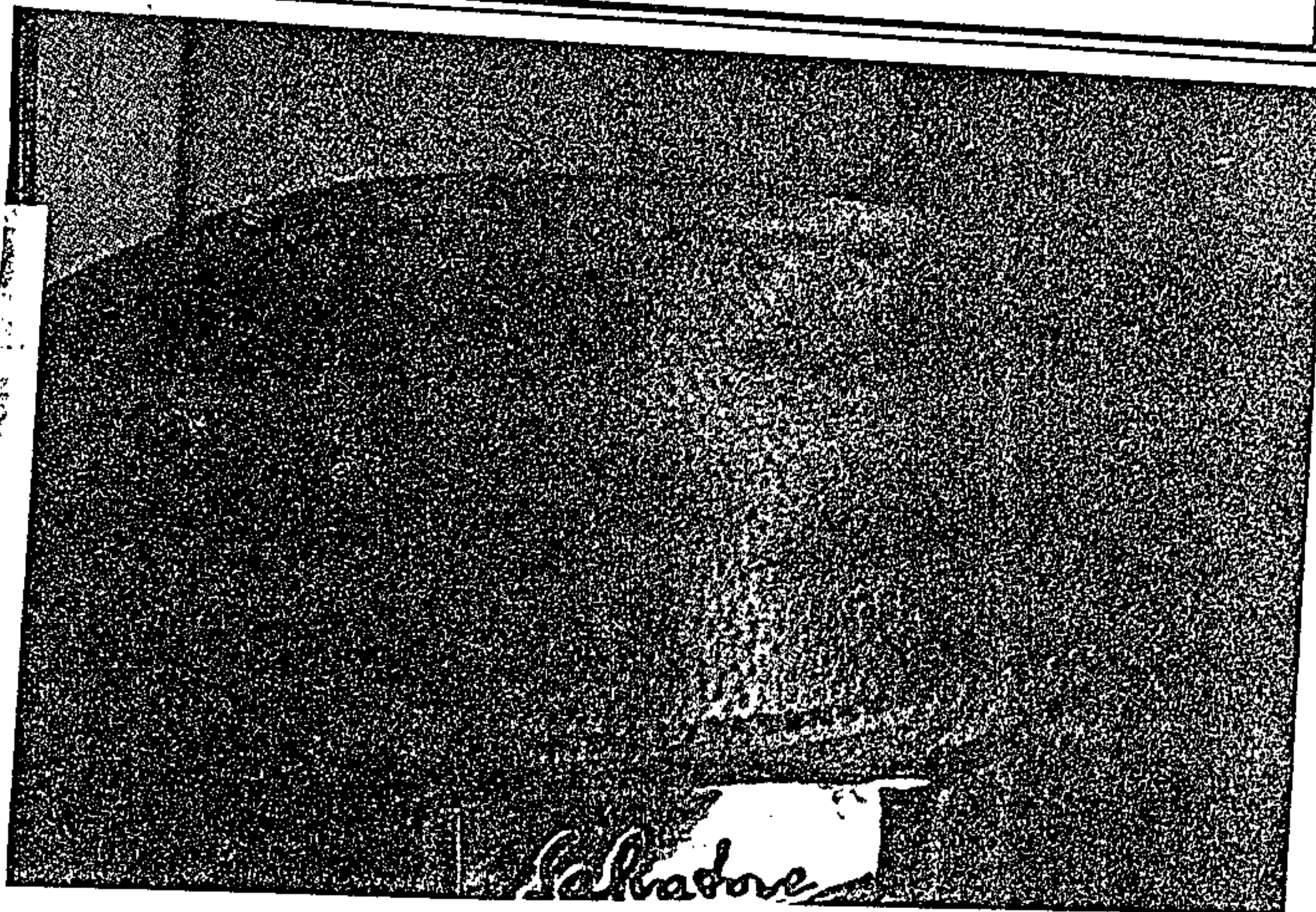
- Wage talks between Ccawusa and Pepkor, parent company of Pep and

Ackermans stores, have also reached a stalemate.

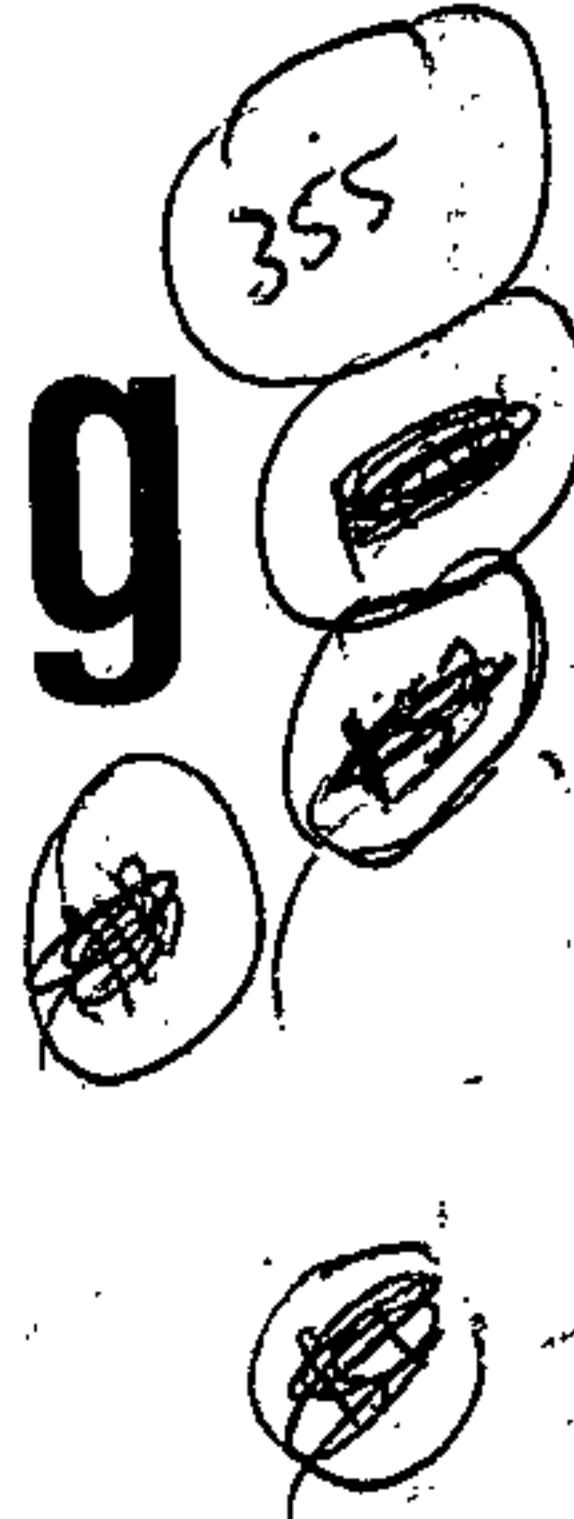
A spokesman for the union said Ccawusa had rejected Pepkor's average wage offer of R132,50 a month.

Meanwhile, Sapa reports a new wage agreement giving employees in the newspaper distribution industry in the Transvaal a minimum wage of R700 per month has been reached between Allied Publishing Limited and the Ccawusa.

Mr J C Mould, MD of Allied Publishing, yesterday said employees would also receive an across-the-board increase of 16 percent as part of the settlement.



Time for bargaining in steel industry



WAGE negotiations to set 1989 minimum standards in the wages and working conditions of the metal industry's 361 000 employees resume today.

Fourteen trade unions are engaged in the talks with the employer body, the Steel and Engineering Industries Federation (Seifsa), representing 3 500 firms.

When the parties first met on March 20, the unions tabled wage increase demands of between 17 and 98 percent, while employers offered an increase of about 10 percent for certain categories of workers.

In addition to demands for higher wages, union demands include improved social security benefits, job security and the recognition of March 21, May 1 and June 16 as paid holidays. March 21 is the anniversary of the Sharpeville and Langa shootings. May 1 is regarded by black unions as Workers' Day, while June 16 commemorates the 1976 Soweto Uprising.

Seifsa demands include the exclusion of small businesses from the scope of the negotiations, relaxing restrictions barring the employment of workers without formal qualifications in artisan jobs and removing limitations on the length of overtime.

• The National Union of Mineworkers (NUM) has refuted a statement by the management of Grootvlei Mine that an impending retrenchment programme, involving 1 700 workers, had been concluded with NUM.

In a statement last week, management said the retrenchments were

SOWETAN CORRESPONDENT

necessitated by the low gold price and diminishing ore reserves. Management said the terms of the retrenchment followed consultations with NUM and other employee bodies.

A spokesman for the NUM said no agreement had been reached between the union and management, and that negotiations on the matter were continuing. The public announcement by management "undermines the process of bargaining" and the union, said NUM.

Strike

• The strike by NUM members at Rustenburg Refineries has continued, despite a resumption of negotiations between the union and management, the union said. According to NUM, 800 workers are participating in the strike. The management figure is 500.

• The Banking Insurance, Finance and Assurance Workers' Union (Bifawu) and Auto and General Insurance Company (Ltd), have reached a recognition and procedural agreement enabling the union to negotiate wages and working conditions for more than

100 black employees, the union said; and

• Inkatha has denied any knowledge of allegations of collusion between its followers and police in anti-Cosatu/United Democratic Front activities in the Maritzburg conflict.

Reacting to a statement by Cosatu last week that police were siding with Inkatha-supporting "warlords" in the conflict, Inkatha said it was "most concerned about the matter, particularly in the light of the Cosatu/Inkatha peace accord, signed last October.

An Inkatha statement said Cosatu had not referred details of the allegations to Inkatha — in the spirit of the peace agreement."

Inkatha said peace could only be attained by "negotiation and co-operation." Saying it was still "totally committed to the peace accord and to working towards peace," Inkatha called upon Cosatu to provide it with full information concerning Cosatu's allegations. More than 1 000 people have died in the conflict, which involves followers of Inkatha, Cosatu and UDF.

~~Friday~~ 1st April -

BUSINESS

Homeowners affect wage talks

THE increase in the number of black homeowners and rising mortgage rates was causing pressure on managements during wage negotiations, consultant Steuart Pennington said yesterday.

Pennington, publisher of the SA Township Annual which is to be released this week, said in almost every set of negotiations in which he had been involved in the past six months, demands for wage increases had been related to increases in bond repayments.

The SA Township Annual found that 35% to 40% of homes in black townships were now privately owned.

Pennington said many employers had encouraged and facilitated home ownership. They were now saying they should have been more careful in terms of examining employees' eligibility and circumstances.

He said financial institutions which granted bonds in terms of company housing schemes had made "inappro-

priate assumptions about financing". For example, financing was often based on remuneration calculations which included overtime.

"This means that when mortgage rates rise, as is happening now, new homeowners have little leeway. The possibility of eviction means that employers are pressured to make up shortfalls."

Urbanisation

He said housing development had generally grown dramatically in 1988 in line with the state's policy of shifting some responsibility for housing provision to the private sector.

Pennington said the growing momentum of urbanisation had created further housing needs and pressure to upgrade existing homes, along with a mushrooming of squatter development.

Informal activity in townships had also increased dramatically — the result of the removal of restrictive legislation, he said.

However, he added, there was evidence of this contributing to the housing shortage as entrepreneurs converted living quarters to work quarters.

The annual contains extensive information on living and social conditions in 28 townships and contributions on the economy and various aspects of industrial relations.

It was designed, said Pennington, to narrow the information gap between parties to negotiations. Very often, he said, neither party had any idea of the other's circumstances so negotiations took place on the basis of threats and a destructive power play.

The survey found the average monthly budget for a five-person family was R870,56 — a 7,5% increase on the previous year's figure. At R276, he said, the monthly food budget had increased by only 7%, a decline in real terms.

PENSIONS: CALL FOR NEW RULES

THE metal industry's pension fund has become the centre of a debate between employers and the National Union of Metalworkers of South Africa. Numsa has demanded that the employer body, the Steel and Engineering Industries Federation of South Africa (Seifsa), change its pension system to a flexible benefit fund which allowed lump sum payment to workers who leave their jobs.

Seifsa members have rejected this option because they believe that workers are not capable of handling money responsibly and that workers will waste lump sums and then have nothing for their old age," a Numsa spokesman said.

By LEN MASEKO

Seifsa had agreed after lengthy argument at wage negotiations on March 30, to consult its members on the issue. The employer body is expected to respond to Numsa's demand at the

undertaking on the pension issue because they needed more time to seek a mandate from their members.

The Numsa spokesman said: "There is no social security fund or adequate State housing, so unemployed workers need their money immediately. A Seifsa spokesman said employers were not able to give any improved overtime rates

provided Numsa, including other unions, remove the present restrictions on overtime participating in the wage

Swapo supporters shot

CHARGES of attempted murder are being investigated after two men in a car allegedly opened fire on a vehicle near Tsumeb carrying Swapo supporters back to northern Namibia on Sunday, South West African Police liaison officer, Chief Inspector Kierie du Rand said in Windhoek yesterday. Two men are in "critical" condition.

GET YOUR UNDERSTANDING OF THE IMPLICATIONS OF SOUTH AFRICA'S NEW CONSTITUTION

BECK, Rhona

music.

Mr. horse races to be run on

Wage talks at Pick 'n Pay break down

By Mike Siluma,
Labour Reporter

Wage negotiations between South Africa's largest retail trade union, the Commercial, Catering and Allied Workers' Union (Ccawusa) and supermarket chain Pick 'n Pay have broken down and the union has applied for a Conciliation Board hearing.

According to Ccawusa, mediation broke down over the union's demand for an across-the-board monthly increase of R160 against a company offer of R142,50.

The union's demand would raise the monthly minimum pay at Pick 'n Pay to R790, as opposed to the R760 offered by management. A union spokesman said the company could afford the increases "due to its exceptionally healthy financial position".

FUNERAL BENEFITS

Issues where agreement had been reached included improvements to bonuses and funeral benefits. In addition, the company undertook to "communicate with the Government on the alignment of Workers' Day and May 1". The negotiations, covering 14 763 permanent and 338 part-time employees countrywide, are generally regarded as a trendsetter for the industry, with Pick 'n Pay paying the highest wages of the major retail companies.

● Retrenchment-related strike action, which broke out at Siemens' Watloo, Pretoria, plant last week has spread to operations at Rosslyn, Isando and Spartan, the National Union of Metalworkers said.

LABOUR
AFFAIRS
DICK
USHER



Sunday work dispute set to continue

A LONG-RUNNING dispute between the Amalgamated Clothing and Textile Workers' Union (Actwusa) and Nettex over Sunday work seems set to continue.

The union came out of a meeting with officials of the Department of Manpower this week claiming victory. Actwusa spokesmen said that the department had rejected a company application in terms of the Basic Conditions of Employment Act for compulsory Sunday work and granted permission for voluntary overtime only.

"Not so," said Nettex personnel manager Leon Garisch. "Although we had discussions with the department about compulsory Sunday work we applied only for a renewal of our permit for voluntary Sunday work, which we were first granted about two years ago. This had to be renewed annually and previously the union supported our application.

"This lapsed in December but we only found out in January when a union action in the Industrial Court against a company plan to introduce a system which would have involved Sunday shift work came to court. "Because our exemption had lapsed we were in breach of the law and therefore we had no defence.

"Agreement was reached that we would first apply to the department for the exemption to be renewed before we carried on."

The dispute started in October 1987 during wage negotiations when Nettex management said it wanted to introduce continuous operation for economic and financial reasons.

Actwusa objections led to the appointment of an outside consultant to conduct a study paid for by the company on the social, economic and health implications of Sunday and shift work.

The survey pointed out the disadvantages on health, social and family life. This week Actwusa called the concept "inhuman".

"That's all very well," said Mr Garisch. "We recognise the disadvantages and have offered to negotiate compensation with Actwusa. But for Nettex the bottom line is that we need to utilise fully existing plant and equipment to meet the demand for our products and take advantage of export opportunities.

He said the problem was to strike a balance between company interests and worker interests, neither of which could be absolute.

"Our problem is that we're very concerned the union now rejects Sunday work altogether. We'll now have to seek an exemption for compulsory Sunday work."

He said the majority of employees had agreed to voluntary Sunday work so that the plant was effectively in continuous operation while extending the system would, at a conservative estimate, create about 25 percent more jobs.



Workers outside the factory shortly after they had gone on strike on Friday

Workers down tools over no Easter pay

By CHIARA CARTER
THIRTY-ONE workers at an Athlone spice factory downed tools on Friday after being told they would not be paid for Easter Monday.

Production at the factory resumed on Monday while Food and Beverages Workers Union officials negotiated with the factory manager, Mr Navin Gihwala.

The workers, employed at Gihwala Eastern Gem Products, claimed their employer did not discuss with them closing the factory on Easter Monday, which was not a statutory holiday.

Instead, the first they heard about pay for the holiday being deducted was after they returned to work on Tuesday.

"This was the last straw," said a spokesper-

son for the workers, who include several long-serving employees of the company.

One such worker is Margaret Swarts, 50, who has worked for the company for more than 20 years.

Like all employees with the exception of drivers and office staff, she earns R59 a week.

Swarts and the other workers claimed an increase they were promised earlier this year had not yet been implemented.

Last year, their wages were upped by R2 — an increase which Swarts described as an "insult".

"I worked for Mr Gihwala when the factory was in Cape Town. It is a disgrace that after so many years I only earn R59 and they won't even pay me for a public holiday," she said.

Swarts, together with several other workers, lives in a shack behind the factory.

She described this accommodation as "disgusting" and said they had to use the factory's toilet facilities.

The workers also alleged that their working conditions were "appalling".

They said they did not get sick pay and if they did produce doctor's certificates, these were torn up.

The workers claimed that the manager, Mr Navin Gihwala, frequently swore at them and that they were sometimes hit.

Approached for comment this week, Gihwala confirmed the workers were not paid for Easter Monday. He said this was because it was not a statutory public holiday.

He said he paid workers the Department of Manpower salary of R67 a week, but because they worked a 41 hour, instead of 46 hour week, this meant they got R59.

He said that workers were due to get an increase this month.

Abusive

He said that the workers' allegations were made in the heat of the moment.

"The best workers go to the clothing factories in this area. Unfortunately we get the cast-offs. That is why these differences arise."

He said claims about abusive language and being beaten referred to things that happened in jest.

"They also use obscene language when speaking to me."

He said there was a high rate of theft at the factory and he would rather deal with incidents himself rather than call in the police. He said that anyone who had seen the type of women who worked at the factory would realise how ridiculous allegations of sexual harassment were.

He said that very few workers still lived on the premises. They had access to three toilets and hot and cold running water. These facilities had been approved by government officials.

GILLIAN KATZ STUDIO

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Numsa 'ultimatum'

By CHIARA CARTER

THE second round of wage talks affecting more than 350 000 workers in the metal industry ended last week with little progress having been made and employers clashing with the giant National Union of Metalworkers of South Africa (Numsa).

Employer body Seifsa upped its offer on wages and shift allowances but held out on demands for fewer restrictions on management.

Seifsa is now offering an 11 percent minimum wage increase as well as a 7,5 percent increase for day-shift allowances and a 15 percent increase for night shifts.

Employers also offered to raise overtime pay by an unspecified amount on condition that the unions agree to the removal of all limits on overtime.

This is in sharp conflict with the demand for a ban on all overtime by the National Union of Metalworkers of South Africa (Numsa) which represents the majority of black workers in the industry.

Employers also want all small businesses to be excluded from the industrial council agreement and the present agreement to be extended if it expires before a new agreement is reached.

Alliance

They asked that unions agree not to compel plant level bargaining on issues which the present central agreement covers.

Seifsa's bargaining power was significantly reduced in last year's bitter wage battle when several employers broke ranks and reached agreement with unions at plant level.

A Numsa spokesperson said that "no significant progress" occurred during the talks which he described as "long and difficult".

He said Numsa was agreeable to the shift allowance proposal on condition that new workers were hired if new shifts were introduced rather than old workers having to take on extra work.

Numsa had also agreed to refer its proposals around job security to a sub-committee but warned that it was not prepared to sacrifice job security for wage offers.

The spokesperson said Seifsa had gone back on its promise to restructure negotiations and instead was again forming an alliance with conservative unions in the sector.

Numsa clashed with Seifsa over the union's demand that the industry's two pension funds be converted into a flexible benefit scheme which would mean that workers got paid a lump sum when they left their jobs.

Resistance

Numsa rejected the Seifsa argument that workers would waste lump sums and have nothing left for their old age, saying that very few workers retired at 65 and that without a social security safety net or adequate state housing, unemployed workers had immediate need for this money.

A Seifsa spokesperson said that Numsa issued employers with an "ultimatum", demanding that employers make their decision about the pension funds known by the next round of negotiations on April 12.

He said that employers were not able to give such an undertaking because there was considerable resistance to the union's proposals.

After lengthy argument Seifsa agreed to refer the matter back to its members and report back on April 25.

The next round of negotiations were cancelled after Numsa said it would not attend the April 12 negotiations but would instead wait for the report back.

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.

normal procedures and regulations.

(2) (a) & (b) The amount could possibly be increased in future depending on the needs in the environmental education and related field—in other words depending on the merits of future identified needs of the Department and other organisations.

Business interrupted in accordance with Rule 180C (3) of the Standing Rules of Parliament.

Effluent from pipelines monitored

*15. Mr M J ELLIS asked the Minister of Water Affairs:

- (1) Whether all effluent from all pipelines extending into the sea is monitored; if not, why not; if so,
- (2) whether the results of such monitoring are freely available to the public; if not, why not; if so, where?

B531E

The MINISTER OF WATER AFFAIRS:

- (1) Yes, all discharges from all pipelines extending into the sea, which are subject to exemptions issued in terms of the Water Act, 1956 (Act 54 of 1956) are monitored. All exemptions have an additional compulsory requirement to monitor the marine environment to determine whether the discharges have any detrimental effect.
- (2) No, the results of effluent monitoring are not normally released generally, because some expert knowledge is needed in the interpretation thereof. The results may, however, be obtained through the offices of the Department of Water Affairs in Cape Town, Durban and Port Elizabeth, but this information will only be released with the permission of the effluent producer as confidential information on industrial processes can be disclosed by effluent properties. Section 166A of the Water Act, 1956 prohibits such disclosure. The Department undertakes its investigation and negotiations with the industries concerned on the basis that information obtained is confidential and will therefore not breach this position of trust. The monitoring results of the marine environment are, however, not seen

as being confidential and reviews and survey results are published by the South African National Scientific Programmes of the CSIR. Results of the Richards Bay effluent pipeline environmental surveys are also issued as press releases by the Mhlathuze Water Board.

Area lost agricultural purposes

*16. Mr R J LORIMER asked the Minister of Agriculture:

What is the estimated area that was lost for agricultural purposes as a result of urban development in the 1987-88 financial year?

B532E

The MINISTER OF AGRICULTURE:

7 710 ha.

Teachers: salaries outstanding

*17. Mr R M BURROWS asked the Minister of Education and Development Aid:

355

- (1) whether the salaries of any teachers employed by the Department of Education and Training have been outstanding for more than one month; if so, (a) how many teachers are involved and (b) for what reasons are these salaries outstanding;
- (2) whether he will make a statement on the matter?

B534E

The MINISTER OF EDUCATION AND DEVELOPMENT AID:

- (1) Yes.
- (a) 533
- (b) Many of the Department's schools are situated in remote rural areas. It sometimes takes a relatively long time before the appointment documents of newly-appointed teachers reach the offices where the appointments are made. The Department is doing everything possible to ensure that salaries are paid timeously. The submission of complete documentation regarding new teachers, however, also depends on the effective co-operation of the teachers involved and their principals. Thereafter there are several important steps, which

have to be taken before payment of salaries can be effected.

- (2) No.

Certain person visited by representatives

*18. Mr S S VAN DER MERWE asked the Minister of Home Affairs:

- (1) Whether representatives of his Department visited a certain person, whose name has been furnished to the Minister's Department for the purpose of his reply, on or about 1 March 1989; if so, (a) which representatives, (b) why and (c) what is the name of this person;
- (2) whether these representatives paid further visits to the person concerned; if so, why;
- (3) whether he or any official of his Department has received any complaints regarding the conduct of any of these representatives during any such visit; if so, what action has been taken as a result?

B535E

The MINISTER OF HOME AFFAIRS:

- (1), (2) and (3) The regional Representative, Cape Town, obtained sworn affidavits from officials who had contact with Mrs Stefan and I have requested the Director-General of Home Affairs to investigate the matter in order to ascertain whether any irregularities have occurred in the handling of this case. Should the hon member have any information which might assist the Director-General in his investigation, I would appreciate it if he would furnish the Director-General with that information.

I undertake to inform the hon member fully on the matter as soon as the investigation is finalised.

Mozambique: members of Parliament invited

*19. Dr W J SNYMAN asked the Minister of Defence:

Whether, with reference to his reply to Question No 6 on 21 February 1989, members of Parliament other than members of the majority party in the House of Assembly were invited to visit Mozambique in December 1988; if so, who; if not, why not?

B572E

The MINISTER OF DEFENCE:

The SA Defence Force did not arrange the visit and I, therefore, am not in a position to supply the information.

INTERPELLATION

The sign * indicates a translation. The sign † used subsequently in the same speech, indicates the original language.

Own Affairs:

Schools: management board elections

1. Mr A GERBER to ask the Minister of Education and Culture:†

Whether it is the view of his Department that management board elections at schools should take place on a party-political basis?

B582E.INT

*The MINISTER OF EDUCATION AND CULTURE: Mr Speaker, the hon member for Brits has asked me whether it is the view of my department that management board elections at schools should take place on a party-political basis. Of course the answer is no. It is not my department's standpoint that management board elections at schools should take place on a party-political basis. [Interjections.] The fact that this does sometimes happen must, however, be blamed on the CP. [Interjections.]

Initially, the CP claimed this as its policy by manipulating management board elections with a certain degree of success.

*Mr C B SCHOEMAN: What about roads boards and hospital boards? [Interjections.]

*Mr T LANGLEY: And what about Tattersall's? [Interjections.]

*Mr SPEAKER: Order!

*The MINISTER: It goes without saying that there was a reaction which further politicised those elections, and I regret that. Owing to the Government's policy of the devolution of power, management boards acquired certain legal powers. "Political" management boards—therefore management boards elected on the basis of

Union ^{is} wins Sunday work fight

Staff Reporter

TEXTILE unionists yesterday emerged elated from the offices of the Department of Manpower after hearing of a victory for the workers in their industry against compulsory Sunday work.

Mr Ebrahim Patel, regional secretary of the Cosatu-affiliated Amalgamated Clothing and Textile Workers' Union of SA (Actwusa), said that 12 unionists had arranged a meeting with the department to inquire about the progress of an application by Netex to permit Sunday work.

"They (the company) needed an exemption from the terms of the Basic Conditions of Employment Act to enable them to extend their three shifts a week to four shifts, which would mean Sunday work," Mr Patel said.

Yesterday the department told the union that an exemption from the Act had been granted, but only for voluntary Sunday work.

This the union regarded as a victory, because it implied that compulsory Sunday work was not allowed.

Council to negotiate Post Office salaries

Labour Reporter *AS 11/4/89*

LEGISLATION for a unique collective bargaining mechanism for the Department of Posts and Telecommunications should be accepted this year, says the Postmaster-General, Mr Johan de Villiers.

He was opening the congress of the Postal and Telegraph Association of South Africa in Kimberley last night.

He said the idea was to defer salary and other service conditions to a bargaining forum, to be known as the Negotiating Council.

The council would have the authority to negotiate salaries and service conditions and to take binding decisions.

But in the case of general salary adjustments the Minister would have the authority to refer matters back to the negotiating council should he disagree with its decisions.

The council would meet under the chairmanship of a neutral labour expert.

Recognised staff associations and the department would be represented on an equal basis.

P 'n P mediation fails

ALAN FINE

THE Commercial, Catering and Allied Workers' Union (Ccawusa) has applied for the establishment of a conciliation board to deal with its wage dispute with Pick 'n Pay after private mediation failed to resolve the matter.

A union spokesman said yesterday the negotiations deadlocked with the company offering an across-the-board R142,50 monthly increase and the union demanding R160. *BIDM 11/4/89*

P 'n P industrial relations chief Frans van der Walt said the improved benefits averaged out at R15 an employee per month.

Dispute still not settled

THE dispute between the Commercial, Catering and Allied Workers Union of South Africa and Pick 'n Pay remained unresolved yesterday. *Somehow 11/4/87*

The dispute revolves around wage increases, with the retail chain offering an across-the-board rise of R142,50 a month. Ccawusa has rejected the company's offer in favour of R160 increase. *(355)*

Mediation has failed to resolve the row. Now the two parties are looking to the conciliation board to mediate in the dispute.

NUM talks political matters at congress

By Mike Siluma, Labour Reporter

Wages, job security and the general South African political situation will be top of the agenda when the National Union of Mineworkers (NUM), South Africa's biggest labour union, holds its sixth biennial congress in Johannesburg today.

In a statement yesterday the NUM general secretary, Mr Cyril Ramaphosa, said the congress was taking place at a critical time in the struggle for change and democracy in South Africa.

"Since the (1987) strike the mining industry has intensified repression against mineworkers and has brutally suppressed basic human rights. The apartheid state has lost sense of political direction as Mr P W Botha nears his political demise," said Mr Ramaphosa.

He said in the short-term the solution to the country's political problems lay in the release of Nelson Mandela and all political prisoners and an end to the state of emergency.

This should be followed by the scrapping of all apartheid laws and the establishment of a government elected by the people.

In addition to formulating a wage policy for 1989, including demands to be presented to the Chamber of Mines, the congress will discuss issues including "repression on the mines", changes in the Mines and Works Act Regulations, the Minerals Bill and retrenchments.

The 600 delegates to the congress will also deliberate on items such as the ANC's constitutional guidelines and the formation of an anti-apartheid coalition, as well as future developments in mining industry.

DELEGATES

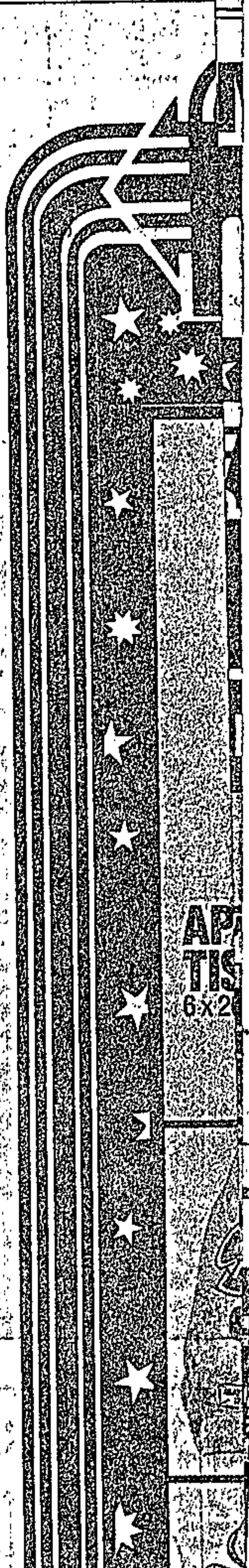
Foreign delegates will include representatives of the Mineworkers' International Federation and the Mineworkers' Union of Namibia. Miners in Botswana and Zambia will also send delegates.

Resolutions from the congress are likely to have far-reaching implications both within the industry and in the giant Congress of SA Trade Unions (Cosatu), of which NUM is the largest affiliate, with a claimed membership of 300 000.

Following the adoption by NUM of the Freedom Charter as political policy at its last congress in 1987, the document was subsequently accepted by Cosatu and most of its affiliates as the basis of political policy.

The now-restricted United Democratic Front took the same decision later.

The congress ends on Sunday.



Workers' Day on May 1 — May Day

Staff Reporter

AKCUL
13/6/89

355

WORKERS' DAY falls on Monday, May 1, this year and not on May 5.

The State originally decided that Workers' Day would be on the first Friday of the month, but in January it was announced that the public holiday had been changed to the first Monday of the month so those who worked on Saturday could also have a week-end off.

The traditional May Day — Labour Day — is May 1.

There has been confusion because some calendars show Friday, May 5, as the holiday.

● There are two other public holidays in May. Ascension Day is on May 4 and Republic Day on May 31.

May Day ¹⁹⁶⁵
dispute ^{14/4/89}
in rag trade

Labour Reporter

THE Western Cape garment industry faces a potential crisis over the May 1 holiday.

Employer sources said the Garment and Allied Workers' Union had made demands for May Day to be a paid holiday, although it was agreed last year that June 16 would become an extra holiday instead of May 1.

The union and employers met urgently yesterday and a union spokesman said a statement might be issued.

Employers were said to be unhappy because they viewed the union moves as reneging on the original agreement.

According to sources in the industry employers offered either May 1 or June 16 as an extra paid holiday.

Members had mandated the union to accept June 16.



Mojankunyana Gumbi... the reluctant achiever.

Success in a 'man's world'

355A
Covers
16/4/89

Gumbi concerned about the low number of women lawyers

By LULAMA LUTI

HER office is a far cry from the plush suites usually occupied by lawyers in city skyscrapers.

And one's first impression of tiny Mojankunyana Gumbi would certainly not be that of a lawyer – but she is one.

Cool, calm and collected behind her desk in a modestly furnished office, Mojankunyana works in the Black Lawyers' Association legal education unit.

Moja no longer practises as a lawyer, but her brief stint in the legal profession saw her handle many political cases during the unrest in the Northern Transvaal and surrounding areas before she came to Johannesburg in 1987.

Moja said that at the time she served articles with former Black Lawyers Association president Don Nkademeng, 90 percent of the cases he handled were human rights matters.

She later represented the family of the late Northern Transvaal journalist, Man-kompo Kutumela, during the inquest into his death.

Although an achiever, Moja is reluctant to talk about herself as one. She sees herself as a community worker and has vowed nothing will deter her from her commitment to community development in terms of the people's legal

rights.

Moja, 30, an LLB graduate from Wits and a mother of two, is currently projects officer of the BLA's legal education centre and she is also in charge of the associations's legal defence fund.

"Our major priority at the moment is to increase the number of black lawyers and to enhance the quality of existing lawyers.

"To this end we organise bursaries for students, place those who need to serve articles with law firms, and also encourage black firms to take more students by subsidising the salaries of the articulated clerks."

Moja said the centre had also established a trial advocacy course that deals with such skills as behaviour in court, posture and the control of witnesses.

Added Moja: "The centre is not black in terms of colour but black in terms of us wanting to address black problems. I believe we have the right to self-development."

She expressed her concern at the low number of black lawyers in the country. She said that in Johannesburg alone there were fewer than 10 qualified black women lawyers.

But she is adamant there is still room for change.

Said Moja of women: "The

blame lies squarely on their shoulders. There are no restraints in joining the legal profession. The problem must be in the women.

"Many women still think that law is a man's world – often involving a lot of hard work."

Giving advice, Moja said women ought to be aggressive in their bid to rid themselves of such unfounded myths as being conditioned to following certain careers.

"We have to utilise our role models to the fullest. I still stand by my conviction that women have been proven to be more productive than men."

She dismissed the question of women being economic and security risks to companies, as is sometimes argued.

"Women should be assessed by the amount of their productivity and not by the amount of time they spend in the office.

"There has to be an extensive education among women – education to let women let go and to stop feeling that they cannot compete with men.

"They need to know that it is possible to combine a successful legal career while also taking care of the role as a housewife. It can be taxing, but it is not impossible."

Strike looms as wage talks fail

By CONNIE MOLUSI

THE Commercial Catering and Allied Workers Union (Ccawusa) and Pick 'n Pay could be heading for a confrontation following a breakdown in the annual wage negotiations.

Ccawusa has applied for a Conciliation Board hearing in an effort to resolve the wage disagreement, failing which they can ballot for a strike.

After nine weeks of negotiations the union declared a dispute on March 1 which could not be settled after mediation.

The final round of the present negotiations broke down when the union demanded a R160 across the board increase effective for 12 months, whereas the company is offering a R142.50 across the board increase.

Pick 'n Pay has informed the union that this is its maximum offer for this year.

But the union has argued that because of its exceptionally healthy financial position, the company is in a strong position to meet the union's pay demand. The parties have settled other issues including:

- An improved bonus scheme.
- Improved funeral benefits.
- Alignment of Workers' Day and May 1.
- The company is to negotiate contracting out of certain sections of the Labour Relations Act.

Ccawusa's demand will raise the minimum wage at Pick 'n Pay to R790 a month.

Pick 'n Pay has argued that it is "limited in what it can pay because its major competitors in the market are paying far less".

355
Ccawusa
16/4/89

We're in dispute, says OK Bazaars

OK Bazaars has confirmed that it is in dispute with the Commercial, Catering and Allied Workers' Union (Ccawusa) over wages. ~~12/11~~ ~~12/11~~ ~~12/11~~

A company statement said the parties had agreed on a mediator and would meet later this month in an attempt to reach settlement. 355 8/20/11/1/89

The company was willing to improve its offer of increases of between 11,6 and 15,8 percent, in return for a moderation of the union's demands. Ccawusa is demanding an across-the-board increase of R205 a month, plus improvements to staff benefits. About 9 000 workers are affected.

Star 18/4/89

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OK workers in wage dispute

By Mike Siluma, Labour Reporter

The Commercial, Catering and Allied Workers' Union (Ccawusa) has declared a wage dispute with OK Bazaars after seven weeks of talks, the union said yesterday.

A Ccawusa spokesman said the dispute, affecting about 9 000 workers, centred on a number of issues, including wages.

The union was demanding an across-the-board increase of R205 a month, against a company offer of R79.

The dispute will go to mediation. OK management was unavailable for comment.

● About 600 Ccawusa members yesterday downed tools at Edworks' stores in the PWV area over wages, the recognition of May 1 as a holiday and improvements to bonuses. Workers were also protesting against the company's alleged refusal to recognise the union at its Bophuthatswana stores.

Edworks's group managing director, Mr Stewart Dodo, confirming a "stoppage" by Ccawusa members, said the union had rejected a company offer of individual increases of R100, which would bring the minimum rate to R520. He said he could not comment on behalf of the Bophuthatswana stores.

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NUM to ask for 100 percent wage increase

By Mike Siluma,
Labour Reporter

The National Union of Mineworkers (NUM), fresh from its sixth national congress, said yesterday it would demand an average increase of 100 percent on the minimum wage for its nearly 200 000 members employed at Chamber of Mines' gold and coal mines.

Announcing the decision, NUM general secretary Mr Cyril Ramaphosa said this year the union would demand a national minimum wage of R600 a month for underground workers and R543 a month for their surface counterparts.

CASH, NOT PERCENTAGES

The union's demands, to be submitted to the chamber this week, would deal with cash, and not percentage increases as in previous years.

Wage demands would exclude benefits such as food, accommodation and medical care.

"We resolved that the gap in payments between various categories be reduced drastically," said Mr Ramaphosa, adding that NUM, although mindful of the low gold price, would

enter into talks with the Chamber with the aim of achieving a "living wage" for members.

Although Mr Ramaphosa would not discuss percentages, the NUM demand, if acceded to, would double the minimum pay for some categories of workers, including those working underground in gold mines at a monthly minimum rate of R306.

Other resolutions were:

- To start debate within the union on guidelines on how the mining industry should be run, culminating in a "blue-print" dealing with issues including production, technology, housing, health and safety, worker control, and the development of new mines.
- To intensify the campaign against "repression" by mine management and the State.

SUPPORT SWAPO

- To give political and material support to Swapo.
- To support the formation of an anti-apartheid coalition.

NUM also resolved to, in co-operation with other anti-apartheid groups and unions, start discussions on a new constitutional dispensation, centring on the African National Congress's constitutional proposals.

The union would also send delegations to the American, British and West German governments, to "highlight the brutality of the apartheid regime", these countries being the "main Western supporters" of South Africa.

● NUM claimed the current wage strike at Rustenburg Platinum Refineries, had severely affected production and led to the cancellation of overseas contracts worth R14 million. A refinery spokesman disputed this, saying production had been maintained.

Star 12/4/84 (355A) (S)

Women's group awards liberated company policy

Staff Reporter

An increasing number of South African companies is seeking to offer true equality to women in the workforce. Evidence of this is the growth in the number of companies entering for the National Gold Award of the S. Federation of Business and Professional Women (SAFBPW).

Sharon Lain, national projects manager for SAFBPW, says South African companies face a critical shortage of skilled manpower and have realised they have to entice women back into the workforce in addition to offering more to keep the women they already have.

"There has been a huge leap towards true equality for women by certain top companies, but there is still a lot to be done," she says.

As the only women's organisation award made to the corporate sector, the SAFBPW Gold Award is regarded as a major status symbol for companies keen to attract women staff. Past winners include the Nestle Group, Gilbey's, the Carlton Hotel, Arthur Anderson & Co, Thomas Cook Rennie's Travel and Murray & Roberts Properties Tvl and OFS.

The award is open to groups and individual divisions within companies and entrants must be nominated, usually by an employee. The cut-off date for this year's nominations is May 31 with the presentation of the award taking place at a gala dinner on September 28.

Criteria important to the award include that the company offers equal opportunities in staff development, training, promotion, recognition and remuneration.

Ms Lain says one objective is to "motivate companies to recognise, encourage and develop the aptitudes of all their female employees". In turn, she said, companies gain considerable prestige and greater appeal to business and professional women.

The far-reaching changes that win the SAFBPW's praise include such attractions as fully paid extended maternity leave on a basis similar to that offered to men completing their national service, and the offer of a widower's pension (in other words, no discrimination against women contributors who die in service). The latter has been introduced by a number of local companies in recent years.

The address for nominations is P O Box 9842, Pretoria, 0001.



Sharon Lain — companies have to offer women more.

NUM wants 100 pc

THE National Union of Mineworkers (NUM) would demand a national minimum wage of R600 a month for fresh from its sixth national congress, said yesterday that it would demand an average increase of 100 percent on the minimum wage for its underground workers and R543 for their surface counterparts. The union's demands, to be submitted to the chamber this week, would deal with cash, and not percentage increases as in previous years. Wage demands would exclude benefits such as food, accommodation and medical care.

Announcing the decision, NUM general secretary, Mr Cyril Ramaphosa said this year the union

5800/10/14/69

Railmen seek 15-17% across board

PRETORIA — The Federal Council of Sats' Unions yesterday submitted a demand for across-the-board pay hikes of 15-17% from July.

Council general secretary Abe Koekemoer said the claim was backed by figures showing big inflationary inroads into railwaymen's pay during the past 12 months.

Their last increase of 12,5% was in September. The demand covers about 180 000 workers in 11 unions.

GERALD REILLY

The only black union broke away from the council and will make its own representations.

Management will respond on May 2. Chairman of the council, which comprises an equal numbers of federal council and management representatives, is labour expert Nic Wiehahn.

NUM seeks a 95% hike on minimum rates A TIME

THE NUM said yesterday it would enter the 1989 wage negotiations with the Chamber of Mines with demands for a R600 monthly minimum wage for underground miners and R543 for surface workers.

These demands, devised at the NUM congress which ended on Saturday, represent a 95% increase on the minimum chamber rates for gold mines and more on collieries.

However, the R600 represented a lower percentage increase on actual wages paid. It is 55% above the minimum underground rate at Anglo American, the group with the highest minimum pay scales.

 **ALAN FINE** 

Substantial differentials on wage scales have developed between the six major mining groups during the last few years.

The demand for grade eight underground employees, the top grade negotiated for by the NUM, is R1 287, about 37% above the minimum chamber rate.

The congress resolved the mining industry "must make progress towards paying a living wage to all by 1991". It also called for a national minimum wage for the industry to reduce the differentials between

mining groups and further aimed to reduce skill differentials.

NUM general secretary Cyril Ramaphosa, re-elected at the congress along with the rest of the union executive, said the pay proposals "came close" to what the NUM saw as representing a living wage.

Asked about the ability of marginal mines to pay, Ramaphosa said the earnings of the super-performing mines in each group should be used to subsidise wage at those which were struggling.

However, it had to be accepted that some mines were reaching the end of their lives. **81 Dec 18/14/89**

Fatter pay packets all round dismay manpower chiefs

PRETORIA — There is official dismay at last year's average 19% rise in pay packets.

National Manpower Commission acting chairman F S Barker says the jump is disconcerting and difficult to justify considering a lower inflation rate and rate of increase in productivity.

He adds in the chairman's 1988 annual report, released in Pretoria yesterday, that in some sectors average salary and wage increases amounted to 30%.

Central government workers' increases averaged 12%.

Plateau

The incidence of strikes last year decreased sharply, compared with 1987, and there had been an 80% drop in the number of man-days lost through stoppages.

Figures 1987 had, however, been boosted by the mining strike.

"Although it is perhaps a bit early to say, it would appear as if strike incidence has provisionally reached a plateau unless, of course, a strike of the magnitude of the 1987 mining strike occurs again," Barker says.

He adds employers are now more aware of tending to labour relations.

Barker says there has been a welcome increase in employment in the formal sector while there are signs of a significant increase in activities in the informal and semi-formal sectors. — Sapa.



South

20-26/4/89

south LABOL

From MONO BADELA
THE National Union of Mineworkers (Num), Cosatu's largest affiliate, is this week submitting demands for a minimum wage increase of almost 100 percent for its over 200 000 members employed at Chamber of Mines' gold and coal mines.

And, in a change of strategy, the demands will be presented in the form of cash not percentages.

Speaking at a press conference after the end of the union's sixth national congress, Num general secretary Cyril Ramaphosa said the union was demanding a national minimum of R600 a month for underground workers and R534 for their surface counterparts.

The demands exclude benefits like food, accommodation and medical care.

Ramaphosa also announced that the union would soon be sending a three-man delegation to the main capitals of the Western world in a mission to spotlight apartheid laws and repression in South Africa.

The delegation, which will include a top Num official, will seek meetings with the heads of state in Britain, the United States and West Germany, and will seek support from miners' leaders in these countries.

The decision follows dis-

100%

Tough new demand from mineworkers

cussion about the South African political crisis and its repercussions on the industry at the congress, which was attended by about 600 delegates representing nearly 400 000 black miners from 16 regions.

Ramaphosa said the congress had decided that George Bush, Margaret Thatcher and Helmut Kohl should personally be presented with a complete set of apartheid laws to expose them as supporting a regime whose laws oppress the majority of South Africans.

The three leaders will also be presented with statistics of those detained, arrested and charged under the statutes and the penalties (including executions) meted out during the past 10 years.

In a move which will have a major influence on other organisations in the country, the Num congress adopted the ANC's constitutional guidelines.

Delegates at this year's congress resolved that the Freedom Charter should be incorporated into Num's constitution as an annexure.

Num was the first trade union in Cosatu to adopt the Freedom Charter in February 1987.

Delegates reiterated Num's belief that South Africa's "apartheid constitution" was not aimed to protect the interests and basic human rights of the majority of South Africans.

In supporting the resolution, delegates stated that apartheid and capitalism could be crushed if a restructuring process of the state based on the Freedom Charter could begin now.

It would provide a firm basis for national reconciliation and co-operation between the different communities.

It was resolved that Num would establish local structures where mineworkers would begin discussing the proposed guidelines and solicit participation from other Cosatu affiliates.

Another resolution adopted called for the establishment of an anti-apartheid coalition to "expose the weaknesses of the ruling class and the deepening crisis the government finds itself in".

Num feels Cosatu and the restricted United Democratic Front (UDF) should form the core of this anti-apartheid coalition.

Other resolutions dealt with political education for the workers, detention without trial, political prisoners and capital punishment.

Other resolutions discussed were safety on the mines, the Living Wage campaign, expanding Num's membership and opposition to retrenchment.

RAISING THE MINIMUM

Chamber of Mines and other monthly wage rates compared
(Gold Mines)

1989 NUM demands	Official Chamber minimum 1988	Anglo 1988	JCI 1988	Gencor 1988	Gold Fields 1988	Rand Mines 1988	Gencor marginal 1988	Maximum 1988 % Deviation from Chamber	Maximum 1988 % Deviation between Mines
SURFACE									
543	278	337	337	294	280	323	291	21%	20%
605	319	382	384	337	354	364	335	20%	15%
675	374	443	441	402	438	410	400	18%	10%
753	432	517	519	474	538	480	471	25%	14%
840	496	597	599	365	653	544	561	32%	20%
937	578	704	698	670	—*	646	665	22%	—
1 044	670	823	809	812	775	768	806	23%	7%
1 165	838	956	941	1 008	928	971	1 000	20%	9%
UNDER- GROUND									
600	306	385	384	350	329	372	347	25%	17%
669	379	443	440	398	393	422	394	18%	13%
746	439	512	537	475	480	474	472	22%	14%
832	505	599	590	548	591	547	544	16%	10%
928	576	694	686	661	718	619	656	25%	16%
1 035	667	799	768	780	—	734	774	20%	—
1 154	765	924	924	929	869	841	922	21%	10%
1 287	939	1 067	1 072	1 119	1 074	1 055	1 110	19%	6%

Source: NUM

*n.a.

MINE WAGES

At the margins

Pay talks this year between the Chamber of Mines and the National Union of Mineworkers (NUM) look set to take up the issue that emerged so strongly at last year's negotiations — the health of the mining industry and whether it can afford to pay the kind of increases tabled by the union.

On Monday, NUM general secretary Cyril Ramaphosa announced opening demands for a national minimum cash wage of R543 for grade 1 surface workers, and R600 for the lowest scale underground workers. This would nearly double their current cash earnings based on chamber rates (see table). At the top end, the minimum demanded for grade 8 surface workers is R1 165 (a 39% increase) and R1 287 (37%) for their underground counterparts.

In terms of the wage policy adopted at the NUM's sixth biennial congress last week, the union aims to negotiate national minimum rates in an endeavour to counter the different levels paid by different companies and to reduce "drastically" the gaps between wage categories. It was also decided that

minimum wages will henceforth be negotiated "in money terms" since it is difficult for workers to understand percentage increases. Those earning above the minimum "must get a guaranteed rand increase (of) at least the difference between the new minimum and the present minimum for their grade."

Ramaphosa added: "We want a commitment from the chamber to pay a living wage by 1991." A "living wage" was not defined but this year's demands, if met, "came close," he said.

NUM's drive for a national minimum comes at a time when industry sources are predicting separate negotiations in future for richer and poorer or marginal mines. They say it was pointed out to the union last year that a number of mines were in dire straits and would have to close but for State assistance to keep them going. Wage demands of the current order might just be the death knell to the marginals and lead to massive retrenchments. The chamber's 14 marginal mines, furthermore, account for only 13% of production but employ about 20% of the total workforce. This has serious implications for NUM membership, which the union hopes to build to 400 000 by 1991, from its current 240 000 paid-up level.

According to one mining source: "At the current gold price and rand/dollar exchange rate, it appears as though at least 12 of the 33 operating gold mines are producing gold at working costs in excess of their revenue. If this trend continues for the rest of the year, then quite obviously these mines will have to consider drastic steps to reduce working costs."

"The NUM's very substantial demands must be seen against this light." Already this year there have been 10 000 retrenchments, mainly in the Gencor group, and, it is pointed out, many companies have been "downsizing" through natural attrition.

According to Chamber of Mines figures, 1988 showed a record working revenue of

R18,8bn. However, total profits before tax (R6,98bn) were down 1,6% on 1987, which in turn was 14,6% lower than in 1986. Wages and salaries (R5,7bn) last year accounted for 31% of working costs of R11,8bn.

Whereas revenue in 1988 was up 9,7% (1,9% in 1987), costs went up by 17,7% (18,1%). Dividend payments at R2,2bn were down by 3,6% in 1988, having fallen 9,4% in 1987. All this occurred when the gold price was on average higher than it's been so far this year. Realistically, therefore, the chamber will be hard pressed to grant wage rises of more than a few points higher than the official inflation rate.

Ramaphosa, of course, opposes the arguments for closing marginal mines and maintains that "the marginal mines should be boosted up by the super-performers." For example, he claimed, in the same way that the mines purchase machinery "from a single pool, there is no reason why wage costs cannot be dealt with in a similar manner." Shareholders will, of course, think differently.

The union proposes various other ways of dealing with the problem of marginal mines and retrenchments. For instance, negotiating a scheme whereby the union could take over those mines and run them on a co-operative basis; and shorter working periods where a longer period of "home time" between contracts is negotiated, as has been done in one case.

Diamond workers paid 'slave wages'

By Janet Smith

Rural workers employed in the diamond cutting industry in decentralised areas have claimed to be receiving wages of between R100 and R120, slightly more than the total Government subsidy granted to employers to subsidise their workers in most areas.

Workers are allegedly being exploited to the benefit of the diamond cutting industry, which, through the Government's decentralisation policy, has reaped the harvest of chronic unemployment in rural areas by providing polishing and cutting jobs in newly-established, subsidised factories.

Although employment has been provided on a large scale, workers, many of whom have not been employed in industry before, claim to being paid "slave labour wages" by employers.

ALLEGED IRREGULARITIES

The South African Diamond Cutters' Union has declined to comment on the allegations made by workers in the decentralised areas but confirms it has set up a meeting with the master cutters on May 2 to discuss any alleged irregularities.

The union has previously taken an employer in the industry to task for irregularities, when the employer withdrew from the Industrial Council after allegedly refusing to grant exemption from its medical aid fund to workers who requested it.

This refusal, it is claimed, resulted in many workers losing up to R35 a month in wages by having to contribute the funds. Workers are legally permitted to claim exemption from paying medical aid should they feel unable to do so.

May 1 'official' Workers' Day

MAY-DAY, or Workers' Day, is on May 1 — and that's official, so disregard your diary or calendar if the day is noted on May 5.

The confusion arose because the government originally decided that Workers' Day would be on the first Friday of May. In September last year this was changed to the first Monday of May.

Mr. Tommie Brand, manpower manager of Cape Town Chamber of Commerce, said the chamber had been "inundated" with calls from people confused about which day was the official holiday.

Shoe firm workers on strike

South Africa 25/1/87
TWO hundred and fifty workers of Edworks and Pick-a-Pair in ten towns in the Northern Transvaal have been on strike since last Monday to demand higher wages, a worker spokesman confirmed yesterday.

They are demanding a minimum wage of R530 a month and an across the board increase of R135 a month. The strike affects Edworks outlets in major centres throughout the country.

Pick 'n Pay in wage agreement

Sowetan 28/4/89
AGREEMENT on wages and other conditions of employment was yesterday reached by Pick 'n Pay and the Commercial, Catering and Allied Workers' Union of South Africa.

A spokesman for Pick 'n Pay said the agreement was reached by the two parties on the third day of their negotiations.

In a Press statement he spelt out the details of the agreement:

"An across-the-board increase of R146,87 per month for 12 months, effective and backdated to a March 1989 until February 1990, for all full time employees in the represented group.

"A minimum wage of R750 per month for the lowest paid permanent employees employed after April 24, 1989.

"A dramatically improved bonus scheme.

"A 44 percent improvement in the payout of a funeral benefit the company operates for its employees, their close relatives on a non-contributory basis.

"The two parties will engage in further negotiations and discussions on secondary issues: such as working hour patterns, flexibility of labour, courtesy, productivity, job evaluation, and African school of thought as from June 1989." — Sapa.

UNIT TIMES 26/4/89 (6) (2) A
P 'n P agrees on 355
R43m wage package

JOHANNESBURG. — Unionists were told that in view of this week's significant wage agreement the company expected co-operation on productivity, work flexibility and courtesy to customers, Pick 'n Pay's Frans van der Walt said yesterday.

Pick 'n Pay and the Commercial, Catering and Allied Workers' Union (Ccawusa) had reached agreement on a R43m wage package for the year from March 1, the union announced yesterday.

The agreement is likely to put pressure on other retailers to match the increases. The OK Bazaars is about to enter mediation with Ccawusa with its latest offer of a R79 across-the-board increase, against the union's R205 demand.

The R146,87 a month across-the-board settlement, which followed six days of mediation and conciliation proceedings, represents an average 19,9% increase for the more than 14 600 permanent and 8 000 casual staff members.

A Ccawusa spokesman said union efforts since 1985 had improved real wages at Pick 'n Pay by 123%. However, this was from an extremely low base.

"While the increases are a significant improvement, the road to a living wage for all P 'n P workers is still a long one," he said.

The agreement also provided for a R750 minimum wage, an improved bonus scheme and funeral benefit, and company commitment to negotiate contracting out of the Labour Relations Amendment Act and to communicate with government on the alignment of Workers' Day and May 1.

Adcock earnings up 37%

26/08/87
Pick 'n Pay
agrees on

new wages

JOHANNESBURG. — After three months of negotiations, a wage agreement has finally been concluded between Ccawusa and Pick 'n Pay, a Ccawusa spokesman confirmed yesterday.

The agreement involved:

- An across-the-board wage increase of R146,87 a month, effective from March 1 this year for 12 months,

- A company minimum wage of R750 a month,

- An improved bonus scheme,

- Improved funeral benefits,

- The company to communicate with the government on the alignment of Workers' Day and May 1,

- The company to negotiate contracting out of certain sections of the Labour Relations Amendment Act.

A total of R43,7 million was involved, the spokesman said. — Sapa

Star 26/4/89

Pick 'n Pay, union, agree on conditions

355

By Mike Siluma,
Labour Reporter

Pick 'n Pay and the Commercial, Catering and Allied Workers' Union have agreed on wages and working conditions for 1989 after three days of conciliation board hearings, the company said yesterday.

Full-time workers in the company's employ prior to the agreement will receive individual increases of R146,87 a month, backdated to March 1 1989, and effective until February 1990. Other issues agreed upon were:

- A new monthly minimum rate of R750, up from R630, and improvements to the bonus scheme.
- A 44 percent increase in the funeral benefit scheme pay-out.
- That employees be entitled to observe March 21 (Sharpeville Day) on a no-work, no-pay, no-penalty basis.

Discussions on issues such as working hour patterns, productivity, the recognition of traditional doctors and healers, and job security for detainees, will be held from June.

Pick 'n Pay expects 'worker co-operation'

UNIONISTS were told that in view of this week's significant wage agreement the company expected co-operation on productivity, work flexibility and courtesy to customers, Pick 'n Pay's Frans van der Walt said yesterday.

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ALAN FINE

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rest of the western world. SA was the only country in the English-speaking world which did not allow accounting firms to advertise.

INTERDICT FILED AGAINST CCAWUSA

355

8/Dec

26/4/89

SIPHO NGCOBO

EDWORKS Stores yesterday filed an urgent interdict in the Rand Supreme Court against the Commercial Catering and Allied Workers Union (Ccawusa) requesting the strike by an estimated 1 000 of its workforce be declared unlawful.

Edworks Group MD Stewart Dodo said the application was filed at 2pm yesterday and Ccawusa's senior official Salim Vally confirmed court action had been taken against his union.

An estimated 80 Edworks stores in the PWV area, Bophuthatswana and the northern Transvaal have been affected by the strike. Ccawusa is demanding a minimum wage of R530 a month and an across-the-board hike of R125.

The hearing has been postponed until Friday, during which time Ccawusa has agreed its members will not interfere with or intimidate any of Edworks' employees or any temporary staff or any customers, distributors, or other persons entering the company premises.

10 MINUTE X-WORD 7222

berley.

present real political corrup- es pe
tion." 355 makes

Govt must stop May Day 'egg dance'

THE government should stop "doing an egg dance" about Workers' Day and declare it to be on the first of May instead of on the first Monday of May, Mr Peter Gastrow (DP, Durban Central) said yesterday.

Speaking during the budget debate on the Manpower vote, he criticised the government for refusing to concede that Workers' Day should be on May 1, as it was internationally. Mr Gastrow said 1988 had "by and large" been a stable year for labour relations.

There had been a dramatic decline in the number of industrial actions due to both worker and employer organisations' growing sophistication and use of established labour relations procedures, he said. — Sapa

'Living wage under attack'

"WE cannot afford to live."

That was the message from unions this week as consumers reeled under the news of a rise in the price of maize and bread — both staple foods.

The increase raised the price of white bread by five cents to 90 cents and that of brown bread by seven cents to 76 cents.

A Cosatu pamphlet distributed in the Western Cape this week said workers were celebrating Mayday at a time when they faced "many attacks on their standard of living and the ma-

jority of people were living in poverty".

National Council of Trade Unions vice-president Patricia De Lille said the increases meant workers were faced with a desperate situation.

"It means we cannot afford to compromise at wage negotiations. We have to demand wages that we can live on," she said.

A Garment and Allied Workers' Union spokesperson said the increases represented an attack on the Living Wage campaign and workers would have to take the increases into account when formulating wage demands at

negotiations.

The price spiral began with a 10 percent fuel hike in January this year, followed by a second increase earlier this month.

The rise in fuel costs led to a spate of increases in the price of consumer goods and transport.

In Cape Town busfares are to go up this week by an average of 10 cents a ride.

The increase from 12 to 13 percent in general sales tax in the budget was another blow for consumers.

355 Smith
27/4 - 3/5/89

By CHIARA CARTER
METAL industry employers were asked to take a public stand on detention without trial at the industry's latest round of wage talks this Tuesday.

The Electrical and Allied Workers' Trade Union (Eawtu) presented employer body Seifsa with a demand that employers agree to guarantee pay for employees in detention.

Eawtu also demanded that Seifsa publicly call for an end to the system of imprisonment without trial.

While several unions including Eawtu have won agreement at plant level for detention pay, it is the first time in South Africa that the issue has arisen as part of a wage proposal package at industrial council level.

Eawtu acting general secretary Brian Williams said the demand signalled the beginning of a national campaign in the metal industry over detention without trial.

At this week's talks Seifsa agreed in principle to a National Union of Metalworkers of South Africa (Numsa) demand that the pension fund be changed to a provident fund that allows for flexible benefits and a lump sum payment upon withdrawal.

This is conditional on

Detention focus in wage talks

satisfactory negotiations regarding wages.

Seifsa wants fewer restrictions on management. Its demands include the removal of all limits on overtime and a proposal that small businesses be exempt from the provisions of the industrial council agreement on the grounds that these businesses would not be able to survive if they were forced to adhere to the wages and conditions of employment set out in the agreement.

Seifsa also argued that unless small businesses were exempted, they would not become party to the council. This would affect the representativity of the council since the Department of Manpower is trying to block extension of the agreement to non-parties.

Numsa agreed to discuss this proposal with its membership but a Numsa spokesperson said the union rejected Seifsa's argument that deregulation would stimulate employment as "fallacious".

Eawtu's Williams said the proposal contained "serious contradictions".

"We cannot agree to the

introduction of wage competition in the industry as a way of protecting business owners who have poor managerial skills.

"Why should workers be the victims of management's inadequacies?"

Numsa rejected Seifsa's wage proposals and said any concession on this was dependent on concessions on other proposals, especially job security, and an overtime ban.

Numsa agreed to swop

June 16, Mayday and Sharpeville Day for other public holidays and that the main agreement be extended beyond its expiry date on the understanding that this would not block unions from taking action.

'Unholy alliance' in unique case

A COMPLICATED legal battle between a small electronics company and the Electrical and Allied Workers' Trade Union (Eawtu) could have far-reaching implications for the metal sector, South Africa's second-largest industry.

The lawsuit, which has been waged for more than a year, resulted in a Supreme Court hearing last week.

The company, Photocircuit, argued that the Supreme Court should overrule an industrial court finding last year, because it fell outside the jurisdiction of the industrial council and court.

Opposing Photocircuit was an "unholy alliance" of the industrial court, the industrial council and Eawtu.

The case, unprecedented in the industry, stems from Eawtu's first legal strike in the Western Cape last year.

At the time, 11 Photocircuit employees went on strike after an industrial council hearing failed to resolve a dispute over the company's refusal to allow Eawtu stoporder facilities.

The strikers were fired following

Supreme Court writ for the company's assets to be attached to cover the workers' pay and benefits.

In court this week, Photocircuit argued that the strike was illegal, because the industrial council agreement contains a clause which states that non-parties to the agreement cannot make trade union deductions.

Consequently, it would be unlawful for the company to agree to provide stoporder facilities.

Eawtu argued that this clause was unlawful since it contradicted the Basic Conditions of Employment Act and the main agreement of the industrial council, both of which state that trade unions' deductions may be made upon presentation of the written authorisation of an employee.

The company also argued that the dispute should have been referred to the industrial court by the industrial council and not Eawtu, which is a party to the dispute.

Rift in metal industry far from healed

By Mike Siluma,
Labour Reporter

Disagreements between metal industry unions and employers on wages, new jobs and security remain despite a third round of talks between the parties this week.

A major hurdle was cleared when employers agreed to a demand that the industry's pension fund be converted into a provident fund, but the National Union of Metalworkers (Numsa) reported little progress elsewhere.

Mr Brian Angus, director of the Steel and Engineering Industries Federation (Seifsa), said it had agreed in principle to the conversion of the Metal Industries Group Pension Fund to a "flexible benefit fund", allowing for lump sum payments on workers' withdrawal.

The offer was conditional upon satisfactory negotiations on the details of the conversion and agreement on all other matters in the current talks.

Seifsa made offers on the sick pay fund and shift allowances.

A Numsa statement yesterday attacked a proposal that small companies should be exempted from minimum standards negotiated during the talks.

Any concessions on pay by Numsa depended on Seifsa conceding to demands regarding job security and employment creation.

The talks resume on May 16.



Labour Briefs

Mayday row averted

A MAYDAY showdown between the Garment and Allied Workers' Union (Gawu) and Cape clothing employers appears to have been averted.

Gawu regional secretary Lionel October said most employers had reached agreement with their workers.

Some workers are getting the day as a paid holiday, others as an unpaid holiday and others will be swapping it for Republic Day.

Liquor dispute

THE Hotel, Liquor, Catering and Allied Workers' Union is seeking legal advice on behalf of 70 workers, who were dismissed last month from the Seven Eleven chain of stores following a three-day work stoppage.

A union spokesperson said the stoppage was to protest the refusal by Seven Eleven owner, Mr George Hadjidakis, to recognise the union.

Hadjidakis is chairman of Hellenic football club.

Stalemate at OK

THE Commercial, Catering and Allied Workers' Union has agreed to mediation in a wage dispute affecting more than 9 000 OK Bazaars workers.

The union declared the dispute with OK after wage talks stalemated earlier this month.

OK has offered a monthly increase of R79 while the union is asking R205.

Bid to end strike

THE National Union of Mineworkers has proposed arbitration in an attempt to resolve the longest strike in the union's history.

About 550 Num members have been on strike at Rustenberg Platinum Refineries for 55 days over a wage dispute.

The workers are holding out for a 22 percent wage increase while management has offered 14,5 percent.

Mediation talks broke down earlier this month.

A Refineries spokesman denied that the strike had seriously affected production resulting in the cancellation of million rand orders.

BRENT MELVILLE

SA's first women welders have dealt a stunning blow to male chauvinists by starting work on the 14 500 ton, R200m support structure for the Mossel Bay oil rig.

The young women are graduates of

Women welders employed on oil rig

10472714159
a Port Elizabeth centre which trains on behalf of the SA Fabrication and Construction Training Trust Fund (SAFCTF).

SAFCTF executive director Rene Schmetz believes women welders are

12 152 355A
better at the job than men.

"We have found that if a woman has the natural ability, she makes a good welder because she has better hand/eye co-ordination than the average man," he says.

It's all a lie, says Femme editor Jordan

By Paula Fray

The up-market glossy magazine, *Femme*, is not being wound up or facing provisional liquidation, the editor, Susie Jordan, said yesterday.

Mrs Jordan was commenting on a court order for the provisional winding up of Fashion Publishers (Pty) Ltd, trading as *Femme*, which was granted in the Rand Supreme Court on Tuesday.

The application was by Citylab (Pty) Ltd for R10 375 owed on an account incurred in 1986. The order is returnable on May 30.

The present owners of *Femme*, Emme Publications (Pty) Ltd, will be taking legal advice, company director Mr L Coetzee said. He emphasised that no summons had been served on the magazine.

Ms Jordan said she was unaware of the court action until contacted by *The Star*. She said she would also be taking legal action.

"The whole situation is damaging and libellous to the magazine and to me. The story, as far as I am concerned, is untrue," she said.

Strikers prevented from demonstrating

Two busloads of Rustenburg Platinum Refinery workers were allegedly stopped from staging a peaceful demonstration — to draw attention to their demands and their willingness to negotiate — at Johannesburg Consolidated Investments (JCI) head offices yesterday.

A National Union of Mineworkers statement said that after earlier negotiations with police, workers were allowed to proceed from the NUM offices to JCI's headquarters, but were then prevented from alighting from the buses.

At 56 days the RPR strike is "The longest-running ... in the history of mining in South Africa," according to the NUM — and it is continuing, with 547 workers at loggerheads with the management at Rustenburg Platinum Refineries.

OFFER SHOULD BE RETROSPECTIVE

The RPR strike began after the refinery's management refused to meet the workers' wage demands, the NUM said.

In an effort to reach a settlement, the union proposed that the company's 14,5 percent offer be paid retrospective to January 1 of this year. Contained within the proposal were the following demands:

- Six months' maternity leave for women workers;
- Lower job categories to get two additional days annual leave;
- Higher job categories to get one additional day annual leave;
- June 16 is declared a paid public holiday.

The mine's management has refused to meet any of these proposals, however, the union claims.

NUM said RPR workers had undergone hardships during the strike, often sleeping outdoors.

Their food supplies were allegedly severed by JCI management on a number of occasions and they had to go without food for several days.

Refinery workers reported to the plant everyday but did not work, NUM said. Management had said it would institute a lockout if workers left the premises. — Sapa

The new woman looks towards a plusher future

By THANDEKA GQUBULE and
AUDREY BROWN

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wmaic
28/4-4/5/89.

AN aim of the Business Women's Forum launched last week is "to get women of all races to communicate, interact and work out a common agenda as women" — but a small business woman at the meeting might have felt like a beggar in a Christian Dior boutique.

More than 50 elegantly dressed business and professional women, most of them black, attended the launch in a plush Johannesburg hotel. It was convened by Network International, a public relations firm.

Issues which dominated discussion were managerial problems of access to credit, how to handle employees, and the attitudes of both men and women towards women in powerful positions. But the small business women, such as hawkers, were not represented.

"These women have very similar concerns to other business women present here," said one of the delegates. "They, too, are concerned about how to set up viable small businesses. They, too, are concerned about access to credit. They also need a discussion forum and a support system."

However, this discussion was not pursued. Many of the delegates represented a new generation of black women who have reached middle management levels in South Africa's corporations.

The forum seeks to "correct the perception that manpower relates only to men" and to encourage women "to become more productive in the full range of their activities".

It hopes to create an awareness of the problems women in business face and, more important, highlight their potential in the South African environment. Delegates committed themselves to "working on the subtleties of communication in a multiracial society and how it can be understood and developed". A major problem still encountered by black women was racism in business.

The key word at the forum, chaired by Wendy Luhabe of BMW, was networking.

The forum seeks that women take charge of their own development and establish a compact network for communication.

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WMAW 28/4-4/5/89.

THE WOMEN'S TREK

WHAT binds black and white women in South Africa today? War.

This was the consensus reached by 80 South African women at the close of the three-day "Women in the Struggle for Peace" conference in Harare last week.

The trek of 55 women from South Africa, white and black, and 25 exiles from African National Congress missions around the world was another of the Institute for a Democratic Alternative for South Africa's exercises of "exposing" South Africans to each other.

The scale and intensity of political violence — state repression and resistance — in South Africa was highlighted in emotional debates on the brutalisation of the South African community.

In the soul-searching debates on conscription and militarisation, women — as mothers and sisters — found a common cause. The victims are the young conscripts made to fight in a white army and the youth of the townships who take up arms in their battle against apartheid, they argued.

The separateness of two worlds, one white and one black, became increasingly evident during debates and informal discussions.

It became apparent that some white delegates were unaware of the full extent of repression and South Africa's involvement in destabilisation activities in neighbouring countries.

The exiles, which included members of the national executive and diplomats in Europe, displayed a political sophistication lacking in many in the delegation

Some 80 South African women, some living scattered around the globe, met in Harare last week for soul-searching debates on conscription, violence and the role of women in apartheid society. The gulf between their different worlds soon became very evident.

from home.

The plea of ignorance, however, gave rise to conflict within the home delegation. Several white women reacted angrily. For many the sentiment found deeper meaning in the expression of a self-proclaimed National Party supporter: "You can not expect me to just give up all the things I have ever believed in."

The first day of the "Zimbabwean experience" focused on how to embark on reconciliation. In Zimbabwe it is a well known fact that too many white Rhodesians turned a blind eye to the call for unity and reconciliation following independence. This manifests itself in the conspicuous absence of whites at political rallies or other political functions and their desire for exclusive social societies and schools.

This view was reflected in a *Herald* cartoon last week which depicted a white couple with a single guest sitting in a posh club. "Why didn't you bring your wife," enquires the one man. "I couldn't, she's black," the other replies.

It is against this background that white

and black Zimbabwean women, who had fought for independence, were invited to share their experiences with South Africans.

The message to white South Africans was loud and clear: "Don't exclude yourselves from the liberation process." In the words of Zimbabwe's Minister for Political Affairs, Opah Muchinguri, "I want to recommend to the parties involved in the fight against apartheid to seriously consider reconciliation as a major strategy in this struggle."

For many, the conference was a learning experience. "The reaching out of white South Africans is a sign of hope for us," an ANC delegate said.

"Now I know that there is a place for my children and I in a post-apartheid South Africa," a white delegate said.

Visions of a future South Africa were expressed in debate around the ANC's constitutional guidelines. "This is a document by South Africans for South Africans. Don't look at it as an ANC document," said an ANC legal expert.

There was consensus that the common enemy was apartheid. Said one ANC delegate: "We are in the process of creating a new society. Women have to push for recognition in the constitution now — it might go up in smoke in a post-apartheid South Africa."

"What we have in South Africa is a unique opportunity to follow the worldwide trend to express the rights of women and children in a new constitution. It is our obligation, however, to make sure that we get those powers."

THE organisers of last week's meeting of women in Harare probably hoped that hearing about the Zimbabwe war and the post-independence policy of reconciliation would allay South African whites' fears of political change.

They would probably have been dismayed to overhear a National Party member in the queue for supper on the second night express the view that the meeting had so far "confirmed my worst fears for the future". At the end of the conference, this woman linked hands with the rest of us to sing *We shall overcome*. What had happened?

For most of us, the three-day meeting in Harare caused a shift in political attitudes. For some, this involved a major tilt, as they heard for the first time a clear exposition of ANC policy. For others it involved a new or deepened appreciation and respect for ANC members as people.

Undoubtedly the most important factor in shifting attitudes was the ANC members themselves. A total of 38 women had travelled from London and Lusaka. They included the three women members of the national executive committee, Ruth Mopati, Gertrude Shope and Jackie Molefe.

They were an extraordinarily diverse group, including older women of enormous warmth and dignity who had been in exile for over 20 years, much younger women — many of whom were glamorous and fashionably dressed — and extremely articulate and erudite analysts.

Of course, these descriptions are not mutually exclusive. What was significant was that their diversity matched that of the 55 "South African passport-holders", so there were many bridges to connect individuals to each other.

Most of the women from inside South Africa had a sense of being privileged to have these encounters. This sense of privilege was underlined by Sally Mugabe, the First Lady of Zimbabwe, when she opened the conference.

She emphasised that although Zimbabweans and South Africans had more in common than simply sharing bor-

Three days that turned some cherished ideas upside down

A personal account by one of the delegates, sociologist JACKLYN COCK

ders, the struggle that had been fought in Zimbabwe could not be equated with that being fought in South Africa.

"There are similarities, but there are also great differences," she said. "Indeed, I would like to say to you that you are very fortunate. We Zimbabweans did not have the chance to meet and discuss our problems in this way."

"Those who were in exile and those who were behind bars inside, those in the bush and those in the camps, we all participated in the struggle, as did the women in the townships and villages. But our links were clandestine, our contacts were rare and our meetings secret. We had no open forum as you have."

The forum involved moments of frustration. There was some overstatement, some empty rhetoric and it took some time for substantive issues to emerge.

We were told apartheid was a crime against humanity, a heresy, a devil, a cancer, a scourge and an evil more often than we needed to hear. In the beginning, some women felt there was a certain superficiality, a false consensus. People seemed too inhibited to raise contentious issues for fear of breaking open a fragile unity.

However, moments of tension emerged. Disagreement surfaced over a number of issues, including sanctions and political violence.

The ANC view was that armed struggle was a necessary part of their multifaceted strategy and that one couldn't equate the violence to the Jews in Nazi Germany with the violence of the allied soldiers who fought against Nazism.

It was said that negotiation and armed struggle were not opposites; that for over 50 years the ANC had been talking

through a "toy telephone" and that no-one had listened; that armed struggle was an important way of creating the right climate for negotiations.

There was also disagreement over the relationship between women's liberation and national liberation. Throughout the meeting there was an emphasis on women's role as mothers. "We women are the producers of children. We go through the nine months, the feeding period, the fears and anxieties."

Some feminists felt that such appeals were reactionary and inscribed women in a domestic role. Attempts to formulate a shared oppression often floundered on biologicistic reasoning.

But there was also much talk about conscription, and several speakers emphasised that while the migrant labour system had disrupted African family life, conscription was increasingly disrupting and splintering white family life as increasing numbers of white conscripts went into exile or prison to avoid military service.

There were moments of emotion, as we heard first-hand testimony from diverse women.

There was the young ANC woman who had been married for four months when her husband was killed by a car bomb in Gaborone in 1985; a white Zimbabwean woman whose 15-year-old daughter was killed in the Zimbabwe war and who spoke of the importance of overcoming bitterness; an Afrikaans woman spoke of the pain of a family whose daughter was disabled in the Durban bomb blast.

There were moments of humour. When long-standing labour activist Ray Simons announced that she was a communist and proud of it, the cameras flashed — presumably to take home proof that communists can look more like grandmothers than horned demons.

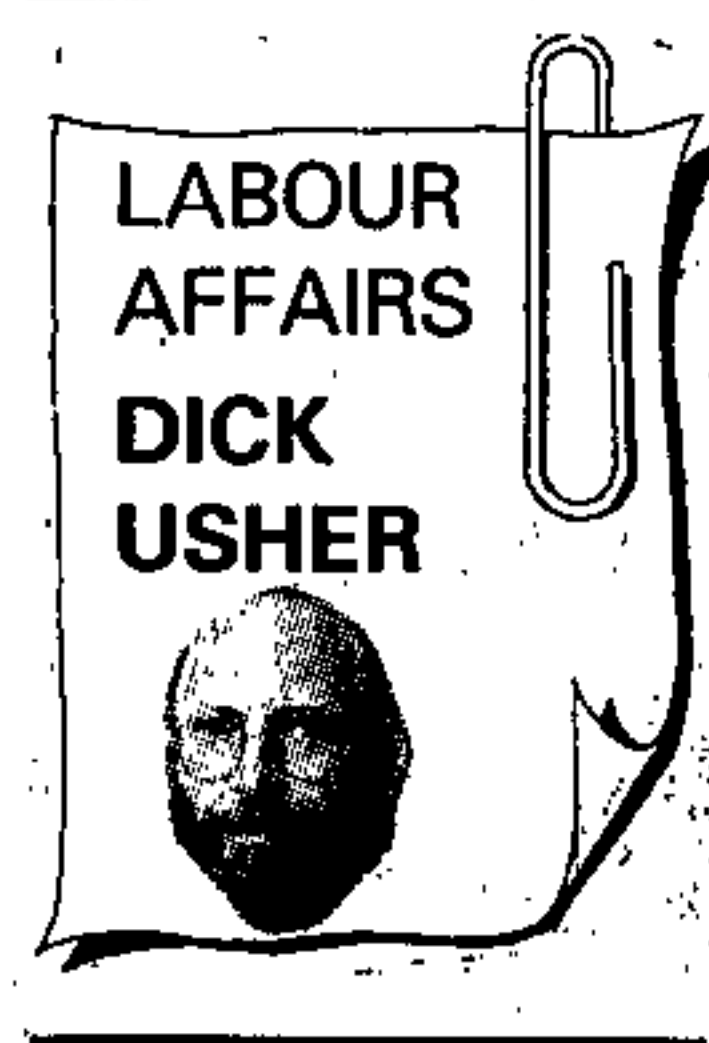
The ANC women all expressed a great longing to return home. Closing the conference, the head of the ANC women's section, Gertrude Shope, reiterated this longing and expressed the hope that the women present would work to make it possible for them to return.

Not one of the diverse group returning to South Africa could have been in any doubt that these are capable women who have an important contribution to make to resolving our current crisis.

Celebrating May Day the S African way

FOR the second time in our history, South Africa will officially (more or less) celebrate May Day this year.

The previous occasion was with the coincidental declaration of a Workers' Day holiday for the first Friday of May each year, which that year fell on May 1. This was generally viewed as an attempt to defuse union demands for a May Day holiday in recognition of the contribution of South Africa's workers to the country's prosperity.



This second commemoration arose when, much to the confusion of the calendar manufacturers, Workers' Day was suddenly moved to the first Monday in May — coincidentally also being May Day.

The strange thing about this May Day-Workers' Day holiday is that, apart from those thousands of workers whose unions have negotiated a

holiday on May 1, a large proportion of industrial workers are officially denied the day off because of the peculiar structure of legislation and agreements which govern paid holidays.

However, in common with millions of other workers round the world, the day will still be celebrated, although the major union federations — Cosatu and Nactu — say that there's not a lot to celebrate.

For both the focus of attention is the contentious Labour Relations Amendment Act passed last year.

This was also the focus of the Workers' Summit held in Johannesburg during March attended by Cosatu affiliates and some Nactu and independent unions.

A Cosatu May Day pamphlet emphasised that other points of focus would be attacks on living standards, privatisation, wage freezes and deregulation.

Cosatu also said May Day would be used to press its Living Wage Campaign demands for jobs for all at a living wage, a 40-hour working week, maternity rights, one labour law that protects workers' rights, decent houses near workplaces and at affordable rents, and May 1, June 16 and Sharpeville Day as paid holidays.

A Nactu May Day message said that state actions against community organisations, the Press and unions via the Labour Relations Amendment Act and other legislation was an attack on the whole labour movement.

The federation challenged the government to show where it drew the line differentiating political from trade union issues.

It backed this reference to the restrictions imposed last year on Cosatu "political" activity by saying it was "abundantly clear" that part of day-to-day trade union responsibilities were to address the citizenship of members, the taxation of voteless members, high rentals, problems resulting from inferior education and the joint management committees.

Nactu said that unions all over the world had political views and those in South Africa were not an exception.

"The trade union involvement in politics is inevitable if not a must in the South African context" because the denial of political rights to members could not be left unchallenged by unions.

Cosatu rallies in the region are at Athlone Stadium, Saxon Sea civic in Atlantis, Worcester Civic Centre, Hervormer Hall in Ida's Valley, Stellenbosch and the Conville Civic Hall in George.

Ccawusa in wrangle with Trador

355 30/4/89
CP Correspondent Owen

THE dismissal for theft and incompetence of two Ccawusa members from Trador Supermarket in King William's Town, has been seen by the union as trying to frustrate the workers' demands for a living wage, the union claims.

Local spokesman for the Commercial Catering and Allied Workers' Union in the area, Mike Mnikina, said Gladile Baulla and Judith Ndwalaza had been accused of either theft or incompetence, and of misappropriating receipts involving R170, and then dismissed.

Trador management refuted the union's argument that the two had insufficient training.

This week, the King William's Town branch of the union was preparing to declare a dispute with management.

Meanwhile, Ccawusa members at World and Score Furnishers have reported that some fellow workers have been retrenched.

The retrenchment drive by World Furnishers is going to continue until 1991 and will involve a substantial number of workers.

Workers at the 31 branches of World Furnishers throughout the

country recently staged a sit-in protest to voice their opposition to the retrenchment drive.

At King William's Town branches of Score stores, notices appeared saying that workers were prohibited from associating with the sit-in and that such action was deemed unfair labour practice. The notice added that protestors would be liable for prosecution.

The local branch of the union feels that the retrenchment is a concerted effort by this group to frustrate their demands for an across-the-board increase of R250 per month. - Veritas

May Day celebrated

Cosatu urges workers to rebuild their organisations

WORKERS celebrating May Day across the country yesterday were urged by Cosatu general-secretary Mr Jay Naidoo to rebuild street committees, student and civic organisations.

While no major incidents were reported locally, the international workers' holiday in several other countries across the world was marked by arrests and clashes between police and marchers.

Songs and slogans

Mr Naidoo's call to the labour movement and other sectors of the community was made at a May Day celebration attended by more than 2 000 workers at Wits University. Crowds sang freedom songs and chanted ANC slogans. A convoy of policemen kept a low profile outside.

Mr Naidoo said his call was made in the light of Mr Moses Mayekiso's recent acquittal in the Rand Supreme Court of treason charges.

"Treason charges against Comrade Moses Mayekiso and others were not aimed at only jailing him but to criminalise the process of organising and mobilising the people against apartheid," Mr Naidoo said.

The meeting was moved to Wits because a planned open-air meeting at Soweto's Orlando Stadium was prohibited.

Mr Mayekiso himself was given a rousing welcome by 1 800 Swapo supporters celebrating the holiday at a rally in Katutura outside Windhoek.

Mr Mayekiso publicly denounced UN approval of SA military action against Swapo guerrillas and demanded the organisation order the "South African murderers" back to their bases.

UDF vice-president Mr Chris Dlamini, UDF publicity and information secretary Mr Murphy Morobe and Mr Mayekiso, general-secretary of the National Union of Metal Workers in SA, expressed their solidarity with Namibian workers at the rally.

The general-secretary of the National Union of Namibian Workers, Mr Ben Ulenga, warned that a general strike was possible if the feelings of workers on privatising services in the country were not heeded.

In Cape Town yesterday celebrations at Athlone Stadium were marked by song, dance, poetry readings, colourful banners and speeches.

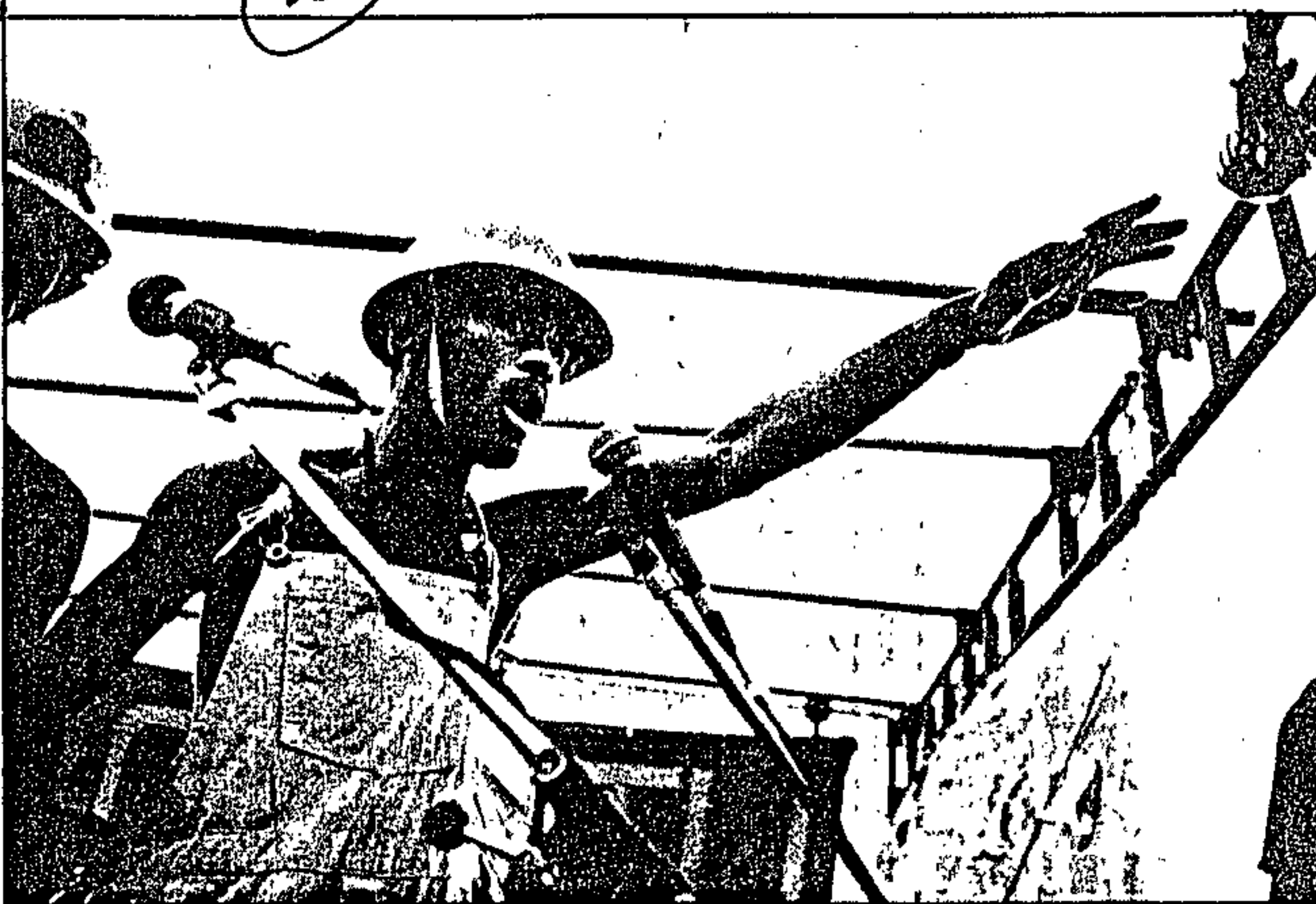
An estimated 5 000 people loudly applauded union speakers who emphasised their support for a "living wage" campaign, and demanded the release of all trade unionist Mr Oscar Mpetha, Mr Nelson Mandela and other political prisoners.

Earlier police manned roadblocks on roads to the stadium and later took up positions outside.

May Day — internationally recognised as being May 1 — was legislated in SA for the first Friday of the month, but shifted this year to the Monday.

Though May 1 has been granted as a paid holiday by certain companies, it remains a contentious bargaining issue between unions and management.

Transkeian workers yesterday legally gathered in Umtata's Independence Stadium to celebrate International Workers' Day, this year declared a public holiday by the region's ruling military government.



MAY DAY DRAMA . . . These workers performed a short dramatic sketch at a May Day rally in the Athlone stadium yesterday.

In Harare, President Robert Mugabe said his government would introduce collective bargaining on wage increases this year rather than fixing rises by decree. But the new system of determining pay rises, which will depend on company profits, would be strictly within government guidelines.

Peaceful and upbeat May Day celebrations in Moscow yesterday focused on reform in the Soviet Union. But in Czechoslovakia police detained dozens of marchers demanding change, and East German sources said several dissidents were arrested.

In communist Poland, police and demonstrators clashed in Wroclaw and Gdansk. Warsaw was the scene of a jubilant march by the newly legalised Solidarity free trade union federation and a more subdued official celebration.

On the holiday's 100th anniversary, police battled militants in South Korea, West Berlin and Turkey, and workers in the Philippines threatened a general strike.

In Pakistan, the government marked the day by lifting its ban on allowing trade unions to be formed by employees of the state broadcast service and Pakistan International Airlines.

Spanish socialists and communists marched together through Madrid, presenting a common front against the government for the first time in seven years.

In China, which traditionally does not celebrate May Day with the fervour found in other communist countries, the Communist Party issued speeches and editorials urging workers not to give in to forces of social instability.

Red banners fly

Moscow's Red Square was packed for the world's premier May Day observance, and banners flowed in the spring breezes under a clear sky.

In West Germany, more than 600 000 people turned out for peaceful trade union-sponsored May Day rallies. But in West Berlin, rock-hurling leftist protesters looted stores, damaged cars and clashed with police, who detained 16 people. — Staff Reporter, Own Correspondent and Sapa-AP



WORKER POWER . . . Thousands of workers yesterday gathered at the Athlone stadium to celebrate May Day. The activities, which were diverse as poetry readings to soccer games, were loudly cheered by Cosatu affiliate members.

Picture: ERIC MILLER

Talks deadlock

AFTER two months of wage negotiations, including two days of mediation, Ccawusa and OK Bazaars are in deadlock over a wage increase for 1989.

In a statement yesterday the union said.

Ccawusa was demanding a R160 across the board increase, effective from April 7, 1989 for 12 months.

The union said OK Bazaars was offering R85 across the board increase or a 12 percent increase.

The union is also demanding May 1 as a paid commemoration day, a guaranteed annual bonus and that a company minimum wage of R660 per month be introduced.

The statement said the company minimum wage was presently R400 per month and union members with more than 12 months service had a minimum wage of R500 per month.

The statement said it had been pointed out to

the company that even R660 per month was below most living level estimates.

The union has also informed the company that the present trend in low increases paid by OK Bazaars must stop and union members were expecting a substantial improvement to wages this year, the statement said.

The parties have agreed to go to a conciliation board hearing on May 25 - 26.

Currently OK has 207 outlets employing a total of 25 204 employees, out of which approximately 22 000 are non-managerial staff. — Sapa.

UWC raid arrests

on May Day
Staff Reporter

POLICE raided a hostel on the University of the Western Cape campus on Monday and arrested four students.

A police spokesman in Pretoria said yesterday that four students had been "picked up for questioning" and later released.

The spokesman said there had been no incidents of stone-throwing.

Students said they had been on their way to a May Day rally in Athlone when police stopped their bus and turned them back.

The students said they had returned to campus and that some had marched around the campus.

Police later raided the Basil February Hostel.

Sapa

GMT 7:47S 4/5/89 (355)

Increase in state employees

PRETORIA. — The number of public sector employees continued to grow last year — but there was a decrease in the number of white employees, according to the Central Statistical Service in Pretoria.

The total number of people employed in the public sector had grown to 1 698 592 by the end of the fourth quarter last year, compared to 1 670 437 the year before.

The number of whites decreased from 627 959 to 626 567 during this

period — but there were increases in the number of Asian, coloured and black employees.

Average salaries and wages per month had increased to R1 406 from R1 303, and those of whites to R2 338 from R2 181.

Asians' salaries averaged R1 728 (R1 600 in 1987) by the end of last year, those of blacks R790 (R706) and coloureds earned an average of R1 040 (R950).

— Sapa

Unions show restraint

■ There is a new realism round the bargaining table this year

Often described as the one sphere of South African life where black-white conflict has been successfully institutionalised, labour relations — ten years after the far-sighted work by Nic Wiehahn — have reached a new maturity.

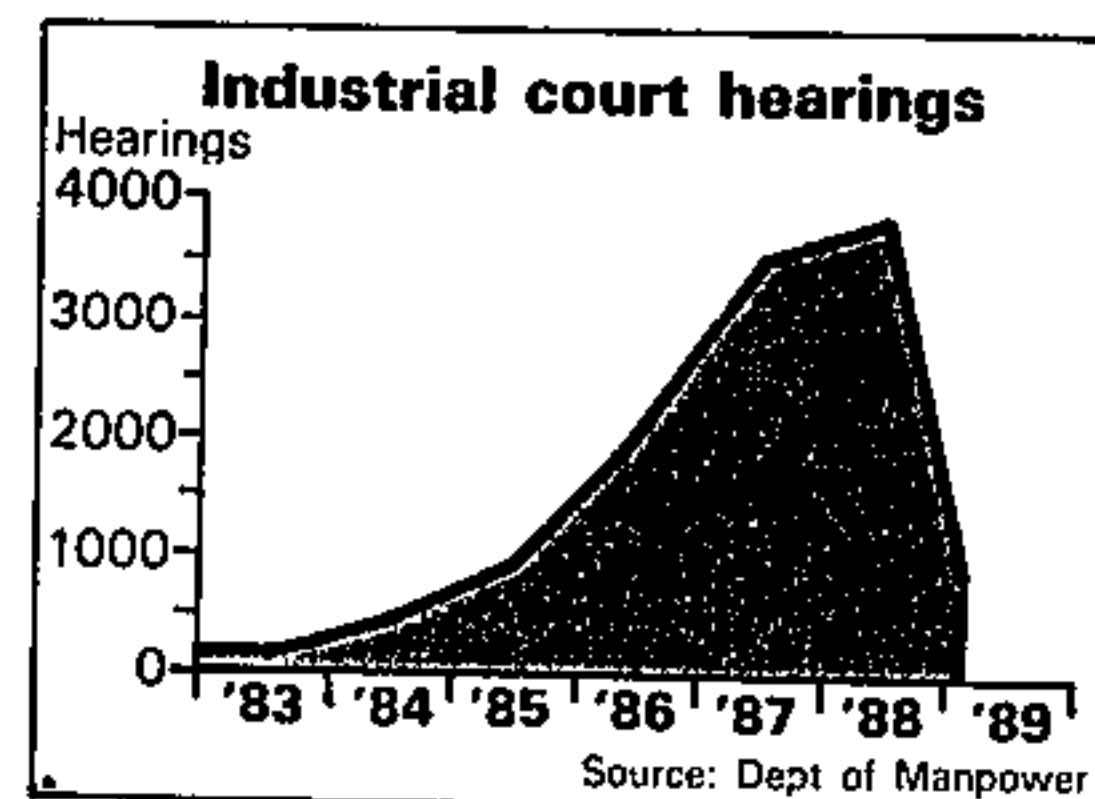
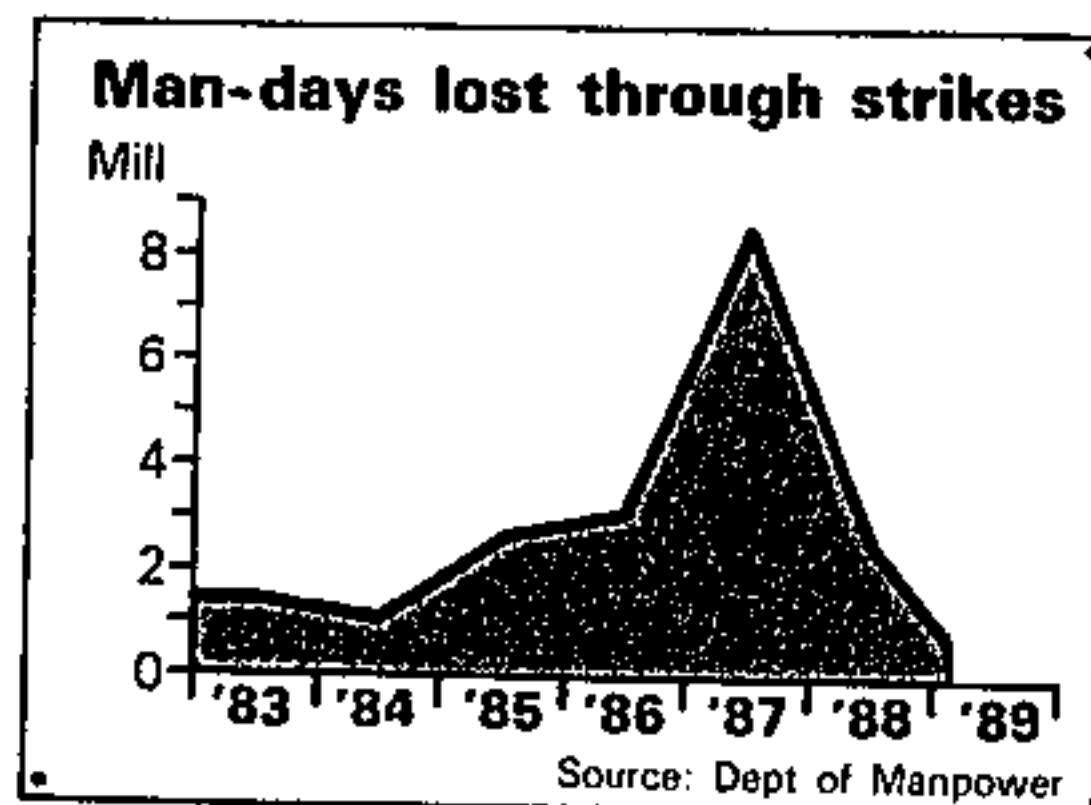
Since 1979, the unions (led mainly by Cosatu) have secured for their members significant improvements in pay and working conditions. Since 1985, for instance, the Commercial & Catering Workers' Union (Ccawusa) has lifted minimum wages for members at the major retail chains by about 200%, to more than R750 a month. This doesn't satisfy Cosatu's campaign for a "living wage," but it is getting there.

While the unions, notably Cyril Ramaphosa's mineworkers (NUM) in 1987, have felt the need

at times to flex their muscles by embarking on strike action, the unions haven't had it all their way. Employers have in recent years begun to draw a line based on economic reality. The message is sinking in among the unions — which is to be welcomed for both business and the wider domain of black-white dialogue. For all its growing pains, the success of incremental change in the labour arena holds lessons for the politicians.

Reviewing strike statistics (see charts) for the first quarter of 1989, Mike Beaumont (of

consultants FSA-Contact) reports that the total of man-days lost so far this year (72 254) is considerably lower than in the quarter immediately before this (344 386) and in the first quarter of 1988 (243 000). The mining sector was most affected, losing 33 700 man-days — largely as a result of the NUM strike at Rustenburg Refineries. Next was the food sector, with 8 900 man-days lost in the first quarter. There were no extended strikes involving large numbers of workers.



Wages and working conditions remain by far the most important strike trigger and were at much the same level as in the previous quarter, says FSA-Contact. Sympathy strike actions are down — attributable largely to their prohibition under the amended Labour

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Act.

Settlements by negotiation continue to rise as a proportion of decisive solutions to strike action: from 47% in the second quarter of 1988 to 63% in the fourth, and to 66% in the first quarter of this year.

Based on responses from the 100 companies which participate in their wage settlement survey, industrial relations consultants Levy &

Piron say employers are finding this year's negotiations much easier and more constructive than in the past. It seems there's less union rhetoric and better communication between the parties. Discussion on wages is more focused and settlements are worked out more quickly, observes Levy & Piron's Erica Jankowitz.

The reasons are in part attributed to the unions being no longer in the first flush of youth, and they are better negotiators.

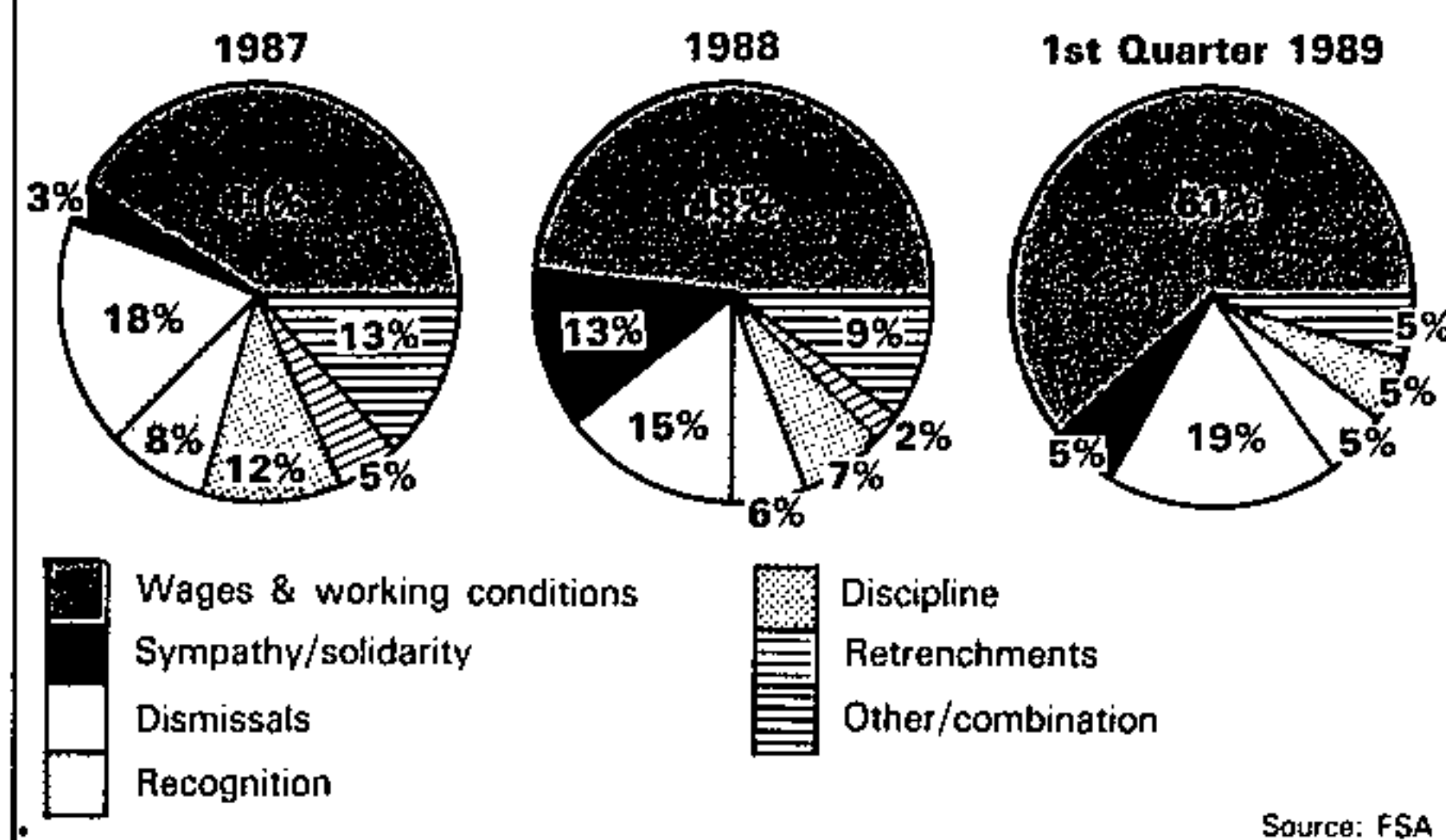
While cost-of-living increases automatically bump up union pay demands to at least the inflation rate, the other side of the coin this year has been a sharp rise in the number of retrenchments. Therefore, remarked Levy & Piron at the opening of this year's bargaining season, "union and management negotiators will have to judge the delicate balance between preservation of earnings power and preservation of jobs." This applies particularly to the NUM's unrealistic demand for an average pay increase of 60% — the mining industry is going through hard times (*Current Affairs* April 21). Given the general economic constraints, it is not surprising that the unions have begun to raise the matter of job security in current negotiations.

Union restraint is no doubt also a result of employers (now past a phase of "guilt payments" to black labour) having become tougher — and also more astute at bargaining, which means they are less likely to act precipitately (by firing, for example) and cause a dispute to get out of hand. Employers' hands have, of course, been strengthened by the new Labour Relations Act (LRA), which came into operation seven months ago. The unions have been more temperate in their approach, if not cowed.

However, the unions have tried to get a commitment from employers to contract out of certain provisions of the Act. Linked to this is Cosatu's promise to present — by this week — an "alternative" to the LRA that employers can consider abiding by instead. Interestingly, there's been a big increase in the number of disputes settled by independent arbitration and mediation, rather than by the Industrial Court (which is perceived by the unions to have swung in favour of "the bosses").

On the one hand, then, unions are pre-

Strike triggers



pared to accept pay settlements far lower than their opening demands and with less frequent resort to strike action (see charts). On the other hand, this is being counter-weighted by a return to workplace issues and greater emphasis on conditions of service.

Aside from the usual high wage claims, this year's demand packages tend to include: housing assistance; flexible benefit or provident funds (*Current Affairs*, April 7), reduced working week of 40 hours instead of 45; health care contributory schemes; workplace safety measures; and maternity (and paternity) leave.

In addition, the themes of job security and centralised — as opposed to plant-level — bargaining are being raised by unions.

According to Levy & Piron's wage survey, the toning down of pay settlement levels reported at the end of 1988 has continued: the average stood at 16.7% for the period October 1988 to February 1989. It is strong-

ly indicated that this year's settlement levels will be below the 1988 average of 17.9%. (The National Manpower Commission's average wage increase figure for 1988 is 19%.)

Levy & Piron's *Bargainer's Brief* for April indicates more modest settlement rates in 1989. Although Ccawusa recently got an average 20% wage increase at Pick 'n Pay (the union's yardstick company), the average national settlement was 18.7%, against an average opening demand of 69%. Demands for a housing subsidy and for productivity bonuses to be extended to all workers were, however, turned down.

In the case of the Food & Allied Workers' Union, the average settlement level was 15.7% in April, against an average opening claim of 78%. Demands for more overtime pay and compassionate/maternity leave were unsuccessful.

The Chemical Workers Industrial Union last month achieved average settlements of 16% (39% was demanded); the paper and wood union (PPWAWU) managed to get nearly 18% on average (89% was sought).

Demands for a 40-hour week are, in general, not being conceded; where hours are being reduced, this is being linked to a loss of pay. In general, employers are also resisting demands on housing and job security, preferring to deal with them separately to the main pay claims.

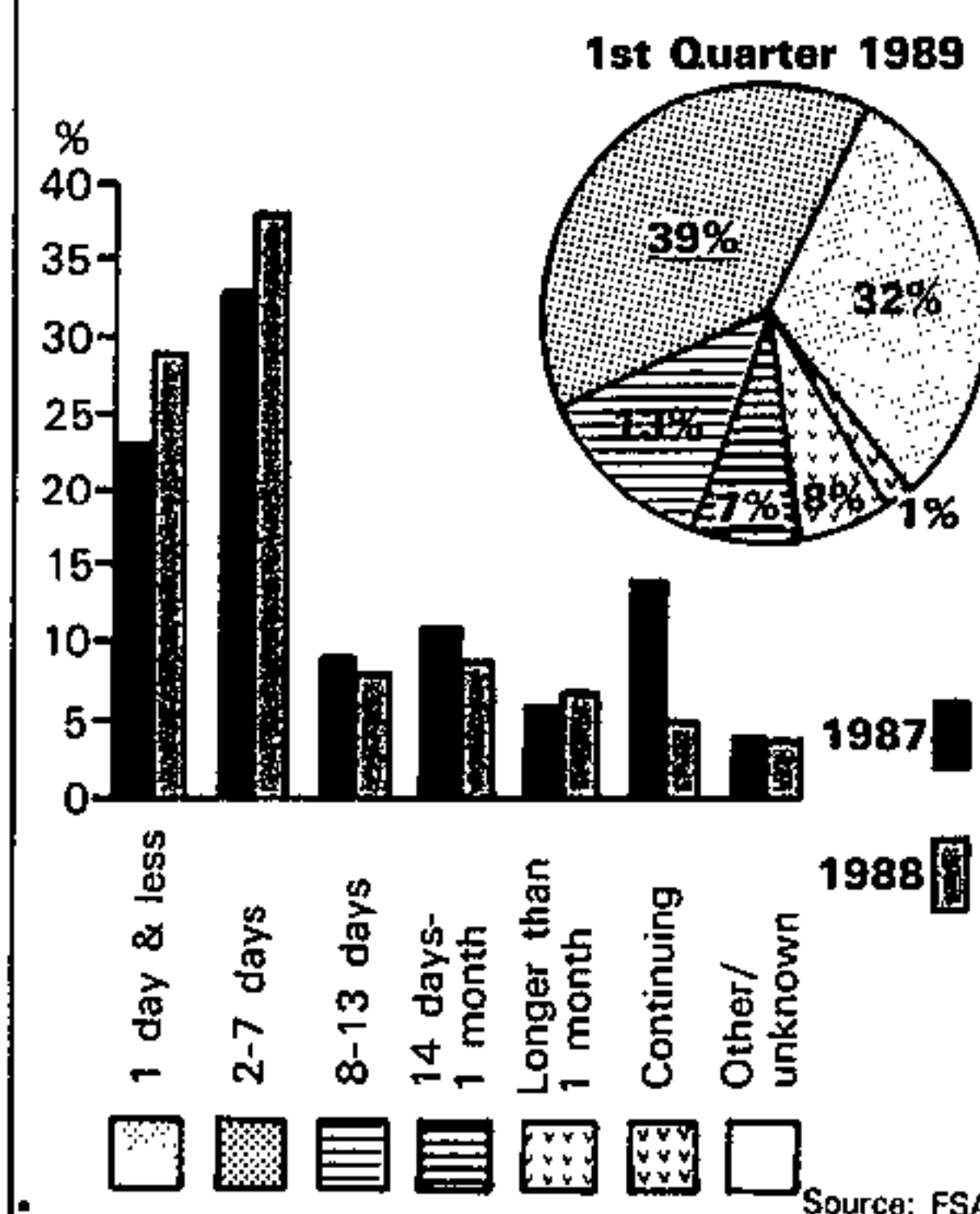
Managements are tabling their own counter-demands, mainly linked to increased productivity.

These will probably crystallise in next year's negotiations, but the unions have said they are not averse to looking at concrete proposals on productivity — an optimistic sign.

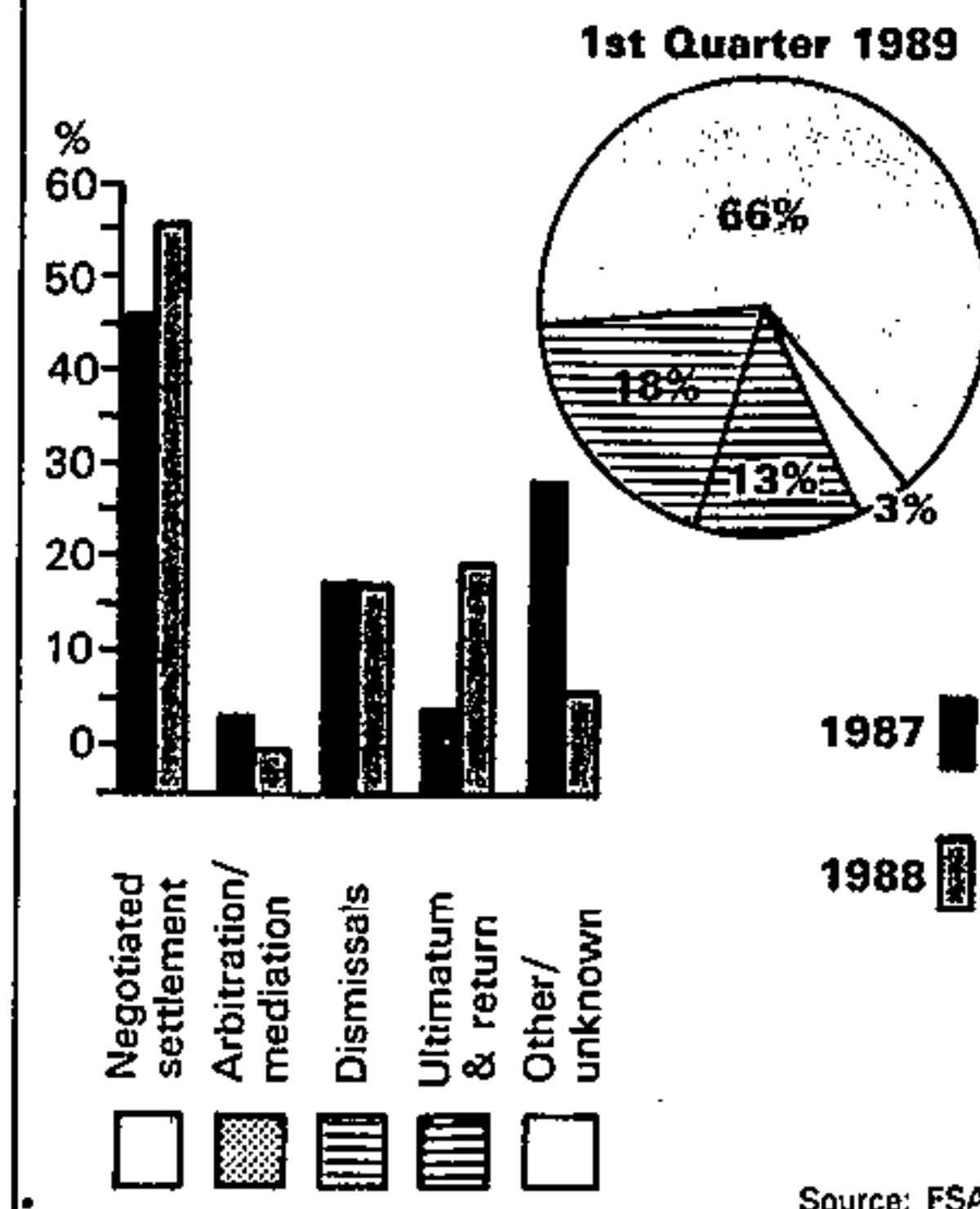
Sectors hit by strikes

	1st quarter 1989	
	Number of strikes	Man-days lost
Manufacturing ...	9	8 080
Service	8	3 434
Chemical	4	6 840
Mining	3	33 700
Food	3	8 900
Public	2	4 500
Metal	2	3 600
Agriculture	2	3 200

Duration of strikes



Outcome of strikes



said yesterday.

CPA Times 6/5/89
'Council' for teachers

255
A "BARGAINING COUNCIL" to negotiate on salaries and conditions of employment of educators is to be created in terms of a section of a bill tabled in Parliament yesterday. This council will represent all teachers irrespective of race.

Civil service row over women's pay

The Argus Correspondent

PRETORIA — The Public Servants' Association (PSA) has called for an urgent inquiry — and possible legislation — to end salary discrimination against women in the service.

This follows a detailed investigation by The Public Servant, official journal of the PSA, which showed that the government could be "saving" R35 000 a year on the salary package of an average married woman working for a government department.

With 43 percent of all temporary and 46 percent of all permanent posts in the public service filled by women, the total "saving" could run into billions each year.

Housing

The biggest direct saving was an estimated R6 378 a year on housing benefits. A married woman was excluded from the 100 percent housing loan and subsidy worth an average R531,50 a month.

She could also not register her partner or minor children in the medical aid scheme, and this could save the government up to R87,80 each year in contributions.

Savings on the pension benefits of each woman employee could accumulate to R67 454 over a 20 year career, the Public Servant said.

The wife of a man who died after less than 10 years of service would be entitled to a gratification equivalent to his final annual salary, while the benefits the widower of the married woman member would receive (via her estate) would be equivalent only to those she would receive on resignation.

Good morals

In a public service career spanning 20 years, the extent of financial exploitation of a woman could amount to R700 000 or more, the Public Servant said.

The article also pointed to other areas of exploitation because of a policy of "good morals".

While married women were usually refused paid maternity leave and had either to resign their posts or take accumulated holiday and unpaid leave to have a baby, men were given special leave on full pay for study, sport and other activities.

And while unmarried women were excluded from maternity benefits, the wife of a married man in the public service could qualify — even if she had been pregnant before their marriage, the article said.

Regardless of a woman employee's skills and capabilities, she would not achieve the same level as a man... borne out by the fact that not one woman had reached the position of director-general of a government department.

SOWETAN Monday May 15 1989

AN intensive campaign for legislation for domestic workers, "the most oppressed and exploited of all workers" will kick off on June 1 with a delegation from the South African Domestic Workers' Union meeting the Minister of Manpower to present their wide-ranging demands.

Spokeswoman of Sadwu, Ms Merciful Ngidi, said that the campaign was in keeping with the congress of South African Trade Unions' campaign for a living wage.

"Sadwu feels very strongly that the reason domestic workers are working under such bad conditions is due to the fact that they are not covered by legislation," she said.

She said that in South Africa, domestic workers were among the most oppressed and exploited of all workers, earning

about R80 a month in most areas.

Sadwu, a 50 000-strong Cosatu-affiliate, has called on all domestic workers and other progressive organisations to support the domestic workers' and farm work-

Delegation to face Minister of Manpower DOMESTICS STEP UP CAMPAIGN FOR LIVING WAGE

SOWETAN CORRESPONDENT

ers' campaign.

Ms Ngidi said since their first attempt in 1982 to get legislation for domestic workers, conditions of farm and domestic workers were worse.

main below the bread-line," she said.

Sadwu is calling for and will present the following demands to the acting Minister of Manpower, Mr Eli Louw:

- A minimum wage of R450 a month, an eight-
- Part-time workers to be paid R3,50 an hour;
- The abolition of child labour;
- Maternity leave to be given to all domestic workers eight weeks before giving birth and six weeks after giving birth, as well as time-off to attend ante-natal clinics;
- Twenty-one working days' paid annual leave after completing 12 months of service, with leave to be taken within four months of the due date.

- A R175 wage for fortnightly paid workers and R80 for weekly paid workers;
- A R175 wage for fortnightly paid workers and R80 for weekly paid workers;

Sadwu is also calling for legislation that covers the Wage Determination Act, Workman's Compensation Act, the Unemployment Insurance Fund Act, medical aid, notice on either side, pension, a written agreement of employment and the rights of all workers to be protected by the Labour Relations Act.

SA's most exploited workers seek protective legislation

Own Correspondent

DURBAN — A campaign for legislation to cover domestic workers, "the most oppressed and exploited of all workers", will kick off on June 1 when a delegation from the South African Domestic Workers' Union meets the acting Minister of Manpower to present wide-ranging demands.

Ms Merciful Ngidi, chairperson of the 50 000-strong Cosatu affiliate, said: "Sadwu feels very strongly that the reason domestic workers are working under such bad conditions is due to the fact that they are not covered by legislation."

She said domestic workers in South Africa were among the most oppressed and exploited of all workers, earning about R80 in most areas.

Ms Ngidi said conditions for domestic and farm workers had worsened since the first attempt in 1982 to get legislation.

"Rentals and bus fares have gone up, food prices are increasing daily, education fees as well as medical fees are remarkable, yet the wages of domestic workers still remain below the breadline," she said.

Sadwu will present the following demands to the acting Minister, Mr Eli Louw:

- A minimum wage of R450 a month, an eight-hour day for five days and full meals for a full-time skilled worker and R350 a month for a full-time semi-skilled worker.
- A R175 wage for fortnightly-paid workers and R80 for weekly-paid workers.

- Part-time workers to be paid R3,50 an hour.
- The abolition of child labour.
- Maternity leave eight weeks before giving birth and six weeks after giving birth, as well as time off to attend ante-natal clinics.
- Paid leave of 21 days for every year of service.

2 000 still on strike at 7 paint plants

Labour Reporter

More than 2 000 members of the SA Chemical Workers' Union (Sacwu) are still on strike at seven Plascon factories in the Transvaal and Natal, the union said yesterday.

The plants were named by Sacwu as Alrode, Alberton, Amalgam, Doornfontein, Luipaardsvlei and two in Durban.

The strike followed the failure of talks between the union and management which began last November. Sacwu said it was demanding an across-the-board R300/month increase.

Management offered increases of between R115 and R148, and improved service allowances.

Confirming the strike and dispute, a Plascon spokesman said the minimum wage offered by management at various plants varied between R810 to R830.

Strike by citrus workers is over

By MATHATHA
TSEDU

THE twenty-day-old strike by northern Transvaal citrus workers formally ended when workers accepted the contents of an agreement reached in negotiations between lawyers of both parties.

Announcing this, Nactu's Pietersburg regional organiser who was in charge of the affair, Mr Moss Mphahlele, said the acceptance of the agreement coincided with its presentation to the Pretoria Supreme Court where it was made an order of court.

Jubilation

There was jubilation all round as the agreement was read to the workers at a meeting held at the Moletlane chief's kraal. Workers danced and chanted as the clauses were read to them. Workers were later given pockets of mealie meal by the union officials.

The workers went on strike on May 3 and were dismissed on May 5 and in terms of the agreement:

- all workers dismissed on May 5 shall be re-employed on the same conditions and rights and privileges which prevailed prior to April 30;
- all workers are to receive an immediate wage increase of R30 a month;
- the workers have up to May 10 to return to work;
- both management and the workers have also agreed to draft a new employment code which will encompass a grievance procedure, a disciplinary code and a retrenchment procedure.

The workers said they were earning R60 a month but this figure has been denied by the Zebediela Citrus Estate spokesman who put the figure at R120 minimum a month.



Nactu's Northern Transvaal organiser, Mr Moss Mphahlele.

COURT

COURT BATTLE FOR

ORANGE

RANGE

PICKERS

ICKERS

AN application for the reinstatement of over 1 200 Zebediela Citrus Estates striking workers is to be filed in the Pretoria Supreme Court this afternoon.

The application by the Black Lawyers Association (BLA) on behalf of the workers will also ask the court to order the company not to go ahead

By MATHATHA
TSEDU

with its threat to evict the workers from the compounds or to again call the police "into what is purely a labour dispute."

BLA litigation officer, Mrs D Mokgatle, said the application followed a visit to the area by a team of black advocates led by

Mr Dikgang Moseneke.

She said the company had on Friday refused to open negotiations with the union or the legal representatives over the workers grievances. The company had also refused to give an undertaking that the strikers would not be evicted.

The workers were informed during the week that they had been dismissed following the strike that started on May 3.

The stoppage, over wage demands and the recognition of the National Union of Farmworkers, has brought the world's largest orange estate to a halt. Oranges began rotting as they fell to the ground in their thousands.

Dog bites

Strikers say they earn from R60 per month to R165 for those with over 30 years service. Police were called to the estate on Monday to disperse the strikers after the workers had turned down a management request to resume work. At least six workers, suffering from police dog bites, are still being treated at the Groothoek hospital where they were admitted on Monday.

At a meeting on Friday, the workers vowed to continue with the strike until their demands for a 45 percent increase is met.

Zebediela Citrus public relations manager, Mr C. van Rooyen, has said the company was not prepared to comment on the strike.



Zebediela citrus worker Mrs Tryphinah Mazwi, holding a bloodied shoe after she was bitten by police dogs last Monday. She is still in hospital.

Pic: MATHATHA TSEDU

Employers left without *Cape Times 16/5/89* 'yardstick'

By AUDREY D'ANGELO
Financial Editor

DOUBTS about the accuracy of the consumer price index (CPI) have left employers without any yardstick for deciding on annual wage and salary increases, says a leading firm of management consultants.

A director of P-E Corporate Services, Jon Cole, said that all employers in the country used the CPI "as a basis on which to begin remuneration planning and negotiations".

Economist Adriaan Mocke of the Stellenbosch Bureau for Economic Research said the CPI had been used as the basis for its recent forecast that wages and salaries would rise by an average of 17,5% this year.

"Adding 2% to the CPI enables staff to maintain their purchasing power. They are at least then standing still and not going backwards."

But the director of the Cape Chamber of Industries, Colin McCarthy, said the CPI was never intended to be used for this purpose but was only a short-term measure to show the movement of a basket of prices.

McCarthy said that pegging wage and salary rises to the CPI without any equivalent rise in productivity was inflationary.

He thought the CPI a more realistic basis for pay rises. But he thought the best way was a comparative survey among employers "to show what the market will bear".

Cole said he thought an admission by the head of the Central Statistical Services, Treurnicht du Toit, that the CPI was not an accurate guide for companies to use as a basis for pay structures or to conduct wage and salary negotiations "has made a strong case for the service to be closed down".

Cole added that if the figures had no

practical application in wage and salary planning the service was a total waste of taxpayers' money and should be stopped.

"In 13 years of being involved with organizations as a consultant in wage and salary structuring and negotiations we have always used the CPI as an official guide to the rate of inflation."

"This policy continued even after the CSS changed the shopping baskets a year ago and it was widely accepted that the CPI presented a conservative view of inflation."

Now, Cole said: "Du Toit has wiped out the only indicator by which standards are set in this country."

It would be almost impossible for individual businesses to construct their own index and have meaningful results without a common approach.

"It would mean taking on extra staff and at the end of the day the measure would be challenged by unions and possibly even the industrial court."

"Surely the CPI must be turned into a meaningful measure."

Cole said that while inflation was obviously running well ahead of the CSS estimate of 13,9% there were other factors undermining the relative wealth of all South Africans.

"Account must be taken of factors such as increased taxation and fiscal drag."

McCarthy said: "The CPI is not reliable enough over the long term to be used as a guide when fixing pay rises. It was never intended to be that."

"Very often when there is a massive hike in the CPI the ability of the employer to give a large pay rise goes down. It is at such a time, when people should be tightening their belts, that they say they want more money."

"To peg pay rises to the CPI is to fuel inflation. It is market forces, not the CPI, that should decide pay levels."

facilitate the objective evaluation of the damage to certain vegetable crops allegedly caused by hormone herbicides.

- (2) Yes, compensation was discussed with the farmers concerned and the Natal Agricultural Union but could not be favourably considered. However, assistance to farmers facing cash flow problems as a result of the damage so caused, was discussed with the Land and Agricultural Bank of South Africa and the Department of Agriculture and Water Supply in the Administration House of Assembly. In the case of the Department, applications by such farmers for the consolidation of their debts will be considered as sympathetically as possible within the framework and norms in terms of the Agricultural Credit Act, 1966 (Act 26 of 1966).

Mr R M BURROWS: Mr Chairman, arising from the reply of the hon the Deputy Minister, did I understand him correctly to say that, whilst there is a suggestion that the Land and Agricultural Bank may aid in the cash flow situation of farmers, this department has said that it is not prepared to consider compensation for the farmers' losses?

The DEPUTY MINISTER: Mr Chairman, that it is correct. We do not consider compensation.

Howick: abduction/murder of three persons

*6. Mr P C CRONJÉ asked the Minister of Law and Order:

With reference to his reply to Question No 137 on 6 April 1988 in connection with the alleged abduction and murder of three persons near Howick in December 1986, (a) what are the names of the persons of whom particulars and photographs have been published by the South African Police and (b) what is meant by the phrase "in the usual manner" as used in this reply?

B946E

The MINISTER OF LAW AND ORDER:

(a) and (b)

Particulars of the persons concerned have been circulated country-wide by means of an internal Police publication. However, it is at this stage not desirable to make known the

identities of the persons, as it may jeopardize the investigation.

†Mr P C CRONJÉ: Mr Chairman, arising out of the reply of the hon the Minister, I just want to ask him if he is aware of the organization to which these people who committed the murder, belonged. I also want to ask him if he is aware that after these murders had been committed, a number of persons were arrested and that after they had been in the police station, their bloodied weapons were handed back to them.

†The MINISTER: Mr Chairman, I said that the investigation is continuing, and naturally, I am not prepared and able to say at this stage who the persons are, and to what belonged to, or to comment on the further particulars furnished by the member. However, we shall go into it and then give him a reply if he wishes to ask again.

†Mr P C CRONJÉ: Mr Chairman, further arising out of the reply of the hon the Minister, I want to ask whether he is prepared to give me the names of the persons on a personal basis so that I may try to help.

†The MINISTER: The reply is no.

SATS: actuarial report on pension fund

*7. Mr D J N MALCOMESS asked the Minister of Transport Affairs:

- (1) Whether he has received an actuarial report on any pension fund of the South African Transport Services; if so, on which fund;

- (2) whether this report showed any deficit; if so, what amount of money is involved?

B947E

†The DEPUTY MINISTER OF TRANSPORT AFFAIRS:

- (1) The evaluations of the New Superannuation Fund and the Pension Fund for Non-White employees have already been received. In view of the fact that the benefits payable and the contributions to the Funds are the same, it has in principle been decided to amalgamate the Funds in the foreseeable future.

It is therefore necessary at this stage to obtain the actuarial evaluation of such a joint Fund. The actuaries are busy therewith and it is expected shortly, after which

the particulars for the joint Fund will be furnished.

- (2) Falls away.

Group Areas Act: applications for exemption granted/refused

*8. Mr K M ANDREW asked the Minister of Constitutional Development and Planning:

Whether, since 1 January 1988, his Department has received any applications for exemptions from the provisions of the Group Areas Act, No 36 of 1966, in respect of residential premises in the Cape Town Gardens constituency; if so, (a) how many such applications had been (i) granted and (ii) refused as at the latest specified date for which information is available and (b) what were the reasons for (i) granting and (ii) refusing each application?

B949E

The DEPUTY MINISTER OF CONSTITUTIONAL DEVELOPMENT AND PLANNING:

This matter vests in the Administrator of the Cape Province and he has furnished the following reply:

— No. Rest of question falls away.

Mr K M ANDREW: Mr Chairman, arising from the reply of the hon the Deputy Minister, I would like to ask him two things. Firstly, I would like to ask him when his department or the provinces are going to transfer the handling of applications to the Department of Public Works, as was announced previously?

Secondly, I would like to ask the hon the Deputy Minister why the province has written to me on various occasions giving me copies of applications for permits, for which he now says there are none.

The DEPUTY MINISTER: Mr Chairman, according to the hon the Minister's announcement last week the Commission for Administration is presently investigating the transfer of certain functions from the provincial administrations to the own affairs administrations. The Administration House of Assembly has already indicated that it is prepared to accept the transfer of the permit function from the provinces. That will happen, of course, as soon as the Commission for Administration has completed its investigations.

As far as the second question is concerned the problem is that the hon member has phrased his question incorrectly. There is no provision in the Act for exemptions in terms of the Act; there is only a provision for permits. If the hon member phrases his question correctly he will get the correct answer. That is the whole point.

Mr K M ANDREW: Mr Chairman, further arising out of the hon the Deputy Minister's reply, may I ask him whether if in fact one can apply for a permit to be exempted from the provisions of the Act, that is not an application for an exemption from the Act in respect of oneself and one's occupation of a property?

Secondly, may I ask the hon the Deputy Minister, while he knows full well what the question is asking, whether it makes good sense to waste the time of the House and the time of the officials by coming up with smart-alecky replies?

The DEPUTY MINISTER: Mr Chairman, if I would like to indicate to the hon member — this has also happened in the past — is that he should phrase his questions correctly so that we can give him a proper reply. There are no provisions in the Act for exemptions as such. [Interjections.] The point is that we are talking about permits. I can give the answer to the hon member. The answer is, yes, there were applications. The replies to the other questions are: (a)(i) four; (a)(ii) two; (b)(i) no objections were received and (b)(ii) numerous objections were received.

INTERPELLATION

The sign * indicates a translation. The sign † indicates subsequently in the same interpellation, indicates the original language.

Own Affairs:

Men/women: salary differentiation

1. Mr R M BURROWS asked the Minister of Education and Culture:

Whether there is still salary differentiation in his Department between men and women at post level 1; if so, what steps is he taking to eliminate such differentiation?

B1014EJNT

The MINISTER OF EDUCATION AND CULTURE: Mr Chairman, the hon member for Pinetown has asked whether there is still salary

differentiation in my department between men and women at post level 1. The hon member is aware that general policy regarding salaries and conditions is the responsibility of the hon the Minister of National Education. However, the hon member is also aware that the hon the Minister of National Education and the various education Ministers have a close working relationship and that discussions on the service conditions of teaching personnel are held regularly. Apart from the discussions on salary matters and other conditions of service that I have with the Federal Council of Teachers' Associations in South Africa from time to time, further discussions on salaries and conditions of service regularly take place between myself, representatives of the organised teaching profession and my colleague the hon the Minister of National Education. Furthermore, as the Minister responsible for the Department of Education and Culture in the House of Assembly, I make inputs in response to salary matters in accordance with the recognised procedures.

*The Cabinet decided as long ago as 1981 that all salary disparities between male and female teachers would be eliminated. It is generally admitted that considerable progress has since then been made in this sphere. At present the only salary disparity that exists is between CS educators on post level 1 in the qualification categories D and lower. On all the other levels parity already exists. To answer the question therefore I will say yes, there is still partial salary disparity between men and women on post level 1. This is nevertheless a sphere in which, in spite of difficult economic circumstances, significant progress has nevertheless been made, as will become clearly apparent from the following milestones.

On 1 April 1981 all disparity on post levels 4 and above was eliminated. On 1 April 1983 disparity on post level 3 was eliminated. On 1 October 1984 disparity on post level 2 was eliminated and on 1 November 1987 disparity on post level 1 in categories E, F and G was eliminated.

The fact that so much progress has already been made testifies to the extent to which the Government is in earnest about achieving parity.

Extensive research has already been done on the financial implications which further parity would entail. The hon the Minister of National Education has already addressed a request to his

advisory bodies to submit to him an affordable strategy for the phasing out of further disparity. [Time expired.]

Mr R M BURROWS: Mr Chairman, at post level 1 in the teaching profession in this hon Minister's department 91% of the posts are held by women. That reflects against all education in this hon Minister's department where 64% of posts are held by women—44% married and 20% unmarried. It is precisely at the point of category C and D where most of those women find themselves in this hon Minister's department.

When we have a look at the actual discrimination that takes place on the basis of salary there is no way it can be defended. I do not think the hon the Minister and the Cabinet wish to defend it any longer. This has got to come to an end. I want to quote from *Die Vrystaanse Onderwyser*, December 1988:

Die grootste knelpunt op posvlak 1 is egter steeds die dispariteit van die vroulike onderwyser in die kategorieë D tot A.

What does it amount to? It amounts to when a teacher starts with a post level one, C qualification she receives a salary 17% less than that of a man. When she ends up in that level she earns 12% less.

In category D it is even worse. Here on C one has a distinction between women who may have gone to university and those who have not. A woman who goes to university will receive a salary that is equivalent to the man's scale on category C—that is, she is 15% below that of a man on D.

In all these cases the salary disparity is between R200 and R270 per month against the women. I believe that with the best will in the world the hon the Minister and the Cabinet can make efforts to get rid of this. The figure was floated that originally R480 million would be required to eliminate this. That is not the figure today and we know it is not.

We know that we could add to the salary disparity that there is a degree of unhappiness regarding, for example, the housing subsidy we do not want to discuss that at length—or the PSMAA, or the 6% to 8% deductibility, or the fact that there is no widow's pension.

We believe that this discrimination has got to be eliminated and that it has got to be eliminated with all due speed. The hon the Minister has indicated that the last elimination took place—categories E, F and G—in November 1987. That is a year and a half ago. We believe that with all due speed—and that means in the next tax year—that we have finally to eliminate sex discrimination in salary, pay scales and conditions of service throughout the entire Public Service but particularly in this hon Minister's department.

*Mr A GERBER: Mr Chairman, I am very pleased that the hon member for Pinetown raised this matter again this afternoon. It is the standpoint of the CP that women in education who possess the same qualifications and occupy the same positions with the same responsibilities as their male counterparts should also receive the same remuneration.

We must take note of the fact that education today is to a very large extent dependent on women. Consequently a large percentage of teachers in South Africa, as the hon member for Pinetown indicated, are women. The part they have played over the years in the education of our people is incalculable.

With all the resignations we are at present experiencing, particularly of male teachers, the part played by women in education is becoming more important. While the CP, for pedagogical reasons, is concerned about the large number of resignations by male teachers, we are at the same time grateful for the competent and well-equipped women who are prepared to devote their lives to this noble profession.

In 1986, before the personnel of technical colleges and schools for special education were added to the establishment of the Transvaal Education Department, there were 9 669 men and almost 19 000 women teaching in the Transvaal schools. This number has in the meantime diminished and is at present 8 901 men, while the number of women has increased to 20 103. In teacher training colleges in the Transvaal there are at present only 2 122 male bursary holders, compared with 5 563 women. In future, too, we will therefore become increasingly dependent on women in education. The Government is obsessed with salary parity between Whites and non-Whites, regardless of whether the same services are being rendered or whether the same

productivity is being maintained. If there is one sphere, however, in which salary parity can with justification be established, it is between men and women in education. [Time expired.]

*The MINISTER OF EDUCATION AND CULTURE: Mr Chairman, it is such a pity that the hon member for Brits, towards the end of his contribution, again dragged the disparity between or the endeavour to achieve salary parity between Whites and non-Whites into this debate. [Interjections.]

Of course it is the truth. Nor do we make any secret of it. We say it is fair to pay the same salary to all those who bear the same responsibility and do the same work. [Interjections.] But why must he drag this matter in again here for political reasons? The fact of the matter is that what both the hon member for Pinetown as well as the hon member for Brits said is of course correct.

As long ago as 1981 this department committed this department, and in fact the Government itself, to the elimination of disparity. Naturally I also have the greatest appreciation for the services being rendered by women in education—not only today, but over the decades. There is no dispute about that.

The fact remains that this Government has a good record in respect of the elimination of disparity. There are various matters in the sphere of conditions of service and salaries within the teaching profession which were not satisfactory, but which were rectified during the past few years. The hon member for Pinetown would be the first to concede—after all he knows about these things—that tremendous progress has been made.

I indicated here what progress has been made. Consequently there must be no doubt about the fact that this Government did everything in its power to try to eliminate that disparity. I want to tell the hon member that it is going to cost an estimated R500 million plus to eliminate that disparity which still exists in category D and lower down on post level 1. The hon member may possibly ask what R500 million is. The amount of R500 million is a great deal of money when one does not have it. When one does have it, of course it is a drop in the ocean. [Interjections.] The fact of the matter is nevertheless that this Government has proved time and again that it has the interests of the teachers—men and

women—at heart. It has proved this. All I can say to the hon members today is that we do agree that disparity must be eliminated. In the second place, we are continuing to work towards that end. [Time expired.]

Mr K M ANDREW: Mr Chairman, this debate can easily be summarised by concluding that this hon Minister hates women and the hon members of the CP hate Black people! [Interjections.]

Fortunately for both those categories I can state that the DP loves them both. [Interjections.] When one looks at this question of discrimination, this differentiation when it comes to the payment of salaries to women, I believe there are three areas one can look at.

The first one is the discriminatory aspect in the entitlement of women teachers to equal pay. I do not believe we are talking now of an eight-year process, let alone all its history. Justice has, however, not as yet been done. It was said in another context that justice delayed is justice denied. That applies in this case as well.

Secondly, I believe it is important that the Government decides whether teachers, including women teachers, are a scarce and valuable resource or not. If they do not believe so, then they should be honest and say they have too many of them; they do not need them and they are not going to overpay them. They should tell them then that if some of them leave it is simply bad luck.

The third element is the insult, the element of being taken for granted which undoubtedly deprives women teachers of some of their motivation and scares off some of the potentially best teachers from taking up this profession. The reason always given is that there is no money, and we have the normal equation: The NP equals apartheid, which equals creeping poverty except for those on the gravy train. We have no money for this inequality in education but we have enough money to spend more than R1 million per year on a multiplicity of Ministers of Education, just to give one example. We need R500 million, the hon the Minister said, to close this gap but we leave R1.5 billion lying on the table in empty classroom spaces so we can have segregation. [Time expired.]

Mr R M BURROWS: Mr Chairman, the hon the Minister is well aware that one of the constant points where there has been a complaint against

this department and against the Department of National Education in terms of their policies, is that they have never indicated a timetable.

We are already, as the hon member for Cape Town Gardens has pointed out, into the eighth year and soon we will have the tenth anniversary of the Cabinet decision to eliminate disparities and still the R500 million will either have to have been found or one will have to raise up to between R700 million to R1 000 million to meet that disparity. It is getting bigger every year and this Minister knows it. So he and his hon Cabinet colleagues had better decide that they are going to solve this in the next financial year or the problem will simply get bigger.

The hon member for Brits has said that Black parity should be brought about. It is also true of women. If one looks at the position of for example Black women who are in categories AA or ZA, one sees that their position is even worse. They are part of that R500 million which needs to be found to reach parity between a man and a woman. [Time expired.]

*The MINISTER OF EDUCATION AND CULTURE: Mr Chairman, it almost seems to me as though these two hon colleagues on the opposite side are becoming very serious about this matter. The fact is . . .

Mr R M BURROWS: You should be married to a teacher!

*The MINISTER: I now understand the hon member for Pinetown very well. [Interjections.] I shall now make my contribution with extra motivation to make sure that things go better for the hon member at home.

Mr K M ANDREW: Have a sex-change operation! [Interjections.]

*The MINISTER: The hon member for Pinetown argued that our timetable was a little bit too long. He says we must take a decision now.

Surely he knows that that is not possible. He knows that when it comes to the spending of public funds there are at least various factors that have to be considered in various sectors. The hon member must accept that my hon colleague, the Minister of National Education and I, as well as all other education ministers in other departments, have a burning desire to eliminate those disparities, but that this must always be done within the limits of what funds are available.

I want to argue a point with the hon member for Cape Town Gardens. He said we should decide whether we have an oversupply of teachers or not. He asked whether we should not get rid of those teachers. If the hon member is perhaps trying to insinuate that we are keeping disparity so that we can force them to leave in that way, I say it is disgraceful! [Interjections.]

However I do not think that was the hon member's intention, because I think one only finds good teachers in this country. Sometimes one finds those who are better, but one always finds only good ones. We should like to keep each one of the good teachers, but we are also dealing with the realities of this country. If we have resignations and we cannot make use of the services of certain teachers any further, we are always sorry about that. [Time expired.]

Debate concluded.

QUESTIONS

†Indicates translated version.

For oral reply:

Own Affairs:

Education and Culture/National Education:

meetings

*1. Mr R M BURROWS asked the Minister of Education and Culture:

- (1) Whether he has had any meetings over the past three months with the Minister of National Education in connection with the (a) financing of his Department and (b) levying of tuition fees; if not, why not; if so, (i) what was the outcome of these meetings and (ii) when did each take place;
- (2) whether he will make a statement on the matter?

B950E

The MINISTER OF EDUCATION AND CULTURE:

- (1) (a) Yes.
- (b) yes.

- (i) regarding the financing of my Department decisions taken in accordance with existing procedures, were taken with my full support. Regarding the levying of tuition fees informal discussions were held and the Minister of National Education is kept informed of the ways the matter is handled by my Department,
- (ii) discussions of a formal nature e.g. during meetings of the Committee of Education Ministers, as well as personal interviews between the Minister of National Education and myself take place on a regular basis;

(c) no.

Mr R M BURROWS: Mr Chairman, arising from the reply of the hon the Minister, can he give us an indication as to whether the question of the levying of tuition fees has been discussed in the Committee of Heads of Education on the basis of all departments levying such fees?

†The MINISTER: Mr Chairman, according to Schedule 1 of the Republic of South Africa Constitution Act 1983, it is up to each of the different departments to which the hon the member has referred, to decide and see whether it can collect certain funds in the interest of the population group it serves. The possibility of these tuition fees is an idea which originated in my department and we discussed it in the White Ministers' Council. We did not discuss this matter on the level of the Committee of Education Ministers, because it stands to reason that it might not necessarily belong there. Note that I say it does not necessarily belong there. It can start at a separate department.

For written reply:

General Affairs:

Great Trek Festival: assistance rendered
167. Mr A GERBER asked the Minister for Administration and Privatisation:†

- (a) Which State Departments and organisations components referred to in section 6(1) of the Public Service Act, No 111 of 1984, rendered financial or any other assistance to the Great Trek Festival of the FAK and (b)

355

Slow progress at Seifsa pay talks

The fourth round of wage talks between metal industry unions and employers, in the Steel and Engineering Industries Federation (Seifsa), were held yesterday with "very slow progress" being made.

The National Union of Metalworkers said after the talks that Seifsa had raised its offer to a minimum of R3,50 an hour for labourers and increases of 38c and 39c an hour for some categories of workers.

For artisans Seifsa offered a minimum of R8,24 an hour, plus an individual increase of 95c an hour.

Labour Reporter.

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Labour Reporter.

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INTAS P.E. EP

With love

Low pay overshadows apartheid as the major gripe among blacks

WHAT troubles people in the workplace? Responses to the Gallup/Markinor poll show that only 16% of blacks specifically said apartheid, although related issues like job reservation, unequal pay and mistreatment by whites received 11% each. By contrast, 60% complained about low salaries.

What would people most like to see changed? Of blacks, 27% did answer "apartheid" to this one. However, the next four most favoured options — better salaries (25%), job creation (15%), equal pay (14%) and improved education (10%) garnered a total of 64%.

Considering that of the 39% of black respondents who had jobs just 5% worked for non-South African companies, it was perhaps not surprising that 64% against 32% said they would prefer to work for a locally owned firm. Among those who opted for a foreign company, Americans were favourite choice as employers (54%), trailed by British (13%) and West Germans (12%).

All respondents were asked what they thought would be the pluses and minuses of working for an overseas company. On the plus side, 31% of blacks said higher pay, 16% less discrimination, 10% housing subsidies and 30% didn't know. On the other hand, 27% saw no minuses while 17%, the next largest bloc with an opinion, worried about being thrown out of work if the company disinvested. Only 3% complained that foreign companies "also practise apartheid".

To a series of questions specifically about US companies, blacks gave answers that should make Mobil's board cringe.

By 59% to 8%, black respondents said the US presence weakened rather than strengthened apartheid. Another 73% said the departure of US companies would have a bad effect on their lives. More than 70% agreed either mostly or completely with the propositions that the companies provided good jobs which would otherwise not exist, and contributed to a higher standard of living among blacks.

Reactions to the statement, "American business activity helps to continue racial segregation and discrimination", were more equivocal: 45% tended to disagree, 17% to agree, and 28% were unsure.

Of those surveyed, 49% thought worse of companies that pulled out, 17% thought better and the rest were undecided. Paradoxically, 69% did believe disinvestment would "seriously hurt the strength" of the SA government, and more thought it would have a positive effect on ending apartheid (49%) than did not (32%).



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The directors of Santam audit, from the operating

Profit after provision for tax

Earnings per share

Dividend per share

Dividend cover (Times) ...

Gross premium income

Net premium income

Underwriting result (before

Investment income (before

Insurance funds

The directors wish to point out that the results for the six months of the financial year ended 31 March 1989 are preliminary.

DIVIDEND NO. 70

An interim dividend of 10% will be paid on the close of business on 15 April 1989. The transfer register will be closed from 15 April to 30 April 1989.

CH J VAN ASWEGEN
CHAIRMAN



RI

Wage talks deadlocked

THE wage negotiations between the National Union of Metalworkers of SA and the Steel and Engineering Industries Federation of SA were postponed to May '30 after the two parties reached a deadlock this week.

Numsa said in a statement yesterday that although it made wide-ranging concessions during Tuesday's negotiations, it was extremely disappointed that the federation refused to meet its demands.

The union said it reduced its wage demands to 80 cents an hour or 23 percent, whichever is greater, while the employers made a final offer of 16.9 percent for labourers and 17 percent for artisans.

"We are extremely disappointed with their attitude. We were looking forward to an agreement, but the chance of this seems remote," the union said.

May

355

R60 a month wage claim denied

ZEBEDIELA, Citrus Estates has said the organisation "rejects with contempt" allegations in *Sowetan* that workers on the estate earn between R60 and R165 a month.

In a statement yesterday Zebediela said, "the minimum salary for an unskilled untrained worker at Zebediela is R120 per month cash plus benefits."

Benefits include family housing, clinic services, sport and recreation facilities, specialist training and transport for children.

On April 1 this year the workers received a 15 percent increase, the statement said.

In its editorial on Tuesday, *Sowetan* said 12 workers landed in hospital after workers at the estate went on strike to protest against low wages.

"We are aware that certain workers suffered financial loss in the resulting disciplinary actions. Management will however support loyal workers," the estate said.

"Zebediela Citrus is a leader in the application of fair labour relations," the statement said.

It said healthy labour relations exist as elected worker councils represent the workers and decide with management on disciplinary codes, and the interpretation of policy.

"If any workers opt to leave company employment, management will be fair in dealing with their housing position... we do not plan any evictions."



355 14/5/89

dent fund benefits. This meets the union's demand that workers who resign or are retrenched can withdraw their contributions in a lump sum. A restructuring of the industry's sick pay fund has also been agreed to in principle.

Van der Heever says Seifsa has also offered to increase afternoon shift allowances from the current 6% to 7,5% on basic wages and evening shift allowances from 12% to 15%.

Smith says the decision — indicated by local branches — is to reach settlement. But he says it came with a proviso: "We will not be in a position to make major compromises." He says the union's major thrust — to get Seifsa to counter unemployment through job creation — means an end to temporary work and sub-contracting, restricting overtime, negotiating closures and relocation of plants to homelands. Where retrenchments are unavoidable, Numsa wants them to be negotiated, especially severance pay.

The talks took place in an atmosphere of some uncertainty because of the Department of Manpower's refusal to gazette some clauses in last year's final agreement. The clauses found objectionable by the department were the swapping of protest holidays for official days (such as June 16 for Founders Day) and the agreed-upon arbitration procedure in cases of alleged racial discrimination. Numsa claims the objection is in reality inspired by government's insistence that centralised wage bargaining is contrary to deregulation.

To underline this, Numsa points to the comment made by the Director General of Manpower, Joel Fourie, at the opening of the negotiations. Fourie said a deregulated bargaining system would provide employers with more "flexibility."

METAL INDUSTRY

Gains all round

This week's metal industry wage talks seemed set to end in deadlock which, in a sense, would be good news for employer association Seifsa. In addition, the unions, particularly the Cosatu-affiliated National Union of Metal Workers of SA (Numsa), which represents most workers in the sector, are showing little enthusiasm for strike action — again welcome news for employers.

But the unions are not losers, either. There has been a palpable swing away from confrontation over wages to negotiating new agreements in the areas of pension funds, job creation and job security. And this represents a long-term defensive strategy, destined to be resolved by paperwork and to lead to better deals for union members.

Numsa's demand of 44,8% (compared to Seifsa's offer of 11,3% on average) was expected to be moderated at this week's talks. The union's national organiser, Alistair Smith, told the *FM* Numsa was likely to lower its demand "depending on Seifsa's movement on the issues of the funds and jobs."

Seifsa communications head Hendrik van der Heever welcomed Smith's comments — "considering that Numsa has so far been inflexible on its minimum wage demand of R5 an hour" (an increase of 65% for labourers). Van der Heever says Seifsa has already made two offers. The federation also agreed in principle to Numsa's demand for the existing pension fund to be converted to a flexible benefit fund, which would entitle workers to choose between pension or provi-



Mr Jackie Masuku, Miss Ellen Ngcobo, Mr Wesley Maluleke, Mrs Vicky Majozi and Mrs Poppy Gezani who started a hunger strike today.

6 Ccawusa workers go on hunger strike

Sowetan 23/6/89

SIX Ccawusa workers have embarked on a hunger strike to highlight "starvation" wages which are allegedly paid by Edworks.

This is in addition to a legal strike that has lasted 36 days. About 800 workers at 80 Edworks stores are on strike for better wages.

Workers' demands include an across-the-board increase of R125 a month backdated to July 1, 1988. The company is offering R105 from July 1989.

The agreement is to cover workers in Bophuthatswana. Management says this would

By NTHABI MOREOSELE

jeopardise trading rights and antagonise the homeland government.

A statement issued by the Edworks support committee, says: "The hunger strike will initially involve three Edworks workers, a union official and a support committee member. The strike will be indefinite and more workers are expected to participate."

A spokesman for Edworks, Mr Deon van Wyk, said the company would issue a Press statement later.



SALARIES

Salary gap widens

From MICHAEL CHESTER

JOHANNESBURG. — New evidence of the huge size of the pay gap between white and black workers has been provided in a review of trends inside a number of key business sectors that between them share a labour force of more than five million employees.

The review, compiled by Central Statistical Services, traces the changes in the pattern of overall recruitment and salaries and wages from 1987 to the end of last year.

Socio-political reformers will be heartened by news that in all sectors — with the exception of the construction industry — it was the pay packet of the black worker that grew fastest, at least in percentage terms, if not in actual rand terms.

However, the review also unearths evidence of major differences in the pace of moves to close the wage gap from sector to sector.

For example, the average pay packets of the 175 000 black workers in the sector covering transport and communications barely stayed ahead of inflation, with increases of 15,1 percent over the 12 months.

This is the sector that em-

braces all road and rail services, the Post Office and the SABC.

One consolation was that at least the increase seemed far better than the six percent average raises awarded their 150 000 white workmates.

Even that fragment of comfort was overwhelmed, however, when the average wages of black workers, now at R761 a month, had to stand comparison with an average of R2 227 paid to white colleagues.

Still, the R761 looked an improvement on the R610 a month average still being earned by 215 000 black workers in the construction industry — even after they had received a 17,1 percent pay hike.

And here the pay gap was even wider, with white workers enjoying a 22,3 percent jump in pay to R3 166 a month.

In the manufacturing industry, it was the 716 000-strong black labour force which enjoyed the 22 percent scale of increases in average pay — pushing it up to R914 a month.

Here, the 295 000 whites on the pay roll received increases of a more modest 15,8 percent.

But they were enough to push their average wages to R3 141 —

more than three times higher.

More doubts about the reliability of percentages in tracking what is happening to the pay gap emerge when one examines trends inside the wholesale/retail trades.

The increases in the average pay of the 360 000 black workers employed here last year were among the best of all, racing ahead no less than 37,6 percent, while 266 000 white workers had to settle for raises of less than 19 percent.

In the end, however, the new black average of R644 still looked a long way off the R2 144 white average. Not only that, the pay gap of R1 335 a month at the end of 1987 has now swollen to R1 500.

The quirks of statistics can also be put to the test with a closer look at pay patterns at Eskom. Here, black employees received average increases of almost 27 percent, lifting pay to R1 377 a month, while white raises seemed to trail behind at 11,5 percent, setting pay at R3 666.

What happened to the pay gap in actual rands? In 1987 it was R2 202. Now it has crept up to R2 289.

It all somehow seems to sum up the perils of statistics.

116645 24/5/89

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Edworks strike to continue

Constitution 25/5/88

255

CCAWUSA has pledged to continue its strike action against Edworks and the hunger strike of five Edworks workers and a union official after management withdrew all offers made during negotiations with the union since they began in August last year.

At a Press conference yesterday, union official and hunger-striker Mr Jackie Masuku said management's decision, which was communicated to the union on Tuesday night, "makes us resolve to continue".

He said management had withdrawn all offers because of the failure of workers to return to work on Tuesday after an ultimatum by management.

Masuku said management should not only reinstate offers, but also agree to "withdraw threats to workers who were striking peacefully".

He said the Edworks strike was one of the most peaceful strikes in the country — with no violence and no detentions.

The strike action had affected 800 workers in 80 Transvaal stores. Seven Edworks stores, which include Pick 'n Pair and Coco, had closed down, Masuku said.

The issues of the strike involved a demand by the union of a R125 across-the-board increase backdated to July 1, 1988. Edworks management offered R105 to be backdated to July 1, 1988.

The minimum wage for workers in the Johannesburg area was R450, management's increase would raise it to R520.

Monday May 25 1989

Edworks strikers vow not to eat

By Mike Siluma, Labour Reporter

Six members of the Commercial, Catering and Allied Workers' Union (Ccawusa), on strike over wages since Monday, have vowed not to eat until Edworks management "changes its attitude".

At a press conference at the union's offices yesterday, Ccawusa official and one of the hunger strikers, Mr Jackie Masuku, said management had withdrawn wage offers it made during previous talks.

Mr Masuku said the union was demanding individual increases of R125 a month and that the wage agreement reached be extended to Edworks stores in Bophuthatswana. He added that the lowest-paid Edworks employee in Johannesburg earned R415 a month, while his counterparts in Cape Town and Newcastle were paid R340 and R190 respectively.

Edworks' managing director, Mr Stewart Dodo, rejected the figures given by the union, saying employees in the areas mentioned earned more.

He said the company had withdrawn its offer to the union because the union had failed to arrive at a pre-arranged meeting. "The company does not believe the resolution of the wage dispute can be effectively undertaken through the medium of the press, and therefore has no further comment to make at this stage," said Mr Dodo, maintaining that only 200 workers were on strike.

OK WAGE TALKS TODAY

A CONCILIATION board hearing to resolve the dispute between the Commercial Catering and Allied Workers' Union of South Africa and OK Bazaars starts today.

The dispute revolves around OK manage-

By LEN
MASEKO

ment's offer of R85 a month, which has been rejected by the union in favour of an across-the-board hike of R160 a month. (355)

The union has proposed that management raise the current minimum pay of R500 to R660 a month for Ccawusa members who have worked for the

retail chain for more than 12 months. (135)

Ccawusa is also demanding recognition of May 1 as a paid holiday and a guaranteed annual bonus.

Meanwhile Ccawusa has declared a dispute with Checkers over wage increases.

The dispute between Ccawusa and the company revolves around the union's

demand for an across-the-board hike of R202 a month.

A Ccawusa spokesman said Checkers management had started with a low offer of R45 a month.

Other Ccawusa demands include recognition of May 1 as a paid holiday; 13th cheque; an extra week's annual leave; a R700 minimum wage and a staff discount of 15 percent. (135)

Pick 'n Pay has reached a wage settlement with Ccawusa for an across-the-board rise of R146,87 a month, raising the current minimum paid by the supermarket group to R750. The two parties, in addition, have agreed on improved bonus and funeral benefits. (135)

Striking workers' pay slashed

THE dispute between Southern Transvaal region of the South African Red Cross and workers yesterday took a new turn when those on strike had their salaries slashed by 85%.

The 38 employees have been on strike for the past three weeks in sympathy with the dismissal of Mr Bongani Khumalo, assistant regional director.

Mr Albert Botha, the Red Cross dissemi-

ation officer, who earns over R1000, was yesterday paid R133 after deductions.

"This is a blow to me. I have to move into a new house with a bond payment of R900 at the end of the month. I am disappointed at my employers who had promised not to victimise us. But I am not relenting."

"We view this as intimidation and an attempt to break the morale of the people challenging the leadership of the southern region," he added.

Letter

Mr Nigel Carman, the region's chairman, said the striking workers were aware they were not going to be paid for the days they stayed away.

"In a letter to them we stated that if they

returned to work they will not be victimised but obviously no staff will be paid for any time not worked," he said.

A meeting will be held today.

By PHANGISILE MTSHALI

355 84424 25/5/89

NUM sticks to its minimum wage demand

Star 26/5/89

355

By Mike Siluma,
Labour Reporter

The second round of the 1989 wage talks between the National Union of Mineworkers (NUM) and the Chamber of Mines was held yesterday, with the union sticking to its demand of a national monthly minimum wage of R543 for surface workers and R600 for underground workers.

Although the union negotiates specifically for its 210 000 members on Chamber-affiliated mines, minima negotiated with the union are usually made applicable to all black miners, numbering about 500 000.

NUM spokesman Mr Jerry Majatladi said the union wanted workers doing the same job in each category to be paid the same. At the moment the various mining houses paid different wages for each grade.

The union's motivation for the wage demand was that black mineworkers' wages were "at the bottom of the wage ladder in SA".

"Compared to other industries, wages paid for grade 1 are far below. For example, at Toyota the minimum wage is

R1 008/month, at Pick 'n Pay R750, in the steel and engineering sector R685 and at Eskom R654. While the average wage for grade 1 in manufacturing is R625, the minimum rates for blacks in the mining industry are as low as R385 and R278/month," said Mr Majatladi.

The NUM wanted the mining industry to "move from the bottom of the wage ladder to the middle", as a first step towards a "living wage" in the industry. The union's demands for 1989 were in line with current minimum rates paid in other industries.

Chamber spokesman, Mr Peter Bunkell, described yesterday's talks as "constructive", but declined to comment further. The parties would meet again in the next week or two, he said. The Chamber has offered an 11 percent rise.

● More than 10 000 mineworkers in the Witbank area this week held daily demonstrations demanding that the Chamber make its offer in cash, and not percentage terms, according to the union.

Wage hunger strike: man taken to hospital

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SIPHO NGCOBO

ONE of the six Ccawusa members who are on hunger strike in protest against "starvation wages" paid by the Edworks Group collapsed yesterday, the third day of the hunger strike, and was taken to hospital for treatment, Ccawusa announced yesterday.

According to Ccawusa, Wesley Maluleke, 26, of the group's Pietersburg branch, collapsed at the union's offices in Johannesburg at about 2pm yesterday and was taken to Hillbrow Hospital where he was given a glucose solution.

Ccawusa immediately issued a statement, saying the Edworks Group was to blame for Maluleke's deteriorating state of health and warned that the company would be held responsible if any harm was caused to the hunger strikers.

Meanwhile, Edworks Group MD Stewart Dodo has said allegations by Ccawusa that its employees in Newcastle, Cape Town and the PWV area were being paid minimum salaries of R190, R340 and R415 a month were without foundation.

In response, Ccawusa said it had workers' pay slips as evidence.

Workers on hunger strike over 'starvation wage'

Weekly Mail

supporters sue minister

By THAMI MKHWANAZI

EIGHT people arrested after last year's picket in Pretoria against the suspension of the *Weekly Mail* have sued the minister of law and order for damages totalling R96 000.

The eight each claimed damages of R12 000 for alleged unlawful arrest and detention under Emergency regulations. Summons were issued in the Pretoria Supreme Court last month.

They were held for four days at the Pretoria Central and Sunnyside police stations.

After their release on warnings on November 8, the eight appeared four times in the Pretoria Magistrate's Court but were not charged.

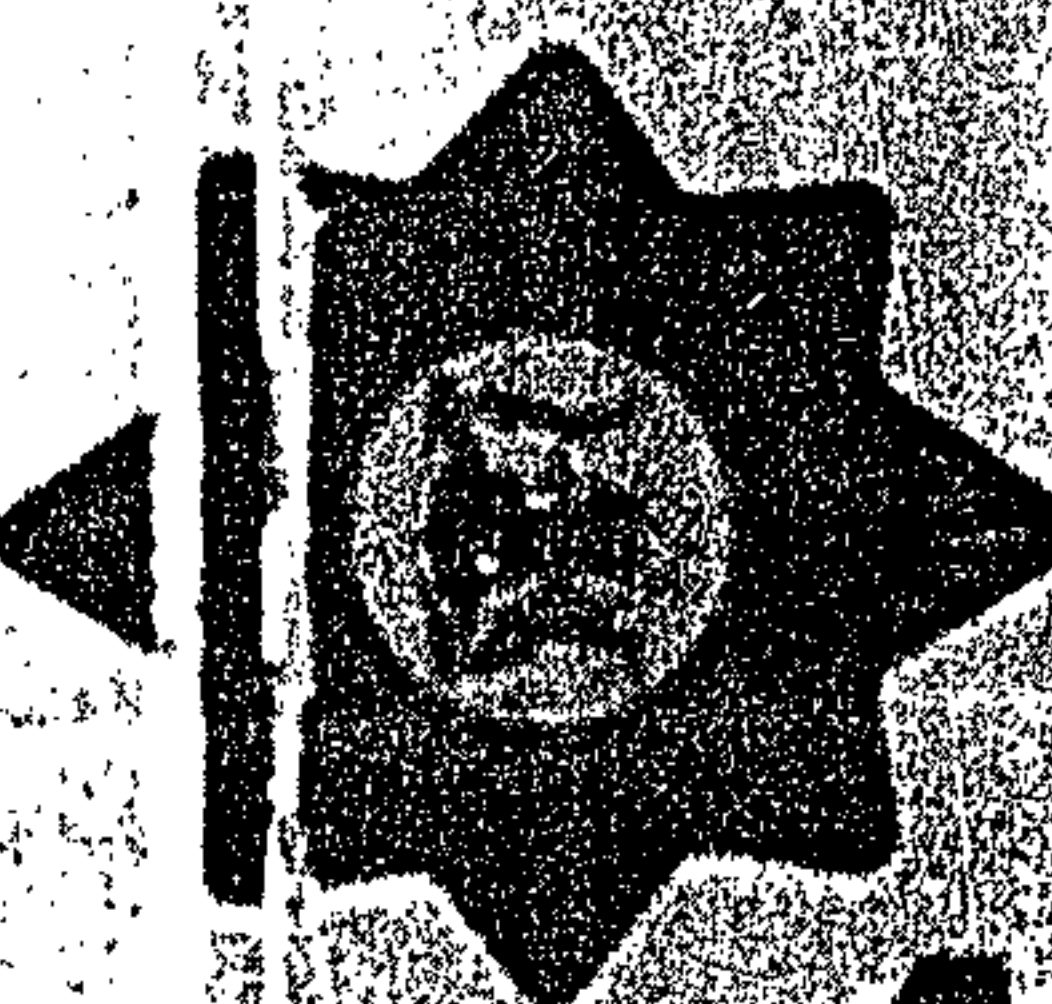
During their last appearance on February 17, the magistrate ordered the prosecution to lay charges within three weeks. He also set the trial date for June 1 and June 2.

The state failed to comply with the order, and instead filed charges of attending an illegal gathering six weeks after their last appearance.

The claimants are: Libby Lloyd, Association of Democratic Journalists national co-ordinator; Black Sash member Kerry Harris; Cornelia Scholtz, Helena Saayman and Manette Carstens, members of the Students for a Democratic Society at Pretoria University.

The others are Laura Best, and high school and technician students Patrick Malewa and Zac Ramshetti.

The picket was part of protests in South Africa and abroad over the four-week suspension of the *Weekly Mail*.



Powerless ... framed in the window of a police van, these black people wait patiently outside the Pretoria Supreme Court to see if justice will be done in the trial of mass murderer Barand Strydom.

Picture: STEVE HILTON-BARBER, Afrapix

THE union offices in downtown Johannesburg — where a hunger strike by shopworkers demanding a "living wage" has entered its fifth day — were last night replete with images of labour solidarity.

A vagrant, wrapped in white plastic bags to keep out the winter chill, sleeps on the pavement outside the grimy building. Upstairs on the second floor, five workers and a union official sit on blankets scattered around the cement floor.

Jacky Masuku, organiser for the Commercial Catering and Allied Workers Union (Ccaawusa), invites the pauper up to share a blanket, a glass of sugar water and a place to sleep beneath a banner that proclaims "Socialism Now".

Some 800 workers at more than 80 stores belonging to the Edworks shoe-chain have been on a legal strike for more than three weeks to back demands for a wage hike of R125 a month across-the-board. The company is prepared to grant an increase of R105 a month.

On Monday night, after obtaining an order from the supreme court, the company evicted Masuku and five workers staging a sleep-in protest at a store in Johannesburg. They then decided on the fast to highlight the workers' demands — the first time that organised labour has used the hunger strike as a collective bargaining tactic in South Africa.

"We will stay here until we die or receive a living wage from Edworks," says 54-year-old Vicky Majoz. "I've worked for the company for 25 years. I worked in the manager's home as a domestic worker. I even drove his mother-in-law around as her private chauffeur. But he refuses to pay me more than R415 a month."

Ccaawusa says pickets mounted outside most stores have won extensive support from consumers and the three-week strike has closed at least seven stores around the country. The workers' resolve to fast indefinitely may well be rhetorical, designed to apply pressure on the company where industrial action has failed. But all six hunger strikers insist they are deadly serious about their protest.

The hunger strike is a last resort on our part to get management to negotiate in good faith," Masuku told a press conference in Johannesburg. "Management refuses to budge and the courts are useless. We will not eat until the company gives in to our demands."

Apart from the wage demands, these include calls for a 13th cheque at the end of the year and recognition of the union at stores in Bophuthatswana. Masuku says Edworks has refused to recognise Ccaawusa there because South African unions are barred from operating in the "homeland".

Edworks MD Stewart Dodo rejected union allegations that workers in some parts of the country were receiving wages as low as R190 a month.

"The company refutes any allegation in respect of starvation wages and wishes to place on record that R520 per month (the minimum wage) offered by the company represents a 25 percent increase," said Dodo.

The dispute is over wage talks for 1988 and any increase agreed to will be backdated from July 1. Further increases will be offered when negotiations for 1989 take place.

"We believe that wage disputes of this nature should be resolved through the collective bargaining machinery."

Everite employees go on strike

By Mike Siluma,
Labour Reporter

Between 2 200 and 3 000 members of the Construction and Allied Workers' Union (Cawu) yesterday went on strike at Everite plants in the Transvaal, the Cape and Natal.

A Cawu spokesman said 3 000 workers struck after 98 percent voted for industrial action in support of a R1,03 an hour across-the-board increase. The strike decision followed the "exhaustion of all negotiation procedures, including a conciliation board".

The spokesman said other unions affiliated to the Congress of SA Trade Unions, as well as community organisations, had pledged support for the strikers.

According to an Everite spokesman, 2 200 workers were on strike at plants in Brackenfell, Durban, Kliprivier and Port Elizabeth.

He said management had unilaterally effected its final wage offer of between 50c and 75c an hour, the new minimum rate being R3,35 an hour.

The company believed its final offer to be fair and "compatible with the average wage increase of 17 percent awarded by the manufacturing sector".

● The Edworks group is to ask the Supreme Court today to enforce an earlier ruling which rendered a strike by hundreds of employees illegal, according to a Commercial, Catering and Allied Workers' Union spokesman.

He said the hunger strike by six union members in support of a wage claim against the company was continuing.

3 000 on strike at Everite

Sowetan 30/5/87 (35)

BETWEEN 2 200 and 3 000 members of the Construction and Allied Workers' Union yesterday went on strike at Everite plants in the Transvaal, the Cape and Natal in support of a wage demand.

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Kreef: Man in court

A BELLVILLE man, Mr Johan Fourie, 32, appeared in Cape Town Magistrate's Court yesterday in connection with allegedly illegally receiving 230 crayfish and possessing 212 undersized crayfish tails. The hearing was adjourned to June 15.

Ccawusa wins Pep talks

JOHANNESBURG. — After four months of negotiations with Pep Stores Ltd, Ccawusa has won an across-the-board increase of R133,50 a month for its members at Pep, Ackermans and associated warehouses, branch secretary of Ccawusa Mr K M Thibedi, said yesterday.

Union-employer wage gap narrows

THE divide between employer and union wage proposals narrowed significantly at the fifth round of metal industry wage negotiations in Germiston on Tuesday, a Seifsa spokesman said yesterday.

And, in response to a request from the National Union of Metalworkers of SA (Numsa), Seifsa has undertaken to make representations to Inkatha, Cosatu and the state in an attempt to bring an end to the Natal violence.

ALAN FINE

The spokesman said Numsa reduced its wage demand to 20% across-the-board. Numsa's previous proposal ranged up to 26,5%. The demand of the Nactu parties to the council was reduced to 46% from 65,5%.

The Confederation of Metal and Building Unions made no further concessions.

Metal industry unions reduce wage demands

Star 11/6/89
Staff Reporter

Employers and trade unions in the metal industry narrowed their differences in the fifth round of wage negotiations held this week, the Steel and Engineering Industries Federation of South Africa (Seifsa) said in a statement.

According to Seifsa, negotiation parties agreed to meet again on June 13, giving employers time to reconsider their final offer in the light of concessions made by the unions.

On May 16 employers presented their final offers on increases — 15,9 percent for labourers and 13 percent for artisans.

The National Union of Metalworkers of South Africa reduced its demand to a 20 percent across the board increase for all wage categories while the Engineering and Allied Workers' Union and the Electrical and Allied Workers Trade Union of South Africa (Eawtu) reduced their demands to 65,5 percent for labourers and 46 percent for artisans.

The Confederation of Metal and Building Unions' demands of 16,9 percent for labourers and 17 percent for artisans remained unchanged.

A WAVE of industrial unrest has hit the Western Cape with more than 2 000 workers on strike at several factories.

In the most recent strike action, hundreds of militant strikers did the loy-

Industrial unrest sweeps W Cape

loy through the gates of the Everite factory at Brackenfell after about 700 workers downed tools on Monday morning over a national wage dispute.

The workers, members of the Construction and Allied Workers' Union (Cawu), have rejected management's offer of 50c an hour and are holding out for R1.03. The current minimum wage is R2.85.

The workers are also demanding a 40-hour working week and that the productivity target of 90 per cent be lowered to 65 per cent.

A Cawu spokesperson said 3 500 workers were on strike at the Fibre and Cement division of Everite Limited in Port Elizabeth, Durban, Kipriver and Brackenfell. Everite has put the figure at 2 200.

The Everite branch in East London was shut down this week after Cawu lost a last-minute application for an interdict to prevent closure.

Everite public relations spokesperson Brian Gibson said the strike was "unfortunate", but the company respected the right of employees to "withdraw their labour".

RIGT 6' MAKES A COMEBACK —

Strikes

FROM PAGE 1

"However, we remain firm in our conviction that our final offer is fair. Our average wage of R4.30 an hour is good by building industry standards," he said.

The Cawu spokesperson said Everite had put up posters advertising for temporary workers and about 100 "scabs" had been bussed in to the Brackenfell factory.

About 900 members of the Amalgamated Clothing and Textile Workers' Union of South Africa have been on strike at the Hex Tex factory for over a fortnight, following a dispute over service bonuses.

And in Cape Town, about 200 workers are continuing with a three week old strike at African

Products in Maitland.

At Renown Fresh Meals in Maitland where a confrontation with police last week resulted in 20 workers being injured and one arrested, settlement has been reached.

The bitter two week strike by about 200 members of the Food and Allied Workers' Union at Renown Fresh Meals in Maitland ended on Tuesday night.

Workers accepted management's offer of an R18 increase in the minimum weekly wage of R110 backdated to the beginning of March in return for another increase being implemented in October.

A spokesperson for the Chemical Workers' Industrial Union confirmed that workers at Shell subsidiary Petrocol this week voted in favour of a strike.

355 21/6/88
Products in Bellville

355 21/6/88
Products in Bellville

3/Day 1/6/89

355

Edworks strike finally ends

SIPHO NGCOBO

THE six-week "starvation wage" Edworks strike — which had resulted in the closure of at least seven of the company's stores and caused a nine-day hunger-strike protest by some workers — had ended, Edworks Group MD Stewart Dodo said yesterday.

He said the strike ended on Tuesday after an agreement between the company and the Commercial Catering and Allied Workers Union (Ccawusa).

The union had accepted the company's initial offer of a minimum monthly rate of R520 and R105 and an across-the-board increase back-dated to July 1 last year.

The union had been pressing for R125 across-the-board salary hikes, accusing the Edworks Group of paying minimum "starvation wages" of as little as R190 a month in areas such as New Castle, R320 in Pietersburg and R415 in Johannesburg.

Dodo said: "The company and the union have reached an agreement at which the union agreed to withdraw its appeal against the Supreme Court decision that the strike, started by its members on April 17, was unlawful."

The company wanted to place on record that it believed the strike was most damaging to those who participated.

Edworks strike ends

EDWORKS and the Commercial Catering and Allied Workers' Union of South Africa have reached agreement, ending a seven-week-old strike by the company's employees.

Edworks' managing director, Mr Stewart Dodo, said the union had accepted the company's offer of a minimum rate of R520 a month and a R105 across-the-board increase.

Ccawusa official Mr Jackie Masuku said the strike revolved around economic issues as well as "matters of principle".

Action

These matters included the extension of the wage agreement to the company's employees in Bophutswana, proposed disciplinary action against strikers, picket protests during the strike and the controversial Labour Relations Amendment Act.

He said the two parties had also agreed to appoint an arbitrator who would determine whether the strikers had intimidated customers and staff during the

BY LEN
MASEKO

industrial action. Both parties had also agreed that the controversial labour legislation would not be invoked when determining workers' conduct during the strike.

"Crucial to the complete success of the strike was the question of community support," Mr Masuku said.

Damaging

Mr Dodo said the strike was "most damaging to those who participated".

Ccawusa has called off a hunger strike by some of its members. Mr Masuku and five Edworks employees embarked on the strike a fortnight ago, to highlight the dispute between the company and Ccawusa.



Edworks employees celebrate the settlement of their dispute with a march through Johannesburg streets yesterday. Pic: PAUL TSHABALALA

Shop steward charged with intimidation

A SHOP steward of the Hotel Liquor and Catering Union near Pilgrim's Rest in the Eastern Transvaal was arrested at the Blypoort

He is Mr Nelson Mashile. Nacu's regional organiser in Tzaneen, Mr Moss Mahasha, said Mashile, who is the chairman of the shop

Help us find top seller

SOWETAN is looking for the Top Street Seller — and we need your help in finding the best street seller of our newspaper.

All you have to do is answer a few easy questions and tell us why you think your street seller is the best of

all Sowetan's street sellers.

The first prize for the top street seller — and the reader who nominates the top street seller is R1 000 each. Entry forms in Sowetan every Friday.

SOWETAN 'TOP STREET SELLER' COMPETITION

We want you to choose the "Top Street Seller". In this easy competition, all you have to do is answer easy questions and write a sentence on why you think your street seller should be voted "Top Seller".

PRIZES ARE AS FOLLOWS:

BUSINESS

WITH unions and management currently engaged in annual wage negotiations in several industries, the issue of what is a living wage is once again at centre stage.

This was spotlighted by last week's hunger strike by Edworks workers, members of the Commercial, Catering and Allied Workers' Union, who had accused the company of paying "starvation wages". The workers this week accepted Edworks' offer of a 25 percent increase in the minimum wage to R520.

Even R520 a month barely provides a subsistence living level for a black household in Johannesburg, if one takes as a guideline the Household Subsistence Level (HSL) calculated by the University of Port Elizabeth or the Minimum Living Level (MLL) calculated by the University of South Africa's Bureau of Market Research.

These standards represent only subsistence levels of income. The Congress of South African Trade Unions and its affiliates put a "living wage" at much higher levels. One union representative described poverty datum lines as "a measure of poverty" and said they were inappropriate to use as living standards.

Industrial relations consultant Stuart Pennington of SPA Consultants has rejected the Unisa and UPE standards and calculated instead a set of standards designed to support a "modestly low level standard of living".

The household subsistence level for a six-person Johannesburg household was R574,64 in March this year, according to UPE's Institute of Planning Research. Unisa's survey recommends higher figures — its latest calculations put the minimum living level for a Johannesburg family of five at R566,30. Its Supplemented Living Level (SLL), which makes provision for more items than does the minimum level, stands at R746,64 for Johannesburg.

The minimum levels in urban areas other than Johannesburg are lower, according to both UPE and Unisa calculations. In Cape Town, for example, UPE calculates a household subsistence level of R541,20, while Unisa calculates a "supplemented level" of R654,54.

Pennington has recently calculated a household "monthly income" of R1 041,27 is required to support a family of five in the PWV area, and of R909,35 to support a Western Cape family. According to his 1989 *South African Township Annual*, an average household income of R870,72 is needed in South Africa's metropolitan areas to support a "modestly low" standard of living for a black family of five. This is only 7,5 percent higher than the average calculated a year ago (R809) — an increase lower than the overall inflation rate.

According to Pennington, this may reflect the fact that lower income people have sacrificed spending on food and clothing as costs have risen.

While Cosam has never put a figure to its "national living wage" demand, the National Union of Metalworkers demands a minimum of about R5 an hour or R950 a month. The National Union of Mineworkers views R600 a month as a step towards a living wage — in an industry where the un-

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ion estimates over 80 percent of black workers earn less than this.

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The unions also use the minima on occasion — if only to embarrass employers who pay poverty wages.

The Unisa and UPE figures are theoretical, based on providing subsistence nutrition for minimum cost. Unisa uses the Department of Health's food ration scales, which are based on American nutritional standards, and surveys prices twice a year. Also included in determining its minimum living level are allowances for clothing, rent and services payments, washing and cleaning material, transport, education, contributions to medical expenses and household equipment.

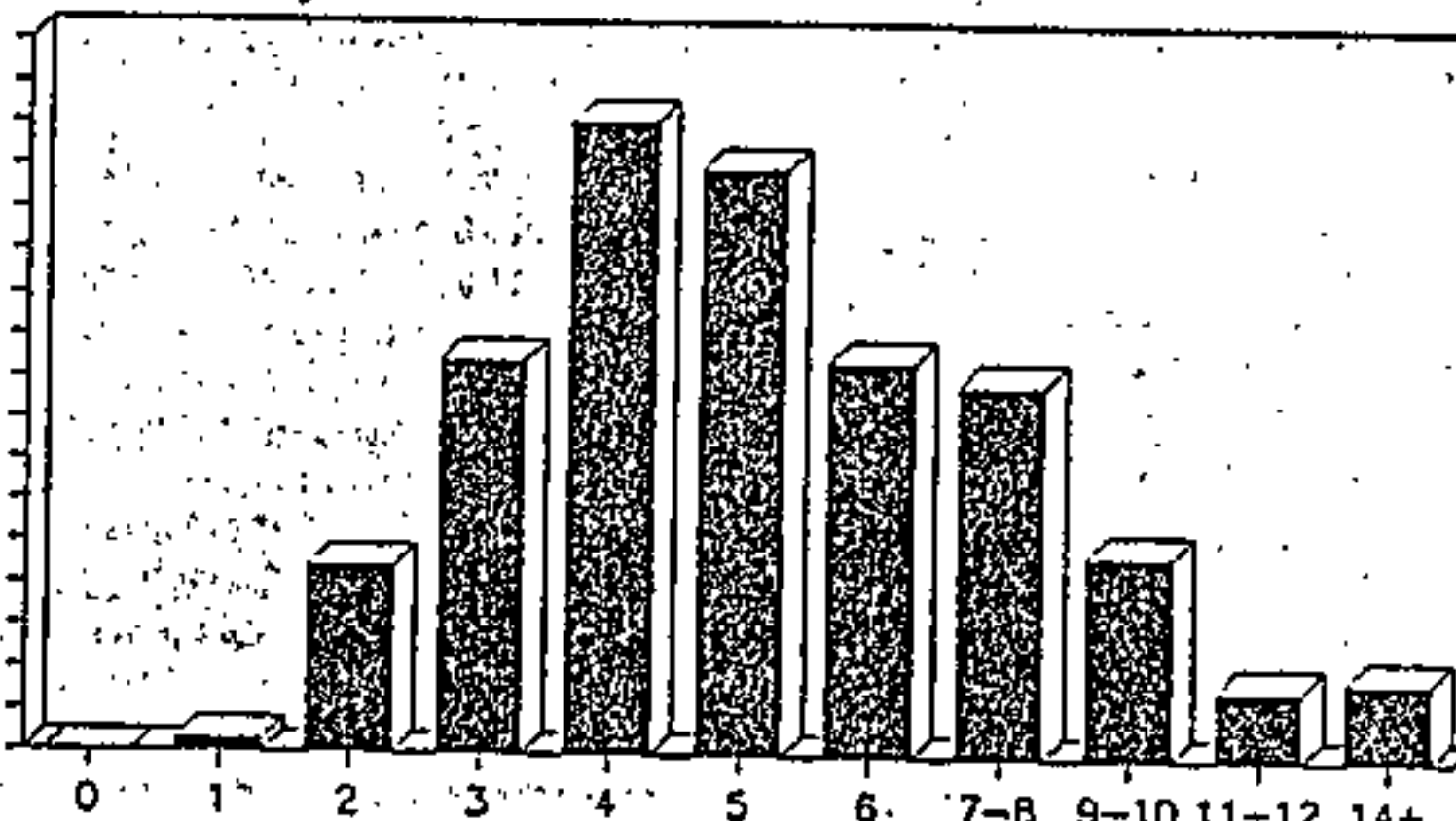
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UPE's household subsistence level is a lower figure than the minimum living level because it does not make allowance for education, medical and dental expenses or the replacement of household equipment. UPE also calculates a Household Effective Level (HEL), which is 50 percent higher than the HSL.

The problem with these subsistence figures is that they depend on people knowing the best and cheapest ways of combining different foods to fulfill their dietary requirements. Also every cent must be spent in the allotted manner, and there is no margin for emergencies such as severe illness or strikes.

Poverty datum levels also tend to be calculated for a nuclear family and do not take into account the fact that high unemployment levels may mean workers in employment are supporting several dependents, not all of them members of the immediate family.

Nel told *Weekly Mail* the BMR used to calculate the minimum level based on number of people in a household but now limits this to the nuclear family unit because of rising



The four or five-person family is the norm but many households are much larger
Graph: SPA CONSULTANTS

unemployment.

The unions' criticism is that these standards are set without any consultation with workers, that they do no more than institutionalise poverty and that they exclude a range of items which workers regard as necessities.

"These poverty datum line figures are calculated on the basis that poor people need less because they are poor — they reinforce levels of poverty rather than help people grow out of it," says one union representative. He points out that internationally these kinds of calculations were originally used to measure poverty — now they are being used here to set standards at which people can live.

A Cosatu representative cited a 1987 study by Human Sciences Research Council researcher Esther Nawrotzki which found people needed nearly three times as much as the Unisa/UPE minima — giving a figure for last year of about R1 640.

Pennington's criticism of the minimum, lying, and household subsistence levels is that they are abstract theoretical figures which provide for survival only. He has instead surveyed actual spending habits in 28 black townships, based on 1 400 interviews. In addition to essential household spending, his Township

Survey figure includes a certain amount of discretionary income.

The living standard figures he gives are however based on the assumption that households contain more than one breadwinner. So while the unions have made some use of his figures to push wages over the R800 level, employers can use them to avoid paying that much.

The Township Survey says: "Remuneration planners who wish to pay a wage that will sustain a modestly low level of living will be faced with the question as to whether there should be one or two bread-winners per household. If the former is the case, then a wage of R850-R900 per month would be reasonable. If the latter is the case, then a minimum wage of between R600 and R700 would be sufficient."

One problem with Pennington's figures is that a flat R60 a month is set countrywide as the cost of housing, presumably based on an average rental. But the survey found that around one-third of respondents owned their houses — and may be paying far more than R60 on a bond.

Researcher Mark Anderson, of Cape Town-based Labour Research Services, argues it is essential to include in the living wage figure a com-

ponent for home ownership, since housing is the largest single expense of most households. Taking bond repayments as a quarter of income, Anderson calculated a minimum of R1 140 a month in Cape Town, based on the bond repayment on a two-bedroom, R25 000 house at the 18 percent interest rate level prevailing at the beginning of this year.

But whatever the debate on minimum living standards, what is clear is that the black South Africans who have jobs and receive wages equal to or greater than the Unisa or UPE minima constitute something of an "elite" relative to the black population as a whole.

Average minimum wages vary widely by sector, according to SPA Consultants' data. The highest paying employers are those in the motor, chemical and oil industries: average minimum monthly wages are R890 in the motor industry and R905 in chemicals/oil. At the other end of the scale are mining (R350), services industries (R437) and construction (R504). The metals and food industries are somewhere in the middle with minimum average wages of R708 and R693 respectively, according to SPA.

Based on 1985 figures, Unisa found over half of South Africa's black population earned less than its minimum living level. The figure for the urban black population was 32 percent, while that for rural areas (excluding the "independent homelands") was 69 percent.

While urban industrial workers are generally better off, agricultural and domestic workers and those in decentralised homeland industries tend to earn much less. Figures released recently by the Central Statistical Services survey show African female domestic servants on the Witwatersrand earned R284,88 a month, including food and quarters — that was the highest average wage for domestic workers countrywide. The lowest was R204 a month in Kimberley. Domestic workers' monthly cash wages ranged from a high of R156 on the Witwatersrand down to R110 in the Klerksdorp/Stilfontein/Orkney area, according to the CSS.

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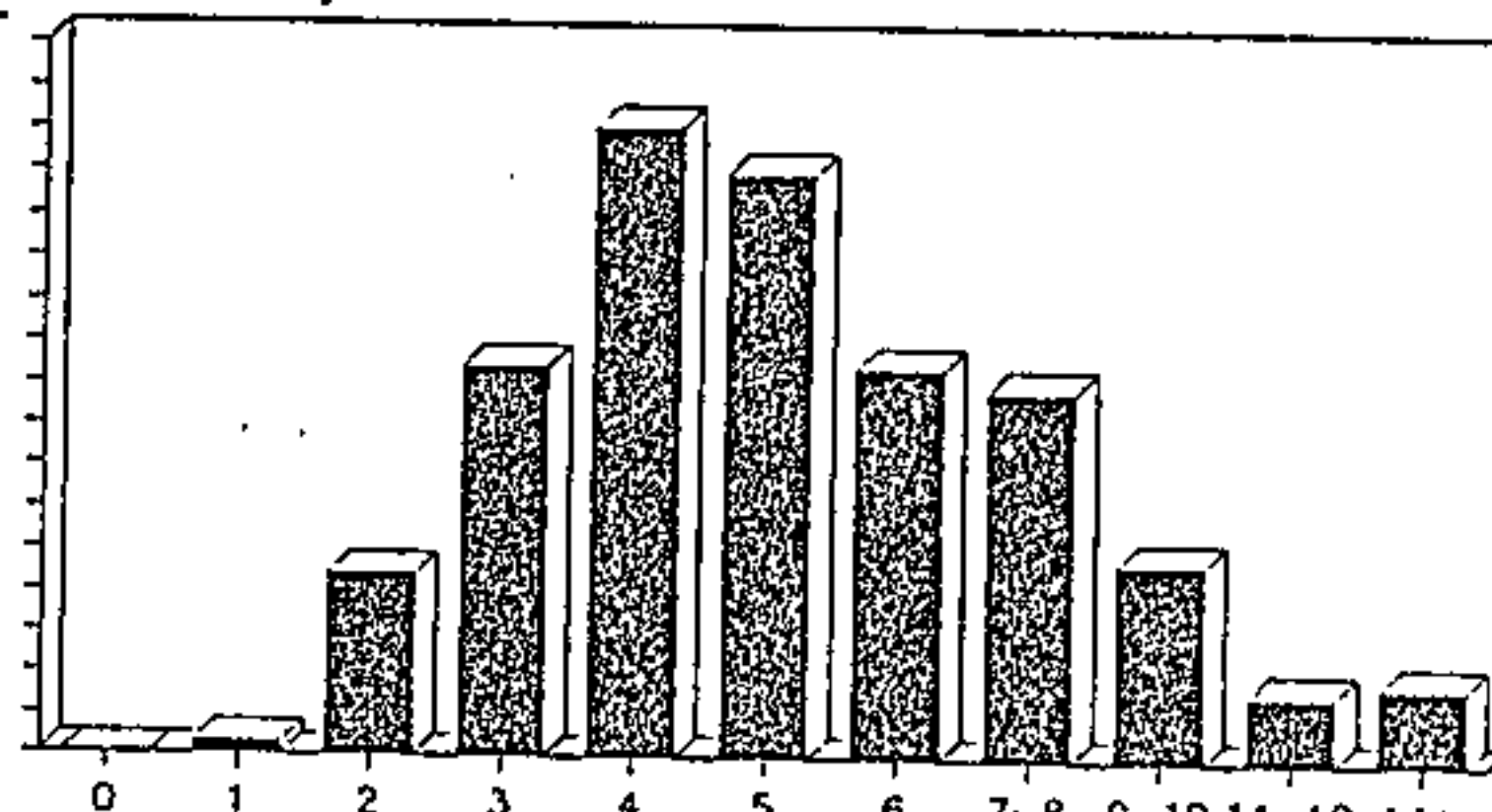
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Union talks critical

WAGE negotiations between the National Union of Metalworkers and motor industry employers, affecting about 150 000 workers, have reached a critical stage, the union said.

Numsa spokesman Mr Les Kettledas said employer bodies involved in the talks are the SA Motor Industry Employers' Association and the SA Vehicle Body and Repairers' Association.

He said the union was demanding a minimum rate of R4,50 an hour for

workers at filling stations, vehicle repair workshops and component manufacturing and engineering establishments.

After two rounds of talks, employers were offering a 12,5 percent

increase on existing rates. This excluded certain categories of workers, including clerical employees, shop assistants and sales people.

The parties meet again on June 9 in Johannesburg.

Strikes continue to grip W Cape

STRIKES involving almost 1 500 workers in the Western Cape continued this week.

At Worcester, the strike by about 900 Hex Tex workers has entered its fourth week with no settlement in sight.

The workers, members of the Amalgamated Clothing and Textile Workers' Union of South Africa, are demanding a 50 cents service bonus for each week of service. Management has offered 25 cents.

About 700 workers at Everite in Brackenfell have been on strike for more than a week.

The strike is part of national industrial action by more than 2 000 members of the Construction and Allied Workers' Union at the fibre and cement divisions of Everite Limited throughout the country.

The workers are demanding a minimum wage increase of R1,03 an hour. Management has offered 50 cents.

A three-and-a-half week national strike at African Products ended on Wednesday this week after workers accepted management's offer of a 58 cents increase on the minimum hourly rate.

This brings the minimum weekly wage to R185,64. Workers had originally demanded R200.

A week-old strike by about 25 workers at Shell subsidiary Petrocol ended on Wednesday.

A Chemical Workers' Industrial Union spokesperson said the workers decided to return to work following indications that management was willing to make concessions on the workers' demands for wage parity.

Health relief

Gawu plans unique centre

By CHIARA CARTER

AS garment workers gear up this month for the industry's annual Living Wage campaign, a unique plan for a Workers' Health Centre has been submitted to employers.

Gawu has already submitted proposals to employers for changes in the sick fund and maternity benefits as part of its

annual negotiations.

Included in the proposals drawn up by a sub-committee is the plan for a Workers' Health Centre (WHC), which would be formed in four stages over a period of five years.

As a starting-point, the committee recommended that existing health services be extended to the dependents of sick fund contributors.

The scheme provides for

a mobile doctor to operate from consulting rooms in residential areas. The doctor's services would later be supplemented by a mobile clinic operating from a kombi.

This will be followed by opening workers' health centres in several residential areas.

In addition to the services of a doctor and nurse, the scheme makes provision for specialist services at several centres.

The committee has also recommended that the existing sick leave be scrapped in favour of the provisions of the Basic Employment Act.

This would mean workers could take a maximum of 30 days paid sick leave over a period of 36 months.

Gawu has also asked for a maternity leave payment of 25 percent of wages for a period of six months.

There is also a proposal for a national sick leave fund.

The union will be trying to get May 1, June 16 and March 21 as paid holidays.

The Living Wage campaign is a prelude to annual wage negotiations between the 112 000 strong Garment and Allied Workers' Union (Gawu) and clothing employers' associations.

Negotiations in the Western Cape are due to begin at the end of next month.

Gawu kicks off its campaign this month with discussions around the programme of action in all locals and factories.

This will be followed by a rally at the Goodwood showgrounds next month at which the proposals coming out of national wage seminars will be submitted to workers for a mandate.

Iks on transfer

A Samwu spokesperson said "high-handed baaskap action" would plunge township municipal services into a crisis similar to that experienced in Soweto last year.

He said the union assumed the ultimatum had been suspended pending the meeting with the CPA on June 21.

Samwu wants the CPA and Ikapa to negotiate workers' status, job security, wages, conditions of service and other related matters.

The union is not recognised by the CPA.

METALWORKERS OF SOUTH AFRICA

... wage parity.

Numsa holds out

South 8-14/6/89

THE National Union of Metalworkers of South Africa (Numsa) has strongly rejected the latest wage offer by motor industry employers.

The decision by the joint shopstewards council last weekend follows the third round of annual wage negotiations with the SA Motor Industry Employers' Association and the SA Vehicle Body and Repairers Association in the industrial council.

The negotiations affect more than 150 000 workers, ranging from pump attendants to workshop assistants.

Numsa is demanding a minimum rate of pay of R4,50 an hour.

Rates currently start from R1,24 an hour.

Employers have offered to increase the minimum rate by 12,5 percent but want certain categories of workers excluded and pump attendants to get only a 5 percent increase.

Negotiations are continuing.

FM 355 9/6/89

MOTOR INDUSTRY

Union strikes hard bargain

The motor industry is under pressure from trade union officials to agree to industry-wide bargaining on conditions and wages.

Companies, which have negotiated separately in the past, are uncertain how to respond. Some have expressed outright opposition to the move, while others are willing to discuss it with unions.

The centralised bargaining system is the idea of the Cosatu-affiliated National Union of Metalworkers (Numsa), which represents most of the motor industry's 20 000 black workers, out of a total workforce of 37 000.

Companies currently negotiate individual plant agreements with workers — with the exception of Volkswagen, Delta and Samcor's Port Elizabeth engine plant, which negotiate through the Eastern Cape industrial council.

Numsa's Les Kettledas says there's a need for industry-wide acceptance of certain basic conditions. He agrees some issues can be settled at plant level, but says there must be national agreement on conditions of employment and minimum wage rates.

Initial approaches on the issue have taken place between Numsa and the Automobile Manufacturers Employers' Organisation (Ameo), representing employers. However, companies are undecided how to proceed. Some want Ameo to continue negotiating on their behalf, while others prefer to talk direct to Numsa themselves. Still others don't even want to discuss the issue.

"There seem to be two basic views," says an industry source. "One is that if you sit down with the union to discuss the proposals, you are already in a de facto negotiating position. Alternatively, it is argued that we must be seen to be reasonable and so must sit down on an exploratory basis."

Ameo members won't give details of discussions with Numsa, because they say the matter is so sensitive at the moment. Ameo chairman Theo van den Bergh, who is Toyota's group director of personnel and industrial relations, confirms merely that Numsa has asked for centralised negotiations.

Worrying the industry, however, is the fact that time is running out. Numsa's current agreements with employers expire at the end of this month and the union wants the new round of bargaining to be centralised.

Some industry officials accuse the union of giving

them too little time to consider the issue. They say Numsa put its proposals to them for the first time only a few weeks ago. They say it is impossible to set up the structures and procedures required in so little time. Kettledas, although Numsa itself first mooted the idea as a medium-term target, insists there has been sufficient time to discuss it.

Initial industry opposition to the idea of centralised bargaining is based on two main points: that it will be inflationary and cumbersome.

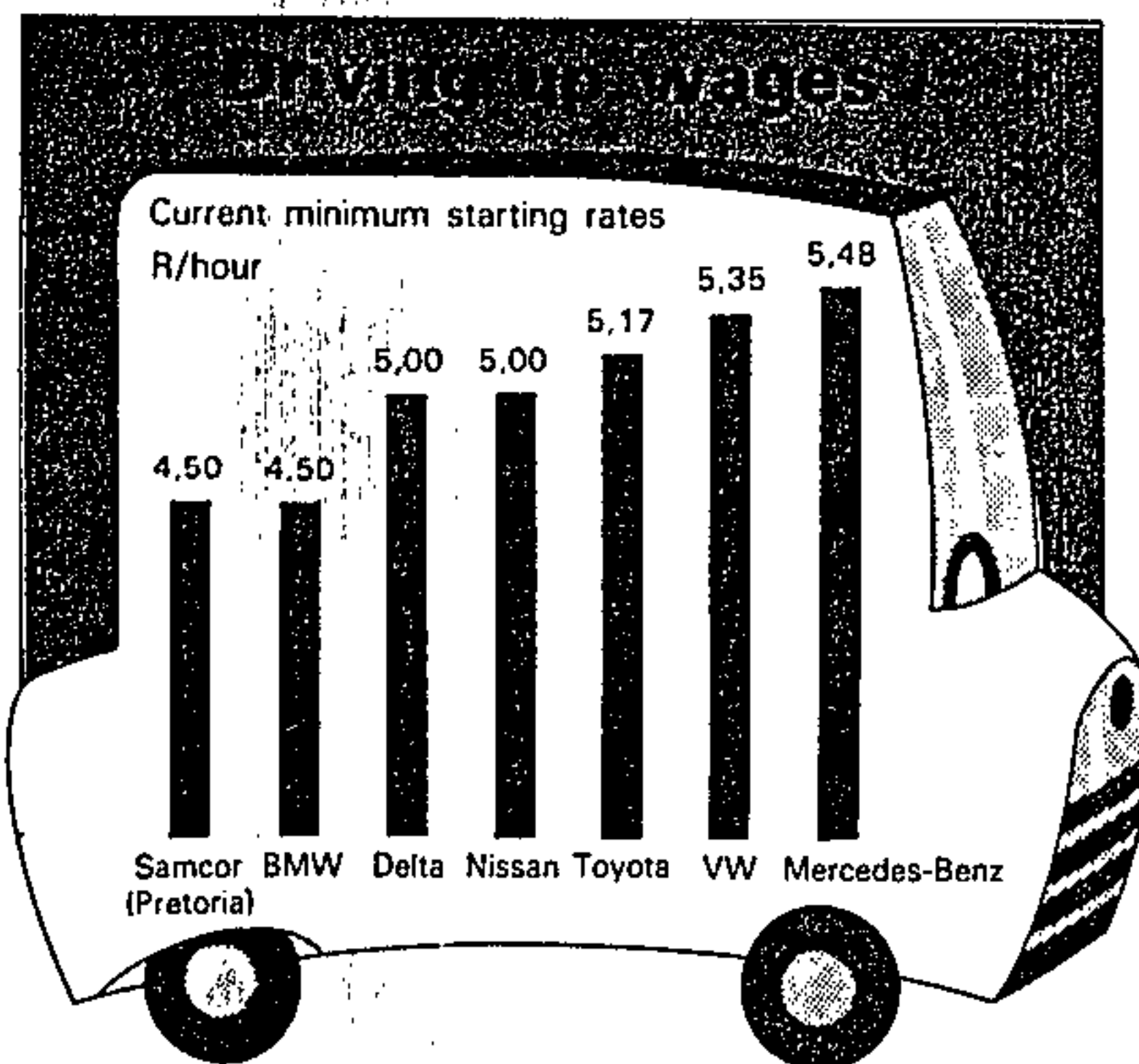
There are already considerable differences in wage rates offered by individual companies (see graph). Basic starting rates range from R4,50/hour-R5,48/hour, with similar differences at other grades.

Industry officials fear that, in a centralised situation, Numsa will use current highest industry rates as a starting point for new minimums. In fact, the union has already told Ameo it wants a minimum starting rate of R6,58 from July. "We can't afford that sort of increase," says an industry official.

Companies also complain the new system would introduce two-tier negotiations. Once it had negotiated industry-wide minimum rates and conditions of employment, there would be nothing to stop Numsa going to individual plants and negotiating improvements.

"Most companies want to bargain at plant level because they are then in better control of their own destiny," says an industry source. "They don't want to become involved in the centralised issue. For instance, a dispute at Mercedes-Benz could lead to an industry-wide strike. The current situation defuses conflict at industry level and moves it to plant level."

Industry officials say Numsa has chosen this year to press for industry-wide demands because of last year's improvement in companies' profits, estimated at up to R500m. However, they point out that such profits must be offset against huge losses of previous years and that the industry is being



forced to invest heavily to meet the requirements of the new local content programme.

"The impression is that the industry had a good year last year and is ripe for plucking. In fact, the industry did make a lot of money. But it now has to spend a lot on other things. We're not as cash-flush as we're made out to be," says a director of a major manufacturer. He adds that motor industry workers already enjoy among the best wages and conditions of employment in SA manufacturing.

Numsa's national shop stewards council is due to meet in Johannesburg on Friday to discuss the industry's initial response to its proposals. By then, there may be a little more consensus among employers than there appears to be at present. Ultimately, there seems to be growing acceptance of the fact that Numsa will probably have its way — eventually.

"Some companies may stay out initially, but others will agree to centralised bargaining," says an industry official. "My guess is that we will probably end up with a two-tier system of bargaining."

MEDICAL AID

Doctoring the bill

Failure by medical aid societies and doctors to agree on payments is threatening to delay reform of the Medical Schemes Act.

At present, doctors who charge the Representative Association of Medical Schemes (Rams) tariff of R17,50 enjoy guaranteed payment direct from the patient's medical scheme.

Rams and the Medical Association of SA (Masa) agreed in principle at the end of last



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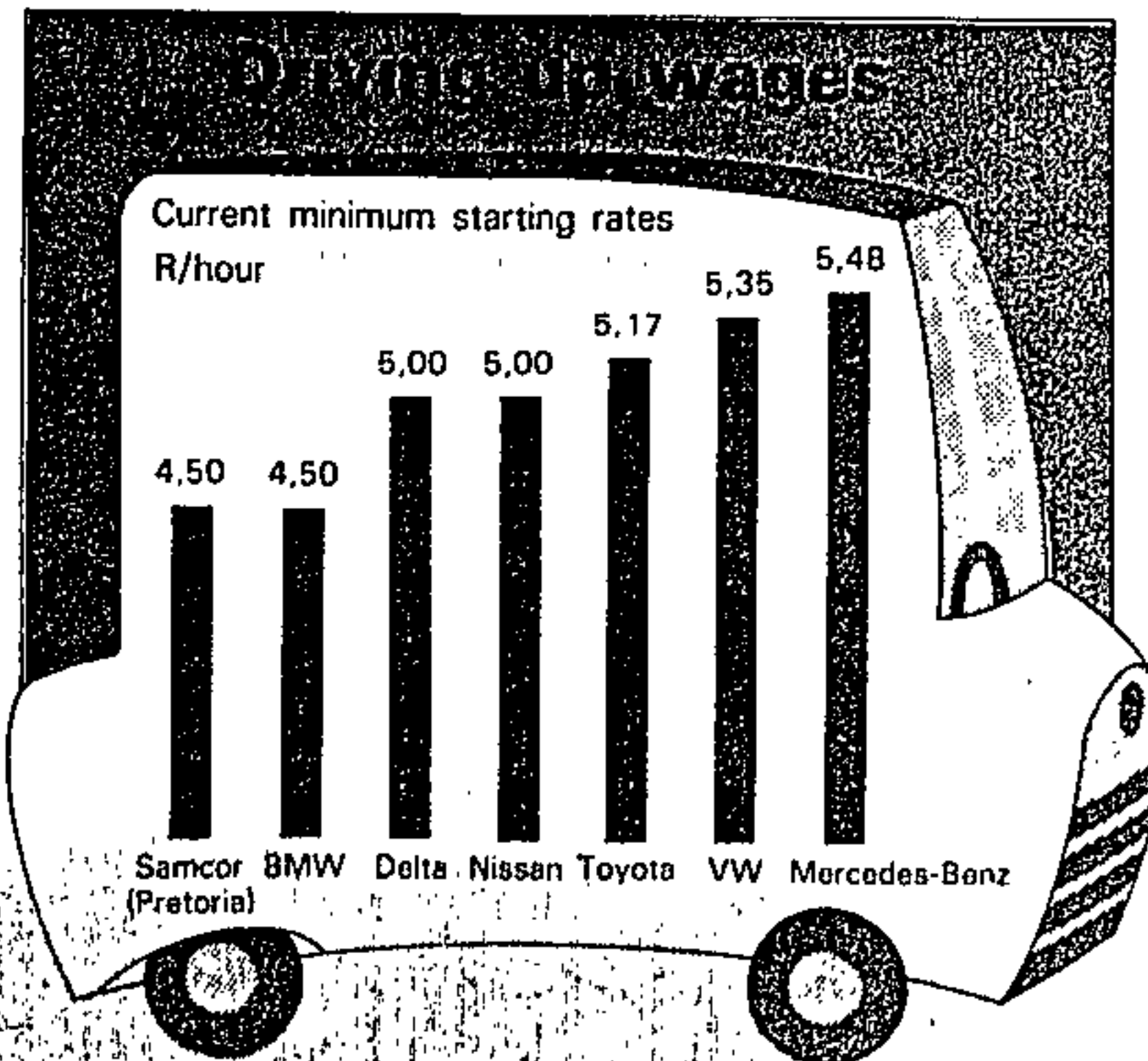
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Minister okays SATS pay hikes

CAP- Times 10/6/87 385

SALARY increases for SATS employees have been approved by the Minister of Transport, Mr Eli Louw.

He said no details of the salary adjustment would be made public, but it would not entail any tariff increases.

"As a matter of fact I do not foresee any tariff increases for the rest of the year."

Mr Louw said the SATS Labour Council had agreed to a salary adjustment after negotiations between trade unions and management. "The salary adjustment will be implemented as agreed upon," he said.

"As is customary, no particulars of the salary adjustment will be made public, as the principle has been maintained throughout that it is a domestic affair."

He said he was very happy with the way the Labour Council was working. Trade unions and management negotiated on an equal basis under the chairmanship of an independent chairman concerning all service conditions, including salaries.

This meant that labour matters in SATS now operated in the same way as the industrial council of the private sector. — Sapa

OK Bazaars workers are gearing up for industrial action, the Commercial, Catering and Allied Workers Union announced yesterday.

Strike ballots are about to be held in OK outlets throughout the country, and a meeting between management and the union to discuss conduct during industrial action is to be held after balloting has been completed.

Wage negotiations between management and Ccawusa broke down after a final conciliation board meeting on June 9 ended in deadlock.

The union claims the present minimum wage rates are hundreds of rands below most living level estimates.

"These wages, still being paid in 1989 under the prevailing economic

OK workers in move to take industrial action

circumstances, are resulting in a struggle for survival and grinding poverty for the majority of OK workers and their families."

Ccawusa is demanding R135 a month across-the-board increase, while the company is offering R100.

"For the 1988 financial year OK Bazaars turnover increased by 21 percent to R3 121 million . . . profit before tax increased 40 percent to R38 million and retained

profit increased to a staggering R218.7 million," the union claimed.

OK management said yesterday the union was displaying a recalcitrance

which flew in the face of the economic realities facing the company.

In the light of the present wages paid by OK and its relatively healthy financial posi-

tion, the union demands are extremely modest and are well within the economic reach of the company," the union said.

"The issue is not

affordability but the willingness to channel more of the available cash into the welfare of OK workers and their families."

Wage negotiations have lasted for three-and-a-half months and included two days of mediation and a three-day conciliation board hearing — Sapa.

THE Steel and Engineering Industries Federation of South Africa this week offered improved increases during negotiations with trade unions, paving the way for an early wage settlement in the metal industry.

Seifsa has offered rises of 14 percent for artisans and 18 percent for labourers, compared to its previous offer of increases ranging from 13 to 15,9 percent.

A Seifsa spokesman said the Cosatu-affiliated National Union of Metalworkers of South Africa (Numsa) and three affiliates of the National Council of Trade Unions (Nactu) had responded "favourably" to the employer body's offer.

These unions had indicated that they would refer the offer to their members for approval.

The three Nactu unions — two of whom

Seifsa Wage settlement

By LEN MASEKO

have since merged — are Engineering and Allied Workers' Union, Steel Engineering and Allied Workers' Union of SA and Electrical and Allied Workers' Trade Union of SA.

Increases

The across-the-board wage increases of 54 cents an hour for labourers and R1,11 an hour for artisans raised the minimum wage rates in the industry to R3,56 an hour (labourers) and R8,31 an hour (artisans).

The Confederation of Metal and Building Unions, which represents their members to accept the offer.

The two parties are scheduled to meet for white workers, has offered to recommend to

another round of talks on June 27, three days

before the expiry of the 1988/89 agreement.

in the offing

Secretariat 15/6/89

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Metal industry wage talks 'look good'

By Mike Siluma
Labour Reporter

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Prospects for a wage settlement in the metal industry within the next few weeks rose yesterday when employer and trade union spokesmen reported significant progress in their 1989 talks.

Steel and Engineering Industries Federation (Seifsa) director, Mr Brian Angus, said employers made further amendments to their final pay offer and conceded on "non-wage" issues when the parties met for the sixth time on Tuesday.

The offer amounted to wage increases ranging from 14 percent for artisans to 18 percent for labourers. New hourly minimum rates would be R3,56 for labourers and R8,31 for artisans.

Mr Angus said unions in the Confederation of Metal and Building Unions had indicated a preparedness to recommend acceptance of the offer by members. The National Union of Metalworkers (Numsa) and three unions affiliated to the National Council of Trade Unions had responded "favourably" to the offer, but still had to refer the proposal to members.

AGREED

Numsa described Seifsa's offer as "a major improvement", but expressed dissatisfaction with parts of it.

According to Numsa, Seifsa agreed to most of the union's demands on job security, the recognition of June 16 as a holiday and the exchange of the Government-declared Workers' Day for May 1.

Seifsa had already made concessions to union demands on maternity leave, sick leave, the conversion of the industry's pension fund and shift allowance.

The parties meet again on June 28.

● Meanwhile, negotiations are continuing between the National Union of Metalworkers and Goodyear over the sale of the company to Consol, a company spokesman said. He said the Uitenhage plant was hit by a stoppage last week, after the announcement of the sale.

Labour
briefs

Oil strike
in Boksburg

ABOUT 120 workers have been on strike at Shell subsidiary Cera Oil in Boksburg for more than a week.

The workers, members of the Chemical Workers Industrial Union (CWIU), downed tools last Monday to demand that the company agree to industry-wide bargaining.

The union is also in dispute with Cera Oil over wages and conditions of employment and the company's refusal to allow workers to join the CWIU provident fund.

South 15-21/6/89

in the past three
years, MITI data show. —
Sapa-Reuter

Workers observe Soweto uprising

JOHANNESBURG. — Workers are expected to commemorate the 13th anniversary of the June 16 Soweto student uprising today, while overseas demonstrations have been arranged too.

Political bodies, trade unions and youth organisations have appealed for June 16, generally known as Soweto Day, to be observed with dignity, and restraint. Prayer services have been planned by various groups throughout South Africa.

A number of firms have announced they will be closed on Soweto Day. Many of the larger companies, particularly those with a union presence, have said they accept today as a paid holiday.

However, it is expected that a number of employers, whose staff are not union members, will adopt a no work, no pay attitude.

The Soweto Divisional Commissioner, Brigadier J.J. Viktor said: "My men will go on with their normal crime-prevention operations. However, if people break the law we will act."

Police spokesman Captain R Bloomberg said: "We are prepared for any eventuality and intimidation will not be tolerated."

Police said they would mount a three-day security operation in Natal townships to curb any violence.

● In Cape Town, police said they would take strong action against any form of intimidation against workers who go to work today.

● The leader of the Labour Party, Mr Allan Hendrickse, said June 16 marked the turning point in South Africa's history and his party would continue to honour it. — Staff Reporters and Sapa.

Firms bow to worker muscle

CP Reporter

THOUSANDS of South African blacks have shown growing industrial muscle by securing paid leave to commemorate the 1976 Soweto uprising.

Employers' groups say June 16 holiday agreements have increased markedly in recent years.

"If that is what the workers want, employers are increasingly inclined to go along with it," said Vincent Brett, spokesman for the Association of Chambers of Commerce and Industry. Barbara Beste of the giant Premier Group agrees: "If companies refuse to listen to black demands about June 16, workers see them as supporters of apartheid. Workers get very emotional about the day."

Many of those awarded paid leave this year are members of young black trade unions which did not have legal status in 1976. Black union activity was legalised only in 1979.

National union membership rose from 677 000 in 1976 to 2.1 million in 1987, with 835 000 of them blacks. Black labour federations say their rank-and-file membership is now over 1.5 million.

These members were among millions of people estimated by employer groups and trade unions to have stayed away from work on Friday.

Despite this show of force, the government has refused repeated demands that June 16 be made a national day of remembrance. — Sapa

■ See Page 2

Survey on unions released

By Mike Siluma, Labour Reporter

Although average wage increases won by trade unions from March to May this year remained moderate at 16,7 percent, compared with the 1988 average of 17,9 percent, high inflation levels could force a rise in settlement levels for the rest of 1989.

These are the findings of a survey by industrial relations consultants Andrew Levy, Johan Piron and Associates (Alpa), which has just been released.

According to the survey, unions attaining the highest increases between March and May were the Commercial, Catering and Allied Workers' Union (19,7 percent), the SA Chemical Workers' Union (18,9 percent) and the Paper, Printing, Wood and Allied Workers' Union (17,6 percent).

The survey also found that 67 per-

cent of negotiations surveyed were plagued by some form of industrial action.

"Unions appear to have totally rejected the official CPI inflation rate and have opted for a figure closer to 25 percent in their motivation for wage increases," said ALPA.

● Meanwhile, a Conciliation Board (CB) meeting to resolve the wage dispute between the Chamber of Mines and the National Union of Mine-workers (NUM) is expected to take place today or tomorrow.

The Chamber applied for a CB after declaring a dispute with the NUM on Thursday.

The NUM is demanding a monthly national minimum rate of R543 for surface workers and R600 for underground workers.

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City execs earn less

Cape Times 22/6/89

CAPETONIANS earn about a third less than Johannesburgers, according to comparative figures.

The figures show a 15% discrepancy between the two cities. Surveys of top salary-earners show Johannesburg executives earn twice as much as those in Cape Town.

The Cape Times conducted its own survey of salary scales in Cape Town and Johannesburg and spoke to several personnel consultancies in each city.

What was revealed was that Capetonians might have the mountains and the sea, but they are second-best in the job market.

And they pay more for housing, according to an independent property market researcher.

● Full report — Page 6



22-29/6/89.

South LABOUR

Locked out after stayaway

MORE than 100 workers at Speciality Sea Foods in Hout Bay were locked out when they arrived for work on Monday morning after having taken off June 16.

The workers said they had informed management that they would not be at work but management had

refused to pay their wages on Thursday.

They were allowed back onto the factory premises after negotiations between management and the Food and Allied Workers' Union.

Negotiations are still continuing over 120 workers dismissed from

Premier Wire in Epping after a June 16 row.

The workers downed tools last Tuesday after management refused their request that June 16 be swapped for October 10, said a spokesperson for the Metal and Electrical Workers' Union of South Africa (Mewusa).

A Premier Wire spokesperson confirmed that management had repeatedly refused the request.

He said that management had met with worker representatives but discussion broke down because the workers refused to resume work.

A Mewusa spokesperson said the union was negotiating with the company for the workers' reinstatement. Workers had rejected a management offer of "conditional re-employment" she said.

Most employers adopted a "no work, no pay" approach to June 16 as thousands of workers stayed at home.

Among these were 56 000 members of the Garment and Allied Workers' Union, who enjoyed June 16 as a paid holiday for the first time.

Wage demands fair, say NUM

From MONO BADELA

JOHANNESBURG. — The National Union of Mineworkers (NUM), currently involved in a dispute with mine bosses over demands for a national minimum wage, believes its members' wage demands are reasonable.

"We are being fair and taking into account the current state of the economy which has corroded workers' wages," said a Num spokesperson.

The crucial pay talks between the Chamber of Mines and the union broke down last week after Num turned down "out of hand" the Chamber's third revised offer despite it being formulated in rands and not percentages, one of Num's earlier demands.

Ballot

The two parties met on Tuesday in a conciliation board hearing after the chamber, in a novel move, declared a dispute with the union and applied to the Minister of Manpower for the constitution of the board.

However, NUM's general secretary Cyril Ramaphosa warned that if no progress was made at the hearing, the union would have to hold a ballot to test members' views about the Chamber's offer.

He said mine workers since the inception of the industry had been among the



Cyril Ramaphosa

lowest paid workers in the country.

"The chamber still offers its workers R306 per month for those working underground and R279 per month for those operating on the surface.

Num's wage demands were not even that of a living wage, he said.

"We are merely demanding that the mining industry take the first step towards a living wage.

"Our demands are simply aimed at correcting the injustice of black miners being paid less than workers employed in the manufacturing sector".

Num's demands are a R543 minimum monthly salary for surface workers and R600 for their underground counterparts.

The Chamber's offer is an increase of R33 a month for the lower job categories to R117 for the higher.

Although NUM negotiates for 210 000 members on Chamber mines, an agreement with employers would affect up to 500 000 black employees on Chamber-affiliated mines.

Pay showdown looms

By CHIARA CARTER *Guthu* 22-28/6/89.
THOUSANDS of clothing workers in factories throughout the Western Cape this week discussed proposals for pay hikes of up to 40 percent.

But employers say if the demands are too high workers will price themselves out of jobs.

The proposed demands, drawn up by the regional executive committee of the Garment and Allied Workers' Union (Gawu) last week, include wage increases totalling almost R3-million.

Last year, Gawu won the highest ever wage increases in the history of the industry for its 56 000 members in the Western Cape.

However, Cape Clothing Manufacturers Association secretary, Mr CE McCarthy, said the economic situation this year made it difficult for employers to meet high demands.

He described the proposal that the minimum wage be raised to between R170 and R180 for machinists and by R40 and R50 for other workers, as a "hefty increase".

While the association could not respond until final demands were tabled, he doubted if employers would meet the demands.

"I would be surprised if employers see their way clear to paying anything near this amount," he said.

McCarthy warned that the industry faced a "tough year" because of the rising cost of living and that high wages would mean factories might close down.

He said clothing manufacturers were being squeezed between retailers who could not afford to pay high prices for clothes and increases in the cost of raw materials.

High wages were pushing manufacturers out of Cape Town to the homelands and neighbouring

states where labour was cheap.

Labour costs also made it difficult for manufacturers to compete with the Far East on the export market.

The proposals include a maternity benefits package, paternity leave, the formation of a national industrial council which would set minimum wages throughout the industry, a 40-hour working week, a 15 percent shift allowance and an annual service bonus of R1 a week for each year.

The executive committee has also proposed that workers demand May-day and Sharpeville Day as paid holidays.

Final demands and a Living Wage Campaign programme of action will be drawn up at a crucial shopstewards' meeting this Saturday.

The demands, together with the high cost of living, will be discussed at a Gawu mass meeting at the Goodwood showgrounds next month.

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OK Bazaars and union deadlocked over wages

By Mike Siluma,
Labour Reporter

The results of a strike ballot among nearly 9 000 members of the Commercial, Catering and Allied Workers' Union (Ccawusa) at OK Bazaars outlets may be known today.

A union spokesman said yesterday that OK management had "engaged in an intense campaign of intimidation of workers in an attempt to persuade them to accept, as individuals, the company's offer of a R100 increase ...

"Under the circumstances, Ccawusa does not accept the va-

lidity of any management claim that any of our members has accepted their offer ...

"Our demand, if accepted by OK, will only raise wages up to a minimum of R635, already far less than the R750 achieved with Pick 'n Pay ... The current economic situation affects all retailers. We see no justification for OK Bazaars paying a lower increase than its competitors," said the spokesman.

An OK spokesman said the union had been asked to provide management with specific instances of intimidation, but had failed to do so. Management was unable to comment on the allegations in the absence of further information.

"About 2 300 workers have accepted (OK's offer) and acceptances are still coming in. It indicates that there is a substantial number of members who want to accept," he said.

The union had been given details of OK's financial position. Any comparison with Pick 'n Pay showed that Ccawusa did not seem to want to accept the realities of OK's financial situation.

**Speak
Out!**

ON
SATURDAY



Mrs Elize Botha, wife of the retiring State President, was recently given a tea-party which has caused widespread controversy. The Air Force has admitted spending R100 000 on transporting guests, a submarine was used to salute her and Simons-town naval base was used as a venue for the farewell. Mrs Botha has long been a patron of the Defence Force Ladies' Association. What does the ordinary member of the public — the taxpayer — feel about this? Is it a scandal or a well-deserved tribute? Give your views to *Speak Out!* (011 834-7747) between 5.30 and 7 pm this evening. Your opinions will appear in tomorrow's Saturday Star.

Wage agreement

By LEN MASEKO
THE National Union of
Wine, Spirits and Allied
Workers has reached a
wage agreement with
employers in the liquor
industry. *Some of*

In terms of the
agreement, Nuwsaw
members will receive a

minimum pay of R762,51
a month effective from
April 1 this year.

The two parties have
also agreed on the
recognition of June 16 as
a paid holiday and the
payment of a meal
allowance to employees
who work overtime.

2 500 workers still on strike

THE strike by over 2 500 workers at Everite plants countrywide over wages entered its fourth week on Wednesday.

The Construction and Allied Workers Union is demanding R1.03 an hour for its members while the company offered 50c and 70 cents an hour on a graded basis.

Last week Cawu revised its demand to 85 cents an hour but management refused to budge. The workers then decided to continue with the strike.

A Cawu spokesman said it was against this background that the workers and the union have resolved to continue with the strike.

By ALI MPHAKI

The spokesman said "the union and its members have noted an influx of scabs in all the plants, and see it as another attempt by

management to pay low wages.

"Management is also sowing disunity among the people as the scabs are doing jobs which belong to the striking workers," the spokesman said.

355 The personnel manager of Everite, Mr E Klaasen, said what his company had offered was reasonable. He said they were not using scabs to try and sow disunity but to keep essential operations going.

Ccawusa pay war hots up

Sowetan 23/6/89

355

OK

THE Commercial Catering and Allied Workers' Union of South Africa yesterday accused OK Bazaars' management of coercing employees to accept its disputed wage offer.

The charge comes in the wake of ballots presently being conducted by Ccawusa to determine whether its members were in favour of strike action to force management to accede to their wage demands.

By LEN
MASEKO

A Ccawusa spokesman said management was persuading Ccawusa members, privately, to accept their offer of R100 across-the-board increase. As a result, he said, few employees had accepted the offer.

OK spokesman Mr Gavin Brown was not available for comment yesterday. He was said to be in a meeting.

Ccawusa, which represents about 9000 OK employees, has rejected management's offer in favour of its demand of a R135 across-the-board rise.

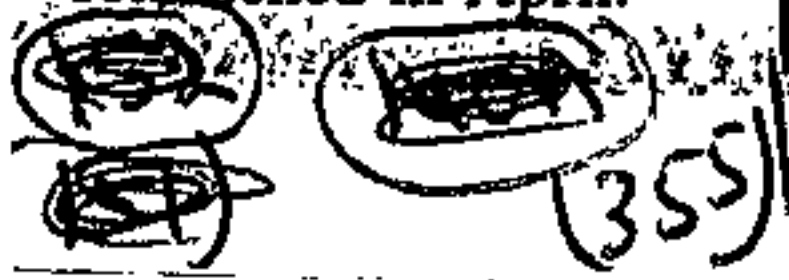
Ccawusa's wage demand, if granted, will raise minimum pay at OK to R635 a month.

Wage negotiations between the two parties broke down after a final conciliation board meeting on June 9 ended in deadlock.

Strike indaba

REPRESENTATIVES of Joshua Doore and the Commercial, Catering and Allied Workers' Union are to meet today in a bid to resolve a retrenchment dispute which has 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.



25/6/89
C. M. M.

NUM, chamber meet
over miners' wages

By CONNIE MOLUSI

MINERS' demands for a living wage led to a conciliation board hearing this week after the Chamber of Mines declared a dispute.

The National Union of Mineworkers is demanding a national minimum wage of R600 a month for underground workers and R543 for surface workers.

"We want workers to get the same wage for doing the same work in every category, irrespective of the mining house they are working for. At the moment different mining houses are paying different wages," the NUM said this week.

The union claims black miners' wages are at the bottom of the wage ladder and wages paid to grade 1 miners are far below the wages paid in industry.

For instance, the Steel and Engineering Industrial Federation of SA offered a minimum R685 a month in 1989 and Escom's minimum wage is R645 a month. The average wage for grade 1 workers in the manufacturing industry is R625.

In mining, minimum wages are as low as R385 and R278 a month for hard and dangerous work.

In this context, the NUM views its wage demands as reasonable and the first step towards a living wage in the mining industry.

However, the Chamber of Mines' general manager for external affairs, Johan Liebenberg, has discounted the NUM's

claim.

"The average wage in the gold mining industry is R620 a month at the moment. Added to this, R210 is paid in kind," he said.

Payment in kind represents money for food, accommodation, medical treatment, transport and sporting facilities. The NUM argues that a work-

er cannot share this payment with members of his family.

Liebenberg said the South African mining industry was facing the problem of rapidly increasing operating costs.

Although increases since 1983 had not been as steep as before, they had been substantial, he

said.

The NUM contends that black miners' wages are not only low but are also based on a racist structure as white miners are earning more than their counterparts in the manufacturing sector.

Despite the deadlock, the establishment of a provident fund as of July 1 has been agreed upon.

By DAN DHLAMINI

A POTCHEFSTROOM businessman appeared in court this week charged with under-paying his employees.

Edwards Hardware Store director J van der Merwe pleaded not guilty of failing to pay his work-

Inspectors bullied me - accused

ers minimum wages.

A Department of Manpower inspectors told the court of a case where a general assistant, was

paid R30 a week instead of a minimum of R42.

Van der Merwe told the court he had been bullied by Department of Manpower inspectors who seemed to have a personal grudge against him.

The case was adjourned until August 21 for further evidence.

Strike ballot follows pay talks

CCAWUSA workers at OK Bazaars are being balloted over strike action after a Conciliation Board meeting failed to break the deadlock in the annual wage talks.

The union has accused the company of "intimidating workers in an attempt to persuade them to accept the company's offer individually".

Ccawusa is demanding a R135 across-the-board increase and a R635 minimum wage for all workers who have completed three months' service.

Upward trend in salaries

SITimes 25/6/89

355

GOOD news for employees — slightly higher salary increases across the board can be expected in 1989, says PE Remuneration Services manager Naomi Brehm.

A revised projection of salary increases done in January shows that executives should be in line for raises of about 16.5%, and general staff are looking at increases of around 16.3%.

Original projected increases for 1989, conducted at the beginning of the year, estimated that overall increases of 15.6% would be realised.

Mrs Brehm says: "While there is a continued expectation of a return to a recession, to date the economy is still relatively buoyant. At the same time the Consumer Price Index (CPI) has remained at a

low level, in the region of 13%.

"The demand for skilled personnel has continued to increase, putting pressure on salaries. Union demands have escalated substantially this year — some demands mooted as high as 95%."

Mrs Brehm says that during the recessionary period between 1984 and 1988, the CPI reached a high, at one

point of 20%, while salary increases — before tax — remained at or below 12%.

During 1988 the trend was reversed, she says, and the CPI dropped to the 12% mark while overall salary increases were above 16%. Union negotiations in 1988 also resulted in salary awards in excess of 19% for union members. She believes this year is likely to see a repeat of 1988.

Accord on pay

THE Commercial Catering and Allied Workers' Union of SA signed a wage agreement with Checkers on Friday.

Some of the provisions included in the wage agreement included:

- An across the board increase of R120 a month from July 1, 1989 and lasting for 12 months;
- A minimum salary of R630 a month;
- May 1 to be a paid public holiday;
- Union members will receive a 12 percent discount on purchases at Checkers.

Checkers reaches wage agreement with Ccawusa

By Mike Siluma, Labour Reporter

Checkers and the Commercial, Catering and Allied Workers' Union (Ccawusa) have reached a wage settlement guaranteeing a new monthly minimum rate of R630 and individual increases of R120 a month for 15 000 of the retail chain's employees.

A weekend statement by Checkers said the agreement would be effective from July 1 1989 to June 30 next year.

The agreement also stipulated:

- The recognition of May Day on May 1 as a public holiday.
- Workers are entitled to take off March 21 (Sharpeville Day) on a no-work, no-pay and no-penalty basis.
- Four weeks' annual leave for all staff with at least seven years' service by July 1 1990.
- Substantial improvements to the company's long service award scheme.

Strike over sackings at Boksburg factory for hooting called off

Labour Reporter

About 300 members of the Chemical Workers' Industrial Union (CWIU) have ended a four-day stoppage at Reckitt and Colman's Boksburg plant, the union said.

The workers were protesting against the unfair dismissal of eight colleagues for blowing hooters and singing on company premises, said the union.

Although the eight were not reinstated, strikers resumed duties after the company "threatened to interdict the workers". The union would continue to pressure the company to reinstate those dismissed.

At Cera Oil, a Shell subsidiary on the East Rand, a strike by about 120 CWIU members is due to enter its third week this week. The Cera dispute relates to wages, the company's alleged refusal to negotiate at industry level and to participate in the chemical industry's national provident fund.

● Members of the Federated Mining Union (FMU) employed by Samancor's Mooiwoi Chrome Mine are to receive a 16 percent increase as from next month under a wage agreement between the union and the mine, the FMU said.

Where the 16 percent increase failed to raise workers' pay to the new minimum rates, workers would get a further raise to make up for the shortfall. In terms of the agreement, the monthly minimum rate for surface workers would range between R370 and R1 092, while the underground rates would be set between R416 and R1 247.

In addition to the recognition of June 16 as a holiday in exchange for January 1, improvements will be made to working conditions and job security.

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Blind workers down tools

ABOUT 200 people, most of whom are blind, at the Natal African Blind Society in Umlazi south of Durban are on strike over demands for more pay.

The director of the NABS, Mr John Randles, said yesterday that the workers had been on strike since last Wednesday when they withdrew their labour and demanded more pay.

He said that the workers had been told to go back to work and await the executive committee meeting, scheduled to take place today. However, the

attitude of the workers was that they would not work before then, he said.

Randles said that the committee would be able to give them money if there were any available.

He said it was illegal for the workers to go on strike, but he did not want to bring in the law.

Sowetan 27/6/87

By Mike Siluma,
Labour Reporter

The results of a ballot among Commercial, Catering and Allied Workers' Union members at OK Bazaars have sparked a row between the union and management over whether workers want a strike or not. (355)

Announcing the results yesterday, a Ccawusa spokesman said "the majority of Ccawusa members voted for industrial action in spite of a propaganda campaign by OK management".

Union, OK management in row over strike ballot

"The majority 'yes' vote is unprecedented considering just two years ago OK workers embarked on the longest strike in retail history... This is clearly due to unenlightened attitudes held by management and management's insensitivity towards the economic plight of OK workers," said the spokesman.

In a statement, OK said the results "show the union has failed to secure a majority in favour of strike action". OK will meet the union this week to discuss the ballot results and the union's revised offer.

Star 27/6/89
"The company urges the union to heed the wishes of the

majority of its own members to bring the current wage dispute to a speedy and peaceful conclusion," said the statement.

Neither side would give figures of the ballot results.

Ccawusa is demanding individual increases of R135 a month, with a minimum wage of R635 for all workers with more than three months' service. OK has offered an across-the-board increase of R100, plus a minimum rate of R525 for workers with more than a year's service.

Trade unions gaining clout

By Jabulani Sikhakhane

Membership of registered trade unions has risen sharply since 1980 from an approximate 810 000 to just under 2,1 million in 1988, representing an average annual growth rate of almost 12,6 percent.

According to the Sanlam Economic Survey union membership in 1988 increased by 205 000 or 10,9 percent and the number of trade union members expressed as a total percentage of the economically active population increased to 19,5 percent last year from 13,5 percent in 1985.

The bargaining power of the unions has also been strengthened by the merger of smaller unions into bigger industry-based unions following the Congress of South African Trade Union (Cosatu) policy of one union per industry. This policy, however, resulted in a net increase of only 4 unions in 1988.

The average size of

trade unions increased from a mere 4 300 members in 1980 to 10 000 in 1988, the report adds.

The number of workers involved in strikes decreased from 591 400 in 1987 to 161 700 in 1988 and the number of man days lost amounted to 5,8 million in 1987 (due to extensive strikes in the mining industry) and only 914 000 in 1988.

TOUGH BARGAINING

Wage negotiations this year could be tough. Trade unions have intimated that they will be demanding sizeable increases.

Employers, on the other hand, are unlikely to readily bow to these demands owing to the deceleration in the economy.

Quoting National Manpower Commission figures the report says salaries and wages rose by an average of 19 percent in 1988 whilst the inflation rate was 12,9 percent.

near Weenen, Natal, tomorrow in...
30 farmworker families evicted by farmers.

CML 7.45 29/6/89 **NUM rejects wage offer 35%**

JOHANNESBURG. — The final wage offer made by the Chamber of Mines has been "overwhelmingly" rejected by mineworkers, according to the National Union of Mineworkers. The NUM said it had decided to go for "expedited mediation".

984 Tm's 30/6/89 (35)

Better deal for firemen after many resign

CAPE TOWN's firemen are to receive pay increases from tomorrow, July 1, following a substantial number of resignations from the fire brigade over the past few years.

The increased salaries will cost the council about R265 000 in the 1989/90 financial year.

The director of personnel said in a report tabled before the council yesterday that the brigade had experienced a "substantial number of resignations at the level of firemen" in the past few years.

Last year alone 39 resigned, most with less than five years' service. Yet it was estimated that their initial three months' basic training cost the council R7 500 per man.

One of the changes to be insti-

In the Council by PETER DENNEHY

tuted is that those who successfully complete their three-month training course and their six-month probation period will get at least R12 021 a year. The lowest notch at present for those with the certificates is R10 655.

Those who pass the junior firemen's examination will be advanced to the R14 577 a year notch, those with the firemen's examination to R16 846 a year and those qualified as senior firemen to R18 544 a year.

Staff currently on the R12 538 notch will move to R13 210, those on R13 882 will get R14 577 and those on R15 281 to R16 031.

Councillor Mrs Isobel Edelstein said the council's main competitors for its firefighting staff were the nearby municipalities.

"Our council's salary scales lag behind their's for firemen and leading firemen by 12,5 and 15%," she said. "Beside that, our staff are at a disadvantage in respect of rapidity of promotion."

Recently the surrounding municipalities had brought in a new salary structure in terms of an industrial council agreement which "brought to the fore" the inadequacy of council salaries.

"It's highly skilled work," Mrs Edelstein added.

Mr Richard Friedlander said the council was giving further consideration to adjusting salaries to make them more "market-related".

Mr. Tait's 30/6/89

355

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Public service to ask for 15% rise

JOHANNESBURG. — The board of directors of the Public Servants' Association of South Africa (PSA) has resolved to submit urgent representations to the government for a general salary adjustment of 15% as well as for the voting of additional funds for "occupational differentiation".

This was resolved at a meeting, a press statement from PSA said yesterday.

Representations will, simultaneously, be submitted for the adjustment of civil pensions. The average annuity of a pensioned member of the government service pension fund is presently R15 079 per annum, and that of widows, R6 306 per annum.

According to the statement the real value of the annuity of civil pensioners on June 1 1989 was as follows:

- Retirements from 1965 to 1973: 61,9% to 89,2%;
- Retirements from July 1973 to end of 1975: 51% to 57,5% and
- Retirements from 1976 to 1985: 58,7% to 70,4%.

"In addition to a 12% adjustment which was granted on November 1, 1988, SATS staff will receive a further salary adjustment of 10% effective from July 1, 1989," said PSA general manager Mr Hans Olivier.

— Sapa

'Disquiet among white workers'

Protest at giant plant

Sowetan 30/6/87

355

MILITANT protests in which workers carried ANC and South African Communist Party banners and brandished cut-outs of AK47 assault rifles has caused disquiet among white workers and management at the giant Volkswagen plant in Uitenhage.

Mr Ronnie Kruger, public affairs director for Volkswagen said the protests at lunch-times were part of nation-wide "living wage" negotiations.

Kruger said some of the workers got carried

away and had thrown in some political statements. He said it was felt that these statements were best ignored and everything had settled down again.

Agitated

White workers at the plant were agitated when workers displaying banners supporting the African National Congress, the South African Communist Party and the National Union of Metalworkers of South Africa.

Some workers carried replica AK47 rifles, rubber mallets and pieces

of wood. One poster showed Mr P W Botha in a coffin. There were other posters bearing the words "Viva ANC", "Viva SACP", "Botha is a dog", and Searle and Rautenbach are dogs", referring to the company's managing director, Mr Peter Searle and employee relations manager, Mr Johan Rautenbach.

The demonstrations took place during a two-week period when Numsa members were demonstrating for wage increases and national bargaining power. — Sowetan Correspondent.

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REPUBLIC OF SOUTH AFRICA
REPUBLIEK VAN SUID-AFRIKA

Government Gazette Staatskoerant

Regulation Gazette

No. 4388

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Registered at the Post Office as a Newspaper

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Vol. 288

PRETORIA, 30 JUNE 1989
JUNIE

No. 11996

PROCLAMATION

by the

State President of the Republic of South Africa

No. R. 110, 1989

REMUNERATION OF JUDGES

Under the powers vested in me by section 2 of the Judges' Remuneration and Conditions of Employment Act, 1989 (Act No. 88 of 1989), I hereby determine the rate, as indicated in the attached Schedule, at which salaries are payable to Judges with effect from 1 April 1989.

Given under my Hand and the Seal of the Republic of South Africa at Wilderness on this Twenty-second day of June, One thousand Nine hundred and Eighty-nine.

P. W. BOTHA,
State President.

By Order of the State President-in-Cabinet:

H. J. COETSEE,
Minister of the Cabinet.

SCHEDULE

Designation of office	Salary per annum
Chief Justice of South Africa	R198 000
Judge of Appeal	R182 500
Judge President	R181 000
Deputy Judge President	R177 000
Judge	R175 000

PROKLAMASIE

van die

Staatspresident van die Republiek van Suid-Afrika

No. R. 110, 1989

BESOLDIGING VAN REGTERS

Kragtens die bevoegdheid my verleen by artikel 2 van die Wet op Besoldiging en Diensvoorwaardes van Regters, 1989 (Wet No. 88 van 1989), bepaal ek hiermee die skaal, soos in die meegaande Bylae aangedui, waarteen salarisse met ingang van 1 April 1989 aan regters betaalbaar is.

Gegee onder my Hand en die Seël van die Republiek van Suid-Afrika te Wilderness, op hede die Twee-entwintigste dag van Junie Eenduisend Nege-honderd Nege-en-tagtig.

P. W. BOTHA,
Staatspresident.

Op las van die Staatspresident-in-Kabinet:

H. J. COETSEE,
Minister van die Kabinet.

BYLAE

Naam van amp	Salaris per jaar
Hoofregter van Suid-Afrika	R198 000
Appèlregter	R182 500
Regter-president	R181 000
Adjunk-regter-president	R177 000
Regter	R175 000

Star 30/6/89

Mediation breaks down

Ccawusa, OK in a deadlock

By Mike Siluma, Labour Reporter

Mediation proceedings to resolve the wage dispute between the Commercial, Catering and Allied Workers' Union (Ccawusa) and OK Bazaars have broken down after the company refused to improve its offer on individual increases, Ccawusa said yesterday.

A spokesman said Ccawusa had reduced its demand of an across-the-board R135 a month increase to R125. It had also scaled down its claim for a new monthly minimum rate from R635 to R625.

The company had upped its minimum wage offer from R525 to R550 a month for workers with more than a year's service.

According to the Ccawusa spokesman, OK's latest minimum rate offer would mean that the starting salary at OK would be R80 less than Checkers' and R205 lower than Pick 'n Pay's. OK comment was unavailable at the time of going to press.

The Ccawusa spokesman said workers in the Orange Free State and Vaal Triangle voted "overwhelmingly" for a strike on Wednesday.

URGENT APPLICATION

The union's figures showed that 55,97 percent of all members had voted in favour of a strike. Management's calculations showed 53,3 percent had voted.

An urgent application launched by OK Bazaars against Ccawusa was yesterday postponed in the Rand Supreme Court until today.

When OK approached the court on Tuesday, they asked that Section 65 of the Industrial Relations Act be complied with before the union called a strike. The Act provides that a strike can only be called after a ballot results in more than 50 percent of the workers voting in favour of a strike.

Yesterday the court heard OK was seeking an order that the ballot be declared invalid.

The union agreed not to call a strike until 12 noon today. OK agreed not to distribute any propaganda regarding issues such as wage offers until 12 noon.

● Strike action at Joshua Doore stores, entered its 11th day yesterday, with Ccawusa alleging the arrest of strikers at the instigation of management. Management said police were called when strikers interfered with trading.

Ccawusa members are on strike in support of a demand for the reinstatement of about 500 retrenched workers.

WAGES - 1989

JULY — ~~SEPT.~~

Cape Times 1/7/89

City's workers get pay hike

ALL 4 200 South African Association of Municipal Employees (SAAME) members employed by the Cape Town City Council receive 15% pay increases from today.

Mr Jack Bondietti, secretary of the Cape Town branch of SAAME, confirmed the across-the-board increases come into effect today.

He said it had been granted as a result of a recent industrial court judgment.

MANPOWER
MIRROR by
ROBYN
CHALMERS



Unions wait for Seifsa's new pay offer

NEGOTIATIONS between trade unions in the metal industry and the Steel and Engineering Industries Federation of SA (Seifsa) are at a crucial point.

Seifsa held the last meeting of the current series with the trade unions this week. Trade unions made more concessions to their demands, but employer representatives told them they had no mandate to offer further wage increases.

Seifsa director Brian Angus says that in an attempt to complete negotiations, the employer representatives undertook to recommend some minor adjustments to the offer.

The parties will meet again tomorrow to hear the union's response to this offer. At present, Seifsa is offering pay increases of between 14% and 18%.



Brian Angus... unlikely to call another strike

This means a 54c-an-hour across-the-board increase for labourers and R1.11 for artisans, which brings the minimum to R3.56 and R8.31 respectively.

Talks between Seifsa and metal-

workers have been remarkably conciliatory this year. This is probably in reaction to the strike which cost the industry upwards of R50-million last August.

The agreement which ended the 1988 three-week strike was hailed as a landmark, heralding new employment conditions in the industry. A five-year programme was agreed on to eliminate anomalies between different skills levels in the wage curve.

However, this agreement led to a split in the four International Metalworkers Federation (IMF) unions because the largest, the National Union of Metalworkers of SA (Numsa), alienated its three counterparts by reaching a separate deal with Seifsa.

At the beginning of this year's negotiations, Mr Angus predicted that they could be longer and more complex be-

cause of animosity among IMF unions. But he doubted that another strike was likely.

This could well prove to be true because neither employers nor unions are likely to want to risk disruption on the workfront. The unions wish to avoid disillusioning their members.

Now that Numsa is nearing the end of negotiations with the metal industry, attentions will switch to motor manufacturers. Numsa has a membership of about 20 000 of the 37 000 workers in the motor industry.

Negotiations already under way indicate that Numsa is pushing hard for industry-wide bargaining on conditions and wages. At present, several companies negotiate individual plant

agreements.

Volkswagen, Delta and Samcor deal with workers through the Eastern Cape Industrial Council.

Numsa argues that there are big differences in minimum wages offered by the manufacturers. At the bottom of the scale are Samcor and BMW, offering R4.50 an hour — Mercedes-Benz starts at R5.48.

Companies, on the other hand, fear that centralised bargaining would leave them open to industry-wide strikes and that it could be both inflationary and unwieldy.

Time is, however, running out for them. Current agreements with Numsa expire at the end of this month, and the union wants to begin with centralised bargaining at the next round of negotiations.

The recent announcement that

Goodyear will quit South Africa has brought another issue to the fore — possible retrenchment of workers in the hard-hit area of Port Elizabeth, which has long been the hub of the motor industry.

Ohio-based Goodyear Tire & Rubber has sold its Uitenhage subsidiary to mining house Anglovaal. Although Anglovaal has assured workers that no jobs will be lost, some are sceptical.

In 1985, Port Elizabeth lost 5 000 jobs when Ford merged with the car division of Anglo American and moved to Pretoria. At the end of 1986, General Motors also left SA, selling its Port Elizabeth unit to a consortium. The new company, Delta Motor, stayed in the area producing GM vehicles.

Port Elizabeth is believed to have one of the worst jobless rates in a country where unemployment is estimated at 36%. Unofficial unemployment estimates for Port Elizabeth and Uitenhage hover at about 50%, and some researchers put the figure as high as 67% among blacks.

Numsa supports disinvestment, but is constantly faced with the dilemma of how to deal with resultant job losses. A Numsa spokesman fears that the departure of Goodyear will result in job cuts sooner or later in spite of Anglovaal's assurances.

Volkswagen, which is Eastern Cape's biggest private employer with 6 000 staff at its Uitenhage factory, has pledged to stay in SA, but has warned that future circumstances could force a withdrawal.

310m 4/7/87
**46-day strike ends
after agreement on
bonus for workers**

~~1552~~ LESLEY LAMBERT ~~1552~~

CAPE TOWN — Workers at the Worcester-based textile manufacturer Hextex returned to work yesterday after agreement that they would receive a service bonus in addition to an annual wage increase which is negotiated in May.

The strike, one of the longest in the Western Cape and Boland area, lasted 46 days.

It began on May 18 after Hextex, owned by Barlow Rand's textile subsidiary Romatex, and the Amalgamated Clothing and Textile Workers' Union of SA (Actwusa) reached agreement on the wage increase — but not on service bonuses. (355)

Of the 1 060 weekly paid workers at the factory, 1 020 went on strike, bringing production to a virtual standstill. Management had to recruit casual workers to supplement the remaining weekly and monthly staff.

An Actwusa spokesman said in terms of yesterday's agreement Hextex workers would receive a service bonus of 50c a week for each year of service, in line with their demands. This is in addition to the R25 wage increase, which represents a 26% increase on the minimum wage.

Also, in terms of the early May agreement, the workers will be granted paid maternity leave, and May Day and June 16 as paid holidays.

Star 4/7/89

Union accepts Seifsa wage offer

355

By Joe Openshaw

Agreement in the 1989 wage negotiations between the National Union of Metalworkers of SA (Numsa) and Seifsa Employers Federation was reached yesterday with the union accepting the minimum 56c hourly increase offered by employers.

Numsa's demand was for a 60c-an-hour increase.

The talks, which began in March, were to set minimum wage rates and improved working conditions for the country's 361 000 metalworkers.

STEP FORWARD

The increase is 4 per cent above the current inflation rate and it has been generally accepted that this year's pay talks were conducted in a conciliatory spirit, with both Numsa and Seifsa making concessions to reach an amicable settlement.

"A major step forward was the granting of full pay for the first 10 days of sick leave. We set out this year to find significant progress with the employers," Numsa spokesman Mr Alastair Smith told The Star.

Seifsa has also effectively agreed to June 16 as a paid holiday. This should have ramifications in other industrial negotiations.

"We have responded to all of Seifsa's offers but one outstanding issue relates to June 16 as a paid holiday," said Mr Smith.

"In the next two years, June 16 falls over the weekend and we have asked Seifsa to consider that when this occurs our members have the option of a paid holiday in lieu of June 16, either on March 21 or May 1."

Numsa accepts wage increase

Sowetan 417/89

AGREEMENT in the 1989 wage negotiations between the National Union of Metalworkers and Seifsa employers' federation was reached yesterday with the union accepting the minimum 56c hourly increase offered by employers.

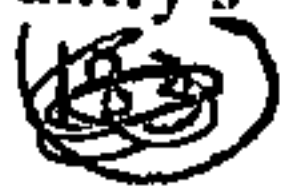
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workers and began on March 20.

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Another important concession was that Seifsa had effectively agreed to June 16 as a paid holiday. This should have ramifications in other industrial negotiations.



355

From ALAN FINE

Chamber, NUM

reach settlement

EP 10/12/89

THE Chamber of Mines and the NUM yesterday reached agreement on 1989 wage increases for union members on mines affiliated to the chamber, after a last minute hitch put the settlement in doubt.

The NUM notified the chamber of its acceptance of the 13,5% to 21,3% revised final offer made at talks last Friday, although general secretary Cyril Ramaphosa later warned of future industrial action to eliminate continuing wage differentials between mining groups.

The agreement provides for some differential increases according to mining house, job category and sector — gold or coal.

The hitch related to the NUM's desire to link its support for the extension of certain exemptions

from the Basic Conditions of Employment Act to further negotiations on issues related to the contract of employment, Chamber senior GM, external affairs, Johann Liebenberg said.

The NUM eventually withdrew the linkage, and the chamber agreed to separate negotiations soon on these issues.

Liebenberg said the negotiations had not been easy, but were notable by the fact that they had been conducted at the highest level of sophistication.

"Both sides can be proud at what they have achieved," he said.

Ramaphosa said the union's general satisfaction at the outcome was marred by the increased gap between the wages paid in the lower job categories by different mining groups.

"These negotiations have highlighted the need for a uniform wage structure in the industry, and we plan a multipronged strategy to bring this about," he said.

He said the union was unhappy at being unable to negotiate equal wages and benefits for members doing the same work.

The present system was also unsatisfactory because the chamber

negotiated off the lowest common denominator, and this tended to drag its overall offer down, he said.

Liebenberg responded that the system "amply demonstrates the flexibility of the chamber as an employer organisation capable of catering for the needs of its individual members."

Miners at Anglo American, JCI, Gencor and Rand Mines coal division are to receive identical increases in monetary terms. Because Gencor's base in the lower job categories is lower than that of the other three, it is to pay the highest percentage increases.

The offer from Gold Fields, and from Rand Mines gold division — where NUM representation is minimal — is lower than that of the other group in both monetary and percentage terms.

The minimum monthly wage for surface and underground gold miners respectively at Anglo and JCI goes up this month to R420 and R480; R356 and R420 at most Gencor mines although R3 lower on its marginals; and R323 and R357 at Gold Fields.

The NUM's opening demand was for minima of R543 and R600.

Mineworkers' union agrees to pay offer



355

By Kaizer Nyatumba



The fragile wage agreement reached early yesterday by the Chamber of Mines and the National Union of Mineworkers (NUM), when the union accepted the chamber's final offer on wages but rejected a certain condition, had now been finalised, both parties said last night.

The Chamber said a "full and final agreement" had been reached in negotiations with the union on the 1989 review of wages and other conditions of employment for union members employed on the Chamber's mines. *Shw 5/7/89*

The union said it had accepted wage increases of between 13 percent and 21,5 percent for various categories of workers. It had initially demanded a minimum wage of R543 for surface workers and R600 for underground workers, but settled for R420 and R480 respectively.

Earlier yesterday, the union rejected a condition relating to the Basic Conditions of Employment Act. The Chamber, however, agreed to enter into separate negotiations on the issue.

3 000 striking Samcor workers end strike

By McKeed Kotlolo,
Pretoria Bureau

About 3 000 striking workers at the Samcor plant near Pretoria returned to work yesterday.

The strike over the workers' demand for the liquidation of the pension fund or its conversion to provident fund and pay increases, began on Monday.

Sources at the motor corporation plant said the workers demanded an increase for all workers to R7 an hour. Most were earning between R4 and R5 an

hour.

A spokesman for the National Union of Metalworkers of South Africa confirmed yesterday's walk-out at the giant motorcar plant near Mamelodi and described it as a "minor work stoppage".

The company's media officer, Mr Dirk de Vos, confirmed the stoppage and the return to work, although he would not say if staff had started working.

He said management and workers had met, but no demand was put to the company.

355

Stw 57789.

Mineworkers' union agrees to pay offer

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'Open' quiz now in post

By Joe Openshaw

Referendum questionnaires asking Johannesburg's voters to decide whether they want buses, swimming pools and recreation centres open to all races are in the post, but with a critical change in the original format.

The city's 280 000 voters are being asked to decide whether municipal facilities in their wards should be declared "open".

If the majority of voters in an individual ward want to do away with apartheid, facilities in that ward will be declared "open", The Star was told today.

City council spokesman Mr Christo Bredenkamp said the management committee had decided against its original decision to regard a non-reply as a "yes" vote for desegregation.

Now a decision on whether or not to open each of the facilities in each ward will be taken according to a majority vote from the cards returned.

This has evoked strong criticism from Mr Paul Asherson, chief whip of the Democratic Party in the council. He said today this was "an absolute capitulation to narrow-mindedness, and a bowing to objections expressed by the Conservative Party".

Mr J P Theron, leader of the Conservative Party in the council, said the CP had urged the management committee to change its mind on its original "no reply is a yes vote" decision.

Voters must reply by July 31.

Mr Bredenkamp said replies to the questions would be confidential, and a postage-free envelope for returning the questionnaire was included with the covering letter posted to voters.

Both Mr Theron and Mr Asherson were disappointed that only people on the voters' roll were being consulted. They wanted all people paying rates and water and lights accounts as property owners to be included.

Miners accept revised pay offer

From MONO BADELA

JOHANNESBURG. — The National Union of Mineworkers (NUM) this week accepted a revised wage offer by the Chamber of Mines, ending more than two months of intense negotiations.

The increases range between 13,5 percent and 21 percent and affect more than 500.000 black mineworkers.

The lowest wage paid to black miners — those employed at Gold Fields — will increase R44 a month for surface workers and R50 a month for underground workers.

Underground

Num had demanded a uniform national minimum wage of R543 for surface workers and R600 for underground workers.

While the chamber agreed to a Num demand that increases be given in cash and not percentage terms, the union failed to win its demand for a national minimum wage.

Num general secretary Cyril Ramaphosa warned of future industrial action aimed at eliminating continuing wage differentials in the industry.

"Although the ultimate offers settled for was less than our bottom line, we feel confident that within two years our demands will be realised," a Num spokesperson said.

Factory won't pay

AN ARBITRATION hearing has been held in the dispute between the Amalgamated Clothing and Textile Workers' Union of South Africa (Actwusa) and an Atlantis clothing company over its refusal to implement wage increases agreed upon between the Cotton Industrial Council and Actwusa last year.

Desiree Quilted, which is part of the Seardel Group of companies, resigned from the employer association and has argued that since it is not part of the council, it is not covered by the agreement.

Meanwhile, workers at another Actwusa-organised company this week stopped work to protest against the company giving a worker a breathalyser test.

Workers at Finitex in Parow twice downed tools to protest against the test, an Actwusa spokesperson said.

South
12/18/89

Gawu all set for wage talks

GARMENT workers last week submitted final proposals to Cape clothing manufacturers for annual industrial council wage negotiations due to begin later this month.

The Garment and Allied Workers' Union (Gawu), which represents more than 54 000 workers in the Western Cape, is demanding that machinists' wages be hiked to R190 a week and that other workers' wages go up by R60.

The union, in its motivation to employers, said that garment workers' wages continue to be significantly below the poverty datum line.

Gawu also claimed that the real value of machinists' wages has declined and that wages have not matched the rise in employers' profits and the greater amount of goods produced.

6-12/7/89
The union also proposed an annual service bonus of R1 for every year of service, a 40-hour working week for all workers, an extra five days' annual leave and a 15 percent shift allowance.

In a first for the garment industry, Gawu has joined a growing number of trade unions which have demanded paternity leave for their members.

In addition to demanding maternity benefits for workers who have more than one year's service, the union is proposing that employers grant 10 days' paid paternity leave.

Another first is a proposal for a R5 weekly travelling allowance to cover escalating public transport costs.

The union will meet with representatives of the Cape Clothing Manufacturers' Association later this week to work out the procedure for the negotiations.

Wage protest

355
Smith

ABOUT 50 workers took part in a lunch-hour demonstration outside SA Milling in Salt River this week.

The workers were protesting against a threat by the company that it will refuse to backdate increases if annual wage negotiations are not complete by next month, a senior shopsteward said.

6-12/7/89

Mineworkers settle on wages as metal strike threat recedes

By EDDIE KOCH

INDUSTRIAL action in the mining sector has been averted as black mineworkers ended their wage dispute this week, accepting employer offers of wage increases ranging from 13,4 percent to 21,5 percent.

A strike in the metal industry also seems unlikely as most unions have accepted an offer by the Steel and Engineering Industries Federation of South Africa (Seifsa) of increases of between 14 percent for labourers and 18 percent for artisans.

The increases for both sectors, which in the past have accounted for the biggest proportion of working hours lost during wage strikes, as well below the unions' initial demands but compare favourably with average increases won by organised workers in the first quarter of this year.

was based on different sets of increases at each of the major mining houses.

At Anglo American gold mines, wages will go up by between 18,4 percent for unskilled workers and 14,5 percent for skilled grades. The

corresponding figures for Gold Fields and Gencor respectively are 14,1 percent and 16,29 percent; and 13,9 percent and 21,1 percent. The National Union of Mineworkers (NUM) is not recognised at any JCI gold mines.

The increases raise minimum wages at Anglo mines to R399 for surface workers and R455 for underground workers. Minimum wages at Gold Fields and Gencor now stand at R323 (surface) and R357 (underground) and R356 (surface) and R420 (underground) respectively.

NUM's opening demand was for a minimum wage across the industry of R543 for surface workers and R600 for underground workers.

"Although the ultimate offers settled for were less than our bottom line we feel confident that within two years our demands will be realised," NUM said in a statement.

Figures compiled by the Institute for Industrial Relations indicate the average increase on minimum wages

won by unions in the first quarter of this year is 16,2 percent. Thus, although NUM's settlement represents a climbdown from its original demands, the organisation has managed to perform as well as most other unions — even though its bargaining power was seriously weakened by retrenchments and shaft closures at marginal mines.

Meanwhile the increase of 18 percent for labourers in the metal sector raises the industry's minimum wage to R3,56 an hour. The National Union of Metalworkers (Numsa), the biggest union in the metal sector, originally wanted increases ranging from 65 percent for labourers and 17 percent for artisans.

Although the final figures are also much lower than that called for, metalworkers will get a hike well above the mean minimum increases for industry as a whole in the first part of the year.

Final settlement in the metal sector has not, however, been achieved mainly because white workers belonging to unions affiliated to the Confederation of Mining and Building Unions are not prepared to accept an agreement that May Day be swapped for Workers' Day.

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7-13/7/89.

Quest for living wage goes on

Star 21/1/81
The establishment of a uniform national minimum rate for the nearly 500 000 black miners on mines affiliated to the Chamber of Mines emerged as one of the dominant issues in this year's wage talks between the chamber and the National Union of Mineworkers.

At the conclusion of the talks this week, the chamber expressed satisfaction at the "high level of sophistication" with which both parties conducted the negotiations.

For the NUM, the settlement represented the first step towards realising its aim of eliminating wage differences between workers doing the same job and of achieving a "living wage" in the industry by 1991.

The settlement, effective from this month, means that the minimum rate for gold miners at Anglo American will range between R399 a month and R455 underground. Corresponding figures for Gencor are R356 and R420; for Gold Fields R323 and R357. The rates for Gencor's marginal mines — Grootvlei, Marievale and Stilfontein — are set at between R353 and R417.

On the collieries, Anglo minimum rates accepted by the NUM for surface workers are R397 and R434 for underground workers. Respective JCI rates are from R357 to R480. The rates for Gold Fields are R307 and R324; for Gencor R333 and R361, while Rand Mines' coal division put forth new rates of R466 and R506.

According to the NUM, miners at Lonrho collieries have accepted bottom rates of R305 and 334.

An NUM spokesman said that although the chamber had not acceded to all the

1500 200 355
Despite having accepted the Chamber of Mines' split wage-offers this week, the National Union of Mineworkers remains committed to the establishment of a national minimum rate and the attainment of a "living wage" in the industry, writes Labour Reporter MIKE SILUMA.

union's demands, especially the "key demand" for a national minimum wage, the union was confident of realising its wage policy by 1991. The fact that some chamber affiliates agreed to negotiate in cash, and not percentage terms, was "a victory" for the union.

Despite the settlement, the union still stood by its demand for a uniform minimum wage for all mineworkers.

A major issue worrying the NUM was that different mining houses made disparate offers, despite the fact they came to the negotiation table as chamber affiliates.

Discriminatory practices

This frustrated the union's efforts to negotiate a national minimum rate, with mining houses with the strongest union presence making the highest offers, and put into question the effectiveness of the chamber as a forum through which the "anomalous situation of having seven wage curves" could be corrected.

The union realised that "as we are weak at mining houses such as Gold Fields, members at those mines will continue to receive lower wages".

Although the union was not opposed to workers being awarded increases on merit, it felt that workers in the lower-paying categories, where the bulk of the membership was concentrated, should get higher increases. These workers were in those categories "due to discriminatory practices in the industry".

The NUM had initially demanded a uniform minimum wage of R543 for surface workers and R600 for underground workers, later moderated to R420 and R480 respectively. NUM demands rejected by the chamber included the recognition of June 16 and March 21 as paid holidays.

The chamber's chief negotiator, Mr Johann Liebenberg, said the chamber did not aim to establish a national minimum wage. Despite this, there were many other issues, such as the industry's provident fund, on which a uniform position had been reached between chamber members and on which agreement had been concluded with the NUM.

Agreements reached with the NUM only had the force of common law. If settlement was reached through conciliation, it could be enforced in terms of the Labour Relations Act, he said.

"What the union wants is difficult to establish. On the one hand they want the chamber to agree to a uniform rate and on the other they want the chamber to agree to equal increases in quanta," said Mr Liebenberg. He questioned whether it was necessary to have a uniform rate. He denied union claims that all white workers doing the same job were paid the same.

Metalmen still in pay row

The National Union of Metal Workers of South Africa (Numsa), which says it represents 213 000 people, is locked in wage disputes with some of the largest metal industries.

Numsa said yesterday that the companies with which disputes were declared had refused to reward workers despite high profits after record exports.

"Highveld Steel in particular recorded an increase of 114 percent in earnings per share in 1988, with a profit of R121 million, but has stuck slavishly to the wage increase offered by the Steel and Engineering Industries Federation (Seifsa) for the rest of the metal industry." — Sapa.

Advance for motor union (355)

The groundwork for the first national wage negotiations in the motor industry was laid yesterday when the National Union of Metalworkers and employers agreed to establish a national negotiation committee, Numsa said.

The talks were marred when representatives of the Delta Motor Corporation walked out in protest at the participation of employers from outside the Eastern Cape, according to union spokesman Mr Gavin Hartford.

At the same time, said Mr Hartford, Delta's Port Elizabeth plant was hit by demonstrations in support of demands that the company stay a party to the talks.

Yesterday, the union's demands included:

- A national minimum rate of R6,58 an hour rising to R10,14 and R13,14 for semi-skilled and skilled workers respectively.
- Individual increases of R2 an hour and a three-monthly "inflation adjustment" to workers' pay.
- A 40-hour working week and the recognition of March 21 as a paid holiday.
- The right to strike without fear of dismissal and improvements to maternity and paternity leave.

Labour Reporter

Stw 7/7/89 (100)

Offer rejected: OK workers to decide on strike action

Strike ballots are to be held among OK workers today after their union rejected a fresh wage offer from management.

The Commerical, Catering and Allied Workers Union (Ccawusa) yesterday said management's offer, made on Monday, did not involve any change to the company's position on an across-the-board increase, May Day and a guaranteed bonus.

It only involved raising their minimum wage offer from R550 to R600 a month for members with six months' service. Ccawusa said this constituted no real improvement. The company's present across-the-board offer was R100.

PROPAGANDA

The offer was rejected after the union consulted with its members and decided to proceed with the strike ballots planned for today.

The union claimed that management had renewed their attempts to persuade Ccawusa members to accept their wage offer by supplying workers with a "fresh set of propaganda pamphlets and posters".

The union has issued a pamphlet which includes the following points:

- OK's claim that R100 across-the-board is as much as they can afford and is reasonable, is "pure nonsense". OK's main competitors, Checkers and Pick 'n Pay, both signed wage agreements with Ccawusa involving far higher increases (Checkers R120 and Pick 'n Pay R146,87).

- OK is the only large retailer that is refusing to agree on May 1 as a paid commemoration day for all members.


- OK's refusal to pay anything more than R100 has nothing to do with affordability. Last week OK spent thousands of rands in a court case trying to prevent the union from exercising its right to fight for decent wages. This money could have been better used on increases, the union said.

Management was not immediately available for comment. — Sapa.

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

APPPOINTMENTS

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OK and union wary of another strike

355/100 9/7/89

COUNTRYWIDE strike action by 9 000 Commercial, Catering and Allied Workers Union (Cawusa) members employed at OK Bazaars stores is likely this month.

A Rand Supreme Court ruling last Friday set the scene for a possible repeat of the bloody 1986-1987 strike. But with the memory of this still fresh in their minds, both sides are treading warily.

The court confirmed an agreement between the two parties that Cawusa would not initiate strike action before July 14, and that it would repeat the ballot, which was at the core of an urgent application brought by OK.

OK launched the application against



Gordon Hood...hoping another strike will not hit OK Bazaars.

Cawusa on June 27 to try to stop the union from organising a strike which would coincide with its winter sale. The application was initiated after a

dispute between the two parties about the results of a national strike ballot. In terms of the Labour Relations Act, the union has to obtain a 50% yes vote from its members before it can go ahead with a legal strike.

Cawusa maintained that 55.97% of its members voted in favour of the strike, but OK insisted that the figure was below 50%.

The ballot was conducted after negotiations went to dispute in April. The parties deadlocked over OK's final wage offer of R100 across the board.

Cawusa national organiser Jeremy Daphne criticises OK for taking the matter to court. He says it was an attempt to thwart the union's right to strike.

"OK's refusal to make an improved

offer on R100 is not based on economic considerations and is an example of its union-busting approach. Cawusa will not be deterred by OK.

"A full-scale strike will depend on the response of members when the next ballot is completed by Friday."

OK personnel director Keith Hartshorne welcomes the fact that the court case resulted in the ballot being repeated.

Managing director Gordon Hood hopes that wage negotiations will be resolved without the union's resorting to strike action.

Many members will remember the previous strike and will think hard be-

fore casting their votes. The 10-week strike was at that stage the largest ever outside the mining industry and the longest ever in the retail trade. It involved between 7 000 and 10 000 union members (depending on whether you listen to OK or Cawusa) at 137 OK shops.

The strike cost the company about 432 000 manhours in comparison to a total of 1.2-million for all of 1986. Sales plummeted in January 1987 and the settlement cost OK an additional R19-million in wages.

Hundreds of the union's members were detained or arrested. It sent representatives to Europe to raise money for the thousands of people on strike over Christmas.

The strikers lost an estimated R1 000

each in wages. Cawusa gained R15 on the initial OK offer R85 across the board and various other concessions including a minimum wage of R400 a month, improved maternity leave benefits and a rise in staff discounts from 10% to 12%.

The losses and the gains of strike action will have to be weighed by union members. The union and OK are much closer to an agreement than they were before the previous strike, and settlement may yet be reached before drastic action is taken.

When Cawusa members launched a mass stayaway in the last months of 1986, the union was demanding R160 a

month across the board against OK's offer of an R85 increase an individual. Mediation proceedings this year broke down when Cawusa reduced its demand from R135 a month to R125, but OK did not raise its offer on individual increases.

It increased its minimum wage offer from R525 to R550, and the union reduced its demand from R635 to R625.

Other areas of dispute include the union demand of a guaranteed annual bonus of 10%, multiplied by the number of years worked, and that May Day be a paid holiday.

Management has rejected the May Day demand and contends that the year-end bonus be granted at the discretion of the board.

5 000 workers vote ~~for~~ for action against OK

More than 5 000 members of the Commercial, Catering and Allied Workers' Union (Ccaawusa) have voted to take industrial action against OK Bazaars to press the union's demands for higher wages and improved working conditions. (355)

According to a statement issued by Ccaawusa, the result of the strike ballot was an indication that members would not tolerate OK management's attitude and low wage offer.

The statement said 9 285 workers at all OK outlets were union members. This was calculated by using the June computer printouts made available by management. Star 10/7/89

"The total 'yes' vote to date was 5 350. This gave a 'yes' majority of 58 percent."

The statement said negotiations for a wage increase began on March 1 1989, with a dispute being declared on April 13. — Sapa.

Payout for unused sick leave under union agreement

Labour Reporter

A CAPE TOWN electronics manufacturing company has signed a union agreement that includes a "bonus" sick-leave clause.

Workers will be paid at the end of the year for the unused portion of their sick leave.

The agreement between Renak and the Electrical and Allied Workers' Trade Union was also claimed to be the first in the region's metal industry to be negotiated solely by shop stewards.

DISTRESS FUND

It provides for a R920 a month minimum wage, paid public holidays on March 21, May 1 and June 16, and a service increment of 5 cents an hour after the first six months' service, a further 5 cents for the next six months and 5 cents an hour for each subsequent year of service.

It also establishes a company distress fund from which staff may take interest-free emergency loans repayable over 12 months.

Deadlocked

WAGE negotiations between the metal industry's employers and trade unions have stalled over the issue of public holidays.

Confirming this, the Steel and Engineering Industries' Federation of South Africa (Seifsa) said three unions have rejected May 1 as a public day. These unions, which include the Confederation of Metal and Building Unions, prefer to accept Workers' Day (first Friday of May).

Other unions have accepted May 1.

The parties are to meet again today to resolve the row.

355 Talks

Meanwhile the Federated Mining Union (FMU) and Rustenburg Platinum have ended wage talks, agreeing on wage increases ranging from 13 to 17 percent.

FMU's general secretary, Mr Sidney Zimba, said the wage agreement became effective on July 1.

In terms of the agreement, minimum and top rates for surface employees have been set at between R430 (lowest grade) and R1762 (top grade) and for underground mineworkers set

at between R500 and R1857.

"Management has also agreed to increase the rent subsidy from R165 to R215, a figure which represents an increase of about 30 percent," Zimba said.

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Metal firms bitter over back pay

THE director of one of 5 500 metal sector firms forced by a recent regulation to pay several months' backpay to employees complained bitterly yesterday at this development.

Air Conditioning Services director Helmut Bacharach said the move could drive numerous companies out of business.

This follows a lengthy legal battle between the metal industrial council and the Department of Manpower over the gazetting of a clause to the 1988 wage settlement over whether non-parties — employers not members of Seifsa — should be compelled to backdate wage increases to July 1 1988.

The matter was settled out of court and the clause, requiring employers to back-pay increases from July 1 to December 13 — when the wage increases were gazetted — was published last month. (355)

ALAN FINE

The 5 500 firms involved employ about 20% of the industry's workforce — some 70 000 people.

However, Bacharach said yesterday it was "unbelievable they can do this".

He said his firm and others had costed their services supplied in that period in line with the wage rates applying at the time. He warned the need to pay large lump sums now could force many firms to the wall. (355)

Seifsa director Brian Angus said any company could apply to the industrial council for exemption from this requirement. If they could show the lump sum wage payments would cause them serious financial difficulties, they would receive a sympathetic hearing. (355)

the international body, operates autonomously.

ment to a point where it acknowledged that it had to negotiate.

workers of SA are among the issues being discussed at the meeting.

Over 300 Ccawusa workers on strike

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

week after worker representatives from the Commercial, Catering and Allied Workers Union (Ccawusa) reached a deadlock with management over the increases.

The workers also demand the recognition of March 21 and May 1 as paid public holidays and also a 13th cheque.

Both parties reached a deadlock in the conciliation board in May.

The company director, Mr Clive Stein, said 350 workers were on strike but 80 of them were at work yesterday. He said the strike has affected 139 units of the company in the Transvaal, of which 72 have been closed.

182
355

ALAN FINE

FRIDAY'S 15,2% to 18,5% metal industry wage settlement, following a week after the NUM/Chamber of Mines agreement, marks this year as the first since 1983 that SA's two major sets of negotiations have both been resolved without industrial action. *6/Day 17/7/89 (355)*

Confederation of Metal and Building Unions (CMBU) chief Ben Nicholson yesterday said this was the first time in a decade that every union party to the metal industrial council had accepted the settlement.

This, he said, represented a new maturity in unions and an acceptance by Seifsa that employers can no longer take a "take

Wage deals a six-year first

it or leave it" approach to wage bargaining.

Seifsa said the large number of trade union groupings with divergent and sometimes conflicting demands complicated talks. But, a spokesman added, they were conducted in good faith on both sides and had mostly been approached responsibly.

The public holidays issue, which held up settlement for two weeks because of differences between white and black unions,

□ To Page 2

Metal industry

was resolved with agreement that May 1 Workers' Day and June 16 should all be treated as public holidays.

This aspect of the settlement has been drawn up as a separate common law agreement between the parties.

It will not form part of the official agreement to be gazetted by the Manpower Department because of government's refusal to recognise the unofficial, though de facto, May 1 and June 16 commemoration days as paid holidays.

It was also agreed the council should make representations to government to revise the Public Holidays Act to introduce

May 1 and June 16 as public holidays.

Hourly wage increases, to be implemented from July 1, range from 56c for labourers to R1,11 for artisans, raising the minimum rates to R3,56 and R8,31.

The industry's Sick Pay Fund would be substantially restructured and sick leave provisions would be extended. The employer body also agreed to speed up benefit payments under the fund to employees injured on duty.

Shift allowances for the afternoon shift are to be increased from 6% to 7,5% and from 12% to 15% for an evening shift.

□ From Page 1

Star 18/7/89

Union wins 24 pc wage rise at OK (355)

The Commercial, Catering and Allied Workers Union has scored an apparent victory after five months of negotiations with OK Bazaars, and new wage increases have been set.

A union spokesman told Sapa the final round of negotiation, convened by Mr Charles Nupen of Independent Mediation Services of South Africa, had begun yesterday and finished this morning just before dawn.

Final decisions entailed a minimum wage increase of R120, from R500 to R620 per month. This constituted a 24 per cent increase.

The figures were finally ratified this morning, "despite management repeatedly stating over the past few months that it was not prepared to offer more than a R100 across-the-board increase and a minimum wage of R525," a union statement said.

The offer applies to employees with 12 months' service or more.
— Sapa.

Ccawusa wage dispute ends in war of words

OK BAZAARS and Ccawusa yesterday traded angry words about each other's negotiating strategies following the 5am settlement of their five-month-old wage dispute.

In terms of the agreement, union members are to receive R100 monthly increases effective from April 1989, and another R8 for February and March next year. The OK said this represented a 16% increase overall.

The minimum wage for employees with at least 12 months service has increased to R600 from last April, and will go up to R620 from February.

The union said the settlement was a significant victory, having forced management to reconsider its long-standing refusal to budge from its R100 offer.

An OK spokesman retorted it was "a sad reflection on the spirit in which agreement was eventually reached, if an effective additional (annualised) R1.33 a month is regarded by the union as a major victory".

He said the company had offered to bring forward the improvement in the minimum wage, which would have meant substantial numbers of union members would have received increases well in excess of R100 a month.

"Instead, the union insisted on sacrificing this significant benefit for the company's lower-paid workers for a symbolic improvement" in the across-the-board offer, the spokesman added.

Ccawusa accused the OK of basing its strategy on political rather than economic considerations, by making the R100 figure

ALAN FINE

non-negotiable.

"They wanted it to be seen that the bosses had come out on top. We were drawn into this political conflict and, having forced them to move, consider that we came out of it quite well," a union spokesman said.

The OK spokesman responded: "The company is confident that union members will not be fooled by union Press statements which seek to portray the settlement as anything else but a pragmatic alternative to an unnecessary and unwise period of industrial action."

Anger

"The company takes note that its relationship with the union is unlikely to improve until such time as Ccawusa, in keeping with wider national trends, understands that confrontational rhetoric and sloganeering will inevitably have to be replaced by an informed and constructive approach," he added.

Ccawusa noted that the final round of mediation was held after "a groundswell of worker anger erupted in strike action on Saturday, placing more pressure on management to shift from their uncompromising position".

The OK countered that "the loss of wages for those who took part in the strike is more than double the 'increase' which the union now claims was won as a result of the settlement".

Metalworkers confirm their acceptance of new pay levels

The National Union of Metalworkers of South Africa (Numsa) has confirmed its acceptance of the wage increases and changed working conditions for the iron, steel, engineering and metallurgical industry for the period July 1 1989 to June 30 1990. ~~1989~~ 355

In a statement issued in Johannesburg last night, a spokesman for Numsa said the settlement was the culmination of six "arduous negotiating sessions which started in March this year". JNW 20/7/89

The average wage increase was 17 percent — ranging from 19 percent at the bottom rate to 15 percent at the top rate, yielding minimums of R3,56 and R8,31 an hour respectively.

INFLATION

The spokesman said Numsa warned that although it was trying to settle without having to take industrial action, it would go into dispute if the employers did not offer a wage increase which was higher than the inflation rate (measured at 14 percent at the time of negotiation).

Other gains included:

- Recognition by the employers that May 1 and June 16 would be paid holidays.

- Agreement by employers to convert the industry pension fund into a provident fund.

- Ten days sick leave a year on full pay. — Sapa.

South 20-26/7/89
355

Pay accord in metal industry.

THE National Union of Metal Workers of South Africa (Numsa) this week accepted wage increases and changed working conditions applicable to the iron, steel, engineering and metallurgical industry from 1 July this year to 30 June next year:

The settlement is the culmination of more than three months of negotiations which a Numsa spokesperson described as "arduous".

The agreement contains several "breakthroughs" for the union, such as an average wage increase of 17 percent, recognition by employers that May 1 and June 16 would be paid holidays, conversion of the pension fund to a provident fund and 10 days annual sick leave on full pay.



Members of Cawusa picketed outside the Kine Centre in Commissioner Street on Tuesday over the dismissal of some of their colleagues by Joshua Doore. Police later gave them a 10 minute ultimatum to leave the building.

OK and union settle dispute

THE Commercial Catering and Allied Workers Union of South Africa and OK Bazaars are locked in a war of words over a wages settlement. The marathon final round of talks started on Monday and ended on Tuesday at 5am.

The union maintains it won the day while the company says the union would have got itself a better deal had it accepted the company's original offer to increase the minimum wage to R620 per month.

A Cawusa spokesman said the two parties agreed on an across-the-board increase of of R108 a month - a figure which, he said, amounted to a 21,6 percent hike on the present minimum wage and nearly 13 percent on the average pay.

The increase will be split into two parts, with Cawusa members being

By LEN MASEKO

granted an initial rise of R100 a month backdated to April this year and R8 from February 1990.

A company spokesman said: "The company offered to bring forward the date of its improved minimum wage of R620 in an effort to settle the dispute. Had this been done substantial members of the union would have received increases well in excess of R100 a month.

"But as this was not done the minimum wage of R620 will only come into effect from February next year."

mail
21/7/89.

e of release

Mandela on his birthday. It repeated its call of last year at this time, saying: "Mandela should be freed and negotiations should be started."

On that score, however, a great deal still remains to be done. Significantly, the ANC reportedly has a "discussion paper" now circulating in SA, which warns against being forced on the defensive by government re-



leasing Mandela. It calls on the mass democratic movement to prepare itself in order to set the agenda on the issue of negotiations, which various forces, internally and internationally, could be preparing to engage in — essentially, says the ANC, to protect the interests of the minority.

After her visit, Mrs Mandela said her husband was "in full contact with the leaders of the ANC and other leaders behind bars." This would seem to confirm the suggestion that Mandela had informed the ANC about meeting Botha.

Mandela's advocate and family friend Dullah Omar said after the birthday meeting that "the bottom line was 'Free Nelson Mandela — unconditionally.'"

LABOUR RELATIONS

Tidy settlements

Three significant industrial relations deals were clinched this week. They include wage agreements in the metal industry and at OK Bazaars, plus a most liberal labour dispensation for employees at strike-dogged Mercedes-Benz.

Altogether about 385 500 workers are affected. The agreements were preceded by lengthy, complex and sometimes bitter disputes.

OK MD Gordon Hood settled his stormy five-month dispute with commercial workers, represented by Ccawusa, with an offer of R100 a month across-the-board for 23 000 employees (backdated to April 1), with a further R8 a month payable from February 1 next year. That would bring OK's minimum wage up to R620 for those with more than a year's service. The company's opening offer amounted to R550.

This will effectively narrow the gap between the minimum wage paid by Pick 'n Pay (R750/month after April's R146,87 increase), and Checkers (R630 after this year's R120 rise). The deal gives OK six months to get over the slowdown in sales it says it has experienced since the negotiations opened.

In the metal industry, 3 500 engineering companies represented by 50 employer associations grouped under Seifsa reached an amicable settlement with 15 unions (representing 361 035 employees) at their tenth industrial council meeting in four months. This was subject to final ratification this week.

They agreed to wage increases of 15,2% for artisans and 18,5% for labourers making up over 350 000 employees, effectively ensuring an across-the-board wage rise of 56c an hour for labourers (up 8c from the "final" offer) and R1,11 an hour for artisans (a 16c improvement on the last offer). This raises the minimum wage rates in the industry to R3,56 and R8,31 an hour for labourers and artisans, respectively. It is backdated to July 1. The increases, says Seifsa, cut out the one-third of the difference between current wages and a projected "ideal" wage.

The sticking point over public holidays was resolved by a decision to enter into a legally binding common law agreement to treat May 1 and June 16 as paid public holidays. This is subject to the Public Holidays Act being amended, and the industrial council is to approach government to introduce these days as paid public holidays.

The Metals Industries Group Pension Fund will be converted to a flexible benefit fund by November 30, while the Sick Pay Fund is to be "restructured fundamentally." Sick leave has been increased to 10 days a year, and payments of fund benefits are to be speeded up.

However, on the question of detention without trial, Seifsa, while indicating its opposition, would only suggest to its members that they pay the wages of employees de-

Final 21/7/89.

tained under the emergency regulations.

The new labour code between Mercedes-Benz and the union, Numsa, is regarded as a watershed. Now Numsa says it will push the agreement with other German employers in the country.

This could mean that at least the 94 large German companies who are signatories to the EEC code of conduct on business in SA will be faced with demands to meet the terms of the Mercedes agreement.

A key clause says neither party will invoke the Labour Relations Act (LRA) without the consent of the other — another gives workers the right to strike and picket without fear of dismissal.

Mercedes PR manager Delene MacFarlane says the agreement should go "a long way" towards improving relations between the company and the union. The company has had 12 strikes in the past 18 months.

The general secretary of the SA chapter of the International Metalworkers' Federation, Brian Fredericks, says the key clauses are major advances, and sees them as the beginning of similar agreements with more German companies in SA.

Numsa's Les Kettledas says the agreement also prevents recourse to any apartheid legislation, while the company undertakes to pay employees while in detention under security legislation, and to pay four full-time shop stewards.

□ Not surprisingly, the union has started to negotiate similar settlements with Siemens, Volkswagen, Robert Bosch, Hella and BMW.

OK settles, but tension lingers

By Robyn Chalmers

A NATION-WIDE strike was averted by a 5 a.m. settlement between OK Bazaars and Ccawusa this week — but tension between the union and retailers remains.

A strike at Joshua Doore is entering its fifth week in a labour climate which is becoming increasingly militant, possibly in a run-up to the September general election.

The Congress of SA Trade Unions (Cosatu) is gearing up for a week of protest action involving up to a million workers in September. The action was decided on at Cosatu's third national congress. It still has to be endorsed at a labour summit. The Commercial, Catering and Allied Workers Union of SA's negotiations with retailers have been lengthy and tough, contrasting sharply with the more amicable talks between employers and the

National Union of Mineworkers (NUM) and the National Union of Metalworkers of SA (Numsa).

Settlement between OK and Ccawusa came after a 15-hour bargaining session.

Under the mediation of Charles Nupen of Independent Mediation Services of SA, the two parties battled to come to a compromise which would end the five-month wage dispute.

It appears that Ccawusa rejected an offer to bring forward the date for implementation of an improved minimum wage in favour of a slight increase on the symbolic R100 — the OK's final offer.

Ccawusa organiser Jeremy Daphne says little progress was made in the negotiations before 3 a.m. on Tuesday, when the OK made an offer which led to the final settlement.

Union members will receive an increase of R100 a month with effect from April 1, 1989, and R8 from February 1990.

SPOTLIGHT ON A MILITANT UNION

In addition, the minimum wage will increase to R620 a month from February.

An OK spokesman says the company is satisfied with the settlement, but members would have received far more than R100 a month if the union had agreed to an offer to bring the date of the minimum wage forward.

There is antagonism between the two parties. OK accuses the union of being amateurish, unorganised and unrealistic. The union replies that OK is patronising and dictatorial.

An OK statement says its relationship with the union will not improve "until such time as Ccawusa, in keeping with national trends, understands that confrontational rhetoric will have to be replaced by an informed and constructive approach to the negotiation process".

Ccawusa counters with examples of the company's alleged dictatorial approach. Mr Daphne relates an incident at

the start of this year's negotiations which set the mood for what turned out to be hardline talks.

"Before the negotiations even started, we had a huge row over seating arrangements. For the past six years we have sat in a specific manner — as a team around a table."

"We arrived at the venue for the first round of talks to discover that the OK had seated us in two rows, one behind the other. We protested, but received a haughty response from OK. We had to sit like that throughout the negotiations."

"It may appear insignificant, but its psychological impact is huge, and immediately there was antagonism."

An OK spokesman defends the action, saying the seating arrangements were done by a secretary. It was not considered a major issue. He says Ccawusa

insists on having 20 representatives — too many to be accommodated around a table.

Differences between the two sides run far deeper than this, however. Two years ago there was a split between two factions in Ccawusa and it still plagues the union. The split came at the union's congress when the so-called Kganare faction wanted to adopt the Freedom Charter. The Mtwa faction opposed it.

A unity conference is expected to be held in November in a bid to end the division, although success in this regard is doubtful.

Now that Ccawusa has settled with OK, attention has been switched to other retailers. Apart from organising the lengthy and increasingly militant strike at Joshua Doore, the union will soon begin talks with Metro Cash & Carry and Edgars.

Both disputes revolve around wages. A Joshua Doore spokesman says no progress was made at two meetings last week, and a decision on whether or not to fire the strikers will be taken in 10 days.

Plessey staff face lockout

355

CAPE TOWN — More than 400 factory employees at electronics manufacturer Plessey SA face a legal lockout today if they do not accept a final offer of an average 17% annual wage increase.

Up to 450 of the 700 workforce at Plessey's factory in Retreat, all members of the Electrical and Allied Workers' Trade Union of SA (EAWTUSA), could be affected. *Blam 25/7/89*

Their demands, which Plessey has not acceded to, are for an average 25% increase in basic minimum wages. This means the lowest paid employee with five years' service will earn R955 a month on a 44-hour week, and a technician, also with five years' service, R3 000 a month.

The offered increase compares with the average 13% and 14% already granted in related sectors of industry.

Plessey has also offered a one-hour reduction in the work week to 44 hours and a commitment to 43 hours on July 1, 1990, improved service and annual leave bonus provisions, a new housing scheme and a legal counselling service.

These conditions have been accepted by

LESLEY LAMBERT

120 non-union and union employees belonging to unions affiliated to the Confederation of Metal and Building Unions. Others belonging to the Radio and Television Electrical and Allied Workers Union and EAWTUSA have accepted the conditions individually.

The legal lockout of EAWTUSA members comes after weeks of wage negotiations which ended in deadlock a month ago, and failure to reach settlement over a subsequent 30-day period provided for in terms of the Labour Relations Act.

Plessey SA MD John Temple said yesterday the company had gone as far in the negotiations as it was prepared to in an environment of economic downturn.

More difficult trading conditions expected by the electronics industry would be worsened by the severe spending cutbacks being introduced by its major customer, SA Posts and Telecommunications. The cutbacks had already forced several other suppliers to close down or lay off employees.

Strike warning after deadlock

355 Labour Reporter star 25/7/89

The Amalgamated Clothing and Textile Workers' Union (Actwusa) has warned of a possible national wage strike in the textile-manufacturing industry, after several rounds of talks with employers reached deadlock.

Actwusa spokesman Mr John Eagles said employers rejected the union's demands on wages and the recognition of June 16 as a paid holiday.

The union wanted a minimum increase of R13 a week for the first six months of the agreement, plus another R13 from January 1990.

Employers had offered an R11,50 increase from this month, and R10 in January next year. They also offered six months' maternity leave, three of which would be paid.

left groin caused by his daily weightlifting sessions, doctors reported

CML 7-11 25/7/89 (355) (48) (200)
Iscor workers reinstated

JOHANNESBURG. — The Industrial Court has ordered the reinstatement, with the maximum permitted six months backpay, of 133 Iscor employees dismissed after participating in the June 6 to 8 stayaway last year.

Wage talks stalemate

By LEN MASEKO

WAGE talks between the Amalgamated Clothing and Textile Workers Union of South Africa and employers in the textile industry have reached a stalemate.

An Actwusa spokesman said the union demanded - among other things - an a minimum increase of R13 a week for the lowest-paid worker for the first six months, and a further R13-a-week rise from January 1990.

Employers have offered a minimum hike of R11,50 for 1989 and an additional increase of R10 from January 1990. They have refused to recognise June 16 as a paid holiday.

The Actwusa spokesman said it was possible that union members would go on strike if employers failed to resolve the wage dispute.

About 250 employees of Bayers have been dismissed after taking part in a work stoppage at four of the company's plants.

The workers, all members of the South African Chemical Workers' Union (Sacwu), were fired on July 13 after they ignored an ultimatum to return to work on that day.

A Sacwu spokesman said the strike was sparked off by management's refusal to take disciplinary action against an employee allegedly found in possession of company property.

A spokesman for Bayers confirmed that the strikers were dismissed. He said they were free to re-apply for jobs. He said dismissed employees had until July 31 to re-apply.

He said 150 workers were dismissed, not 250 as the union reported.

Sowetan 25/7/89

Unions' bargaining power tells

Racial wage gap narrows dramatically

B/Dum 26/7/89

355

ALAN FINE

THE wage gap between blacks and whites has narrowed dramatically during the 1980s, coinciding with the advent of powerful black unionism.

This is reflected in figures that show a narrowing of the wage gap between predominantly white skilled labour and the mainly black unskilled workforce.

There has also been a significant narrowing of the racial wage gap for the same class of work, but it remains substantial.

Figures supplied by P-E Remuneration Services show that whereas black skilled or semi-skilled workers could expect to earn little more than half the wages of their white counterparts in 1981, this had risen to 70% by last year.

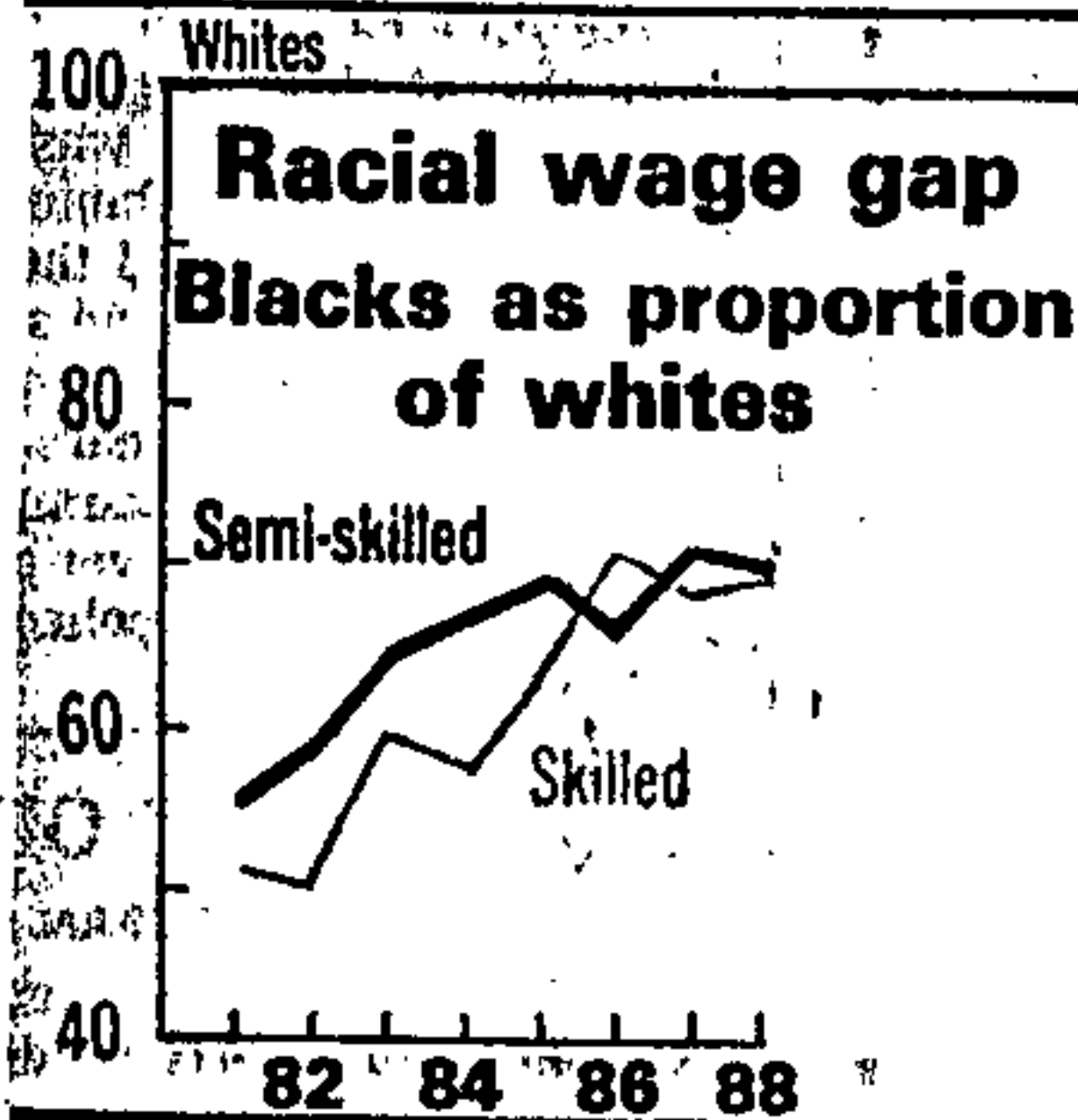
Developments in the mining and engineering sectors demonstrate the narrowing of the skills wage gap.

On actual earnings, skilled gold miners now receive 4,9 times the earnings of their semi-skilled and unskilled colleagues, compared to 21,2 times in 1971 before the freeing of the gold price. The sharp gold price increase then presaged an initial, major restructuring of mining wages.

The mining sector skills gap is still substantially higher than overall national averages.

In the engineering sector the ratio between minimum rates earned by artisans and labourers respectively fell from 5:1 in 1961, to 3,4:1 in 1979, to 2,6:1 in 1986 to 2,33:1 this year, where hourly rates of R8,31 were negotiated for artisans and R3,56 for labourers.

A Seifsa spokesman said the aim was eventually to reduce the differential to 2,22:1, which would make the labourer



Graphic: LEE EMERTON Source: PE CORPORATE SERVICES

minimum rate 45% of the artisan's.

However, measuring the engineering sector ratio according to the minimum rate for the job introduces a distortion in that the "going rate" for artisans is substantially higher than the prescribed minimum. Seifsa was unwilling to disclose the actual figure, but it is believed to be in the R12 to R13 range.

An assumed R13 an hour artisan's rate would give a skilled to unskilled ratio of 3,65:1 more in line with P-E's figures, which show white artisan earnings at 3,62 times the level of unskilled black earnings.

P-E figures reflect a similar trend, although less pronounced.

Labour economist and management consultant Andrew Levy said yesterday theory and international experience showed unionisation always had a major

□ To Page 2

P.T.O.



Striking Johannesburg hospital employees during a sit-in on the hospital grounds yesterday.

Workers strike at JHB hospital

HUNDREDS of workers at the Johannesburg hospital yesterday downed tools in protest against the conditions of service and alleged corruption when people are employed.

Picketing workers - mainly kitchen staff, ward assistants and cleaners - displayed placards calling for an end to their being classified as temporary staff.

They demanded the abolition of tax deductions made from their salaries, segregation at the hospital and the "sale" of jobs at the hospital.

The workers, all members of the National Education Health and Allied Workers Union (Nehawu), presented the hospital with a petition listing their grievances.

By MATSHUBE
MFOLOE

The hospital refused to comment and referred all inquiries to Pretoria.

A spokesman for the Transvaal Provincial Administration, Mr Erno Botes, confirmed that about 300 workers had gone on strike at a hospital in Johannesburg over general service conditions. He said he believed one of the issues was maternity leave.

According to Mr Monde Diitsha, an official of Nehawu, the workers would return to work today and await a response from the authorities. He also said that some of the workers accused of being ring-

leaders had been victimised.

He did not say how.

The workers' classification as temporary workers, thus excluding them benefits enjoyed by other workers, is at the core of the strike. They also alleged that jobs were being sold to prospective employees and those who did not pay were kept on the waiting list. An amount of R50 was demanded to be "fixed with a job".

Workers also voiced complaints about deductions made from their salaries. Kitchen and cleaning staff said they earned between R280 and R500 a month while the ward assistants earned around R500.

Economist: Racial wage gap narrowing

Own Correspondent

JOHANNESBURG. — The narrowing of South Africa's skills wage gap, which has raced ahead over the past two decades, and particularly in the '80s with the advent of powerful black unionism, is showing signs of slowing down.

But, says a labour economist, the process is by no means reaching an end.

Statistics also show a narrowing,

but still significant, racial wage gap for the same class of work.

Figures, supplied by P-E Remuneration Services show that where-as black skilled or semi-skilled workers could expect to earn little more than half the wages of their white counterparts in 1981, this had risen to 70% by last year.

The narrowing of the skill wage differential is demonstrated by developments in the mining and engineering sectors.

On actual earnings, skilled gold-miners now receive 4.5 times the earnings of their semi- and unskilled colleagues, compared to 21.2 times in 1971. The sharp gold price increase then presaged an initial restructuring of mining wages.

The mining sector skills gap is still substantially higher than over-all national averages.

In the engineering sector the ratio between minimum rates earned by artisans and labourers' respec-

tively has fallen from 5:1 in 1961 to 3.4:1 in 1979 to 2.6:1 in 1986 to 2.33:1 this year, when hourly rates of R8.31 were negotiated for artisans and R3.56 for labourers.

A Seifsa spokesman said the aim was eventually to reduce the differential to 2.22:1, which would make the labourer's minimum rate 45% of the artisan's.

However, measuring the engineering sector ratio according to the minimum rate for the job intro-

duces a distortion in that the "going rate" for artisans is substantially higher than the prescribed minimum. Seifsa was unwilling to disclose the actual figure, but it is believed to be in the R12 to R13 range.

An assumed R13-an-hour artisan's rate would give a skilled to unskilled ratio of 3.65:1, more in line with P-E's figures which show white artisan earnings at 3.62 times the level of unskilled black earnings.

Supreme Court Reporter

AN interim interdict, compelling workers of shipbuilding firm Globe Engineering Works to work overtime, was yesterday discharged in the Supreme Court after the dispute was settled.

By agreement between the company and the 391 workers, Mr Justice E L King discharged the rule nisi granted on July 27 and made no order as to costs.

The settlement is a sequel to an unusual event in the Supreme Court on Wednesday — the return date of the interim interdict — when aggrieved workers packed the court to argue their case individually.

Globe Engineering

Overtime dispute settled

CME
18/8/57
won the order restraining the workers from refusing or failing to work overtime, instigating, supporting or failing to prevent an illegal strike and from in any way obstructing the normal operations of the company.

Mr Justice King urged the company and the workers to try to negotiate a settlement and by agreement suspended the operation of the interim interdict.

Mr R D McClarty, instructed by Mr Malcolm Douglas of Routledge MacCallums, appeared for Globe Engineering Works.

Wages.

Sick leave costs millions

CMT Tmt

17/8/89

355

By MALCOLM FRIED

ABUSE of sick leave is costing the country millions of rands a year — and new rules to curb the problem may have little effect, according to business and medical spokesmen.

A member of the federal association of the Medical Association of South Africa (Masa), Dr Edward Barker, said this week that incomplete or incorrect sick notes meant losses in millions to employers.

Cape Town Chamber of Commerce business affairs manager Mr Albert Schuitemaker confirmed that fake sick certificates were a "difficult issue" for employers.

The chamber received regular complaints from its members and always advised them to contact medical authorities.

Mr Schuitemaker could not estimate the extent of the problem. It was causing losses, however.

In a bid to end the abuse, guidelines for the issuing of sick certificates had recently been compiled by the SA Society of Occupational Medicine, in consultation with the Masa, said Masa executive member Dr Johan Schutte.

Dr Schutte said the integrity of the doctor who issued the note was invariably questioned when an employer had reason to doubt the validity of an employee's sick leave application.

The guidelines included standardisation of the contents of sick certificates, they would be medically ethically acceptable, and meet the employers' requirements.

But a senior city physician believed new rules would not stop doctors who were out to cheat employers.

"If a doctor wants to lie, nothing's going to stop him. At worst, he can say he made a wrong diagnosis."

Dr Schutte said questionable notes could be attributed to sympathy with the patient, difficulties in diagnosing certain complaints, pressure exerted on the doctor, theft of the doctor's personal note pads, and corruption.

Personnel consultant Ms Debbie Smith agreed. "One tries to vet job applicants before recommending them, but people will always be getting doctors to falsify notes."

Employers have the right to question a sick leave certificate, according to Dr Schutte, but should do so in consultation with the doctor who issued the certificate.

Car industry wage dispute still unresolved

ADELE BALETA

NATIONAL pay talks for the motor industry will continue in Port Elizabeth today after six major car manufacturers and the National Union of Metalworkers (Numsa) failed to reach a wage agreement yesterday.

Numsa official Les Kettledas said a number of issues had been dealt with but the main obstacle to a settlement remained wage increases from July 1.

In another labour matter, Numsa has accused Goodyear of acting unlawfully by not giving union members the required notice period before dismissing them.

Kettledas said three days had been set down for the industry-wide negotiations in Port Elizabeth, but this could be extended if necessary.

He said there was no change in the employers' offer of a R1-an-hour increase for the lowest paid workers and R1,60 for the highest paid workers over a year.

Numsa's demand remains at R1,50 an hour across-the-board over the same period.

Comment from the car manufacturers — Toyota, BMW, Mercedes-Benz, Nissan, Samcor and Volkswagen — was not available at the time of going to press.

'Acted illegally'

Toyota rejoined the pay talks after an agreement with Numsa which also provided for the reinstatement with full service benefits of about 4 000 dismissed workers in Natal and Johannesburg.

Numsa spokesman Gavin Hartford said Goodyear had acted illegally by dismissing workers without giving them the required notice.

He said Numsa did not regard the more than 1 000 workers who failed to heed a return-to-work ultimatum as dismissed.

The company, involved in a disinvestment dispute with Numsa, announced it would begin recruiting new workers from Friday as only about 40 workers had responded to its call by accepting its disinvestment proposals.

Hartford said the company would have to consider the losses involved in training new workers. "The alternative is for the company to return to the negotiating table."

Goodyear spokesman Mike London said the company was processing about 1 000 job applications.

□ About 800 Eveready employees who have been locked out have until 4pm today to accept the company's wage offer of a R1-an-hour increase over 18 months or be dismissed. Workers are demanding R1,50.

Motor industry strikes over

Solomon 16/8/87 *355*

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.

APPOINTMENTS

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Bosses warn: More pay, fewer jobs

LABOUR turmoil in the motor industry highlights some of the dilemmas faced by both trade unions and employers.

Economists and employers say that neither the economy nor individual organisations can afford high wage increases, but trade unionists and their members insist that they can.

The National Union of Metalworkers of SA (Numsa) declared a dispute in the motor industry last weekend after talks between its Numsa negotiating committee and the South African Motor Industry Employers Association (Samiea) and South African Vehicle Body and Repairs Association (Savbra).

The negotiations affected about 160 000 employees in filling stations,



RUDOLF GOUWS... higher wages mean more jobless

vehicle repair workshops, component manufacturing establishments, engine reconditioning and automotive engineering establishments.

Numsa demanded a minimum of R4,50 an hour. Rates currently range from R1,24 an hour for a cleaner and R1,45 for a general worker to R7 for a journeyman.

Motor manufacturers were hit by strikes and wage stoppages which resulted in the closure of several plants. Most spokesmen believed at the end of last week that the industrial action would be over by Monday, but they were sadly mistaken.

By the beginning of this week, 3 600 Toyota workers at Prospecton, Natal, had been dismissed because of industrial action, and 800 at Eveready and 1 200 at Goodyear had been locked out. In addition, the week-old shutdown of Toyota, Volkswagen and Sancoor

plants, affecting 13 000 workers, continued.

Two issues are involved in the strikes — first, the alleged slow progress of national negotiations for a new labour contract for the motor industry; second, the demand for higher pay.

Rand Merchant Bank group economist and director Rudolf Gouws argues that the motor industry cannot afford to pay more. He told a conference on strategic imperatives that wages and employment were intertwined with what was happening in the economy as a whole.

Mr Gouws said: "If there were no trade unions, the level of wages would automatically drop during a slowdown. However, because of unions the real increase in wages will not be allowed to come down."

"Unions are an important and necessary part of our economy, but the result of this scenario will be that unemployment will increase while wages in the non-unionised sectors of the economy will either stagnate or drop."

A survey by P-E Remuneration Services shows what has happened to wages and salaries in the 1980s. The black trade unions have been largely successful in narrowing the wage gap between whites and blacks.

In 1981, black skilled or semi-skilled workers could expect to earn 50% less than their white counterparts. By 1987 they earned only 30% less than whites.

For example, unskilled and semi-skilled gold miners receive 4,9 times less than skilled miners receive compared with 21,2 times less in 1971.

This is but one of the factors contributing to the widely publicised retrenchments on several gold mines this year, but it is a big one.

Organisation Diagnostics managing director Laurie Hall, also speaking at the strategic imperatives seminar, examined the options open to managers and the Government in solving the unemployment-redistribution of wealth problem.

The first, he said, was job preservation and growth. The second was job creation and the third upgraded education and training. The fourth was the importance of paying a just, affordable wage.

"I am not a proponent of the missionary idea that there is a minimum wage. It is management's task to see to it that the years of service gained equate to skill-flexibility gains in productivity which justify earnings growth."

Public sector pay bill 'up 27%'

CMT File
19/8/89
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JOHANNESBURG. — Official figures show that the public sector pay bill has risen by 26,9% since March last year, despite the government's refusal to increase civil servants' salaries by more than 15% in the past 12 months.

In the same period from March 1988 to March 1989, full-time staff numbers in the departments for own and general affairs and the provincial administrations rose by only 2,2%, according to figures supplied by the Central Statistical Service.

The figures are part of a breakdown of employment and salaries and wages in the entire public sector, which includes parastatals, universities, agricultural marketing boards, self-governing homelands, local authorities and public corporations. It employs 1 688 639 people.

The quarterly gross salary, wage and bonus cost of the public sector has risen to R7,3 billion (quarter ending March 1989) from R6,2 billion (to March 1988). Overall employment in the sector dropped by 0,6%. Average salaries and wages for the entire sec-

tor, at current prices, have risen by 20,2% compared to the 1988 quarter ending March.

Some categories of public sector workers have had special increases: 22% for teachers in January 1989 and 12% for SATS workers in September 1988.

Civil service employees now represent 43,7% of the public sector employees: A year ago, the number was 43,0%.

However, though numbers are dropping, civil service salary costs have risen faster in the past year than those of the public sector as whole.

(Report by R Greig, 11 Diagonal St, Jhb.)

Toyota challenged

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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-

By LEN MASEKO

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".

Goodyear imposes lock-out as general labour talks intensify

TOYOTA management and worker representatives met for several hours yesterday in an ongoing effort to resolve the dispute which led to the dismissal of 3 600 employees on Monday.

The proposed lock-out of 1 200 Goodyear workers began, and management's industrial action over wages at Eveready entered its second day.

Toyota group personnel director Theo van den Bergh said talks had focused on ways of accommodating Numsa demands for the company to rejoin the industry wage negotiations and the company's desire for a return to normal operations at its Prospecton plant.

ALAN FINE

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He said the company had told representatives it would find it difficult to return to the negotiations until the situation had normalised. It also required undertakings that good faith bargaining occurred in future.

"The possibility of a settlement cannot be ruled out, but I cannot put it more strongly than that," Van den Bergh said.

Spokesmen for Samcor and Volkswagen reported no change in the situation at their plants, which have also been closed since Tuesday last week.

Mercedes reported a lunch-hour demon-

□ To Page 2

Lock-out

stration by workers against the Labour Relations Act at its East London plant.

Eveready industrial relations manager Barry Easton said "some" of the nearly 1 000 locked-out employees had responded to the lock-out by accepting the company's wage offer.

He denied claims by Numsa and the SAP, reported yesterday, that management had called in police on Monday.

He said police told management that because people were dancing and chanting

in a public street, traffic could be disrupted. They had had to come in to remove them. Workers gathered on company property yesterday, he said.

A Goodyear spokesman said employees had spent the first day of the lock-out at a union meeting in KwaNobuhle. All had been quiet at the Uitenhage plant.

He said events on Friday — the day by which workers had to accept Goodyear's disinvestment offer or face dismissal — would be crucial.

□ From Page 1

treme frustration among manufacturers. Numsa (the largest union in the country) has at short notice managed to get six employers together in a single negotiating forum — no mean feat in a sector renowned for its fierce individual competitiveness.

As the initial talks progressed it became obvious that things were not going well. Workers at Volkswagen, Samcor and Toyota struck mid-way into the talks. Nissan had a work stoppage before the negotiations to pressurise it into joining the national negotiating committee and BMW and Mercedes experienced lunchtime demonstrations.

The talks broke down after no quorum could be reached. Only seven company men attended. Management responses differed. BMW and Mercedes-Benz, who recently signed liberal plant-level agreements, deny that the demonstrations affected them. Samcor, Nissan, VW and Toyota closed their plants. Toyota Durban went further. After obtaining an industrial court order declaring the strike illegal, it fired more than 4 000 strikers. VW withdrew from the talks calling the strike action unprocedural.

But the 4 000 plant workers were fully reinstated, after agreement to end the dispute (sparked off at the beginning of the month when Numsa members rejected Toyota's wage and working conditions offer made at the national wage talks) was reached on Monday.

Numsa members were taken back without prejudice, while Toyota dropped earlier threats of disciplinary action and agreed to rejoin the wage negotiations. A spokesman for the union in Durban said he was confident any remaining problems at the Prospecton plant could be "sorted out."

Toyota, on the other hand, was happy to get an undertaking from Numsa that they would resume bargaining in what group personnel and industrial relations director Theo van den Bergh called "good faith" and that members would not engage in any further "illegal strike actions."

The motor group's production loss after dismissing their work force and closing their Durban plant was about 3 000 units, Van den Bergh says.

It means that all the original manufacturers, barring Delta, are back at the negotiating table, a fact which industry sources regard as miraculous.

Delta, meanwhile, says it won't be forced to take part in the new bargaining committee. A company spokesman firmly denies Delta experienced any labour demonstrations as a result of the industrial unrest. The union says it did.

Director of personnel and public affairs George Stegmann says that while Delta has no objection to others forming a negotiating forum, it will bring a legal challenge to the right of the committee to make any agreement reached binding on Delta. If successful, this could have a bearing on the legal powers of the committee.

It all indicates a large measure of sensitivity in the industry over the forum. The com-

current employer offer which is backdated to July 1 with another 50c on January 1.

Meanwhile, Numsa's Les Kettledas predicts the current talks will be tough. Wages remain the key issue. The union wants a settlement on the central wage demand, without any "clouding over" of negotiations with "other issues." An industry source says Numsa's demand for R1.50 an hour is out of the question; the split offer of R1 is final. Kettledas maintains "even the final offer is subject to negotiation."

ganisation, a loose subcommittee of the industrial relations directors.

A source says: "There are still a lot of legalities, but the fact that the employers could come together in a single negotiating forum is little short of a miracle." Numsa says the committee will serve to "standardise" unacceptable gaps in wages and conditions in a "compact" industry. It sees centralised bargaining as protection against an employer tendency to opt for deregulation in the face of centralisation. "Deregulation would take us back to the historical experience of exploitation and oppression where the gains, benefits and rights obtained by the workers would disappear."

Meanwhile, Delta has unilaterally implemented an across-the-board wage increase of 50c an hour, backdated to August 1, to be followed by a further 50c an hour on February 1. It bears a striking resemblance to the

mittee is an offshoot of the Industrial Council which originally served the eastern Cape three — Delta, Samcor South and VW.

The union reckons the committee has been set up in terms of section 25 of the Labour Relations Act and is legally enforceable on its participants, including the original members on the eastern Cape industrial council. Manufacturers, however, are loath to see the committee in such rigid terms.

Mercedes-Benz says that against a "difficult" background, the national negotiations, in the main, proved to be constructive. "We believe that an agreement will be reached between the parties and that the future negotiations will prove easier as the parties become used to the new forum."

Others in the industry feel the committee is an imposition, but preferable to the original Numsa proposal that it negotiate with the Automobile Manufacturers Employer's Or-

MOTOR INDUSTRY WAGES (355)

Crossing the T's

The strikes and demonstrations by an estimated 14 000 workers in the motor industry may have ended — but a final deal has yet to be officially struck.

This should occur at the weekend. Volkswagen, BMW, Nissan, Toyota, Mercedes-Benz of SA and Samcor were due to sit down with Cosatu's National Union of Metal Worker (Numsa) for three days of national negotiations (see *Business*). Only the PE manufacturer, Delta, will be absent. Delta rejected a centralised negotiating committee at the outset.

The talks won't be easy. But they should be smoother than in the turbulent past six weeks. The resumed talks take place in the lee of the recent turmoil which saw workers and manufacturers lash out at each other (some manufacturers saw it as a necessary catharsis, or purging of the emotions, to bring matters to a head).

Industry sources confirm there was ex-

Union Edgars to meet

WORKERS at the clothing giant, Edgars have applied for a conciliation board hearing in a bid to resolve the wage dispute with the company, the Commercial Catering and Allied Workers' Union said yesterday.

Ccawusa and the Federated Council of Retail and Allied Workers are conducting joint negotiations with Edgars.

They are scheduled to meet management tomorrow for further talks.

The unions are demanding a R230 across-the-board increase and the company has offered R130. *Sowetan 23/8/89*

Last week Ccawusa signed a wage agreement with Woolworths involving an across-the-board increase of R152,50 per month.

Ccawusa alleged yesterday management locked out workers in Johannesburg and Pretoria last week allegedly for poor dress. "Management claimed that workers were deliberately dressing in a shabby manner and that the unions orchestrated this. The unions have denied this allegation." - Sapa.

Domestics paid R156,15 a month

THE AVERAGE WAGE paid to domestic workers in South Africa is R156,15 a month, which includes food and accommodation, according to statistics released by the Central Statistical Service.

The average wage includes R96,50 cash, R37,76 for food, R15,29

SOWETAN Reporter

for use of living quarters and R6,60 for other goods and services, the CSS said.

It added that the best pay was in the Durban/Pinetown area with Pietermaritzburg not far behind. Vaal Triangle householders paid domestics more than their counterparts in other Transvaal urban areas.

The worst off were those in Kimberley homes.

The CSS data showed that at least half of South African homes relied on full-time domestic help.

If all workers, full-time and part-time, are considered 35,7 percent of all houses in every major urban area do not have domestics.

More than 80 percent

of householders in the Cape Peninsula do not have full-time domestics, while on the Rand 50,1 percent of houses are looked after by owners.

According to the CSS the urban area in which most people have a domestic servant is Durban/Pinetown, where 54 percent of homes have at least one helper, 5,8 percent have two and just under one percent, three.

A total of 55 percent of Bloemfontein's households have at least one domestic helper while in the Cape Peninsula 18,3 percent have a servant.

The census has found that on average a total of 81,6 percent of all domestic workers in South Africa are black women, 10,4 percent are coloured women and 7,6 percent are black men.

Union considers legal action

24/9/89 Labour Reporter *SPW*
The Commercial, Catering and Allied Workers' Union (Ccawusa) may take legal action to overturn the lock-out of about 500 members by the food supplier Walter A Chipkin over a wage dispute, the union said.

Ccawusa spokesman Mr Jackie Masuku said workers were locked out on Monday after failing to reach an agreement with management on wage increases for 1989.

The workers were demanding a R54/week increase and a weekly minimum rate of R195.

They also want the recognition of March 21 as a holiday.

The company is offering a bonus improvement and 10 days' compassionate leave.

Company comment was not available.

Meanwhile, Ccawusa and the Federal Council of Retail and Allied Workers have jointly applied for a conciliation board in a bid to resolve their wage dispute with Edgars management.

The unions are proposing individual increases of R230/month, while management offered R130. *SPW*

Ill health is the reward many workers receive for labour

JAZZ

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THE working class in South Africa suffers many sicknesses and ill health that are scientifically traceable to their material and working conditions, according to general secretary of the National Council of Trade Unions, Mr Piroshaw Camay.

He said this at a seminar on "Indoor Air Quality" at the University of Witwatersrand recently.

"Polluted workplaces, stress and hardship are the traditional rewards the working class receives for its labour. Employers have to address themselves fully to this situation and accept responsibility. All life has to be protected," Camay said.

He added that an unhealthy worker working in an unhealthy environment could not be expected to contribute equally. Furthermore, he said, the technical expert's role was crucial in setting the standard.

In the light of these factors which militate against workers' interests, Nactu insisted that management should give shop stewards and members the opportunity to consult and discuss environmental issues.

Inherit

Nactu inherited a Health and Safety Charter from the Council of Unions of SA, which insists on every worker having the right to: report safety and health hazards; be protected from victimisation for reporting hazards; information identifying and labelling of dangerous substances; set standards on health hazards; inspect the workplace for health and safety hazards; accompany state inspectors on their inspections; obtain copies of inspections, complaints and reports; place infringement notices on company notice boards; of access to records of injuries; sue the state for failing to maintain effective standards; and participate in annual assessments and studies to improve working life through improving health and safety conditions.

Camay said because nothing much has been done to improve indoor air quality Nactu in conjunction with Wits technicon has sponsored a research programme to cater for this dire need.

"Office buildings which house workers for



Nactu's Piroshaw Camay

over 40 hours or more a week may be a home to a wide variety of disease causing bacteria, toxic chemicals and other pollutants," he added.

The air in these buildings can cause headaches, fatigue, sneezing, colds, flu and long term respiratory problems.

Experts say the sufferers of indoor air pollution include: contact lens wearers who discover after an ophthalmological examination that the eye pain they experience is due to corneal oxygen deficiency caused by state indoor air; users of duplicating machines who experience headaches and fatigue and workers who are poisoned by vapours from fibreboard, office furniture, carpet cleansing residues and office machines.

The causes of outdoor air pollution are open windows and ventilation intakes. Interior air pollution's sources include materials used in building construction and in building furnishings, heating ventilation and air conditioning systems, office equipment cleaning solutions and paints, Camay said.

He pointed out that tobacco smoke was the most prevalent combustion product in indoor environments. Tobacco smoke can cause irritation of the eyes, nose, throat and respiratory tract.

Camay said materials used in the construction of buildings could become indoor pollutants. Asbestos can become dangerous when it disintegrates due to wear and tear.

Regarding preventive strategies, Nactu suggested the use of materials that emit no

pollutants particularly volatile organic compounds. Metal is preferable to plastics. It is possible to purchase less hazardous substitutes for indoor environment.

"Nactu is sceptical whether there is widespread awareness among employers, unions, insurers and even the government that health care plays an important part in the workplace. Health promotion efforts should range from sophisticated preventive health care programmes to simple anti-smoking clinics," Camay said.

Disputes

As far as health and safety disputes are concerned the federation believes that workers have the right to stop work immediately they detect an unsafe situation. Workers have the right to hold the chief executive officers of every company directly responsible for health and safety in every work situation.

Camay said the conventional wisdom was to blame workers for health and safety issues. Disciplinary action is often counter-productive. He suggested that in developing rules it was important to ensure that they are reasonable instead of rigid. Workers should be informed of rules and hazards as well as consequences of violating them.

He said the community should be informed about the health hazards that exist in the immediate surroundings. Citizens should also have the right to bring civil lawsuits against the owners and operators of the facilities as well as the local authorities as they provide permission to these facilities to exist and operate, Camay said.



Highveld beauty

Miss Thandi Mnguni hails from Embalehle township near Secunda. Thandi hopes to go to college next year to study home economics.

Ccawusa in 4 battles

THE Commercial Catering and Allied Workers' Union is engaged in four wage disputes with various companies involving hundreds of workers, a union spokesman said yesterday.

The companies are the Fedics Group, Edgars Stores Ltd, Benny Goldberg and Walter Chipkin.

Ccawusa official Jackie Masuku said 1500 workers at the Fedics group went on a legal strike on August 14 over wages. Workers demanded R800 as a minimum wage and a R200 across the board increase. The company offered them R400 and R90 across the board.

Dispute

Ccawusa's dispute with Edgars involves the workers' proposal for a R230 across the board increase while the company's offer stands at R130. Ccawusa has applied for a Conciliation Board hearing to resolve the matter.

The union has further declared a dispute over the company's alleged insistence that workers have to dress in fashionable clothes.

At Benny Goldberg, Ccawusa members dem-

By MOKGADI
PELA

and an across the board increase of R140 to be paid retrospective to July 1 plus R30 to be effective from January 1990. The company offers an across the board increase of R105 plus R10 from January.

Demands

About 500 Walter Chipkin workers in Industria are locked in a wage dispute. Workers demands include a R54 per week increase and R195 as a minimum while the company is offering R32 per week and R174 minimum.

Other demands include March 21 as a holiday, 85 percent Christmas bonus, 10 days compassionate leave.

The company's response is 60 percent bonus, five days paid and five unpaid compassionate leave. It has rejected a demand that March 21 be declared a holiday.

NEGOTIATIONS are under way in earnest in the Western Cape's largest industry after clothing employers delivered their reply to the wage demands of the Garment and Allied Workers' Union (Gawu) last Friday.

The response from the Cape Clothing Manufacturers' Association and Cape Knitting Industry Association followed demonstrations and work stoppages involving about 10 000 workers at 50 factories throughout the Peninsula the previous week.

Bosses respond to Gawu pay demands

The employers have offered an increase of R15 for qualified machinists and 11 percent for all other workers.

They have proposed that the increases are implemented from the first pay week after the year-end shut-down.

Gawu had asked for increases of between R40 and R50. The employers have also proposed that across the board increases and the closed shop agreement both be scrapped.

They also want the right to suspend the union's dues in the event of illegal industrial action. In their reply to the union, the employers outlined constraints on the clothing industry, including the rising cost of material.

They argued that the industry was being squeezed between suppliers and customers who were unwilling to pay high prices for clothes.

Last year, Gawu won an average increase of 57 percent on the minimum wage for its members — the highest ever in the industry.

Gawu is holding a mass rally over wage demands at the University of the Western Cape stadium on Sunday afternoon.

Union and steel giant deadlocked over wage increases

By Mike Siluma,
Labour Reporter

Wage negotiations between the National Union of Metalworkers of South Africa and the management of Highveld Steel have broken down, raising the possibility of industrial action affecting 3 000 of the steel-making giant's labour force.

A Numsa spokesman said a meeting with management had "failed to make any progress" on wage increases for 1989.

Numsa had demanded an hourly individual increase of R1 or a 25 percent raise, whichever was the greater.

OFFER TURNED DOWN

It rejected a management offer of increases ranging from 56c/hour at the bottom rate to R1,48 at the top. This would set the new hourly minima at R3,60 and R8,97 respectively.

Other demands related to housing benefits, time off for shop stewards, technical training, paid holidays and improvements to service allowances.

The Numsa spokesman severely criticised management for unilaterally granting bonuses to workers while negotiations were still in progress.

"The company said this was paid out because of excellent profits made, yet the company has refused to improve its wage offer. Numsa views this action as extreme-bad-faith bargaining and an attempt to undermine the union," the spokesman said.

A Highveld Steel spokesman confirmed the dispute but could not comment further at the time of going to press.

● About 1 000 Numsa members yesterday continued a wage strike which began at Metal Box's Vanderbijlpark operations on Thursday last week, a worker spokesman said. Now that agreement had been reached on the actual increase, the dispute now centred on the implementation date, the spokesman said.

Company comment was not available.

● Numsa will respond tomorrow to a management wage offer affecting thousands of motor industry workers employed by six car manufacturers, a union spokesman said.

The spokesman declined to discuss details of the management offer. Companies taking part in the talks are Toyota, BMW, Nissan, Mercedes-Benz, Samcor and Volkswagen.

Own Correspondent

JOHANNESBURG. — Times Media Ltd is introducing a bonus scheme based on its share price, for employees who have been with the group for at least a year.

The scheme is in addition to the existing December bonus scheme.

TML group secretary and group personnel manager Barrie Harris says the purpose of the scheme is "to give every staff member an interest in the growth of the company".

The bonus is based on the number of "phantom" shares granted to employees. The allocation is linked to the employee's earnings, subject to a minimum allotment of 500 shares and maximum of 2 500.

The phantom shares are automatically granted once employees have completed a year's service. Employees may claim the bonus, or portions of it, over a 10-year period. The amount will be determined by any increase in the value of the shares over the price at which they were allocated.

The first allocation of one million shares this week has been made at R6,40 per share.

Since share prices are significantly influenced by a company's ability to generate earnings growth, Harris is confident any TML bottom line performance improvement will be reflected in the share price.

He emphasises there is no downside risk for employees, "only upside potential".

Employees have up to 10 years in which to claim the bonus, subject to tax at marginal rates. They can claim half after two years, and a further 25% in each of the following two years. The bonus can also be retained in the "phantom shares" for the full 10 years, but must be taken by September 1, 1999.

Harris stresses that employees do not have to buy any shares.

CAT 761D
TML *31/8/89*

opts for employee bonus scheme

Clothing workers reject pay offer

CAPE clothing workers have vowed to continue their tough stance over wage negotiations.

The decision was taken by about 3 500 militant Garment and Allied Workers' Union (Gawu) members who packed the student centre at the University of the Western Cape for a spirited living wage rally last Sunday.

At the meeting the workers endorsed a decision by the Gawu negotiating team to reject the wage proposals made by employers at the first round of negotiations last Friday.

They also rejected employers' demands for the union to give an undertaking that there will be peace in the industry while negotiations are taking place.

This follows large scale demonstrations and work stoppages involving about 10 000 workers at 50 factories in the Western Cape earlier this month.

The meeting was addressed by workers who are part of the Gawu negotiating team.

Several speakers called on the union's members to take protest action such as wearing T-shirts and singing protest songs at work.

"We vow to continue our militancy. We will take united protest action. A strike is our last resort," said Awatief Jacobs, a shopsteward at the Rudco factory.

"Employers won't get industrial peace until there is justice in the industry," she said.

At Friday's negotiations, employers upped their wage increase offer from R15 to R17,50 for machinists and from nine percent to 11 percent for all other workers.

Employers want to implement the increases when factories reopen next year. Traditionally, increases come into effect when the industry shuts down in December.

Employers also offered to allow workers to swap May 1 for an official public holiday.

Gawu rejected this.

The union's demands include a weekly wage increase of between R50 and R60, a 40-hour week, and May-day and Sharpeville Day as paid holidays.



UNITED: Gawu members at a rally at UWC last weekend

Gawu has also rejected employers' demands for the closed shop agreement to be abolished and for across-the-board increases to end.

● Everything is on track for the union's merger with Cosatu affiliate, the Amalgamated Clothing and Textile Workers' Union of South Africa, on September 16 and 17.

According to Gawu's regional secretary, Lionel October, about 600 delegates will attend the inaugural congress of the new union, which will be called the South African Clothing and Textile Workers' Union (Sactwu).

CWIU ballot on BP pay settlement strike action has begun

MEMBERS of the Chemical Workers' Industrial Union (CWIU) began voting yesterday on whether to take strike action against BP over a 1989 wage settlement.

CWIU petroleum co-ordinator Martin Jansen said the parties had agreed on a 15% or R160 monthly increase — whichever is higher.

But a union demand for the equalisation of wages within particular job

ALAN FINE

categories remained unresolved, as did proposals on social responsibility expenditure and job security.

Jansen said the union represented about 380 employees — more than half the blue-collar workforce — involved in technical, driving, clerical and warehousing work.

He said management had agreed in principle to eliminate differentials

within grades. However, the company wished to do it gradually and was willing to spend only the equivalent of 1,7% of the payroll for this purpose this year. The union proposal meant an additional 3% expenditure.

He expected the ballot, being conducted at depots around the country, to be completed by Monday.

BP management could not be reached for comment.

Hunger on the rise

By DAVID YUTAR
Staff Reporter

UNTIL there is a minimum wage for farm and domestic workers in South Africa the problem of malnutrition will not be solved, according to Operation Hunger executive director Mrs Ina Perlman.

Countrywide, Operation Hunger is feeding up to 1.3-million malnourished children daily, but the problem is growing at an alarming rate.

Thousands of young children are suffering from severe malnutrition and many have died and will continue to die unless help is offered.

"Until there is a minimum wage for farm and domestic workers, we are not going to solve the problem of malnutrition in South Africa... nor will we be able to get at the root cause of poverty", says Mrs Perlman.

"We're extremely concerned about what is happening to children, because a child that is malnourished can be severely handicapped, both physically and mentally".

"We're seeing, in increasing numbers, children who are chronically underfed. There are areas where stunting among children is as high as 50 to 55 percent."

In certain parts of the Northern Cape an alarmingly high percentage of the schoolchildren show signs of mental retardation.

In 1982, 55 percent of all deaths in the black community were children below the age of five years. By 1986 the figure had dropped to 26 percent, "nothing to be proud of but at least an improvement" comments Mrs Perlman.

Low farm, domestic wages seen as cause



Mrs Ina Perlman

Operation Hunger in the Cape covers a predominantly rural area which includes the western and southern Cape as well as the Karoo, George, Oudtshoorn and Namaqualand.

In the urban regions of the Cape, the organisation provides an average of 739 000 meals a month while the figure for the rural areas is a staggering 3 030 000 meals a month.

When Operation Hunger started in August 1980 it had a budget of R220 000 for its first year of operation. The budget for the present financial year is R19.5-million.

Children of farm workers are one of the main concerns and one of the worst areas is the Karoo. Until now the organisation has

concentrated on child feeding but it is investing much of its energies in self-help projects.

In the Karoo alone an average of 13 000 children a day are fed. In Namaqualand over 10 000 children are fed daily.

The problem has been aggravated by sanctions and unemployment.

"The policy of sanctions has the most impact on the most defenceless. Every job lost means an additional nine dependants," says Mrs Perlman.

On the Kalahari fringe of Namaqualand, where there were once 44 mines, there are now only 24, all of which operate on a vastly reduced scale.

According to Operation Hunger, the average farm worker in the Oudtshoorn area earns R25 a week. A well paid worker might earn up to R35.40 while some earn as little as R12 a week.

Cotton pickers are typically paid a wage of R35 a month.

In most areas bread is a luxury.

Operation Hunger recently launched its seventh R1-million Goldrush Competition. Since its inception the competition has enabled the organisation to raise more than R3-million for the hungry and malnourished.

If we were to stop our programme now we would be facing a national tragedy", says Mrs Perlman.

BUSINESS

Union workers take home bigger pay slips

By HILARY JOFFE

LABOURERS' wages in most unionised workplaces have been increasing faster than the inflation rate during the first half of this year, according to Cape Town-based Labour Research Services.

LRS' actual wage rates database (Award) shows labourers' salary increased by an average 22,5 percent in wage settlements reached between January and June. In only 16 of the 181 settlements recorded by Award in this period were the increases below the May inflation rate of 14,9 percent. Labourers' weekly wages rose to an average R141,86.

The average increase for the first half of this year was higher than the 20,6 percent in the second half of last year and slightly below the 22,9 percent average increase in the first half of 1988.

The survey found wage increases for labourers were higher than those for more skilled workers. "The differential is definitely closing," said an LRS representative. But the increases for workers in other grades were still ahead of inflation. For example, forklift truck drivers received average increases of 19,3 percent to reach an average R186 a week, while heavy duty drivers received 17,5 percent to a new average wage of R173 a week.

Sectors in which wage increases for labourers were highest were building and construction (23,9 percent) and paper and printing (23,5 percent). The highest average labourers' wages are paid in the metal and engineering industries — R178 a week.

LRS notes that impressive as the

wage settlement figures are, "they pale somewhat when examined alongside profit increases in the past year. Companies listed on the Johannesburg Stock Exchange have notched up huge profit increases, with all sectors recording increases above 30 percent."

Award, which was set up to serve trade unions, monitors individual company wage settlements reached between unions and management as well as the major industrial councils and wage determinations. The growing database now comprises 600 agreements, according to the LRS, of an estimated 2 000 such agreements in workplaces around the country.

LRS' figures show wages have been increasing faster in unionised workplaces than for the country as a whole.

Sector	Average wage	Percent increase 1988	Percent increase 1989
Metal & Engineering	178	17,7	19,7
Food	161	21,8	21,4
Paper & Printing	159	23,2	23,5
Textile	139	—	17,7
Building & Constr.	135	24,3	23,9
Transport	127	19,9	23

Labourers' weekly wages compared across industrial sector

Source: Labour Research Services

Consulting firm PE Corporate Services said in its remuneration survey in April this year that pay increases in 1988 averaged 16 percent. This figure includes all grades of employee and both organised and unorganised workplaces. PE Corporate Services found increases in unionised workplaces had exceeded 19 percent on average.

Fawu in wage dispute

By CHIARA CARTER

FOOD giant Premier has declared a dispute with the Food and Allied Workers' Union (Fawu) following a deadlock in annual wage negotiations.

Epic, a division of Premier, declared the dispute after Fawu turned down the company's offer of a R22 weekly wage increase.

And Fawu anticipates that the company will declare another dispute shortly.

A Fawu spokesperson said the union expected Premier Milling to declare a dispute over Fawu's refusal to accept the company's offer of R24 a week.

Last month, Premier agreed to accept backdating of increases after workers demonstrated outside several factories and the union declared a dispute with the company.

Premier also withdrew its demand for productivity-linked increases and for plant level negotiations.

The negotiations are part of the national wage talks in the baking and milling sector of Fawu which began in June.

The sector includes the South African Breweries and National Food Distributors.

The union's guidelines for the sector include demands for a R300 minimum weekly wage; present shift allowances being doubled, a 40-hour working week with no compulsory overtime; and the right to strike.

Fawu is also demanding that workers get December 5, May 1, March 21 and June 16 as paid holidays.

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3-9/8/89.

Fish workers want double



THE Food and Allied Workers' Union (Fawu) kicked off annual wage negotiations in the fishing industry with a demand that employers up wages by more than 100 percent.

The negotiations with the Inshore Fishing Industry Association began this week.

They affect about 3 000 workers at 15 factories in the Western Cape.

Fawu is asking for a minimum wage of R250 a week for lowest-paid workers, an across the board increase for all workers and an annual bonus of four week's pay.

Workers at factories belonging to the IFIA currently earn a minimum wage of R121,44 a week.

Textile workers in militant mood

A NATIONWIDE strike is looming in the textile industry following a breakdown in annual wage talks.

Negotiations between the National Industrial Council for the Textile Manufacturing Industry and the Amalgamated Clothing and Textile Workers' Union of South Africa (Actwusa) deadlocked over the union's minimum wage demands.

Actwusa wants a minimum wage increase of R26, half of which must be implemented from January next year.

Another point of contention is the union's demand for a paid holiday on June 16.

Three dispute meetings of the industrial council and mediation failed to resolve the dispute, which affects about 7 000 workers throughout the country.

The employers' final offer is to increase wages by R11,50 immediately, with a further R10 increase from January next year.

This has been rejected by Actwusa, which this week accused the council of paying among the lowest wages of any industrial council.

Actwusa's regional secretary in Natal, John Eagles, warned that workers were in a militant mood.

South 27/7-28/89



(20) (20) (35-5)
Cape Times, Friday, July 28, 1989 3

Public servants ask for wage increases

Own Correspondent

PRETORIA — A Public Servants' Association delegation came away from a meeting yesterday with Minister of Administration Dr Dawie de Villiers with little more than vague promises.

Dr De Villiers told the delegation it would "probably" not be possible to grant general salary increases in the service during the current financial year.

Public sector workers got their last increase in January — 15% across the board.

Dr De Villiers said, however, that specific occupational adjustments would be within the financial capabilities of government.

PSA president Mr Colin Cameron said Dr De Villiers was asked for a 15% general salary increase in the current financial year.

Salary increases were the order of the day in the private sector and the gap between the two sectors was widening. The general salary rise in January had helped stem the exodus of well-trained personnel but resignations were again on the increase.

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 per cent 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 per cent 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 per cent 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.

28/2-3/8/89
Wmair

Epping firm retrenches 150 workers

Staff Reporter ~~24/11/77~~ 355

ABOUT 150 men and women are being retrenched today from Multimech, an Epping-based subsidiary of Tollgate Holdings.

This is a quarter of the firm's workforce. Most are shop-floor and clerical employees and members of the National Union of Metalworkers of South Africa (Numsa).

Company spokesman Mr Andrew Wilson said the retrenchment was in accordance with a rationalisation programme by its parent company.

He dismissed as "nonsense" claims that a company director's car was set alight by angry workers. There was no violence, he said.

Ccawusa to hold strike ballots at OK stores around SA today

CCAWUSA is to hold new strike ballots at OK Bazaars stores countrywide today after revised proposals made by each party were rejected by the other.

An OK spokesman said the company would decide on a further course of action after the ballot results were made known to it. The second ballot is being held in terms of an agreement made an order of court last Friday.

The order also restrains Ccawusa from striking until July 15, but does not prevent the OK from instituting a lock-out.

The new company offer did not make any advance on its R100 across-the-board increase, but upped the minimum monthly wage to R600 from the previous R550.

The OK also offered a "no-strike" annual bonus of up to one month's pay, payable to employees who do not engage in strike action during the year, and paid leave on May 1 for employees in stores operating on Workers' Day.

Ccawusa said it rejected the re-

vised offer on the grounds that it did not involve any change to the company's position on an across-the-board increase and May Day, and a guaranteed bonus for all workers.

The minimum wage improvement would not benefit existing members, the union said.

Meanwhile, the OK spokesman disclosed Ccawusa had offered to reduce its wage demand to R105 across-the-board. But, he said, the company stood by its position that there would be no advance on the existing offer.

A Ccawusa spokesman said the move had been a "without prejudice" offer made during the court hearing. It no longer stood and the official union demand remained at R125.

OK employees this week got a flood of leaflets from management and the union urging them to accept or reject the company offer.

One of the union's main weapons was to compare the OK offer with the more favourable deals already achieved at the company's two main competitors.

ALAN FINE (355)

Cement workers are evicted

Cap. Times 24/7/87 Labour Reporter 2/3 (17/3)

HUNDREDS of striking Everite workers in Kliprivier, Vereeniging, have been evicted from the factory premises and restrained from intimidating employees by order of the Rand Supreme Court.

The interim order against more than 800 workers was granted on Thursday, after the company alleged that strikers were intimidating or assaulting employees and disrupting the work operation.

The legal strike, now in its 10th week, involves about 2 080 workers at four fibre-cement plants.

Workers have rejected management's final offer of a 50c across-the-board-increase on the basic hourly wage of R2,85, tabled on June 22.

Parts of factory may close

Can Times 27/7/79

Labour Reporter

ELECTRONICS manufacturer Plessey SA may be forced to close certain sections of its Retreat factory if between 300 and 400 locked-out workers do not accept the British-owned company's final wage offer.

Company M D Dr John Temple yesterday said Plessey SA had gone as far in the negotiations as it was prepared to in an adverse environment, where products such as components were becoming uneconomic even at current wage levels.

But Electrical and Allied Workers' Trade Union of SA (Eawtusa) branch secretary Mr Brian Williams earlier this week said the company had registered its highest profits in many years.

22,5% average rise in labourers' wages

By DICK USHER
Labour Reporter

176-45
31/7/89

355

LABOURERS' wages increased by an average 22,5 percent in the first half of this year, according to Award, the actual wage rates data base of the Labour Research Service.

This average increase is slightly above the average of 20,6 percent in the second half of last year and slightly below the 22,9 percent average increase in the first half of last year.

Award is a data base of wage agreements signed by unions and management in all industries throughout South Africa.

Only 16 of the 181 settlements recorded by Award were below the May inflation rate of 14,9 percent.

The average increase of 23,9 percent in the building and construction sector was higher than any other sector, followed by paper and printing (23,5 percent), transport (23 percent) and food (21,4 percent).

Labourers' average wage, excluding mining, rose from R134 a week in the second half of last year to R141,86 a week in the first half of this year.

Highest labourers' wages are paid in the metal and engineering industries where the average is R178 a week, R51 higher than the transport sector average of R127 a week.

Meanwhile, according to Award, companies listed on the Johannesburg Stock Exchange have "notched up huge profit increases".

Gold Strike Oil Strike

More than 90 staff members at Gold Reef City are on strike for higher wages, the Commercial Catering Workers' Union of South Africa said today.

lowing failure to reach agreement on wages.

A conciliation board meeting on July 6 failed to resolve the dispute as did an attempt on August 26.

The company has offered a R70 per month increase across the board and a minimum wage of R290. The union is demanding R115 and

R440 pm. - Sapa.

BP Southern Africa today rejected as "untrue" allegations by the Cosatu-Affiliated Chemical Workers Industrial Union that different wage scales applied by the company were based on race.

the company was practicing racial discrimination through its slow approach to the removal of differentials within grades as well as spending less of its payroll on such moves.

Salary

"The salary structure applicable to all employees within BPSA is completely non-racial," con-

tended the company.

"The CWIU represents employees in job grades 1-7. One of the issues in the national negotiations has been the establishment of a rate for the job within each of the seven grades."

The company pointed out that the union has already agreed to the equalisation programme.

"The only difference between the two parties is the time period over which the equalisation programme should be achieved," said BPSA.

The CWIU is currently conducting a strike ballot over sticking points in the negotiations. The ballot is expected to be completed by Monday next week. Sapa.

BUSINESS

Some modest tax relief for married women who earn

SOUTH Africa is still a long way from separate taxation for married people. But a tax formula which once applied only to single people earning up to R12 000 or married women up to R20 000 now been extended to all married women — as long as they earn a salary.

This year, any married woman who is "remunerated" pays what is known as Site (Standard Income Tax for Employees).

The principle of Site is that people taxed entirely in terms of that system (married women and others earning up to the limits set for Site) do not have to submit tax returns. It is a system superimposed on the traditional pay-as-you-earn (Paye), rather than a replacement for it, and it carries certain advantages: it lowers the tax rate for married couples and, particularly, for high-income married couples because their salary income is no longer added together; and the rates are slightly different.

A relatively small class of better paid women are affected by this year's extension — those earning R20 000 or less make up 80 percent

With each passing year, most people pay more taxes. A tax formula recently extended to all working married women can help some people keep their taxes down

of working married women, Finance Minister Barend du Plessis pointed out when he introduced Site in last year's budget.

The new measure does little more than prevent the tax burden increasing for working women: the government has not budgeted for any drop in its revenue as a result of Site in the current year.

People's tax burdens tend to creep up year by year as they earn more, moving into higher tax brackets — so called "fiscal drag". Site, it seems, will do little more than neutralise this to some extent for married working women.

But the current tax tables clearly show that married women earning high salaries are better off as a result of Site than they would have been otherwise.

This is particularly so for women who earn salaries in the maximum marginal tax rate bracket. For married women who qualify for Site, the maximum marginal rate is 38 percent — somewhat lower than the 45 percent maximum marginal rate which single people or married breadwinners pay.

The effect is that women who earn salaries of R4 000 or more are probably better off if they are married, the current Site tables show.

Below this level, a married working woman would usually still be paying more tax than her single counterpart — but less than she would without Site.

Examples from the current Site tables show, for example, that a single woman earning R24 000 a year pays R4 153 in tax (17 percent), where her married counterpart pays R5 046 (21 percent).

But a married woman earning just over R4 000 a month pays about R370 a year less in tax than her single counterpart. As her salary rises from this level, the advantage increases.

The tables illustrate the advantages of Site for the high income "Dinkie" (dual income no kids) couple, jointly earning R120 000 a year. They would be paying almost R44 000 in tax (an average rate of 37 percent) without Site. But if the wife earned a salary of R60 000 and was liable for Site, their tax bill would fall to around R35 450. The difference is not as great as it looks, though, because the Site couple would lose the advantage of the joint assessment allowance for married couples who are taxed jointly.

This couple would be well into the maximum marginal rate tax bracket. Site does offer an advantage for those who aren't, but to a lesser extent.

But not all married women are taxed in terms of Site.

Married women excluded from Site are those who do not receive "remuneration", defined as that which is "payable to any person in cash or otherwise for services rendered or to be rendered".

The definition covers a broader range of women than simply those who receive salaries — and Site is payable by those working part-time as well. The definition may for example, cover certain consultancy relationships or those who provide professional services. Many self-employed women would however be excluded.

And Site would apply only on the "remuneration" part of a married woman's income — if she, for example, earned interest or dividends these would be taxed as part of her husband's income.

One class of married women who are excluded from Site are those regarded as breadwinners — whose husbands earn less than R7 500 a year.

According to Barbara Green, tax expert at Pim Goldby, the main advantages of married women's Site is it is no longer limited to those in the under R20 000 bracket. It includes part time employees, and it has distinct advantages for couples at maximum marginal tax rates.

She stresses too that everyone pays Site to some extent. It applies to the first R12 000 of single people's pay as well as to the first R20 000 of the pay of all married persons.

But she points to anomalies and problem areas which remain in the application of Site for married women.

One anomaly she points to is that married women can claim transport allowances on Site, but cannot claim entertainment allowances — which have to be added on to the husband's income and taxed accordingly.

355A

Wmaile 8-14/9/89.



Union in historic pay accord

MCA 12/1/87
The Argus Correspondent

JOHANNESBURG. — The National Union of Metalworkers (Numsa) has reached a historic pay and working conditions agreement with six motor industry manufacturers affecting about 30 000 workers, a union spokesman said.

Numsa spokesman Mr Les Kettledas said the agreement would "eliminate differences in the benefit packages among the different manufacturers, and has laid the basis for

greater uniformity of conditions of employment within the automobile industry in South Africa".

The agreement, effective until June next year, provides for:

- New minimum rates of pay ranging from R5,50 an hour for an unskilled workers to R9,66 an hour for skilled workers.

- The establishment of a joint union/management sub-committee to review the different job grading systems appli-

cable within the industry, with a view to setting up an alternative and uniform system of grading.

- Individual increases on actual earnings of R1 an hour up to R1,60 an hour, backdated to July 1 this year.

- A 40-hour working week.

- The recognition of March 21 (Sharpeville/Langa Day), May 1 (May Day) and June 16 (Youth Day) as paid holidays.

- A 13th cheque from January next year.

Industry-wide wage agreement

NUMSA and six of SA's motor manufacturers yesterday concluded their first industry-wide wage agreement after several weeks of talks which included the two-week stoppage last

month at four plants.

Numsa official Les Kettledas said the "historic" negotiations had resulted in the elimination of differences in the benefit packages among the different manufacturers, and "laid the basis for greater uniformity of conditions of employment within the industry SA".

He said the agreement, which affects 30 000 employees, took the minimum hourly wage up by R1 to R5,50. Across-the-board increases of R1 to R1,60 were also agreed. At Samcor, Pretoria, an additional 50c an hour would be paid to all workers so as to create parity with the other companies, Kettledas said.

It was also agreed that hours of work at Toyota and Nissan, the two manufacturers at which a 45-hour week is worked, would bring their weekly hours

ALAN FINE

into line with the 40 worked at other companies.

May 1, June 16 and March 21 are to be paid holidays, employees with long service will receive up to an additional six days annual leave, and from 1990 all workers will become entitled to a 13th cheque.

The agreement also provides for the creation of a joint union/management training board for the industry, designed to ensure equal and increased technical and vocational training for women and youth. All pension funds are to be transformed into provident funds.

Another joint committee is to be established to review the different grading systems used by the different manufacturers "with a view to recommending an alternative and uniform

ALTECH

INFORMATICS

Final offer made to 'talks-stalling' Fawu

ALAN FINE

SOUTH African Breweries (SAB), accusing the Food and Allied Workers' Union (Fawu) of attempting to stall wage talks until the peak summer season, announced yesterday it had made a "final offer" to Fawu of a 16% wage increase for union members in 1989.

This follows the failure of the parties to reach agreement after two conciliation board hearings and mediation.

The SAB offer includes a R1 063 monthly minimum wage, while Fawu's latest demand stands at R1,80 an hour, or 38%, with other demands including paternity leave and various bonuses, taking the overall demand to 150%, according to an SAB estimate.

Fawu national organiser Rajen Naicker denied it was the union's intention to delay the conclusion of talks and said the union's position remained negotiable. He said Fawu had already substantially reduced its initial proposal, which represented the "true and actual needs" of its 6 000 members at SAB.

Meanwhile SAB human resources director Rob Childs said the original 300% overall demand was "ludicrously high", and management assumed that its intention was to delay negotiations.

SHAF
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FAX

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SHAI
301
FAX

Union clinches historic pay deal

By Mike Siluma,
Labour Reporter

The National Union of Metalworkers of SA (Numsa) has reached a historic pay and working conditions agreement with six motor industry manufacturers affecting about 30 000 workers, a union spokesman said.

Numsa spokesman, Mr Les Kettle-das, said the agreement would "eliminate differences in the benefit packages among the different manufacturers, and has laid the basis for greater uniformity of conditions of employment within the automobile industry in South Africa."

Unskilled workers

The negotiations were the first ever held at a national level between the union and car manufacturers.

The agreement, effective until June next year, provides for:

- New minimum rates of pay ranging from R5,50 an hour for unskilled workers to R9,66 an hour for skilled workers.
- The establishment of a joint union/management sub-committee to review the different job grading systems applicable within the industry, with a view to setting an alternative and uniform system of grading.
- The recognition of March 21 (Sharpeville/Langa Day), May 1 (May Day) and June 16 as paid holidays.
- A 13th cheque from January 1990.
- Improvements to maternity leave and retrenchment benefits.

More than 12 000 workers engaged in a week-long strike at several car factories to express dissatisfaction with the progress of the talks last month, leading to the closure of Samcor, Toyota and Volkswagen plants.

'Intimidators' now use adverts

SAB'S FINAL WAGE OFFER

THE South African Breweries' beer division has made a final minimum monthly wage offer of R1 063 to all members of the Food and Allied Workers Union, which has been conducting wage negotiations with the company. (EPA)

13/9/89
SAB said in statement that the final offer, which represented a 16 percent increase, had been made as a result of the union refusing to back down on its demand for as 38 percent increase in wages and 150 percent hike overall. (355)

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"We are reluctant to make a final offer, but have no choice in view of Fawu's delaying tactics," said human resources director Mr Rob Childs.

Childs accused the union of "persistent lack of movement" and said its original demand for a 300 percent overall increase was aimed at stalling negotiations into the peak summer season when demand for beer was high.

Details of the final offer have been circulated to all employees, the SAB director said.

Fawu spokesman could not be reached for comment yesterday.

18/10/89 13/9/89

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Striking bus drivers make fresh demands

DURBAN — The bus strike situation here was described as "absolutely chaotic" yesterday by union representatives, who said the drivers were giving them entirely new mandates.

However, a meeting has been arranged between the Durban Transport Management Board (DTMB), the unions and legal advisors this morning, at which, it is hoped, "certain technicalities" will be sorted out.

Durban Integrated Municipal Employees Society (Dimes) general secretary Nad Murugan said, the unions were bound by the agreement signed

at the weekend with the DTMB and mandates could not be changed now.

"If after today the drivers still won't return to work then each union will have to take its own stance."

At Cosatu Hall yesterday the drivers renewed their calls for re-instatement and a 20% increase.

They also quoted extensively from a newspaper report quoting right-wing Durban City Councillor Arthur Morris saying the DTMB should be

Own Correspondent

disbanded and the bus service should either privatised or controlled by the Durban City Council.

There were cheers when a driver read from the article a quote from Morris, accusing the DTMB of incompetence and saying if he (Morris) was a driver and his boss got a 20% increase while he only got 17% he would have also gone on strike.

It appeared that the drivers had appointed new leaders and the shop stewards were standing helpless on the sidelines.

The drivers refused to allow the Press to take photographs at the meeting and after a vote it was agreed that the photographer and reporter should leave.

Council management committee chairman Jan Venter said yesterday that Morris's comments had "unfortunately been made without the bene-

fit of the full facts of the situation". "If he was correctly reported I must record that the committee does not share his views... as I have said previously, the DTMB has the full support and confidence of the management committee."

DTMB general manager Marshall Cutbert said he felt the agreement signed at the weekend, which gave drivers a 17,6% increase, was fair.

"We have to be optimistic and hope that common sense will prevail — the agreement is enforceable but we are hoping that the terms will be met voluntarily," he said.

Wage dispute hits Game

SIPHO NGCOBO

THE Commercial, Catering and Allied Workers' Union of SA (Ccawusa) has declared a dispute with the retail and wholesale giant Game Discount World (Natal), Ccawusa spokesman Bukani Mngoma said yesterday. 355

Mngoma said a pay negotiation meeting on Monday between Game Discount management and Ccawusa ended in deadlock.

The union was demanding a monthly increase of R160 across the board and a minimum wage of R680 a month, he said. The company was offering R117 across the board, a minimum of R652 and a starting rate of R620 a month, he said. 8/Dec 14/1989.

Game Discount Stores' management could not be reached for comment yesterday.

Mngoma said other issues in dispute were the annual bonus and a staff discount.

He said the union was preparing to file an application to the Manpower Department for establishment of a Conciliation Board to hear the dispute.

□ Sapa reports that Ccawusa has referred the dismissal of 65 Sun International employees to its lawyers.

The union members were allegedly dismissed after taking part in a protest against the Labour Relations Amendment Act on September 1.

CAPE TIMES 14/7/81

Pay rise after Sasol strike

35 JOHANNESBURG. —
The 10-day strike by
more than 2 000 workers
at four Sasol plants in
Secunda has ended, with
the Chemical Workers'
Industrial Union accept-
ing a revised wage pack-
age from management.

In a statement yester-
day, Sasol management
said the wage deadlock
ended after two days of
negotiations with the
union.

The CWIU's national
organiser responsible
for Secunda, Mr Muzi
Buthelezi, told Sapa the
minimum wage for the
lowest grade remained
the same as originally
offered, but the rest of
the grades received an
extra R10, raising the
offer from 13 to 14,1%.

The average increase
stood at 17,4%. — Sapa

20 355
South 14-20/9/89

Northern Cape strike over 'lowest wages'

MORE than 1 000 Northern Cape mineworkers are on strike over wage demands.

Workers at the Black Mountain mine downed tools on Wednesday over a wage dispute.

A National Union of Mineworkers spokesperson said the strike followed protracted negotiations with Gold Fields of South Africa, a conciliation board and a strike ballot at the end of last month.

The spokesperson claimed that wages at the mine were "the lowest in the industry".

He said the union wanted across the board increases of 25 percent to bring wages on a par with those paid at other mines.

Num is demanding a minimum wage of R296 but the company is holding out for R237 — R36 more than the current minimum of R237.

A company spokesperson said this was their final offer.

Black Mountain is jointly owned by Gold Fields and the giant American motor corporation, Phelps Dodge.

The mine produces lead, zinc, silver and copper all of which — with the exception of silver — have shown international price increases this year.

The mine's total dividend payment to shareholders rose by 59 percent between June last year and this year.

**Labour
briefs**

Star 14/9/89

Strikes at Sasol, BP over wage demands settled

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By Drew Forrest

Labour peace returned to the fuel industry yesterday when the strike at Sasol's four Secunda plants and the long-running dispute at BP Southern Africa were settled.

The 10-day Sasol strike, which at its peak involved more than 1 600 workers but which did not affect production, was settled after management improved its wage offer for workers in the middle grades from R110 to R120 a month, said Chemical

Workers' Industrial Union (CWIU) national organiser Mr. Muzi Buthelezi.

The union's opening demand in Sasol's annual wage talks had been for a R150 a month across-the-board rise.

The BPSA settlement followed a two-day strike by up to 350 workers at sites across the country.

At the heart of the dispute were union demands for equality of wages within particular job categories, said the CWIU's Mr Martin Jansen.

BPSA chairman Mr Ian Simms said the company had agreed "to move towards remuneration on a rate-for-the-job basis".

Mr Jansen said the deal also featured a unique management undertaking to give equal consideration to all applications for sports sponsorships.

"The company has favoured non-political bodies like the National Soccer League, mainly for marketing purposes," Mr Jansen said.

"We wanted funds redirected more closely to the demands of the politically oppressed."

The package also includes improved maternity, paternity and compassionate leave benefits.

The seven have since been released.

...students on September 8 and university authorities last Monday.

Deal on wages

Sowetan 14/9/89

THE National Union of Metalworkers of South Africa and six car manufacturers have concluded negotiations for wage increases and improved working conditions affecting about 30 000 workers in the industry.

A Numsa official, Mr Les Kettlebas, said the agreement between the two parties was "historical in the sense that it is the first time manufacturers in the automobile industry got involved negotiations on wages and conditions of employ-

ment at the same time and a national level".

Under the agreement, the industry's employees will be granted new rates ranging from R5.50 an hour (unskilled worker) to R9.66 an hour (skilled) and across-the-board increases between R1 and R1.60.

An additional increase of 50 cents an hour will be given to employees at Samcor's Pretoria plant to raise their pay to the same level with that of other companies in the industry.

By LEN MASEKO

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SA needs long-term economic strategy

By AUDREY D'ANGELO
Financial Editor

SA cannot afford to enter a decisive stage of its political development with a struggling economy, Nic Schoeman of the University of Pretoria's Department of Economics told Cape Town business people yesterday.

It was vital to have a long-term strategy providing continuous economic growth which would lift everyone's standard of living — getting away from the business cycles SA has grown to expect.

Schoeman was speaking at an economic presentation organised by the Central Merchant Bank (Senbank) at the Mount Nelson.

Pointing out that the public sector was taking a disproportionate share of SA's skilled human resources, and that government spending was too high, he said that "the private sector should serve as the engine of growth to provide higher material welfare on a continuous basis."

The government should play a supportive role and strict rules should be applied to "the critical elements of government action, like monetary and fiscal policy".

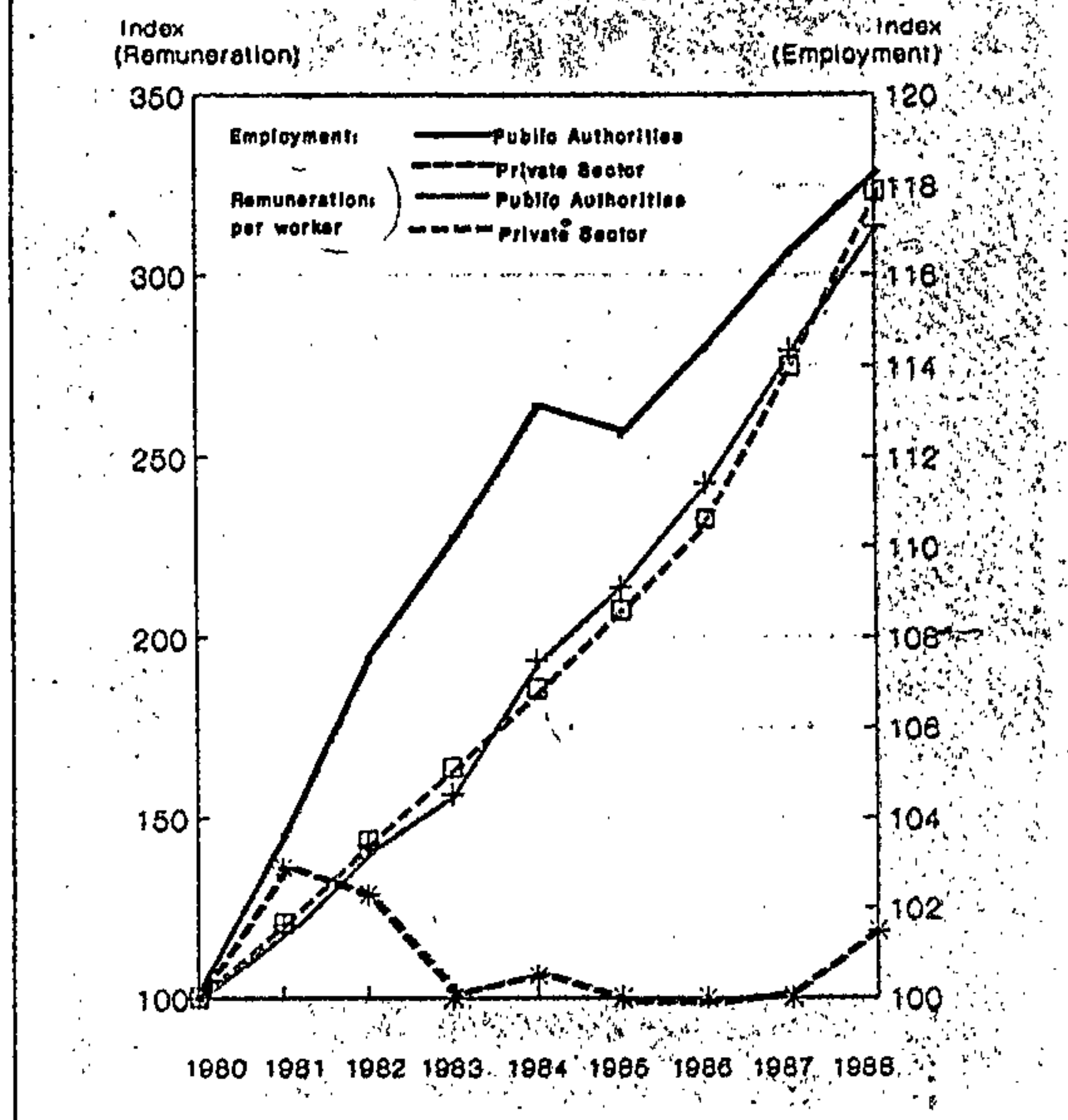
A government which broke these rules should be expected to resign.

Schoeman said that even if SA achieved a period of political stability this alone would not necessarily lead to a growth rate "which would permit a steady improvement in per capita welfare."

A well thought out, but simple, long-term strategy was necessary. His department believed that SA was capable of a growth rate of more than 5% a year.

"The composition of the SA population, and an historically skewed pattern of income distribution, urgently require that long-term economic growth be sustained at a significantly higher rate than the rate of population growth.

Figure 6 — Employment and remuneration per worker in the public and private sectors (Index, 1980=100)



Too many of SA's "scarce, skilled human resources" are being drawn into the public sector, economist Nic Schoeman said yesterday. This graph shows how the number of public sector employees — and their remuneration packages — have grown since the beginning of this decade.

"Only then will it be possible to keep up the morale of those who earn high incomes, at the same time improving the material welfare of the entire population significantly."

His department's solution was "essentially a supply-side approach, where the private sector is the engine of growth and the public sector play an important, well-planned role."

However, Schoeman continued: "If the private sector is really to bring about long-term growth at a high level it must be committed firmly to the SA economy."

"To achieve this, the government must find ways and means

to ensure lasting political stability. It must protect property rights and guarantee economic freedom to all citizens.

"And it must provide certainty and stability in respect of its own monetary, fiscal and other economic policies. More than ever, official monetary and fiscal policies should be bound by strict rules, the violation of which is severely penalised — for example, by the automatic resignation of the government.

"If this can be effected, the formal and informal sectors of the economy should flourish and the supply of goods and services would then be expanding on a continuous basis."

SAB WAGE TALKS

Edging closer

If there is a lesson to be learnt from the current wage negotiations between SA Breweries and the Food & Allied Workers Union (Fawu) it is that, unless the unions are prepared to go for broke, there seems little point in making extremely high pay demands.

After almost three months of haggling the union has dropped its demand for R10/hour to R6,50/hour.

FINANCIAL MAIL SEPTEMBER 15 1989

The possibility of an agreement being reached has improved after last week's concessions on both sides. On Friday SAB made a final offer of R5,45/hour. This is up 75,3c (16%) from the current R4,70.

SAB says the union's initial overall demand amounted to 300% including ancillary benefits.

Thus far the talks have been characterised by much across-the-table fist-thumping on the part of the union — and threats to seek fresh mandates from union members — while SAB has adopted a position of refusing

to be "milked" simply because it is a progressive employer.

The company has also accused the union of wanting to extend the negotiations into the peak summer season when demand for beer is high, playing on fears of a "dry" summer.

SAB human resources director Rob Childs says SAB's minimum wage, taking in the current final offer, is R1 063 a month. Public affairs manager Gary May says SAB is among the top three payers in the food industry. "It is against this backdrop that we reached a breakdown. If we were notoriously

low payers, the situation would be different."

The union denies it has been stalling and blames the company's intransigence for the deadlock.

National organiser Rajen Naicker says Fawu based its demands on SAB's current profitability and the needs of its members. He says an agreement reached with SAB is significant because it tends to set a trend for food sector wages.

Union members are also threatened by diminishing annual increases. They also feel a need to assert themselves or to be "trampled."

The union has until Monday to accept SAB's final offer or lose out on an offer to backdate it to July 3.

During the second of two conciliation board hearings last Friday, the union also dropped its demand for 12 weeks' bonus leave to six weeks, and cut by half its demand of four weeks' paternity leave.

Both parties are to return to mediation started three weeks ago.

Final 13/9/89

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DURBAN BUS STRIKE

All aboard?

After a brief respite on Monday — when striking bus drivers began to fill in application forms following a mediated settlement between union officials and the Durban Transport Management Board (DTMB), the month-old transport strike was on again.

Having extracted from DTMB a 17,6% increase and an agreement to retain many long-term benefits, reinstatement rather than re-employment became the issue, particularly within Cosatu's Transport & General Workers' Union.

When drivers filed back to work on Monday morning to re-apply for jobs, union members claimed they had been misled by the DTMB and believed they were to be reinstated, not re-employed. They claimed they would lose sick and annual leave allowances — and soon the dissatisfaction spread. This sparked the walk-out from DTMB

premises (where about 50 drivers had already completed their job applications) and the longest bus strike in SA history was on again.

Amid the confusion arose the possibility of a split between the three unions representing the 900 drivers and 200 related workers.

As the *FM* went to press, union officials were flying from Johannesburg to Durban for an emergency meeting with their Natal counterparts on the two other unions representing DTMB employees.

It is understood all union officials are committed to the settlement struck at the weekend, as are about half of the strikers.

While there was still a chance of the strike ending by the end of the week, it might only be members of the Durban Integrated Municipal Employees Society (Dimes) and the Natal Municipal Transport Employees Association who return to work. Union officials are concerned that if the agreement is not adhered to, they will be open to legal action by the DTMB. ■

P.T.O.



Final

The mediated settlement, under John Radford of Independent Mediation Services of SA, was kept under wraps by both the DTMB and the three unions involved. But the *FM* reliably learns that the strikers got what they were asking for.

Drivers confirmed the 17,6% across-the-board increase brought them in line with the 20% increase awarded to other Durban City Council employees in July, when they were earning about 2% more than their council colleagues.

This had been the main point of contention in negotiations with the DTMB.

Though it was also learnt that the agreement stated that fired DTMB workers would be "re-employed" non-selectively, this did not seem to affect all long-term benefits. Contained in the 20-point settlement were clauses allowing returning drivers to either withdraw their pension money or apply to have pension and gratuity benefits continued as at the time of their dismissal, which would be supported by the DTMB.

In the agreement, the DTMB also committed itself to granting the appropriate long-service allowances, despite the break of a four-week strike, as well as paying employees nearly the full annual bonus for the year.

Attendance and merit bonuses for drivers were withdrawn in terms of the settlement, but drivers said these amounted to only about R4 a week.

Another important concession to drivers was that previous disciplinary records of DTMB members would fall away.

All in all, it seemed the strikers had extracted a good settlement. One of the union officials involved, Nad Murugan of Dimes, described the agreement as "both a political and economic victory for the unions."

Dimes represents about 350 of the striking workers, while the Employees' Association has about 250 and TGWU the balance.

It seems the issue will be smoothed over and, in terms of the agreement, former DTMB staff have until September 22 to hand in application forms. The feeling among some union officials is that drivers could be back behind the wheel before the end of the week.

□ The strike, which has affected more than 200 000 commuters, is reliably understood to have cost the DTMB about R4m, minus savings on wages and fuel. ■



Shorter hours for more pay

THE National Union of Metalworkers (Numsa) scored something of a coup this week by achieving an industry-wide wage agreement with six of the seven motor manufacturers.

Apart from Delta, manufacturers agreed to lift the minimum hourly wage by R1 to R5,50 and gave across-the-board increases of between R1 and R1,60. They also granted May 1, June 16 and March 31 as paid holidays.

Nissan and Toyota agreed to a 40-hour working week, bringing it down from 45-hours and into line with the rest of the industry. Samcor will pay an additional 50c on the hourly rate for the same purpose.

Delta, on the other hand, pulled out of the wage negotiations in July, believing the industry was too disjointed to pull off a centralised bargaining system.

It awarded employees a 50c-an-hour increase from August 1, and will grant another 50c from February. This was in line with the initial offer by employees.

The agreement has been hailed by Numsa organiser Les Kelliedas as an important gain for workers, and he appears to be right. Not only has the union managed to pull off the first industry-wide agreement — many employers objected to it — but it has gained pay parity.

The graph shows what the differences between the manufacturers were before the negotiations. Samcor and BMW were at the bottom of the scale, offering R4,50 an hour and Mercedes-Benz started at R5,48.

It is interesting to note that wages and conditions of employment have little connection with industrial peace or unrest — Mercedes-Benz has been plagued by work stoppages and BMW has escaped almost scot-free.

5/ Times 17/9/89

stoppage at Mercedes, for example, to spread to other manufacturers, unless it was about a national issue.

Their fears were certainly proved right at the beginning of August when up to 12 000 workers at four plants caused a two-week stoppage, costing manufacturers an estimated R350-million in lost production.

New-car sales for August reflect the loss of production. Sales fell by 14,7% to 18 860 vehicles compared to the same month last year.

The fact that Delta has stayed out of the national forum means that Numsa is still stuck with a two-tier system of bargaining.

Delta personnel and public affairs director George Stegmann does not believe national negotiations will be effective. He says each player faces different market and financial challenges, and bargaining at plant level is the only way to deal with them.

If employers do band together and present common interests at the forum they could well find themselves in a stronger position than under the old system. Whether or not this is feasible is debatable.

The agreement follows one reached earlier by Numsa with the Eastern Cape industrial council for the tyre industry. The union and employers agreed to extend the council activities to cover all plants in SA.

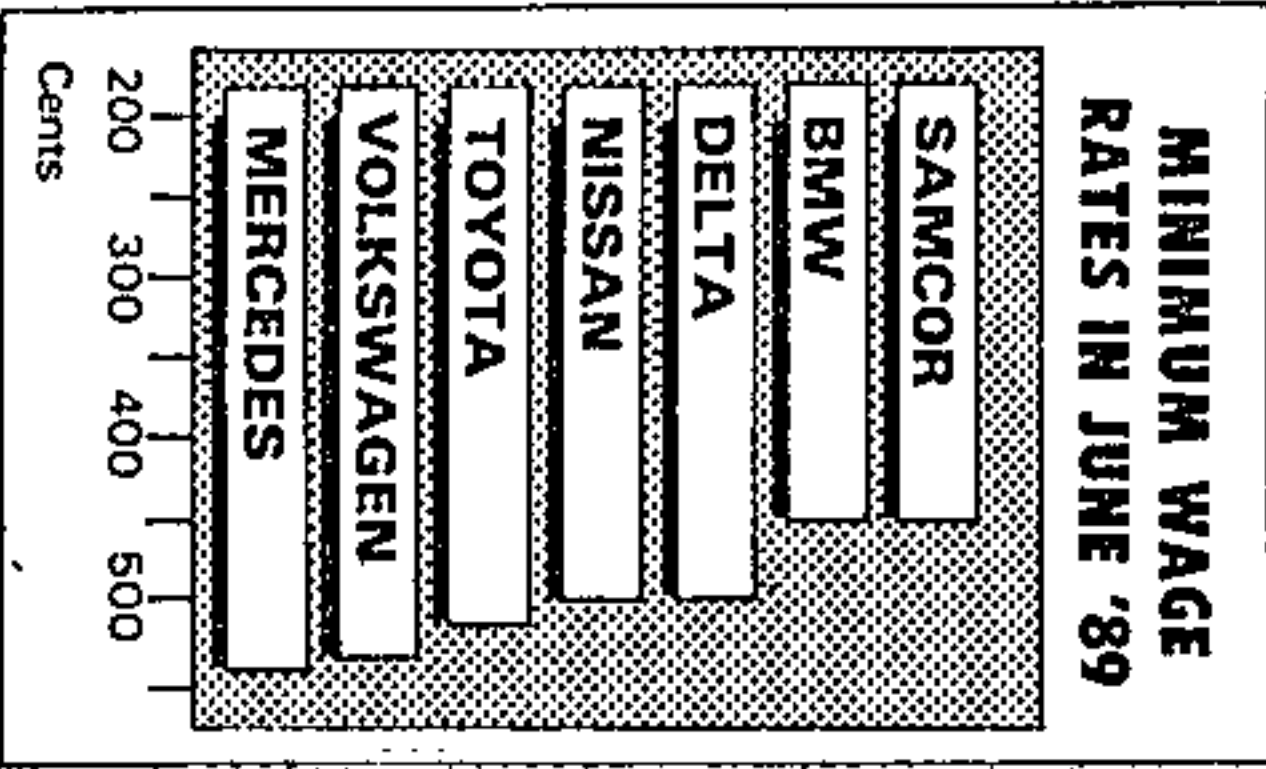
This means the council will cover Goodyear, Firestone, Dunlop and Gen-

eral Tyre. The agreement allowed for an across-the-board wage increase of R1,30, a minimum of R5,28 an hour and May Day and June 16 as paid holidays.

Another important factor in the agreement between Numsa and manufacturers is the provision for establishing a union-management training board for the industry.

It will allow co-operation among the parties, and give a much-needed boost to training, especially of women and young workers.

Another joint sub-committee will be formed to review the job grading systems applicable to individual manufacturers. The object is to find a uniform grading system.



Catering labour strike intensifies

By Drew Forrest

Labour conflict in the Fedics contract catering group — where 1 000 workers have been on strike for six weeks — appeared to deepen yesterday with the workers' trade union accusing management of "stubbornly" refusing its mediation demand.

Mr Kaizer Thibedi, branch secretary of the Commercial, Catering and Allied Workers Union, said management and the union had agreed to mediation in respect of three strike-bound Fedics' operations.

However, the employers' insistence that strikers at Fedics Food Services (FFS) return to work as a condition of mediation was a major obstacle to settlement, he said.

The strike centres on demands for pay increases — Ccawusa is calling for a R850 minimum wage, as against the R650 offered by the company — and centralised bargaining.

Fedics' personnel director, Mr John Moore, said only the strikes involving Jan Smuts Airport and two in-flight operations were lawful.

He stressed that the complexity of the group's operations countrywide precluded centralised wage negotiations.

Health workers reach settlement 355

27/10/87 Staff Reporter

The Black Health and Allied Workers' Union of South Africa and Selwyn Segal Hostel reached a settlement through mediation last week with both parties agreeing to a R115 increase across the board and a company allowance of R38,33.

A union official, Mr Sipho Gwala, said that the settlement was reached after the union had declared a dispute when management failed to meet the demands of the workers.

"We demanded R160 across the board and management offered R112,50 across the board."

Mr Gwala said the union believed the settlement was a victory for the workers because the total settlement was R153,33 a month, which was back-dated to July 1, he said.

X

AFTER a decade of campaigning against female circumcision, prominent women in Africa believe its eradication may be in sight.

The practice affects more than 80 million women and girls throughout the world.

In Egypt, the message that circumcision is anathema to women's health has turned increasing numbers of urban, educated parents away from the practice.

In the countryside, however, poorly paid midwives still supplement their income by putting young girls "under the knife".

In Sudan, professional families have begun to follow the example of the Egyptian elite. Even in rural areas, villagers acknowledge that circumcision is detrimental to women's health.

Further south, the Eritrean People's Liberation Front, fighting for Ethiopia's independence, has the support of many women because it condemns enforced marriage and female circumcision.

And although the percentage of circumcised women in West Africa is lower, Nigerian campaigner Esther Ogunmodede says that there too, the tradition is slowly disappearing.

Consequences

Statistical changes are difficult to monitor, but women in the 20 African countries where the practice is entrenched are speaking out about its medical consequences.

Dr Nawal El Saadawi, physician, novelist and a leading Egyptian feminist, says that female circumcision is no longer a taboo subject. Women's groups now openly offer seminars about the problems stemming from this ancient custom.

Chronic urinary infections, pelvic inflammation, tetanus, septicaemia, cysts, abscesses and even death can result from unhygienic equipment, inept operators and untreated complications.

There are three types of female circumcision. The mildest, in which the clitoris is cut but the genitals left intact, is the least common. Excision or clitoridectomy involves cutting off the clitoris and removing the inner and outer vaginal lips.

In Sudan and Somalia the most widely-practised form is infibulation, in which the clitoris and the inner and outer vaginal lips are moved and the vulva sewn up.

Breakthrough in campaign against female circumcision

Female circumcision, traditionally performed in 20 African countries, may at last be on the way out, as its danger to women's health and independence is publicised by leading feminists. But while the educated elite is debating the merits of the practice, poorly-paid rural midwives are reluctant to give up the extra income they earn by doing the operations. JULIE WHEEL-RIGHT reports:



This leaves a hole the size of a matchstick for the passage of urine and menstrual blood. During childbirth an infibulated woman's vulva is cut open, often causing haemorrhaging, prolonged delivery and increased risk of foetal brain damage and foetal loss.

The woman's scar tissue must be opened for penetration on her wedding night, and sexual intercourse is often painful. Husbands use fingers, a razor or a knife which can cause internal bleeding and infection.

In addition to these devastating physical effects, the woman's sex drive is greatly reduced after she loses her clitoris. Orgasm becomes difficult to experience.

A study by Dr AA Shandall in Sudan found that few infibulated women even knew that females could experience orgasm.

When Dr El Saadawi condemned the psychological and physiological effects of this tradition in the early 60s, her medical colleagues claimed that it was both healthy and necessary to ensure a girl's virginity. Although censored, the 1972 publication of her best selling book, *Women and Sex*, forced doctors to reconsider

their attitudes.

She wrote: "Amputation of the clitoris and sometimes even of the external genital organs goes hand in hand with brain-washing of girls, with a calculated merciless campaign to paralyse their capacity to think, judge and understand."

Dr Nahid Toubia, Sudan's only female surgeon, is also critical of Western reports from the 70s that sensationalised the problem. "There was a whole emphasis on the 'savagery' of the Africans. Attention focused on the word 'mutilation'."

Despite the early lack of understanding in the West, however, attempts began to co-ordinate research and education programmes. Says Toubia: This whole issue that had been in the dark for decades, was suddenly talked about everywhere."

Yet outside the educated elite, the issue remained more difficult to resolve. Although the medical consequences of infibulation are widely accepted as harmful, more than 80 percent of Sudanese women are infibulated and the majority fear that they would be unmarriageable without it.

Women in isolated villages feel they cannot afford the consequences of individual protest action.

Nor will midwives, nurses and traditional birth attendants take responsibility for change. A group of traditional birth attendants in Sudan's Western Province of El Fashia told Toubia they would perform female circumcisions as long as the demand for their services remained high.

But a group of civil servants in El Fashia, fearing neither job loss nor public censure, told Toubia they had publicly sworn not to circumcise their daughters. Unlike the midwives, these men could afford to take action.

Campaigners all agree, however, that despite their efforts, progress remains slow. With the recent military coup in Sudan the position of women, who invariably occupy the lowest economic rung, has worsened, says Toubia.

"Five years ago there were hopes of women coming together," she says, "but under the present conditions, it's extremely difficult to talk about anything but bread and food." — GEMINI NEWS

355A Smith 21-27/9/89.

CNA-Trip 23/7/89 (12/12/135)

Unions to extend demands in the 90s

TRADE unions in the 1990s will extend the range and extent of their demands, says the director of the School of Business at the University of South Africa, Professor Nic Wiehahn.

Speaking at an industrial relations seminar in Port Elizabeth, Prof Wiehahn said unions would concentrate on issues such as shorter working hours and longer holidays.

The "no work no pay policy" would be re-addressed as would the issue of maternity leave.

Safer working conditions, security of income, worker representation, grievance procedures, state-subsidised pension funds and other benefit schemes would become major issues.

Unions would aim for better medical aid schemes, health care of an ethical nature and black advancement. Retrenchments

and redundancies would also be issues.

There would be increased pressure on management to press for political change and to publicly reject apartheid.

He added that unions would also push for the adoption of a labour code instead of labour laws.

Issues such as contributions by management to the education of trade unionist's children would be emphasised.

Prof Wiehahn said management would retain an important responsibility in the 1990's — to manage.

"Management's attitude in the labour scene must change from an attitude of toleration to one of acceptance.

"Management must develop greater co-operation with unions, a closer relationship with the workers and a greater willingness to negotiate."

Unions will increase range of demands

B1 Day 25/9/89 102 355

PORT ELIZABETH — Trade unions in the 1990s will extend the range of their demands, says UNISA School of Business Leadership director Prof Nic Wiehahn.

Speaking at an IR seminar Wiehahn said unions would concentrate on such issues as shorter working hours and longer holidays.

The "no work no pay policy" would be re-addressed as would the issue of maternity leave.

Safer working conditions, security of income, worker representation, grievance procedures, state-subsidised pension funds, better medical aid schemes, health care of an ethical nature, black advancement, retrenchments, redundancies and education of Trade unionist's children would also be issues.

There would be increased pressure on management to press for political change and to publicly reject apartheid.

He added that unions would also push for the adoption of a labour code instead of labour laws.

Wiehahn said management would retain an important responsibility in the 1990's — to manage.

"Management's attitude in the labour scene must change from an attitude of toleration to one of acceptance," Wie-

Own Correspondent

hahn said.

Management had to become transformational instead of transactional.

"A transactional management motivates its workers by reprimands and paternalism. A transformational management motivates through co-operation and the right attitudes to human dignity."

Knowledgeable

Management must develop greater co-operation with unions, a closer relationship with the workers and a greater willingness to negotiate. They must also become involved in the broader issues that affect the worker not only in the workplace, but also in the social environment.

Management must become more knowledgeable about the international labour world and know more about political dynamics in SA.

Wiehahn added: "If you reject trade unions you reject your workers."

"You can't rule out trade unions or just ignore them ... the unions represent the only vehicle of the aspirations of the people whom they represent."

Public servants want minimum pay rise of 20 percent

Aug 5
26/9/87

The Argus Correspondent

PRETORIA. — THE Public Servants' Association (PSA) wants a minimum 20 per cent salary increase in April, and a radically revised remuneration policy.

This would include abandoning uniform salary scales for different professional and artisan groups, changes in the hierarchical structures of government departments, and giving greater acknowledgment of personal achievement and productivity.

In a hard hitting speech at the opening of the annual meeting of the PSA in Pretoria yesterday the president, Dr Colin Cameron, also called for the government to reach finality on its privatisation pro-

gramme so stability could be restored to the public service.

He claimed the situation was bad for enthusiasm, dedication and loyalty and many senior officials were interested only in how quickly they could retire.

He said the public service also had serious management problems and that a dynamic and efficient public service would have to have greater management autonomy, especially in regard to its personnel and spending.

Although the PSA supported the principal of privatisation, if taken to excess, where the private sector provided a "First World" service leaving the public service with the "Third World" service, it would become even more difficult for

the public service to attract and keep staff.

Dr Cameron said it was clear that conventional approaches to remuneration had not managed to establish a satisfied and stable corps of public servants.

The system of achievement awards were inadequate to combat the selective drainage of able and ambitious young public servants and Dr Cameron said a major requirement was to maintain a balance with the remuneration policies of statutory bodies and particularly state corporations.

He described as "demoralising" and even "degrading" the PSA's annual process of negotiations for a better pay deal and said the time had come to find "new ways" to solve the problem.

Fedics and union hit a stalemate over wage rise

Johannesburg 27/9/89

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THE strike by about 1 000 Fedics employees continued earlier this week, with both management and the workforce still locked in a wage stalemate.

The industrial action revolves around the union's demand for pay increases of R850 a month, against the R600 offered by the catering company. The union, in addition, demands a centralised bargaining forum for all Fedics subsidiaries.

Fedics management has rejected centralised bargaining, saying the complexity of the group's operations precluded such a structure.

A Ccawusa spokesman said: "The bosses at Fedics, as a way of dividing and making our struggle more difficult, have insisted that we bargain with individual plants.

"This would mean, for example, in Fedics Food Services' case, we would have to negotiate with over 500 plants. The company has canteens in many commercial, mining, chemical and manufacturing companies," he said.

Meanwhile Ccawusa's Johannesburg branch is locked in dispute with Main Paper, a spokesman for the union said.

Ccawusa members employed by the company demand a minimum wage of R180 a week while management is offering R130 a week, according to the union.

A demonstration by the union's members at the company's Johannesburg plant was stopped by police last Thursday.

Ccawusa official Mr Jackie Masuku said the dispute revolved around a wage deadlock between the two parties. The dispute has led to a strike by the union's members two Main Paper plants in Johannesburg and Pretoria.

Cosatu praises 'watershed judgment' **Overtime: Choice** CM-T/12/15 27/9/89 **lies with workers**

JOHANNESBURG. — Cosatu has lauded as a "watershed judgment" a decision by the Appellate Division of the Supreme Court to uphold the right of workers not to work overtime.

In its decision handed down yesterday morning, the Appellate Division in Bloemfontein ruled in favour of the Cosatu-affiliated Food and Allied Workers' Union (Fawu) and found that South African Breweries (SAB) could not force workers to work overtime if they were not contractually bound to do so.

A year ago, SAB took the union to the Supreme Court here, but lost the case. The company then appealed to the Appellate Division.

"Under the common law,

no employee can be directly or indirectly compelled to perform work he is not contractually obliged to do, no matter whether in refusing to do such work he acts individually or collectively with others, and irrespective of the reason or purpose for such refusal," said the judgment.

The court said this right not to work overtime was an important weapon workers possessed in the bargaining process.

Cosatu said the watershed judgment "vindicates our position on the overtime ban".

"The decision to call a national overtime ban taken at the second Workers' Summit was taken against the backdrop where the majority of workers are disenfranchised and many members

victimised through the new LRA (Labour Relations Act)."

Cosatu said it wished to warn employers who threatened legal action to heed yesterday's judgment.

Earlier, SAB said the ruling highlighted a loophole in labour legislation.

"We believe that any collective refusal to work, including voluntary overtime, to induce an employer to meet a union demand, should be preceded by negotiations and conciliation," said Mr Adrian Botha, a company spokesman.

"We hope the labour law will be amended in the interests of labour peace. We also hope that until it is amended, trade unions will agree to negotiate and conciliate before invoking overtime bans." — Sapa

Third World debts: Will interest exceed principal?

Star 27/9/89

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WASHINGTON — The principal issue facing the International Monetary Fund and World Bank, as so often in the past, revolves around helping the Third World to meet at least part of its debt obligations, feed its starving masses and avert the social unrest that almost invariably results from the adoption of prudent economic policies.

To some extent, unlike in the past, the so-called lesser-developed countries (LDCs) are at least making some headway.

Debt rescheduling and debt forgiveness is becoming increasingly widespread, while IMF chief Mr Michel Camdessus has come out strongly in favour of doubling IMF quotas with a view to making a contribution towards solving global economic imbalances.

Problem is, many of the theories have yet to be put into practice and, judging from the First World's failure to reach consensus on solutions to the problem, few of the theories will ever materialise.

Thus, Britain and West Germany are at odds on how to help Poland cope with its \$35 billion in foreign debts, and the United States is opposed to increases in IMF quotas while the Gramm-Rudman Deficit Reduction Act remains in force.

Japan, too, is throwing its spanner into the works by seeking recognition of its role as the world's

strongest economic power and biggest creditor nation.

Without a greater share in the power-broking, Japan will be reluctant to provide more funds.

Central to all the bickering is the now famous (some say infamous) "Brady plan", the brainchild of the US Treasury Secretary Mr Nicholas Brady, who, on March 10, advocated debt forgiveness by creditor banks throughout the world as a means of balling the Third World out of its woes.



By JOHN SPIRA,
Head of The Star's Finance Department
As the 1989 IMF/World Bank meetings get into full swing, the issues at stake are becoming increasingly clear cut, their solutions increasingly elusive.

than a careful study on easing the debt crisis.

On Sunday, Mr Walter Seipp, chairman of the managing board of Germany's Commerzbank, savaged the Brady plan by pointing out that debt forgiveness on the scale that has been discussed does not restore the countries' credit standing.

"Unless such action is tied to radical improvements in the underlying economic conditions, all that is gained is at best a little time."

The suggestion that the commercial banks alone should forego the claims that they hold must be rejected. Latin American states possess assets abroad of more than \$327 billion — equal to the greater part of their external debt."

It's very difficult to convince creditors to forgive loans when the debtors have such a large amount of capital invested abroad.

Yet despite all the criticism, Mr Brady is given some credit for having made at least a modicum of progress.

Six months after the initiative was launched, deals with Mexico and the Philippines were agreed in

principle, with the IMF, the World Bank and Japan promising to provide funds for debt reductions or buybacks.

Ironically, the debt reduction programme could become stalled by the very countries it intends to help.

First World creditors are reported to have been outraged by the tone of the communiqué issued by the Group of 24 (comprising mainly the LDC countries) after their meeting on the weekend.

The G24 demanded more debt aid from the rich countries, stated that the debt reduction initiative had not gone far enough, and insisted that any IMF quota increase should not lead to a reduction in the voting powers of the LDCs.

Accordingly, while there is a small measure of consensus on debt reduction — simply because there is nothing else on offer — the schism between the First and Third Worlds remains as wide as ever.

A small number of LDCs are showing signs of benefiting from IMF-inspired economic austerity programmes and in the process are making marginal inroads into mountainous debt burdens.

Drop in ocean

And much is being made of such progress at the gatherings here this week. Yet if the truth be told, such achievements cannot, in all charity, be labelled as more than a minuscule drop in the debt ocean.

The optimists are hoping that the drop will expand into a wave, the pragmatists point out that until the affluent West agrees to wipe the slate clean — and there's no good reason to believe that it will — no meaningful progress will be achieved.

For all the lofty ideals and intentions, the rich will continue getting richer and the poor poorer.

That the problem is, in reality, insoluble, can be gauged by a calculation emerging from the Mexican liquidity crisis.

The calculation shows that for loans rescheduled out to 20 or 30 years the interest payments are all

Wage deal pending

By DICK USHER
Labour Reporter

WAGE negotiations in the Western Cape clothing industry are delicately poised following deadlock and mediation.

In three days of mediation last week a package was hammered out between employers and what is now the South African Clothing and Textile Workers' Union (Sactwu), following the recent merger between clothing and textile unions.

Mr Colin McCarthy, secretary of the Cape Clothing Manufacturers' Association (CCMA) said the package had been through CCMA and the Cape Knitting Industry Association (CKIA) structures and received conditional approval.

But it was dependant on the package being accepted by Sactwu shop stewards and members.

Deadlock was reached when the union rejected the employer offer of a R21,50 a week increase for grade B machinists and 16,5 percent for all other grades.

Employer sources said they understood Sactwu proposed taking the package to factory meetings to be mandated and said they were uncomfortable with this. They feared rejection at one plant sparking rejection at others.

The negotiations affect about 55 000 employees in the industry and about 400 employers, about half of whom are members of the CCMA and the CKIA.

Regional co-operation of utmost importance, says 'low key' Barend

By John Spira
Head of The Star's
Finance Department

WASHINGTON — In what was clearly intended as a low-key exercise, Minister of Finance Mr Barend du Plessis made only fleeting reference to South Africa's economic problems in his address to the International Monetary Fund/World Bank gathering here yesterday.

He reconfirmed South Africa's identity with the aspirations and development needs of sub-Saharan Africa, saying that "within our means we stand ready to actively render support where possible".

He told a relatively well-attended meeting that regional co-operation with a view to optimising economic growth was of the utmost importance, since small internal markets and low purchasing power were barriers to international competitiveness in many of the countries in the region.

"Regional co-operation offers opportunities for the smaller countries to derive substantial benefit from economies of scale, avoiding unnecessary duplication and improving their competitive position.

"Access to well-developed facilities such as transport, communications and financial markets in more fortunately endowed neighbouring countries is likely to contribute to an acceleration of economic progress in individual countries, thus synergistically contributing to enhanced prosperity in a regional context," he said.

Adjustment

In a lone and oblique reference to South Africa's foreign debt obligations, Mr du Plessis said: "For a country to extricate itself from an international debt servicing problem is, as we have learnt at first hand, a traumatic and painful adjustment process.

"The greater involvement of the fund and the World Bank in providing assistance to these countries should therefore be encouraged.

"Confidence in the ability of a country with a debt service problem to absorb new foreign capital will not be restored through debt forgiveness but rather through the successes achieved with the restructuring of its basic economy."

Making another oblique reference to South Africa's lack of capital, Mr du Plessis suggested that successful adjustment programmes entailed the development not only of infrastructure but also of human resources. "We understand, too, the need for basic facilities in order to be able to utilise the sophisticated educational aids capable of supporting the educational process, both quantitatively and qualitatively," he said.

Mr du Plessis expressed South Africa's support for increased IMF quotas, for efforts at easing the debt burden on African economies and for the World Bank's stress on environmental issues.

Unlike his previous addresses to the IMF/World Bank, Mr du Plessis made no reference to the performance of the South African economy against the background of sanctions, nor did he compare South Africa's financial ratios with those of other developing nations.

The conclusion to be drawn from this strategy is that the South African authorities now prefer to do their lobbying behind the scenes rather than in a public forum.

It is, however, worth noting that the IMF/World Bank platform is one of the few international forums open to South Africa to put its case to the rest of the world.

Slaw 28/9/89

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The IMF

JOHN SPIRA



Shunned, but SA still makes the news

WASHINGTON — South Africa might be studiously shunned in the official IMF/World Bank corridors but it is receiving a high level of unofficial exposure in the international organisation's information bulletins.

Yesterday morning, in a publication entitled *Annual Meeting News*, Reserve Bank Governor Dr Chris Stals is quoted as saying: "South Africa is not going to change its political situation for \$8 billion".

The report is accompanied by the following comment from "one banker": "No one wants to be seen negotiating with South Africa, or even holding South African paper, it's the financial equivalent of being HIV-positive."

Annual Meeting News says that Dr Stals's remarks were in response to reports that increasing pressure from anti-apartheid stockholders and customers could derail his government's attempt to negotiate a new repayment deal on its standstill debt.

Tougher sanctions

It adds: "Neither does Stals appeal to the Commonwealth finance ministers calls for tougher financial sanctions."

Says Dr Stals: "The bankers will make their decision on the strength of the South African economy — we don't negotiate politics with them."

The publication says that Dr Stals, who has been using the IMF/World Bank conference to hold talks with South Africa's creditor banks, is confident he can fix the repayment deal before the deadline next June.

"If the banks push for what his government regards as unreasonable terms, South Africa will again fix a repayment schedule unilaterally."

Apparently, banks see this as the most likely outcome of the current discussion, with many banks pressing for some form of exit bonds as a way of being seen to get out of South Africa.

The IMF/World Bank meetings are seen as providing a unique international forum for South Africa. *Annual Meeting News* quotes "one South African banker" as follows: "It is about the last international institution we're allowed in."

But we are allowed in only on the understanding that we don't play an active role."

South Africa has never borrowed from the World Bank and in 1987 made payments of some \$500 million in the last of its instalments on an IMF stand-

Pick 'n Pay did most for women workers

Pick 'n Pay, South Africa's largest retail chain, has won the SA Federation of Business and Professional Women's Gold Award for the company offering top opportunities and benefits to women employees.

The company was selected from 25 finalists out of 60 entrants.

The federation's national project

chairman, Ms Sharon Lain, said at a banquet in Johannesburg last night that the purpose of the organisation's Gold Award was to encourage employers to recognise the full potential of women in the work place and to encourage companies to implement equal opportunities and staff development policies. — Staff Reporter.

355A

Back to the trough

SSS
Fmail 29/9/89

It is not only the timing of public servants' latest pay demand that is so offensive, but its wording. For Public Servants Association president Colin Cameron in the same breath to demand a 20% pay rise (well above most private-sector increases) and call on the media to stop "undermining" the public service by "constantly harping on its 'fat cat' image" is breathtaking arrogance.

When he goes on to warn of the "dangers inherent in excessive privatisation," the underlying message becomes a little clearer. Civil servants may well be concerned that their conditions of tenure and job security — despite recent much-needed reform, still more cosy than most private-sector employers offer — may not survive privatisation.

Trouble is, that's one object of the exercise.

Nobody would question that there are many competent, dedicated workers at all echelons of our public service. Nor that, if we are to attract the teachers, nurses and policemen we need, they must be adequately rewarded.

But calls for a blanket 20% pay rise (which, bitter experience has shown, usually ends up closer to 25% or 30% after notch and other special increments) fly in the face of not just economic logic but plain commonsense.

For as well as all those hardworking professionals, anybody who's ever dealt with a government department knows they also provide sheltered employment for all too many drones who would scarcely be employable in the private sector and whose main "function" appears to be make-work interference in an economy and society which would run much better if left alone.

Bluntly, we must scrap this nonsense of national civil service pay negotiations and awards. No broad benchmark can be reasonable; some workers merit more, others less.

Civil servants must brace themselves for the impact of privatisation on employment levels. Even without it, bodies like Sats have shown just how much fat there is in the public sector that can be shed without impairing service. ■

Salary-by-size: Councillors favour plan

By PETER DENNEHY

THE United Municipal Executive (UME), which represents white local authorities throughout the country, "favours" linking the remuneration of councillors to the size of the towns and cities they serve.

Some councillors believe that in the larger municipalities, allowances paid to councillors could virtually double if this new scheme comes into effect — and ratepayers would have to pick up the tab.

Executive committee chairman Mr Richard Friedlander, Cape Town's representative on the UME, did not mention any figures, however, when he was asked by Mr Neil Ross whether the UME had recently considered proposals to increase the amount of allowances paid to councillors.

Mr Friedlander said the UME had considered various alternatives "to establish a fair formula on which councillors' remuneration could be determined on a scientific basis".

"One of those favoured was that the remuneration of councillors be coupled to the grading of the local authority concerned in a manner similar to that in which the salaries of town clerks are coupled to such grading."

According to Cape Times records, the basic salary for a town clerk in the top grade, Grade 15, is R99 495 a year. Cape Town is a grade 15 local authority. Cape Town's mayor currently gets an allowance of R4 000 a month and ordinary councillors get R1 000 a month. Cape Town has 34 councillors.

Mr Friedlander said the proposals were currently under consideration by the Council for the Coordination of Local Government Affairs — a statutory body comprised of delegates of all colours from local, provincial and central government.

R138 000 for cycle paths

Municipal Reporter

FUNDS of R138 000 will be made available this financial year for the completion of the Bicycle Demonstration Project in Rondebosch, Newlands and Claremont.

Planning for other cycle paths is under way in:

- Raapenberg Road, between Mowbray and Pine-lands;
- Athlone;
- Cavan Road, Wynberg;
- Milner, Kromboom and Klipfontein roads;
- Kalk Bay, Clovelly and Fish Hoek;
- Sea Point and Green Point, possibly along Western Boulevard.

Watershed judgment on overtime

W/C 1/12/85 30/9/87
JUDGMENT this week in the Appeal Court about overtime bans did two things: it has cleared up the confusion around this question and highlighted problems of justice being done over long periods of time.

The Appeal Court judgment related to a dispute between the Food and Allied Workers' Union (Fawu) and South African Breweries in 1987, during which the union imposed an overtime ban.

Breweries took the matter to court, seeking a ruling against the union and the ban. This failed and the matter was appealed.

Before this there had been several judgments on overtime bans in different divisions of the Supreme Court which gave rise to confusion over the issue.

The judgment handed down this week upheld the right of employees not to work overtime

where they were not contractually obliged to do so.

The court held that "under the common law no employee can be directly or indirectly compelled to perform work he is not contractually obliged to do, no matter whether in refusing to do such work he acts individually or collectively with others, and irrespective of the reason or purpose for such refusal.

LABOUR AFFAIRS



DICK
USHER

Withhold labour

"The right of workers to withhold labour they are not contractually obliged to perform is an important weapon they possess in the bargaining process that underlies the theory of modern labour law."

Fawu welcomed the "watershed judgment".

It came at a time when the union movement has instituted a national overtime ban as part of its campaign against the Labour Relations Amendment Act and is likely to take the wind out of the sails of some employers who had gone to court seeking interdicts against employees upholding the ban.

But the definitive ruling took two years to get and labour spokesmen point out that, where worker rights are concerned, such lengthy periods make many attempts to seek justice almost pointless.

Practical terms

For instance, in Natal a dispute during 1985 between the National Union of Metalworkers (Numsa) and BTR-Sarmcol led to the dismissal of more than 900 workers.

The dispute then went through an application for a conciliation board, a board hearing, an Industrial Court hearing which started in November 1986 and ended in July 1987 with a decision handed down about September, a review by the Supreme Court in Pietermaritzburg which was followed by the company entering an appeal.

A Numsa spokeswoman said this week that they did not expect the appeal to be heard until about May next year.

By which time it's difficult to see, in practical terms, how justice can be done to the workers, if the Appeal Court decides in their favour.

Another objection

They would have been out of work for about five years and it can hardly be expected that the court could order their reinstatement: where would that leave the employees the company has employed in the meantime?

Five years' back-pay is unlikely, so what would a ruling that their dismissals had been unfair mean to them?

Which question again points to another objection the unions have to the Amendment Act — it further complicates the procedures that have to be adhered to for legal industrial action and adds a further intermediate step in the search for justice.

'Public sector pay rise would cost R3,6bn'

Own Correspondent

PRETORIA. — The 20% pay hike demanded by public sector workers would cost R3,6 billion and increase the government's salary bill to R22bn, economists said at the weekend.

According to the commission for administration, in the year to September last year the payout totalled R15,859bn — an average salary of R16 562.

The 15% given to all public sector workers from January this year added another R2,4bn to the total wage and salary bill on an annual basis.

The Afrikaans Handelinstituut (AHI) has joined the chorus of protest against the 20% pay hike demanded by government workers in the 1990-91 financial year.

AHI vice-president Mr Tom de Beer said after a meeting of the executive committee in Pretoria at the weekend that the 20%, if granted, would have far-reaching implications for the whole economy.

Even taking the increase in the CPI over the past 15 months into account

the demand was big, especially taking into account, too, that notch rises would also be given during the year.

Public Servants' Association general manager Mr Hans Olivier said the PSA was bound to a policy of striving for market related salaries.

It was ridiculous to lay the blame on the public sector pay bill for the country's chronically high inflation rate, he added.

Mr De Beer warned against big upward adjustments in salaries and wages in the private sector.

The delicate balance of the current account of the BoP could be disturbed and the fight against inflation made even more difficult.

On the national economy, Mr De Beer said the economy had begun to slow but not as fast as planned.

Consumer spending was still high in spite of the level of interest rates. The demand for credit was also still strong, particularly in the corporate sector.

Imports at this stage showed little indication of declining and the rise in the money supply remained disturbingly high, he said.

CAP TIPS 2/10/89

Fears over public servants pay call

From DEREK TOMMEY
The Argus Correspondent

JOHANNESBURG. — The call by the Public Service Association for a 20 percent pay rise has sent ripples of alarm through business circles.

This is both on account of the effect it could have on business payrolls and because it would presage another spending spree by the government at the expense of hard-pressed companies and individual taxpayers.

The public sector's pay demand comes at a time when much of business is already being squeezed by the government's measures to curb consumer spending.

Fears have been expressed that the country might have to endure a further squeeze this time next year because over-generous public pay rises had wiped out the good achieved by restraints so far.

The pay call has drawn a sharp response from the Afrikaanse Handelsinstituut (AHI), which represents most Afrikaans businessmen.

RESTRAINT NEEDED

AHI vice-president Tom de Beer said that between now and the end of the year the government and the private sector must expect to be confronted by a flood of claims for salary and wage increases.

But it was necessary in the national interest that restraint be exercised since large increases in wages and salaries could damage the balance of payments and seriously harm the fight against inflation.

The call by the Public Service Association for a 20 percent rise in basic salaries and wages would have far-reaching implications for the whole of the economy, he said.

He pointed out that even given the rises in consumer prices in the past 15 months, the figure of 20 percent looked on the high side when one took into account that public sector increases also resulted in an additional increase in the wage scales.

He said the ultimate measure (of public service wages and salaries) ought to be the total salary and wages account of the state, considered in relation to the number of employees.

'Wages keep up with inflation'

STP

Labour Reporter

4/1/89

Wages increased by an average 16.7 percent during the third quarter of this year, slightly ahead of the inflation rate, according to the Institute for Industrial Relations (IRR). (255)

This was less than last year when pay rises were more firmly ahead of inflation, the IRR said, adding that tougher management attitudes and trade union restraint could be responsible.

Leading the field were the paper, printing and wood industries, where third-quarter pay rises averaged 19.3 percent. Next came commerce (18.9 percent), services (18 percent) and clothing and textiles (18 percent). Minimum wage increases averaged 19.2 percent.

Wage disputes blamed as strike-action trigger

WAGES were the trigger for nearly two-thirds of the 847 170 workdays lost through strike action in the first nine months of 1989, figures released yesterday by consultants Andrew Levy, Johan Piron and Associates show.

The figures were based on a survey of 168 strikes recorded in this period.

After wage strikes, responsible for 64,4% of workdays lost, the next most prevalent triggers were retrenchment and recognition (11%), discipline and dismissals (5,8%) and grievances (3,1%).

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ALAN FINE

Numsa was the most strike-prone union, accounting for 31% of workdays lost and involved in 28% of the 168 strikes.

Next came the Commercial, Catering and Allied Workers' Union which contributed 17% of workdays lost and the Construction and Allied Workers' Union, 15%. (355)

Chemical Workers' Industrial Union members participated in 10% of the

total number of strikes while Paper, Printing, Wood and Allied Workers' Union was involved in 9%. (1009)

This is the first year the company has provided quarterly statistics, so comparisons with the first nine months of 1988 are unavailable. (200)

The 847 170 workdays lost are more than double the 348 000 midyear figure, probably largely due to the large numbers of wage negotiations.

The total in lost workdays for 1988 was about 1,5-million.

B/Day 5/10/89

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Union wage settlements run ahead of inflation

ALAN FINE

UNION-negotiated wage settlements for the first nine months of the year are running ahead of inflation, but the level of real increases has declined appreciably compared with the previous two years.

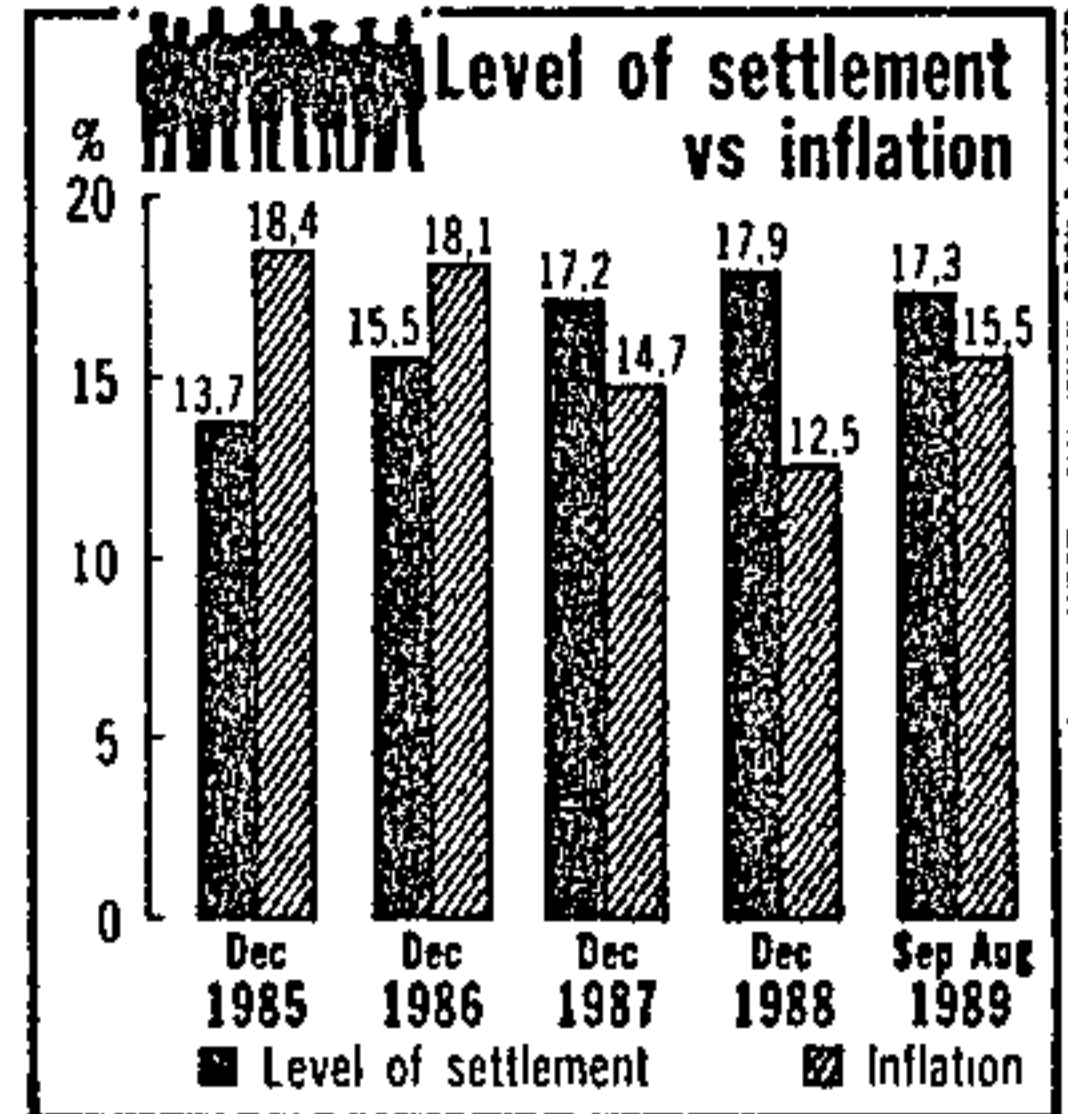
This was one of the findings of two surveys released yesterday by the Institute for Industrial Relations (IIR) and consultants Andrew Levy, Johan Piron and Associates respectively.

With the annual inflation rate — as measured by the CPI — running at 15,5% in August, Levy found this year's settlements averaged a 17,3% increase on payrolls, while the IIR put the figure at 16,7%.

The 1,2 (IIR) or 1,8 (Levy) percentage point differential between wage increases and inflation — the real increase — compares to 5,4% last year and 2,5% in 1987 (see graph).

But, IIR senior professional officer Adrian Hersch pointed out, workers in the lowest-paid job categories won increases averaging 19,2% — still firmly above the inflation rate.

In some instances, he said, workers



above the lower grades had attained, or were in sight of attaining — "some form of moderately respectable standard of living for themselves and their families".

The pressure emanating from them for higher increases was therefore not as great as it was in respect of their counterparts at lower levels, and this had contributed to the lower average increases.

While wage rates had increased

sharply in the post-Wiehahn era, much pressure remained for fairly large increases to be made in the lower job categories, Hersch said.

Levy's survey found that the unions achieving the highest increases were Cosatu's Commercial, Catering and Allied Workers' Union and Nactu's Building, Construction and Allied Workers' Union. Both unions, which operate in traditionally low-wage sectors, won increases averaging 19,3%.

At the other end of the scale, the Food and Allied Workers' Union achieved 15,9% increases.

The IIR survey, which measured increases by sector rather than union, noted the highest increases in the paper/printing/wood sector (19,3%) and commerce (18,9%).

Of the sectors surveyed, which excluded agriculture, lowest increases were paid in the financial (15%) and food (15,2%) sectors.

The IIR found that the motor and pharmaceutical sectors paid the highest average minimum monthly wages of R1 021 and R1 018 respectively. The mining industry, at R417, and construction (R535) paid the lowest.

It's not sport!

Company: Sacos support for strike unfair

By CHIARA CARTER

A TELEVISION company under fire from its workers for sponsoring rebel sports tours has called "foul" over the involvement of non-racial sports organisations in a labour dispute.

In a unique development, National Panasonic has told the Electrical and Allied Workers Trade Union (Eawtu) that it intends declaring a dispute with the union for seeking the support of the South African Council on Sport (Sacos) for striking workers at the company's Parow Industria factory.

The involvement of a third party in the seven-week-old strike is an unfair labour practice, said the company.

The strikers want National Panasonic to sponsor non-racial sport, instead of rebel tours.

"From the money it donates to rebel tours, the company gets back about 65 percent as a tax deduction. The workers feel management can spend

that money on wage increases and non-racial sport," an Eawtu spokesperson said.

He said the 186 strikers were also demanding a minimum wage of R1.50 an hour but the company was holding out for 80 cents.

The strikers have been picketing outside the factory since the strike began six weeks ago. They were unable to enter the premises because the company had erected a security fence and had employed security guards.

Workers also marched through the area last month, the union spokesperson said.

National Panasonic manufacturing director Mike Tiffin confirmed that the company was negotiating with the union over the involvement of Sacos. He said the matter was reaching the dispute stage.

Tiffin said about 140 workers were on strike at the factory and the company was not prepared to budge from its wage offer.

Security measures at the factory were normal and the union had agreed to remain off company premises during the strike, he said.



Wage protests at chemical firm

ABOUT 140 chemical workers took part in lunchtime demonstrations in Epping this week.

The demonstrations, which followed two work stoppages at the Fine Chemicals factory by members of the Chemical Workers' Industrial Union (CWIU) last month, were in support of demands for a 29 percent wage increase.

A CWIU spokesperson said management had offered 11 percent which workers rejected as "way below the inflation rate".

Management increased their offer to 14.5 percent last Thursday at the third round of negotiations.

Workers were unhappy at the pres-

ence of Larry Palk, a consultant from Andrew Levy and Associates, whom the workers regard as a "union-bashing outfit", said the union spokesperson.

Fine Chemicals is part of the SA Druggist group where CWIU has made considerable inroads over the past year.

CWIU has won increases of between 25 and 30 percent at other companies in the group.

Meanwhile, in Transvaal about 300 CWIU members at six plants of drug distributors PDC Trading downed tools last Friday in a strike over wage increases.

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Inflation psyche dominating SA business

By AUDREY D'ANGELO
Financial Editor

SA society is so dominated by "the inflation psyche" that both management and workers think putting up the price of their product is one of the best ways to increase profit, surveys carried out by Project Free Enterprise have shown.

Describing this as "horrendous", the research team say in their report: "Management, its workforce and the consumer have grown so used to the reality of inflation in the national economy that by far the easiest route to guaranteeing further wealth is perceived to be increasing the price of products and services.

"The implications of this mindset and its impact on the economy are horrendous. It requires the most urgent attention from policymakers in both the public and private sectors.

"This disease must be eradicated from the system if the economy is to survive with any semblance of real growth."

Project Free Enterprise, backed by more than 80 of SA's leading companies, was started in 1984. Its statement of intent says that it identifies itself "with the creation of a South African society in which stability, wealth creation and economic freedom are realised for all its citizens".

It has carried out three surveys since 1984. Its latest report, on Strategies for Economic Freedom and Growth in the '90s, says that there is now more common ground between management and workers than many people suppose.

It finds the labour force better informed than in 1984 — when a majority of unskilled workers believed that managers' salaries were the main expense of running a business.

But it believes there is a need for business education for everyone, to increase understanding of how labour and management are interdependent and how the economy works.

It stresses the importance of participative manage-

ment and of share option and profit sharing schemes in helping the workforce to see the advantages of a free market economy and the need for increased productivity.

And it discloses that there is a need for business education in lower and middle management, where surveys have revealed surprising ignorance.

Its latest survey this year has shown big changes in perceptions. In 1984, most semiskilled and unskilled workers saw raw materials as fourth on the list of a company's operating expenses, employees' wages fifth and machinery and plant sixth.

They considered management salaries the biggest expense, followed by taxes and the repayment of loans.

This year, they saw raw materials as the biggest expense. Tax remained the second but wages had moved up to third place, with managers' salaries fourth followed by machinery and plant in fifth place and repaying loans sixth.

In the 1984 survey, their first suggestion for improving a firm's income was to "pay whites less". Improved sales and output came fourth on the list.

This year "pay whites less" had moved down to fifth and last place, with improved sales and output at the top. But "increase price of product" had moved up to second from third place, in line with the perceptions of management.

Discussing the need for business education, the report says: "At national level, a concerted attempt should be made to upgrade the knowledge and capabilities of the entire population.

"In this sense business education is a vital support to the deregulation drive and the extension of business opportunities."

It points out that Venezuela made major economic progress by way of a national educational advancement programme using radio and TV. "Similar success has been achieved in such Pacific Rim countries as Taiwan and Singapore.

"There is no reason to believe that the same results cannot be achieved in SA. But our policy makers need to recognise that business education is a matter for co-ordinated national action."

Bosses get tougher

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A REPORT from the Institute for Industrial Relations this week hinted at the emergence of a "tougher" management attitude in negotiations with unions.

The report said that one trend the institute had identified for the first three-quarters of this year was that average wage increases were "moderately" ahead of inflation as opposed to being "more firmly ahead" of inflation during 1988.

It said various observers had credited this to a tougher management attitude as well as management becoming more skilled in bargaining which was said to have brought about "union restraint".

Although the report suggested that the lower level of wage increases might also be attributed to workers above the lower grades having attained, or at least being in sight of attaining, some form of moderately respectable standard of living, there are other indicators that management is adopting a tougher attitude.

One such is that several strikes, in the Western Cape anyway, have been much longer than normal, indicating management resistance to union demands.

Among those that spring to mind are the Everite strike by Cawu which lasted 12 weeks, the Hextex strike by Actwusa which lasted about seven weeks, and two strikes involving Electrical and Allied Workers' Trade Union (EAWTUSA) — the eight-week Plessey strike and the strike at National Panasonic now in its sixth week.

Compare this with figures from the National Manpower Commission's annual report for 1988 which said that the average duration of strikes last year was 5,6 days, down from 9,9 days in 1987.

Union spokesmen said that managements had definitely started taking a tougher line on industrial action and were also seeking stronger tactics to break strikes.

An EAWTUSA spokesman said that National Panasonic, for example, had now cut off medical aid facilities to strikers.

Another illustration of a more hardline management position is that lock-outs appear to be increasing.

Cosatu has mentioned this several times in statements on industrial relations and in this region it was used most recently by Atlantic Diesel Engines in the Numsa strike. ADE instituted a lock-out of all Numsa members the day after the strike started, which effectively threatened union solidarity.

Members who accepted the company offer were allowed into the plant to work and ADE said in a statement on September 27 that 325 union members had accepted the offer in their individual capacities and returned to work.

LABOUR AFFAIRS



DICK USHER

'Increased productivity behind '88 upswing'

Business Staff

IMPROVED productivity played a major part in the 1988 economic upswing, according to the National Productivity Institute.

Dr Jan Visser, executive director of the institute, said that 75 percent of the growth had been due to increased productivity and only 25 percent to increased inputs of capital and labour.

Growth rates

But the most pleasing aspect of productivity in 1988 was that positive growth rates had been recorded for capital productivity, a performance that had seldom been seen in the past 15 years when capital productivity showed a downward trend, he said.

Most sectors showed increases in labour productivity and employment, resulting in increased production.

The mining sector experienced a decrease in capital productivity. The impact of sanctions, boycotts and strikes was also reflected in a two percent reduction of job opportunities in mining.

"In most cases, the growth in labour productivity led to sharp increases in average wages and salaries.

"This was to a certain degree

neutralised by the increased productivity, and unit labour costs increased at a lower rate than earnings per worker.

"Labour productivity increases thus made a considerable contribution to decreasing the impact of salary and wage increases on inflation," said Dr Visser.

He said the blame for rising labour costs per unit of production had been unfairly laid at the door of blue collar workers, which was one reason why labour was opposed to talking productivity.

White collar workers were responsible for 60 percent of the increase in unit labour cost in the manufacturing sector from 1984 to 1988.

Costs down

Salary increases for white collar workers often went unnoticed as they were seldom negotiated at industrial council level and rarely led to strikes with the accompanying publicity.

"In the effort to keep costs down, it is not only the blue collar, unionised labourers who must make concessions, but white collar workers must also realise that restraint is necessary and that increased productivity is an effective way of reducing unit labour costs," said Dr Visser.

(scribble) (scribble) (355) **South**

Garment pay hikes

South 12-18/10/89 (104) (a)

By CHIARA CARTER

MACHINISTS in Western Cape clothing factories will take home an extra R26 a week in terms of a wage agreement due to be signed next week.

The agreement between the South African Clothing and Textile Workers' Union (Sactwu) and the Cape Clothing Manufacturers' Association and Cape Knitting Association affects about 56 000 workers in the Western Cape.

The pay-hike pushes the minimum wage in the Cape clothing industry to above R125 — almost twice the minimum wage paid in the industry two years ago.

In terms of the agreement, Grade B machinists — the majority of workers in the industry — will get R155 a week.

Other workers will get increases of between 17 percent and 21 percent.

The agreement, which was reached after three days of mediation, follows a period of unprecedented turbulence in the industry.

Work stoppages rocked the industry towards the end of July when workers protested against the employers' failure to respond to demands for an increase of between R40 and R50.

There were more work stoppages last month after talks deadlocked.

Sactwu has also finalised a wage agreement for garment workers in Natal.

WORLD JOURNAL ON OCTOBER 7, 1981 Van/S&M said 10000
CMT Tint's 12/10/81
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Call for changes to SA labour legislation

Own Correspondent

JOHANNESBURG. — Employer groups are likely to seek amendments to labour legislation following the recent Appeal Court and Industrial Court rulings which, some say, appear to give organised labour the right to embark on overtime bans at will.

FCI industrial relations sub-committee chairman and SAB personnel director Rob Childs said the overtime ban issue was just one of a number which showed the need for a fundamental review of SA's labour legislation.

Assocom manpower spokesman Vincent Brett warned some business sectors which rely on overtime work as a matter of course, like transport and many manufacturing concerns, could be hard hit.

In a major test case, the Appeal Court ruled last month in the matter involving SAB and the Food and Allied Work-

ers' Union that an overtime ban could not be considered a strike in terms of the Labour Relations Act, because overtime work was, by law, voluntary in the absence of any employment contract to the contrary.

Unions may therefore lawfully stage overtime bans without first following the strike procedures laid down by the Act.

On Friday the Industrial Court declined to grant an interdict to Silverton Tannery against the SA Clothing and Textile Workers' Union on the grounds of unfairness.

The court argued it could not compel employees to work overtime since this would be a contravention of the Basic Conditions of Employment Act.

Both Brett and Childs agreed there would be great resistance to attempts to negotiate changes to existing em-

ployees' conditions of employment as the one way round the judgments.

To change conditions unilaterally would constitute an unfair labour practice.

Childs said while a collective overtime ban was clearly a form of industrial action, unlike an ordinary strike it could apparently now be used as a weapon of first, rather than last, resort.

This, he said, was not a recipe for constructive industrial relations. He believed overtime bans should be subject to the same conditions as strikes.

He said SAB would, through the FCI, attempt to place the issue on the agenda of the Saccola/union talks on the LRA.

But labour law specialist Professor Johan Piron yesterday cautioned against jumping to conclusions about the effect of the Industrial Court judgment.



Eldred Bowden has been appointed GM of Dunlop Tyres (Pty) Ltd.



Alec Lambert has been promoted to deputy GM, broker division, of Southern Life in Johannesburg.

Public service shrinks — but wage bill swells

17643 12/10/89

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The Argus Correspondent

PRETORIA. — The public service workforce has shrunk steadily as a result of privatisation — but the salary bill for the second quarter of this year is R1 billion more than in the same period last year.

In the three months to the end of June, the number of public servants dwindled by 1,2 percent to 1 681 million people, according to figures released by the Central Statistical Service.

Biggest decreases

The biggest decreases followed privatisation exercises in the public corporations — enterprises in which the State has a major interest. These cut the number of public servants by 40 662 in the first six months of this year. The number of South African Transport Services employees decreased by 976 and in the Post Office by 771.

In the same six months the average salary in the public service increased by an average of 12,6 percent while that in the public corporations rose by 18 percent or R305 a month.

In general affairs departments the number of employees swelled by 10 476 between December and June

while own affairs staffs increased by 910 members. The Transvaal Provincial Administration employed 314 more people and city councils 2 299.

According to the statistics, the average monthly salary in the public sector was R1 587 in June.

This represented an increase of 7,6 percent over the March 1989 figure, 12,6 percent over December 1988 and 15,5 percent over last June.

The highest salaries were paid to whites: they earned an average of R2 578 a month, followed by Indians (R2 060), coloureds (R1 237) and blacks (R932).

Scientific councils

The highest-paid staff in the public sector were those on the scientific councils: they earned R3 438 a month. Whites on these staffs earned an average of R4 120 a month, Indians R2 847, coloureds R1 851 and blacks R1 285.

The lowest salaries were paid to blacks in own affairs departments (R490 a month in June), blacks in local authorities (R673) and blacks in parastatal institutions (R610).

The average total salary bill was R2,642 million a month.

Labour Reporter

TOUGHER management attitudes combined with better bargaining skills are cited as contributing to more moderate average wage increases this year than last in a recent study by the Institute for Industrial Relations (IIR).

Summarising major wage trends for the first nine months of the year, the IIR said average wage increases were this year "moderately" ahead of the rate of inflation, while "firmly" so in 1988.

Next year average wage increases would probably not rise dramatically ahead of the rate of inflation, and increases were expected to stabilise moderately above the CPI.

Wage rises in the

Wage increases for the year 'moderate'

lower-paid levels would be firmly above the rate of inflation as these workers attempted to achieve a "moderate standard" of living.

Until the end of the third quarter of this year, the IIR found an average wage increase of 16,7%, with the inflation rate in August standing at 15,5%.

At 19,3% the paper/printing/wood industry led the field in average wage (across the grades) increases, followed by commerce (18,9%), and services and clothing/textiles each at 18%.

Average minimum wage increases, at 19,2%, were found to be "fairly" firmly above inflation.

Paper/printing/wood (24,1%) increases were highest in terms of average minimum increases, with services at 22,3% and commerce at 21,9%.

The highest average minimum wage was paid in the motor sector (R1 021), while chemical/pharmaceutical was second-highest at R1 018 and chemical/other at R871.

Various observers had ascribed the more mod-

erate 1989 average wage increases, compared to those of last year, to a "tougher" management attitude and management's better bargaining skills.

This, in turn, was said to have brought about "union restraint".

Because some workers above the lower grades had attained — or were in sight of attaining — a "moderately respectable" standard of living, the pressure for relatively large increases was less than that of lower-paid workers.

Lowdown

Wage talks

26/10/89



De Beers Consolidated Mines and the National Union of Mineworkers have come to an agreement over a wage dispute and workers were back on shift last night.

A joint statement issued in Johannesburg yesterday evening said the agreement between De Beers and NUM provided for increases to members' basic rates of between 16,5 and 18 per cent.

The company had also granted members June 16 as a paid holiday, and had back-dated the wage agreement to May 1 in the form of a lump-sum pay.

(355)

Strike over 'R20 a week- wage'

DOZENS of KwaNdebele workers employed by a Johannesburg cane company have downed tools in protest against R20-a-week wages they earn, *Sowetan* learnt yesterday.

According to the Commercial Catering and Allied Workers Union of South Africa (Ccawusa), the workers stopped working at Bramley Cane's Siyabuswa branch last Thursday.

The company's managing director, Mr Barry McNamara, yesterday declined to comment saying the newspaper was "reporting a pack of lies about my company."

Union official Mr Mathabatha Seema said union members employed by the company decided to go on strike to force management to start wage negotiations with the union.

Yesterday the two parties started negotiations with the union demanding a R110-a-week wage, recognition of June 16 and March 21 as paid holidays and a 40-hour working week, according to Seema.

The union official said management agreed in principle to recognise the two commemorative days but complained that the union's wage demands were "too high."

Earlier, McNamara told *Sowetan* he was paying "higher than average wages" compared to other firms in the bantustan's industrial areas.

86/10/89

Sowetan

Movie to reveal all about Baden-Powell

By ALAN DUGGAN

CASTING has begun for a major new film on the siege of Mafeking and the controversial Colonel (later Lord) Baden-Powell, commander of the town's garrison and founder of the worldwide Boy Scouts movement.

The movie is the brainchild of Cape Town scriptwriter Roy L. Allen, who wrote the screenplay for *The Englishwoman*, a film on the life of Emily Hobhouse.

Mr Allen believes the film, *Mafeking*, will put to rest many of the rumours and misconceptions about the remarkable man who led the town's 1 200 white volunteers against an estimated 7 000 Boer soldiers from October 1899 to May 1900.

The film will be made by Excalibur Film Concepts, a new company formed by Mr Allen and American brothers Max and Les Tooker.

casting international names for the major roles — and we already know who we want. Production begins in early December.

The company plans to set up a consortium to finance the full-length feature, which already has a "guaranteed" audience throughout the world.

Explained Les Tooker: "There are about 15-million Boy Scouts throughout the world, not to mention the millions of Girl Guides, Cubs and Brownies. That's a pretty big potential audience."

The central figures in the film include Lady Sarah Wilson, wife of a British officer, black writer Sol Plaatje, and Trooper Hay, who defected to the Boers.

the part of Patch, a boy who gets a message to the British forces warning them of the Boer plan to take the town. Mr Allen said Baden-Powell was a major historical figure and a fascinating man in many ways.

"He was an athlete, artist, concert performer and much more — an admirable, strong character," he continued.

"If he had a weakness, it was probably his zealotry. He had a blind, unswerving loyalty to the Empire. England needed a hero, and Baden-Powell gave it one."

Asked about allegations that the hero of Mafeking, now Mafeking, had deliberately starved blacks in the town during the seven-month siege, Mr Allen said the opposite was true.

"My research has proved that if Baden-Powell had not set up soup kitchens, they would have died."



FILM-MAKERS... Roy Allen with Max and Les Tooker Picture: TERRY SHEAN

S/Times 29/11/89

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Wage rows 'chief cause of strikes'

CMT TmFS 3/11/89
Own Correspondent

JOHANNESBURG. — At least half the 205 strikes recorded by the Institute for Industrial Relations (IIR) in the nine months to September 30 were triggered by wage issues, an IIR report issued yesterday showed.

IIR senior professional officer Adrian Hersch said he expected wages to remain as the largest single cause of strike for some time as it would still take a number of years before historical racial wage imbalances were fully corrected.

The second largest category of strikes, 15%, were over dismissals and other disciplinary issues.

Hersch noted a slow decline over the years in this figure, attributable to a greater realisation that disputes of right were more equitably settled by adjudication than by economic force.

The "other" category accounted for such issues as racial incidents, disinvestment, inter-union rivalry and stop order facilities, he said.

He noted the proportion of sympathy strikes had declined significantly in 1988 and this year, and said one factor causing this was probably the Labour Relations Amendment Act which decreed such strikes an unfair labour practice.

The majority of strikes, 54%, had occurred in the PWV area, with the eastern Cape (13%) and Natal (12%) next in line.

Thousands on strike at Premier Food Industries over pay increase

By Drew Forrest
Premier Food Industries was hit yesterday by a national pay strike involving 5 700 workers in the group's milling, edible oils and animal feeds divisions.

Premier said most of

the affected plants would continue operating using casual labour.

The strike is the sequel to five months of pay talks between the company and the Food and Allied Workers Union. These culminated in con-

ciliation board hearings, which included mediation.

In a statement, the union said workers were demanding a R33 minimum pay increase and the inclusion of a Transkei operation, Tanda Milling, in the national agreement.

It said the company had offered different increases in the three divisions, ranging from R23 to R28 a week.

Premier said its offer for the milling division, by far the largest in the group, would bring the average minimum wage to R247 a week.

This approximated to rates in the motor and pharmaceutical industries, considered South Africa's highest payers.

The union had rejected a management proposal of further meetings.

High rates 'killing the economy'

Call for a price and wage freeze

By AUDREY D'ANGELO
Financial Editor

the goose which is laying the golden eggs we should just try to reduce imports directly."

There had been long decades when the SA economy had performed magnificently, when imports were controlled.

Pointing out that the present high interest rates were having a disastrous effect on individuals and businesses, Sadie continued: "This kind of impoverishing people is not acceptable."

"If it was a matter of repaying debt for two or three years, and asking people to

pull in their belts (while that was happening) it might be acceptable. But that does not seem to be the case. It seems to be for several years."

Stressing the need to build up confidence among business people, so that they would invest to provide more jobs, Sadie said that if the economy grew at a rate of only 1% a year there would be no way to stave off a claim that the economic system was not worth preserving.

"The people with socialist or communist ideas will come forward and say 'let's try something else'."

Sadie said wage demands were related to the workers' needs, not to their productivity. And inflation could not be fought successfully with interest rates as the only weapon. High interest rates increased inflation.

"I cannot see any way of fighting inflation except by wage and price

INSTEAD of "killing the economy" with high interest rates, the government should restrict imports and impose a price and wage freeze for at least a year, Jan Sadie, chairman of the management committee of the Stellenbosch Bureau for Economic Research (BER) said yesterday.

He was the last speaker at a conference on the future of the SA economy, organised by the BER at the Lord Charles Hotel, Somerset West.

Other economists had stressed the need for continuing high interest rates well into the 1990s to maintain a favourable balance of payments (BoP).

Sadie said that instead of involving themselves in social welfare programmes, businessmen should "stick to their last".

If they could increase the per capita income of the SA population, they would be making a sufficiently important contribution.

The biggest single constraint on the SA economy was the need to maintain a favourable BoP. But reducing demand when the growth rate was already so low was not cooling the economy, it was killing it.

"We are cutting off its head every time it goes out."

He thought it would be "better to be a little bit pragmatic and approach

ber

the matter of the economy. Instead of trying to control imports and exports, we should try to control the money supply.

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10/11/89

SAB STRIKE

Digging in

The strike by at least 5 500 SA Breweries (SAB) workers at nine plants and 13 depots has moved into its fifth week. At least one black liquor trading association says it has been hit "very hard" by calls for a national beer boycott.

The boycott was called in support of the demand by Cosatu's Food & Allied Workers Union (Fawu) for a minimum wage of R6,50 an hour (38% more than the present R4,50). SAB's offer is R5,45 (16%) and beer division MD Graham Mackay says emphatically that the offer won't be raised simply to help the union "save face."

The boycott seems to have affected trade mainly in Soweto — where a backlash among the black liquor traders seems imminent. As the National Taverners Association (NTA) prepared to meet on Tuesday, sources said the likely decision would be "to tell Fawu that they are being unreasonable."

The NTA, which claims a membership of 80% of SAB clients, together with the SA Taverners' Association (Sata) and the National Stokvels Association, came out in support of the boycott last week — but business has been affected. Only one major black trader group, the Ukhamba Liquor Association, declined to join the boycott.

Meanwhile, SAB Public Affairs manager Adrian Botha repeats SAB's position that production has not only been unaffected by the strike, but, along with sales, is actually up on last year. He says the East London boycott (which had had some effect) "appears to be cracking." Despite a "strict" boycott in Soweto, he stresses that it has had "no noticeable effect" on overall sales.

An explanation of this apparent contradiction comes from Ukhamba vice-president Zanosu Kunene. He says that while his members' sales are suffering, this does not apply to SAB. "I believe black consumers are still drinking beer, but either at home or in town." Clearly, they are buying it at white outlets, or drinking in town.

Kunene claims harassment of black traders has been prevalent. "We have had a mixture of types walk into our stores and demand to know why we are selling beer. Without giving traders an opportunity to explain, unemployed looters and hooligans have smashed or taken beer. Fawu members (and high school pupils, believing the boycott is 'for the struggle') have also been enforcing the action."

Fawu refused to comment this week on the effectiveness of the boycott, but last week assistant general secretary Mike Madlala claimed SAB lost two days of production at Isando. He says that on one day casual labourers (a major part of SAB's contingency plan) ran away from the plant after "two groups of scabs — one group in a bus which was late for work and the other outside the plant gates — mistook each other to be Fawu strikers and got so scared that both ran

away."

Madlala says another day of production was lost when casual employees demanded to be paid SAB's current wage offer.

Reacting to claims that the boycott is a ploy to break SAB's monopoly by creating space for a black-led independent brewery, Madlala says the opposite is true. "Black liquor traders have agreed in talks with us that we all depend on SAB's produce."

Nor was it conceivable that Fawu would get involved in setting up an independent brewery. "We have no capital or links with those who do have."

Commenting on the high rate of anti-SAB violence, Madlala says: "Any strike is a life or death affair with workers, who depend solely on selling their labour."

With SAB claiming that its contingency plans have been working so well that it can hold out indefinitely, Fawu members are reported to be taking strain. Fawu concedes it costs R15 a day to fund a striker (R630 000 per week, based on Fawu's figure of 6 000 strikers) — money which he says is not provided by outsiders.

These factors will weigh heavily on Fawu's national committee, which meets this week to discuss the strike and hear a shop stewards' report-back. They will also have to consider the fact that the Pan Africanist (as opposed to Charterist) Food & Beverage Workers' Union has not come out in sympathy. This means that breweries such as Chamdor near Soweto are operating above normal capacity. SAB has also calculated that by January 1 the lowest-paid striker would have lost R4 060.

Fawu has in effect said it is prepared to lower its demand, if SAB is prepared to resume negotiations. Mackay said this week that he was prepared to discuss shift work and overtime, "but we regard our wage offer as final."

It looks as though Fawu has decided to dig in for a while. But a way out of what Madlala calls "the war" may well be founded on the offer to talk about conditions. ■

Teachers in line for big salary increases

Political Staff

13/11/89
THE teaching profession is in line for huge increases next year with a government undertaking to bring salaries into line with the rest of the public service in conjunction with an expected general increase for all civil servants.

But it would not be enough to stem the flow from the profession, Mr Roger Burrows, MP, Democratic Party education spokesman, warned today.

Mr Burrows was reacting to a weekend announcement by Minister of National Education, Dr Gerrit Viljoen, that the government intended to bring teachers' salaries into line with the rest of the public service.

From March

The increases, which would be effective from March and could come with a general increase for the entire public service in April, would include schoolteachers as well as staff of universities and technikons.

Mr Burrows said in an interview the increases on their own would not be sufficient as teachers were also leaving the profession as a result of general working conditions.

He said the government's acceptance of the need to have well-paid teachers "is being offset by staggering wastage in the white education sector by half-empty schools and colleges.

"Closing them"

"The minister and his officials are closing them down. Surely cost effectiveness dictates that they should be used fully?"

In negotiations between the profession and the government in July last year it was established that teachers were 11 percent behind.

Mr Burrows said there was particularly a "tremendous problem at universities and technikons with regard to salaries."

Deadlock in SAB strike talks

ADELE BALETA

THE first round of talks aimed at ending the five-week wage strike by 6 000 SAB workers ended in deadlock yesterday in spite of a drop in the Food and Allied Workers' Union's (Fawu) minimum wage demand.

Fawu's movement in coming down on its demand from a 38% (R1,80 an hour) minimum increase to 32% (R1,50 an hour) was described by management after the four-hour talks as "too little and too late".

In a statement, SAB condemned Fawu as "obdurate and unimaginative" and said the union had not been prepared to discuss its additional demands totalling 150%.

SAB said it was "dismayed" at Fawu's reticence to include the issue of violence in talks.

However, Fawu national organiser Ragin Naicker told a Johannesburg press conference, attended by shop stewards from SAB complexes countrywide, the key to negotiating

the dispute had been put into SAB's hands.

He said Fawu attended the talks at SAB's invitation as a way of finding alternative ways outside mediation to ending the dispute which has claimed seven lives so far.

Fawu's new demand was made to prompt negotiation, without which the dispute could not be resolved.

Naicker added SAB would not address demands on working conditions and "seemed to block all Fawu's moves toward negotiation".

Fawu's initial demand was an increase of R1,80 an hour taking the present minimum to R6,50 an hour while the company's continued offer remains an increase of 75c an hour

(16% or R5,45 an hour) which it says will push up the minimum wage to R1 063 a month.

Naicker said the strike would be intensified. "What other options are open to us," he asked. A meeting would be held this week with community organisations including the National Taveners Association to discuss the boycott.

He stressed that there was no dissension within Fawu ranks regarding the strike.

Reports of violence by Fawu members, he said, was an SAB attempt to make Fawu responsible. "Until we are sure our membership is involved, we're not prepared to enter into negotiations with SAB over violence."

Naicker stressed Fawu was not accepting lower wage offers from other employers, as alleged by SAB, and, in fact, some smaller companies had settled for even higher demands this year.

8/10am 16/11/89 355 Demands

Privatisation: 40 000 jobs lost in public sector

CAFÉ TRENDS 20/11/89
Own Correspondent

315

JOHANNESBURG. — More than 40 000 public corporation jobs, 2,4% of the public sector have been eliminated by privatisation, most since March 1989, says the latest quarterly Central Statistical Service (CSS) survey of employment.

The survey, to June 1989, says public corporation employment has dropped by 23,5% since June 1988 and 22,3% since March 1989.

Public corporations are defined as enterprises in which the State has a majority interest and their subsidiaries. It excludes Sats and the Post Office.

Dramatic drop

The CSS figures show an immaterial decline until the quarter ending March 1989, which saw 173 652 employed, then a dramatic drop to 134 833 at the end of the June quarter. These figures do not reflect the period in which Iscor was privatised.

A feature of the figures is that the job reduction has been racially uniform: the proportions of whites and blacks employed by public corporations at June 1988 are virtually what they were at June 1989.

However, the wage bills of blacks, measured as a proportion of the total public corporations' wage bills, have risen slightly by 1,4%, while the white wage bill has dropped by about 2%.

Declining numbers

The overall wage bill is down by 14,75% from June to June, representing an annualised saving of R550 272 in wages and salaries alone.

Most sections of the public sector show signs of declining numbers and wage bills and rising vacancies, except for civil services of the homelands. There the wage bill has risen 39,2% on a 9,27% employment increase in the June to June period.

In the public sector as a whole, including universities, technikons and agricultural marketing boards, employment has decreased by 1,2% since June 1988 and 0,7% since the quarter ending March 1989.

Government steps up deregulatory efforts

Own Correspondent

JOHANNESBURG. — Government yesterday stepped up its deregulatory efforts when Administration and Privatisation Minister Wim de Villiers recommended the introduction of a proclamation which largely removes the need to apply for trading licenses.

The proclamation will also do away with all restrictions on business hours during the week and on Saturdays.

De Villiers recommended to President F W de Klerk that changes contained in the draft Businesses Bill published earlier this year be brought into effect by proclamation.

Although the final decision on issuing a proclamation rests with De Klerk, this should be a mere formality.

De Villiers said that in terms of his recommendation to De Klerk it would no longer be necessary for most businesses in the Transvaal, OFS and Cape to renew trading licences for next year.

The only businesses unaffected by the new rules would be those like escort agencies and night clubs that were subjected to licensing on the grounds of public morals.

Because there was no provision for regional services council levies in Natal, currently valid licences in the province would still have to be renewed.

De Villiers said that all licences would, as in the past, be subject to review and suspension, but on more limited grounds than previously.

Applications for new licences during 1990 would also be subject to more limited grounds of refusal and review.

In Natal grounds for cancellation and refusal of licences would also be more limited.

De Villiers said he had taken note of

objections to extending business hours by certain trade unions.

He invited those concerned with the protection of worker's rights to inform him of their experience with the new regime.

"I trust that this proclamation will not be to the detriment of workers since the protection of worker's rights is primarily a matter for our labour legislation. Should there be a further need I will also consult with my colleague the Minister of Manpower and with the National Manpower Commission," he said.

The proclamation will apply until the Businesses Bill has been approved by Parliament and comes into effect at the beginning of 1991.

De Klerk is expected to issue the proclamation within the next few weeks.

Assocom legal manager Ken Warren last night welcomed the recommendations as a significant step in the deregulation process and recognition of changing shopping patterns among SA consumers.

However, he said Assocom felt the sensitive issue of Sunday trading should be addressed as a matter of urgency to take into account shopping needs of all in SA, particularly blacks who spend hours travelling to and from their place of work.

Trading hours should be relaxed further to accommodate them, Warren said.

He said he hoped the proclamation would be issued without delay as most businesses had already received license renewal notices. The proclamation would remove uncertainty whether they were liable to pay these or not. Large chain stores, in particular, had expressed dismay at the delay, he said.

Deregulation of shopping hours hailed

By PETER DENNEHY

SHOP managers and businessmen yesterday welcomed the impending January 1 deregulation of shop hours as a major step in a process that could revolutionise South African shopping patterns.

Few shops had yet made definite plans to extend their trading hours, although the new proclamation will give shops almost unlimited discretion on how long to remain open on weekdays and Saturdays.

Mr Serge Martinengo, acting managing director of Checkers, said yesterday that 67% of his stores were already trading in extended hours — some in the evenings, some on Saturday afternoons and some on Sundays.

"I'm not sure whether the partitions we have to put up in our stores on Sundays to exclude certain goods from trade will also disappear from January 1," he said.

Mr Eddie Parfett, managing director of Truworths, said his group already had a dispensation allowing longer trading hours from mid-December to Christmas.

"We will be taking advantage of this where there is demand, in the evenings, on Saturday afternoons and on

the two Sundays prior to Christmas," he said.

Shopping patterns might change, he said, and his group would "be sensitive to the changes".

Mr Johan Naudé of the Small Business Development Corporation said the expected proclamation "gives legal effect to the current situation, where the enforcement of shop hours regulations has basically ceased to exist".

Mr Leon Grobler, personnel director of Edgars, said some of his stores countrywide would be trading late in the run-up to Christmas, as had happened for some years now.

"I don't believe that we are transgressing the law, we have an understanding that this is the custom," he said.

He had heard that some establishments were even considering trading on the December 16 public holiday, which falls on a Saturday this year, but Edgars would not, as it was a "sensitive issue".

Mr Henry Shields, a director of the Greenmarket Square fleamarkets, said shops were being granted the same freedom of opening hours that fleamarketeers already enjoyed.

"It is the consumer who benefits," he said.

MIKE MADLALA & GRAHAM MACKAY

Across a table



Final
11/2/89.

After almost eight weeks of unprecedented violence, court applications and a beer boycott, it seems the SA Breweries strike could be nearing its end. Reports suggest that workers at various plants are accepting the company's offer and are returning to work.

Mike Madlala, assistant general secretary of Cosatu's Food & Allied Workers Union (Fawu), insists there is no prospect of resolving the crisis while negotiations remain deadlocked. The union is demanding a minimum wage increase of 38%, while SA Breweries refuses to budge from its offer of 16%.

Neither side will take responsibility for the crisis. Says Madlala:

"We believe we are open to negotiations and can't be accused of causing the deadlock. We don't regard our demand of 38% as final — we understand negotiations as being give and take." He believes there's still a test of strength going on.

Madlala is no newcomer to the labour negotiating process. He has served the union full time in his present position since 1986. He has also learnt the art of patience. After a conviction for sabotage during the 1976 unrest, he entered Robben Island at the age of 18, serving a five-year sentence. During this time he passed matric.

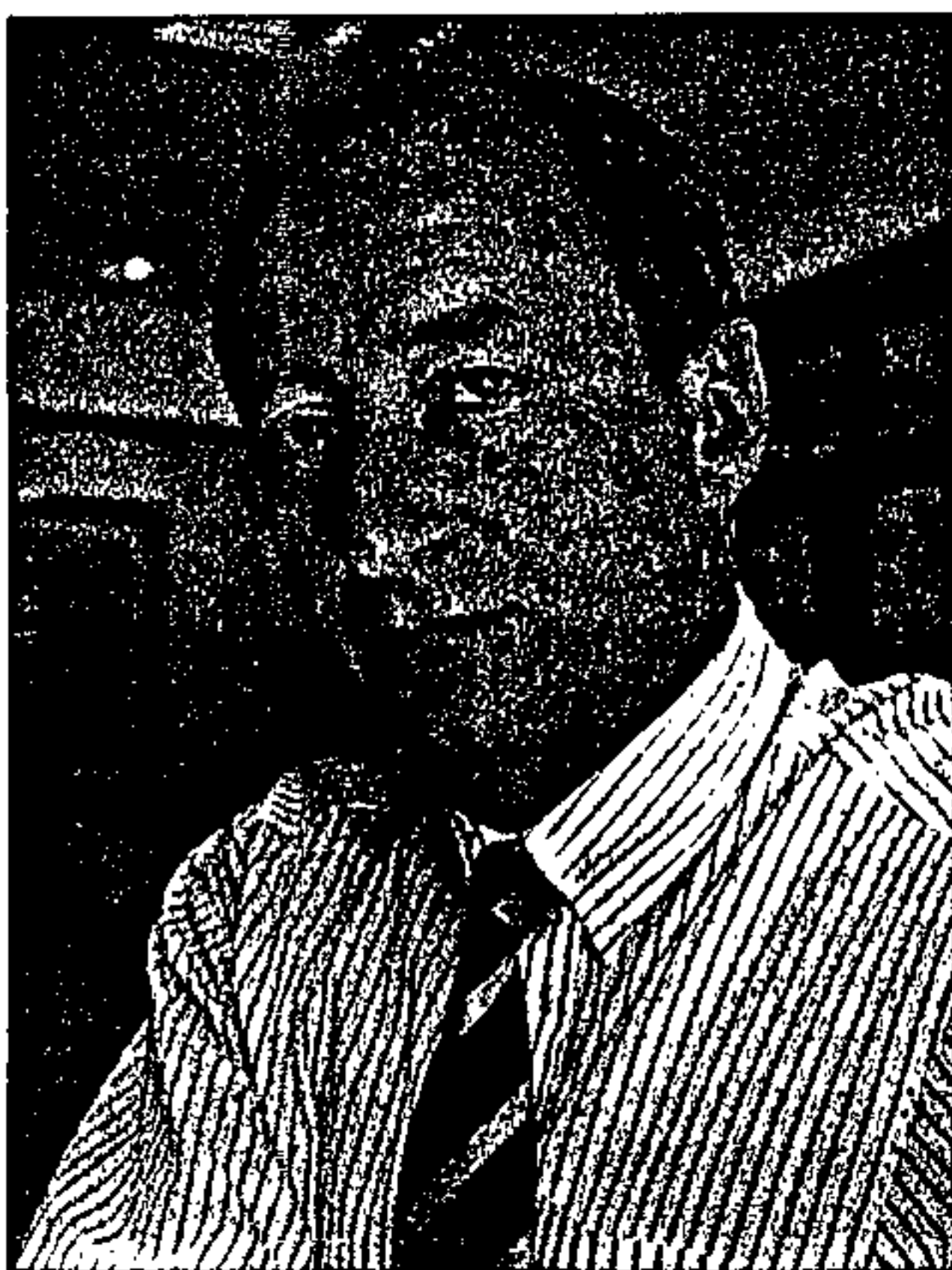
Finding work after leaving prison was not easy. "Employers soon regretted employing me when they realised I was still under police surveillance. But soon the police realised it was easier to keep track of my movements if I was permanently employed." He worked as a dispatch clerk for a pharmaceutical company for six months, before joining Royal Beech-Nut (then Royal Planters).

During his three-year stint with Royal Beech-Nut, he became a shop steward and chaired the shop-steward committee. He also became involved with the Sweet, Food & Allied Workers' Union at a regional and national level. When the union merged with others to become Fawu in 1986, he was elected assistant general secretary.

Though the strike and the boycott (which Madlala insists was not called for by the union) have resulted in several deaths and much violence, Madlala stresses that Fawu tried to ensure that the strike would remain peaceful.



Madlala ... losing face



Graham Mackay ... determined

Madlala stays in Tembisa and is married to Susan, a general office assistant; they have a six-year-old son, Lwazi.

The union's judgment was questionable when it picked on SA Breweries, says Graham Mackay, MD of the beer division that produces nearly 100% of the country's beer.

"Number one, we are a liberal, enlightened company that does a lot for our workers and the community," he says. "Number two, they picked the wrong issue: our workers are universally acknowledged to be highly paid. And number three, they underestimated our resolve and they weren't listening to what we were saying."

Mackay (40) was promoted to head the beer division three years ago, after working his way through nine years of management. His pale blue eyes blaze when asked if the company plans to raise its offer of a 16% wage increase: "No, under no circumstances. We are not going to move on wages."

Mackay says that

when the two sides began bargaining five months ago, the union put a package on the table that would have seen members' wages and benefits go up 300%. They knocked it down to 150%, including a 38% wage increase and hikes in paid leave and bonuses. But Mackay says demands are still way out of line. He believes that the union wanted a strike and a consumer boycott in an attempt to bring the company to its knees.

"A beer strike is always attention-grabbing. However, I don't think we've yet lost significant sums of money because of the strike. But there is a huge cost in effort." And in lives: several people have been killed and injured over the past two months. Mackay says the company will seek out the instigators and, if they are employees, subject them to disciplinary hearings.

He dismisses the idea that the company relishes the chance to teach the union a lesson by breaking the strike. "Who relishes the sadness and hurt that goes with this? We can't teach the union a lesson without hurting our own employees." He thinks it's unlikely the strike will last past mid-December.

Mackay was born in Swaziland and educated at St Andrew's in Grahamstown. He then went to Wits on an Anglovaal scholarship, and graduated with a degree in electrical engineering; he also earned a B Com through Unisa. He and his wife, Brigid, have three sons: Gavin (15), Bruce (11) and Alistair (5).

SELWIN HURWITZ

Hungry hotelier

Karos Hotels offers couples who use its facilities a free honeymoon suite and chauffeur-driven Rolls-Royce for brides on their wedding days. The idea has been a winner.

Karos chairman and joint MD Selwin Hurwitz (46) might be a hands-on manager but he stops short of donning a chauffeur's cap and taking the wheel of the company's 1961 Silver Cloud on his free Saturday mornings. Suffice to say the promotion was his idea.

It's that kind of innovation that has seen Karos grow from a tiny, family-owned hotel company into a listed chain with 10 three-star hotels and assets worth more than R110m.

More surprising is that the company has found a profitable niche in an overtraded market. In the six months to end-September (in April the company was reversed into the New Bernica cash shell so figures are adjusted) Karos showed a 36% improvement in

Final

Teachers' wage gap to narrow

CAP Tink 4/12/89 (35)

Own Correspondent

PRETORIA. — Substantial pay hikes for more than 200 000 teachers of all race groups are certain in the first quarter of next year, according to sources here.

National Education Minister Mr Gerrit Viljeon has promised teachers the gap between their earnings and those of workers in other state departments and organisations is to be closed, with adjustments from March 1.

An intensive study is now under way to determine exactly how wide the gap actually is.

It is speculated an 11% hike will be needed to close it.

Teachers will also get the general public service pay increase which, if the government submits to the demand of the Public Servants' Association, will be 20%.

Teachers were given a "partial" pay gap adjustment of 7% last December and they got the 15% given all public sector workers from January 1.

So their total increase in a period of 15 months could be as high as 50%, taking into account the special March 1 increase and the expected general

increase.

Pressure is also expected to be exerted in the free-spending self-governing homelands — where numbers employed are escalating at an even faster pace — to slow down on spending, one government source said.

Senior government workers see in the appointment of Mr Wim de Villiers as Administration Minister a steely determination on the part of the government at long last to achieve a smaller, better-paid and more efficient public service.

Private sector economists have pointed out scope for increased efficiency and cost-cutting. They say the horrific extent of duplication and overlapping of functions is costing the country tens of millions of rands a year in bloated staff numbers, mountains of unnecessary paper work and inefficiency.

The intention of the government to make use of private sector expertise, indicated by President F W de Klerk recently, is another indication of the government's determination to halt unbridled spending by what is claimed to be "financially illiterate bureaucrats".

Traditions keep Africa's women in chains

FOCUS

WHEN Josephine Oniah's husband died her head was shaved, she was confined to a small room for a month-long period of mourning, obliged to sleep on the floor and wear the same clothes she had on when she was widowed.

"There was no way I could not have performed the traditional rites," said Oniah, a lawyer, senior magistrate and a respected female traditional chief, now living in retirement in her home town of Enugu, capital of the Anambra State in eastern Nigeria.

Oniah's experience, now a ten-year-old memory, is mild compared with that of millions of women faced with customary practices in modern Africa, she and her colleagues in the Nigerian section of the International Federation of Women Lawyers told Reuters.

Property

The federation, known by its Spanish acronym FIDA, campaigns against legal practices which discriminate against women.

It says western education and modern civil law have barely begun to protect women against the negative effects of customs which form part

Discrimination and taboos against women are rife in Africa - an issue of growing concern to those trying to mobilise the continent's people to build their future. NAOMI WIMBORNE reports

of an otherwise valuable cultural heritage.

"Only this year a Nigerian court ruled that a woman married under customary law was not only unable to inherit property but that she herself was inheritable property," said Stella Omiyi, President of the Nigerian FIDA.

Islam and Christianity both give married women certain status but this is frequently undermined by traditional practices which still hold sway. Few women dare challenge them.

Illiterate, malnourished, performing endless, back-breaking labour while raising an average of six children without the benefit of any modern amenities or

health care, the majority of rural African women are denied advancement by a battery of traditions.

Concern

Apart from discrimination in inheritance and divorce, they face nutritional taboos which reserve the best food for men and boys, dangerous birth practices, child marriage and female circumcision.

There is growing concern about this among international bodies and African governments trying to mobilise Africa's 500 million people - more than half of them female - to build the continent's future.

Women comprise about 70 percent of Africa's labour force and grow about 70 percent of its food, according to the

United Nations Economic Commission for Africa (ECA) which held a conference on integrating women in development in Nigeria earlier this month.

"Women must be empowered and effectively mobilised," said Adebayo Adedeji, the ECA's executive secretary.

Nigerian President Ibrahim Babangida said women were, quite literally, Africa's hewers of wood and drawers of water, its farmhands and traders.

'Women have to be educated to value their own well-being'.

But they were denied education, skills and financial credit, and were burdened by their traditional role.

"No national development will be meaningful or thorough if women are not fully involved," Babangida said.

A team from the Inter-African Committee (IAC) on Traditional Practices Affecting the Health of Women and Children, also in Nigeria this month, said progress was painfully slow.

"All over the world, people prefer sons to daughters," said Malika Ladjali, from Algeria.

"Little girls are weaned earlier, they are less likely to be given scarce protein, and more

of them die."

To ensure virginity in a bride, girls are frequently married at puberty, often into polygamous homes. The result is a high incidence of childhood pregnancies with considerable risk to the still-growing mother.

Ensuring chastity is the reason frequently given for various forms of female circumcision performed on young girls or sometimes pregnant women in parts of virtually every African country, said IAC President Berhane Ras-Work, from Ethiopia.

There are two common forms of the operation. With excision, the clitoris and surrounding tissue are cut away while infibulation also involves sewing up the vulva leaving only a tiny opening.

Frigidity

The practice is often carried out in unhygienic conditions with the risk of tetanus, infection, shock, and haemorrhage.

The young woman will be cut open just before her wedding night. Painful intercourse and frigidity often result.

Food taboos which deprive pregnant women of proteins such as eggs, meat and snails when they need them most, ignorance about delivery techniques, and too-frequent births due to social pressure favouring fertility, cause many birth complications, especially in young or circumcised women.

A ruptured uterus with tearing of the rectum or bladder as a result of obstructed labour is common, often turning the victim - if she survives - into a social outcast because of the incontinence which results.

Death

Between two and six of every 1 000 African deliveries result in the death of the mother, compared with one in 10 000 in a prosperous European country such as Denmark, the ECA said.

Ras-Work of the IAC, which works to upgrade the skills of untrained traditional healers and birth attendants, said women tended to accept suffering as their lot in life. They had to be educated to value their own well-being.

"This should be the prime concern for all who talk about integrating women in development," she said. - Sapa-Reuters.

Illiterate, malnourished, performing endless, back-breaking labour while raising an average of six children without the benefit of any modern amenities or health care, the majority of rural African women are denied advancement by a battery of traditions.

No wage gains for strikers

CAPE TOWN 355
4/12/89
(Sapa) (Sapa) (Sapa)

JOHANNESBURG. — The 6 000 beer workers who agreed on Friday to end their strike, return to work over the next seven days without having won any gains on basic wages.

In a joint statement, Fawu and SA Breweries said the settlement reached on Friday night had come into effect immediately. The strike affected 22 of SAB's 34 operations nationwide and was accompanied by a boycott of beer sales.

The workers have also agreed to waive their legal right to embark on overtime bans without first complying with dispute procedures.

Two concessions were made by SAB on its pre-strike offer in the agreement reached with the Food and Allied Workers' Union (Fawu).

Employees with less than five

years service are to receive an extra 1c an hour as part of their long-service allowance, and the company has undertaken that those who choose not to work on March 21, Sharpeville Day, would be treated on the basis of no work, no pay, no discipline.

Fawu's concession on overtime bans is particularly significant in that it was in a matter between Fawu and SAB that the Appeal Court earlier this year decided a company had no legal remedy against a collective overtime ban unless the parties had a separate contract on the issue.

An SAB spokesman said about 50 strikers are liable to face disciplinary inquiries related to alleged incidents, such as intimidation, which had occurred during the strike.

It was agreed any dispute arising from the hearings may, by agreement, be referred to arbitration.

A major feature of the settlement was agreement on a "joint industrial relations initiative" designed to establish "a sound foundation for a healthy future relationship".

The initiative is to be facilitated by four members of the Independent Mediation Service of South Africa's panel of mediators and arbitrators.

The process, according to the agreement, is to address a post-strike review, future approaches to negotiation, a revised recognition agreement, the Labour Relations Act, employee welfare and SAB's shift system.

The joint SAB/Fawu statement said a priority of the initiative would be an investigation into the causes of "the very high level of violence which accompanied the strike with a view to preventing recurrence". — Own Correspondent and Sapa

Beer strike ends — but who really won?

The nine-week strike at South African Breweries was an impressive display of collective worker muscle — but there can be no real doubt about which side came off best.

Food and Allied Workers Union (Fawu) president Mr Chris Dlamini said yesterday that both parties had gained by the settlement agreement signed last week.

An inspection of the agreement suggests otherwise. The union accepted the 16 percent final offer tabled before the strike — it originally demanded 37 percent — and lost its demand for backdating the award.

SAB estimates that workers lost about R20 million back-pay and wages during the strike.

COVETOUS EYES

Fawu also made a key concession on overtime work, the subject of a prolonged court battle. It undertook to follow agreed procedures before launching an overtime ban, thus limiting a right to refuse non-contractual overtime upheld by the Appellate Division earlier this year.

The settlement of the protracted strike at South African Breweries looks like a defeat for the union. But it may herald a new era in a strife-torn relationship. **DREW FOREST reports.**

SAB 5/12/89

The only substantive union gain appears to be a 1c-an-hour increase in the long-service allowance for workers with less than five years' service — about 25 percent of the workforce.

SAB also refused a demand for the immediate signing of a provident fund agreement. This will only be concluded when satisfactory progress has been made in a relationship-building programme involving third-party facilitators.

SAB has always argued that its wage offer — bringing the basic minimum to R5.45 an hour — was fair and the strike contrived. But workers can be forgiven for casting covetous eyes at pre-tax profits of R250 million for the last half-year, and a 25 percent increase in dividends.

In fairness to Fawu, it was pitted against a powerful, determined and sophisticated adversary.

(355)

Beer distribution did suffer, but carefully laid contingency plans — involving stockpiling and the use of temporary labour — meant that production remained largely unaffected. There can no doubt that worker frustration at continued SAB output lay behind much of the violence which marred the strike.

PRODUCT BOYCOTT

The cards were also stacked against workers in their second-line strategy of a product boycott. SAB's virtual monopoly in the beer market, and the fact that many black people depend on beer sales for a living, were potent obstacles.

Fawu evidently believed that black solidarity would make the boycott stick. But except in some areas — SAB says sales were only hit in East London — shebeens and township

liquor dealers paid no more than lip-service to the ban.

The boycott sparked township violence, alienating potential strike support. Mass Democratic Movement concern over the divisive effect of the action appears to be one reason why Fawu settled.

It would be wrong, however, to see the strike as a complete failure. Industrial relations consultant Mr Theo Heffer believes the union has not necessarily lost face or power.

"Unions use a far more democratic decision-making process than management's top-down style, and one should not ignore the effect of pent-up feelings and group frustrations on their decisions."

The most gratifying aspect of the settlement, Mr Heffer said, was the joint commitment to the relationship-building programme. This will investigate ways of reaching common goals on issues such as the Labour Relations Act, the current recognition agreement and employee welfare.

The hope is that the initiative will usher in a new labour relations era.

BEER STRIKE

Back in line

Employers will have noted the Mass Democratic Movement (MDM)'s role in ending the strike at SA Breweries, along with the sometimes violent township beer boycott.

The union's emphatic denials that it settled because of MDM pressure do not hold up. According to an MDM spokesman, the broader thrust of the movement — specifically, its major political Conference for a Democratic Future, set down for this weekend — had to take precedence over the strike-cum-boycott.

It seems that the MDM's drive for unity was not to be jeopardised by the indulgent behaviour of a few thousand members of a labour aristocracy, in what was a straight wage battle with no "political" profile. After all, the *minimum* wage at SAB is R1 063 a month, which does not seem at all bad when compared, say, to the starting salary (R1 387) for a male teacher with four years of training.

However, the 5 500 strikers of the Food & Allied Workers' Union maintained throughout that their demand (for a 32% increase on the minimum R4,50 an hour) had to be seen against SAB's beer monopoly, its healthy profits and "the needs of workers."

In the end, the struggle simply petered out. The last days of the nine-week stoppage saw union shop stewards being assisted, first by the union's national executive and, in the end, by MDM leaders, in looking for a way out of a strike which had effectively collapsed.

Cosatu, in the shape of vice-president Chris Dlamini, who is also Fawu's president, withdrew its support for the strike. It said that the chaos caused by the boycott could not be allowed to continue disrupting the townships. This sounded like a reference to the damage being caused by thuggish boycott enforcers, who, incidentally, got as good as they gave from township liquor traders. The strike claimed eight lives.

Following Dlamini's announcement that the MDM was to intervene, the parties quickly settled when the union accepted the company's 16% increase offer.

Fawu assistant general secretary Mike

Madlala, who might have been thinking he was merely prosecuting Cosatu's living wage campaign, is philosophical about the turn of events: "Sometimes there has to be contradictory pulling back movements to enable you to make the train go forward. It's a necessary contradiction."

He says the settlement is fair — "neither party won or lost." But he is slightly less generous towards the MDM, which, he says, adopted a "very passive stance," only getting active to persuade the parties to settle.

An SAB source says: "What did they get in the end? Nothing but a few fish-and-chip items." On the other hand, no union members were dismissed during the strike.

Among the union's concessions: a remarkable undertaking to waive its legal right to enforce overtime bans, as well as the accompanying right to institute dispute procedures. This is a major defeat for Fawu: the Appeal Court recently ruled that overtime work is entirely voluntary.

SAB will place 50 strikers under investigation for disciplinary breaches relating mainly to violence — for instance, the stabbing of a non-striker by a shop steward in Kimberley. It was also agreed to establish a forum to discuss ways of improving industrial relations.

SAB public affairs manager Adrian Botha says the strike was disruptive, yet SAB "surprised itself" by its ability to cope. It relied mainly on casual labour.

"If there is a lesson to be learnt," says Botha, "it is that when the company says 'this is the final offer' they mean it. They aren't playing games. We made a reasonable offer."

In realigning itself towards the black market (comprising 80% of its beer sales), SAB has been liberalised. It has managed to withstand almost everything a militant black union had to throw at it, without calling in the police. It has also emerged with a measure of township approval.

LABOUR AFFAIRS



DICK USHER

New term needed for better work

PRODUCTIVITY is a term destined for the scrapheap contends Dave Gillam, MD of an industrial relations consultancy.

Mr Gillam, of Gillam Bruniquel said productivity had become a dirty word in industry and needed to be replaced by terminology more acceptable to unions and their members.

It had to be discarded because it had become socially unacceptable to millions of workers and was being identified as a serious barrier by large sections of management.

Reductions

"To unions and workers, productivity only conjures up images of staff reductions and bigger profits.

"To management, productivity is being found to be a restrictive terminology with debates revolving round semantics instead of the issues which need to be mutually addressed.

"A new term is needed that implies mutual enhancement for suppliers of capital and labour," he said.

Profits

Unions were not necessarily against companies making good profits, as long as profitability brought with it better job security and reward for workers.

A union point of view on productivity was briefly outlined in the latest issue of *Work In Progress*, in an article on economic policy by Mr Dave Lewis of the Transport and General Workers' Union.

Mr Lewis sees an element of the drive towards privatisation and deregulation from the state as aimed at underpinning unproductive employers by exempting them from collective bargaining agreements.

Collective

He argues that what is required is a collective bargaining structure that enables unions to pitch their demands and settlements at the "ability to pay" of the most successful enterprises in the economy.

Apart from the impact of higher wage levels on effective demand, he says a national high wage policy will impact on productivity.

"A policy that sets wages at the capability of the most successful enterprises will drastically squeeze profit levels in less successful enterprises, either compelling them to raise productivity or forcing them out of business altogether.

Raised

"Either way, productivity levels would be raised, providing the basis for a steady increase in wages and investment," he said.

Such a policy would require supporting institutions able to provide information and financial backing to enable workers to relocate from unproductive enterprises that are forced out of business to those that are capable of paying the agreed wage and institutions for retraining workers to enable them to take up new employment in high productivity enterprises.

Above all, the policy would require highly centralised collective bargaining structures capable of imposing decisions on all enterprises in a given industry.

Special 12% pay rise for teachers welcomed by DP

Political Staff

ARCUS 11/12/89

JOHANNESBURG. — The announcement that teachers are to receive a 12 percent pay increase on March 1 next year has been welcomed.

The rise, announced by Minister of National Education Dr Gerrit Viljoen yesterday, will be in addition to the public service increase which is expected on April 1.

Democratic Party education spokesman Mr Roger Burrows today welcomed the move.

He stressed that the 12 percent was a special increase for teachers. They would also get the general public service increase on April 1. The Public Servants' Association had been negotiating for 20 percent but was likely to get 10 percent.

This meant a total of 22 percent for teachers.

"The DP is extremely pleased that this matter has been removed from the area of controversy for 1990. However, we believe that better negotiating mechanisms must be established."

Mr Burrows said about 250 000 teachers of all races would benefit, most of them black. The 12 percent increase would cost the State about R250 million.

Mr Burrows appealed to the government to now address the backlog in salaries of policemen and nurses.

Dr Viljoen said in a statement that university and technikon lecturers would also benefit from the 12 percent increase although their pay was determined on a different basis.

News in Brief

Chpt 11/15 12/2/89
Sactwu wage increase *355*

ABOUT 4 000 Western Cape textile workers have accepted a 70c across-the-board hourly wage increase following mediation between employers and the SA Clothing and Textile Workers Union (Sactwu).

Teachers' pay 'will lag 30%'

Staff Reporter

TEACHERS' salaries will still lag a huge 30% behind those of their counterparts in the private sector — despite the 12% pay increase they will come in for on March 1 next year.

This was revealed on Friday by Mr Johann Lemmer, chief director of the Teachers' Federal Council (TFC), who denied that teachers were now well-off after a number of pay boosts since December last year.

He said the 30% figure had emerged from a scientific salary survey specially commissioned by

the council.

Teachers got a 7% adjustment last December and another 15% with the rest of the public service in January this year.

Mr Lemmer said the survey had projected that teachers would be about 42% behind the private sector on March 1 next year. "In the meantime, we have had the 12% increase announcement and if we deduct that, teachers' salaries will still be 30% behind."

He warned that the present gap between salaries inside and outside the profession needed to be closely monitored for the future.

"At this stage we are confident the latest increase is a good thing, but it is important that the existing gap doesn't widen even further next year.

"I don't think teachers expect to earn what they would in the private sector, but when the gap becomes too large the trouble begins and teachers start leaving the profession," Mr Lemmer said.

Teachers' Federal Council chairman Mr Hennie Maree said the TFC had already made representations "in the customary manner" concerning salary adjustments.

Govt drops shop^{Cap.} hour^{Times} curbs^{22/12/89}

By ANTHONY JOHNSON
SOUTH AFRICANS will be allowed to shop around the clock from today.

The move towards 24-hour shopping, which should boost last-minute Christmas sales, has been approved by a proclamation appearing in a special edition of the Government Gazette today.

The latest government effort to speed up its deregulation programme lifts trading-hour restrictions from Monday to Saturday on all business except liquor outlets, escort agencies and night-clubs.

However, existing Sunday trading hours and restrictions will remain in force.

The latest step, which was originally slated for implementation only next year, also removes the need for most traders to renew their trading licences from 1990, Administration and Privatisation Ministry spokesman Mr Frikkie Odendaal said last night.

The proclamation has the effect of immediately implementing most of the provisions of the draft Business Bill published for comment in April.

The proclamation has two major objectives: Curbing government control of and interference in business and simplifying the large variety of regulations applying to traders.

When the changes were mooted earlier this year they were generally welcomed by the private sector as a significant part of the deregulation process.

However, Assocom's legal manager, Mr Ken Warren, said the sensitive issue of Sunday trading should be addressed as a matter of urgency to take into account the shopping needs of all in South Africa, particularly black people who spent many hours commuting to and from their places of work.

Profits boost

By TOM HOOD
Business Editor

COMPANY directors have been rewarded with big pay rises after achieving record profits and dividend payouts this year.

Increases of as much as 140 and 198 percent for the top brass of two major companies are disclosed in a random check of annual reports to shareholders.

These increases are usually buried among the small type near the end of the glossy reports, which must now disclose to shareholders the total remuneration paid to directors.

However, the figures in the reports do not include the cost of perks such as cars, soft housing loans (at 6 percent or less), houses or flats overseas

or in South Africa.

In addition, most directors also hold shares in their companies — many hold shares worth more than R1 million — and receive thousands in dividends.

A leading management consultant agreed that this year's increases were abnormally high and reflected rewards for improved company performances.

The high tax rate would eat up a huge chunk of the increases, he said, and companies would probably compensate with better fringe benefits such as more expensive or new model cars.

He also pointed out the country had a shortage of senior management skills and that people would simply move to other jobs if they believed they

were not properly compensated for their efforts.

A regular critic of company spending, Mr Issy Goldberg, chairman of the Shareholders Association, added: "Shareholders have no objection to directors' fees being geared to performance but they believe equally that lack of performance should reduce their fees."

"I have raised this at company meetings. You must reward executives if you want them to make the company grow."

However, Mr Goldberg said it was wrong to lump the fees of executive directors who were full-time employees with those of non-executive directors together under the heading of "Directors Emoluments".

"There is a tremendous difference in the efforts of executive directors who work every day and non-executive directors and it is important to know how much people are paid."

Some public companies, such as Trust Bank still do not disclose remuneration paid to directors, while most publish the information discreetly among "Notes to the financial statements" — pages of dull information that shareholders might not study.

Highest increase spotted in a random check was the 198 percent (R5,1 million) rise to R7,1 million for Murray and Roberts directors, which names seven executive directors and seven non-executive. This would give each R507 000 a year if each class of directors received the same.

One of the most generous payers is the giant Anglo American Corporation, whose 30 directors' "remuneration for managerial services" jumped by R5 million or 50 percent to R15 million to average

● See page 3.

Directors' salaries soar

From page 1.

R500 000 a year or R41 000 a month.

Afrox raised by 140 percent or R376 000 to R643 000 the remuneration of its 10 directors for an average of R64 300 a year after the company recorded strong increases in turnover, trading profit and dividends.

An increase of 77 percent (R1 million) was paid by the CG Smith group, whose eight directors share R2,3 million to average R287 500 for the year or R23 900 a month.

A total of R8,9 million is paid by the country's largest industrial group, Barlow Rand, and subsidiaries in directors' emoluments. This is an increase of 44 percent or R2,7 million on the R6,2 million paid last year.

Shareholders of Safmarine and Rennie Holdings recently agreed to increase the remuneration of each non-executive director by 50 percent from R10 000 to R15 000, to be paid quarterly in instalments.

Safren's 14 executive directors receive emoluments of R2 183 000, up 49 percent or R714 000 this year for an average of R155 900 (or R13 000 a month).

Rex Trueform with 12 directors, increased their emoluments by 78 percent or R248 000 to R565 000.

However, some of the 12 receive their remuneration from the holding company African and Overseas Enterprises, which increased the fees paid to its five directors by 17 percent to R550 000, averaging R110 000 or about R9 200 a month.

Picardi Beleggings' nine directors received a 41 percent rise (R337 000), making a total of R1 163 000 a year — R129 000 a year each.

Pointer Fashion, with four directors, improved remuneration by 40 percent or R273 000 to R974 000.

However, this includes figures for leasing and finance charges of directors cars — figures that most companies do not disclose separately or put them with other company charges.

Pepkor's eight executive directors got a rise of 34 percent or R623 000 to R2,4 million to average R300 000 each (R25 000 a month).

A modest 24 percent rise was made by Seardel, the largest clothing manufacturer, an increase of R631 000 for a total of R3 299 000. This averages R366 500 or R30 500 a month for each director.

Pick 'n Pay's nine directors receive R2,8 million, up only 22 percent (R500 000) for R311 000 a year each or R26 000 monthly.

Rembrandt Group raised directors' remuneration by R500 000 or 21 percent to R2,9 million for its 17 directors, giving them an average of R170 500 or R14 200 a month.

Rabie Investment Holdings gave its four directors a 21 percent increase, up R69 000 for R102 600 a year, averaging R8 550 monthly.

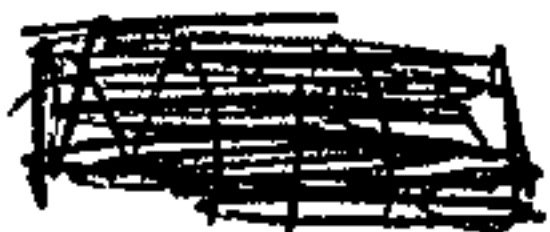
One of the lowest increases was Romens Holdings' 17,5 percent, a R74 000 rise to R496 000 among five executive directors, an average of R99 200 each or R8 266 a month.

Iscor, with 14 directors, expects their remuneration to aggregate R621 000 for the year ending June 30 1990.

This averages R44 365 a head, which works out at only R3 696 a month. However, some of their perks probably include housing loans from the group's R474 million of home loans shown in the pre-listing prospectus.

They also stand to get shares from the 60 million set aside for a management share incentive scheme. They can buy for only 1c a share, borrowing the rest from a trust which they need to repay only nine years after the scheme starts.

WAGES — 1990



JANUARY — MAY



Public pay hike decision looms

Capit Times 10/1/90

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Own Correspondent

PRETORIA. — The cabinet will have to take a R6bn decision early next month — the cost of giving state personnel an expected 15% pay hike in the new financial year, according to sources here.

Paying the one million personnel in the state departments, the homelands public services and parastatals takes an increasingly bigger bite out of the budget — more than 25% of the total every year.

The Public Servants' Association (PSA) has asked for an across-the-board increase of 20% from April 1.

Based on the R16bn paid in salaries and salary related expenditure in 1988, and taking into account the 15% salary increase from January last year, the 1989 payout exceeded R18,5bn.

Assuming a 15% increase — the 20% demand is likely to be rejected — the total needed for salaries in the new financial year would be around R22bn.

And when other benefits are added, including medical aid, housing subsidies, car benefits and overtime, the total could rise by another R4bn.

The PSA says that in April it will be 15 months since its last increase.

Meanwhile, economists say it has become "critically urgent" that the enormous slice taken from the budget to fund SA and homelands bureaucracies be drastically reduced.

Xerox boss shot by ex-employee

PARIS. — The president of Rank Xerox-France was shot and seriously injured yesterday at the end of a seven-hour hostage drama in which he and four other employees were held at gunpoint by a former employee.

Mr Olivier Groues, president of Rank Xerox-France, was last night in a critical condition.

The gunman, Mr Daniel Vielle, 45, was taken into custody immediately after the shooting in the company's offices on the 20th floor of a skyscraper in the La Defense business district of Paris.

Mr Vielle was said to be seeking more money from his dismissal five years earlier. — Sapa-AP

800 nurses meet over low wages

CAPE TOWN 18/11/90
355
Staff Reporter

MORE THAN 800 nurses met last night at Groote Schuur Hospital to discuss poor salaries — cited as the chief cause of the nursing crisis.

Reporters were not allowed at the meeting but reliable sources said the nurses had also called for a better shift structure and wanted special rates of pay for working on Sundays and on public holidays.

The South African Nursing Association has said that many people are leaving the profession or going into private practice because of inadequate pay. This resulted in understaffing at state hospitals which led to further demoralisation among nurses.

The Cape Times found last year that sections of the new emergency ward at Groote Schuur Hospital are not being used because of the nursing shortage.

25 to January 31 1990

South LABOUR

Ppwawu, bosses meet in bid for calm

South 25/1/90 - 31/1/90

THE Paper, Print, Wood and Allied Workers' Union (Ppwawu) is to meet management this week in a bid to resolve tensions which have developed at four plants where more than 800 Ppwawu members have been on strike for the past fortnight.

A Ppwawu spokesperson said the union had proposed a meeting because it wanted to avoid violence in the strike.

Workers have been barred from the premises at Bellville and Germiston.

The workers downed tools earlier this month after a breakdown in wage negotiations.

They are demanding an increase of R1,15 on the current minimum hourly wage of R4,29.

The company has offered a 63 cents increase on the hourly rate based on a 46-hour working week or a 64 cents increase based on a 45-hour week.

A shopsteward at the Bellville plant said workers at the mill had rejected this as they wanted a 45-hour week with no loss of wages.

The workers also want an increase in the shift allowance at the plants which operate non-stop throughout the year, and March 21 and June 16 as paid holidays.

Ppwawu has claimed that the company has been trying to persuade workers at a fifth plant, the Umgeni mill, not to join the strike.

The company has denied this and said the mill was operating "normally".

The strike has developed into a battle to protect centralised bargaining at the company.

A spokesperson for Ppwawu said management was attempting to persuade workers at individual plants to sign a document saying they accepted

management's offer.

The spokesperson said this was an attack on the national bargaining procedures won at the plant two years ago.

There is a partial strike at Mondi Paper Pulp Mill in Richards Bay.

Meanwhile, about 250 Ppwawu members are poised to down tools at the Bruply sawmills in Elgin and Stellenbosch, but the company has threatened legal action on the grounds that this would represent a repeat strike — outlawed by the Labour Relations Act.

A Ppwawu organiser said the company was claiming that a two-hour stoppage last year was also in connection with wage demands, but the union had denied this.

THE AUTHOR OF A NEW SOUTH AFRICAN STUDY OF SEXUAL ABUSE DISCUSSES SOCIAL TABOOS AND INCEST ...

Debunking some myths of the 'sex monster' syndrome

THE recent Gert Van Rooyen and Joey Haarhof saga has highlighted the growing incidence of sexual abuse in South Africa. However, despite these revelations, the widespread problem of sexual abuse still receives little attention.

Part of the reason for this is that most incidents of sexual abuse do not take the form of strange men abusing little girls as was the case with Van Rooyen. The Van Rooyen case was atypical for other reasons as well. Most incidents of sexual abuse do not involve abduction and physical violence and are not committed by anti-social personalities or psychopaths.

The predominant form of sexual abuse in South Africa takes place within the home and is committed by a family member.

This type of abuse is commonly referred to as incest and comprises 70 to 80 percent of all sexual abuse cases. The problem of incest and sexual abuse in South Africa is not isolated to particular geographic areas. It is a problem not only in the Afrikaans speaking suburb of Capital Park where Van Rooyen lived, but also in the northern suburb homes of Johannesburg and the overcrowded houses of Soweto.

Many of the incidents which take place inside these homes will not be isolated. The victim will be abused repeatedly, sometimes for years.

Within the family sexual abuse takes numerous forms: father/daughter; brother/sister; father/son; mother/daughter and mother/son.

The most common form is father/daughter. This fact, coupled with the knowledge that girls are most often the victims of non-family sexual abuse, helps illuminate why approximately 90 percent of sexual abuse victims are female.

Such is the incidence of sexual abuse in the United States that some researchers estimate that one in four women were sexually abused as children. Many believe these statistics are also applicable to South Africa.

The impact of sexual abuse, just like the disappearance of the six Pretoria schoolgirls, should not only be measured by the consequences it has for its victims and their families, but also in terms of its effect on the quality of life of the wider public.

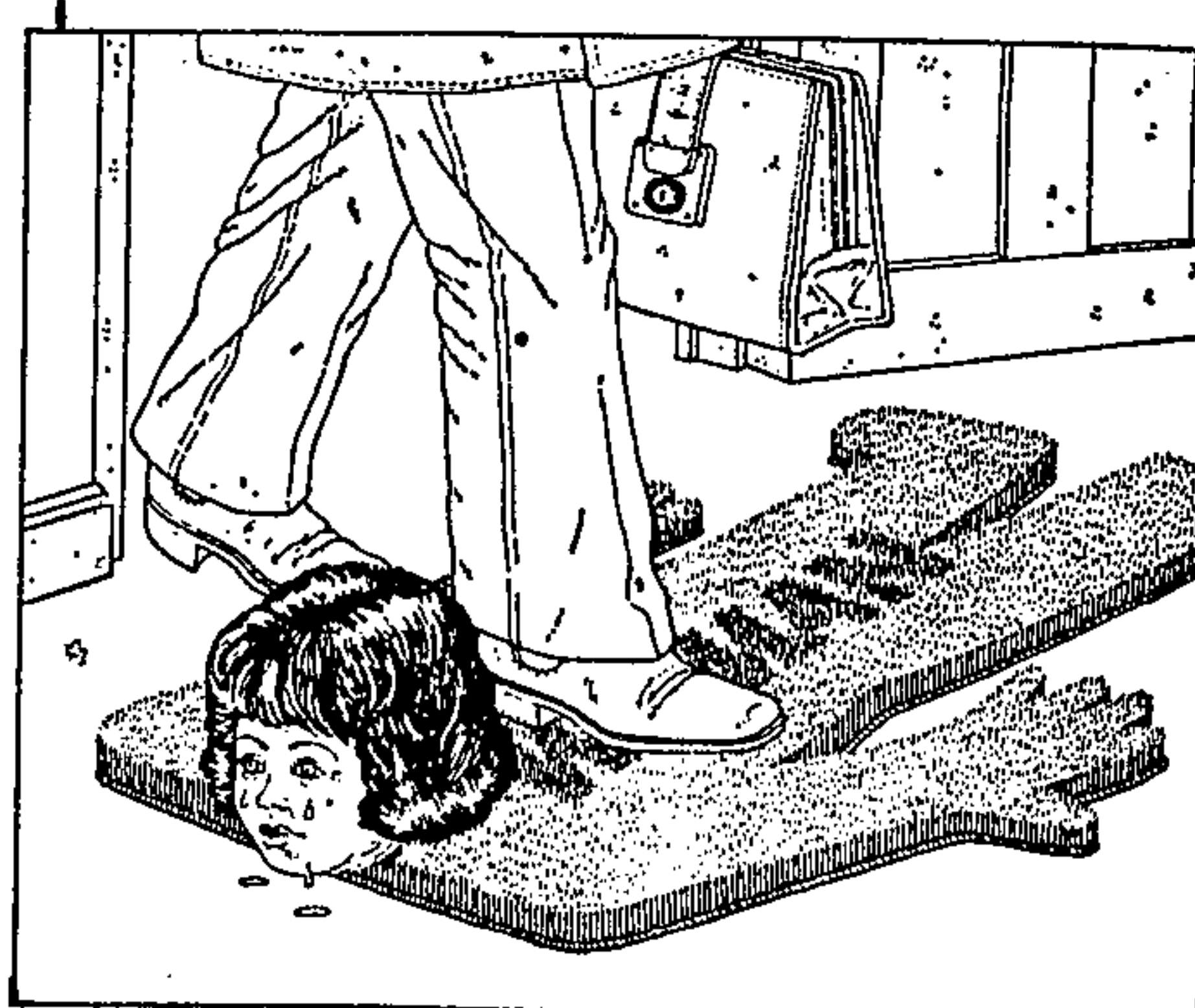
In order to elude the paedophile and sexual abuser, many parents understandably have begun to restrict the movements and behaviour of their children.

Two important questions arise regarding incest. Firstly, why does it occur in the face of such a strong taboo? And secondly, why, when it

The public reacted with a fascinated horror to the grisly tale of the Pretoria 'sex monster' and his strangely willing accomplice. But the case is not a typical one. The predominant and largely unreported form of sexual abuse in South Africa — in both white and black communities — is incest

By LLOYD VOGELMAN

Director of the Project for the Study of Violence in the Psychology Department, University of the Witwatersrand, and author of *Sexual Abuse and Incest in South Africa* (Ravan), to be published today



The insecure male abuser asserts his power over the passive female victim ...

does present itself, does it take the form of father/daughter incest rather than, for example, mother/son?

In searching for the answers to these questions, it is necessary to look at the family, the offender, the mother and the daughter and their contexts.

Generally, incest occurs within two types of families. The first has been called the "emotionally isolated family". Jean Renvioze, who has extensively researched sexual abuse in England says such families bind themselves together with ropes of mutual dependence and secrecy and when one member tries to break away, the bonds are ruthlessly tightened. The emotionally isolated family is often so intent on keeping the myth of being a "perfect" family that real feelings are not recognised. By disregarding emotions, family members become, in part, objectified. It is easier to abuse a child who supposedly does not hurt than one whose pain and anger is acknowledged.

Abuse in these families also has a tendency to continue for long periods as there is a strong emphasis on privacy. The latter is reinforced by current social codes which emphasise non-interference in the problems of other families.

The second type of family is patriarchal and authoritarian.

Such families are rigid in their interactions and this includes the sphere of sexuality. This contrasts with the popular belief that families where incest takes place are chaotic and sexually unrestricted.

In their work on such families, American researchers Herman and Hirshman have written that the "seduction of daughters is inherent in a father dominated family system where the man expects to have his will obeyed as head of the household and expects his family to provide him with domestic and sexual services". It is the husband's/father's perception of his wife and children as his property that helps explain much of the domestic violence perpetrated by men in South Africa, be it marital "rape", wife battery or family murder.

One of the primary factors that accounts for the father's incestuous behaviour is his anxiety in adult social relationships. He thus withdraws and prefers to have relationships with dependent submissive women or children. In both instances he perceives these individuals to be less threatening.

Sexual abusers both within and outside the family seem to have strong feelings of powerlessness. This may stem from their own abuse as children or from their daily experiences at work (if they are lucky enough to have it) and social situations. To compensate for his insecurity and poor self esteem, the sexual abuser ensures his dominance within the home by asserting his power over children. He maintains his dominance within the home through threats and family secrets.

Of particular significance is the estimate that in two thirds of sexual abuse incidents, the abusers were drunk. Alcohol, by decreasing inhi-

bition, helps to erode the incest taboo. Therefore any rehabilitative programme would seriously need to examine offenders' drinking problems.

The assistance of Joey Haarhof in procuring girls for Van Rooyen has focused attention on the role of women and in particular, mothers, in sexual abuse cases.

The mothers/wives of incest families are often dependent, emotionally immature and have difficulty maintaining adult relationships. They are passive and tend to retreat in their relationship with their husbands.

Consciously or unconsciously some of these women begin to encourage their daughters to assume adult responsibility in relation to their husbands. In such instances, these mothers do not report incest when they discover it because they feel guilty about their own collusion or are afraid of losing their husbands upon whom they depend.

Although Joey Haarhof appears not to have had a psychological assessment, reports suggest she fitted some aspects of this profile. She was dependent on Van Rooyen, obedient may have had some guilt, as indicated by her phoning her sister whose child it is alleged she abducted for Van Rooyen. Despite some of the instances in which mothers do collude, the ultimate responsibility for incest lies not with her but with the offender. It is he who must contain his impulses and find other more constructive ways to assert his power.

Society, however, also has a responsibility in ensuring that resource-

and psychological services are available to assist these men.

The average age of girls who are sexually abused is eleven.

Daughters tend to become more vulnerable to victimisation as they reach puberty and their fathers see them as sexually attractive. The tendency is for the offender to select the eldest daughter and later to proceed to the younger daughters.

Frequently, to avoid sexual contact, these daughters will run away or report it to a teacher. Children who are victims of sexual abuse have a variety of immediate symptoms: withdrawal, and anxiety which detrimentally affects their sleep, school performance and social relationships.

In children who are in their mid-teens, attempted suicide is not uncommon. The long-term effects that manifest in adulthood include low self esteem, sexual inadequacy and an inability to trust in heterosexual relationships.

However, to believe that victims of sexual abuse or other forms of violence are traumatised forever is to negate the power that many individuals, with the assistance of others, have to heal themselves.

One tragic irony is that in some families where extreme emotional neglect and deprivation is present, the victim may feel ambivalent about the abuse. Since she receives no attention at all from her parents, her sexual abuse provides her with at least some recognition. The daughter's confusion in these cases is increased because of her guilt about having replaced her mother as her father's sexual partner. Bad parenting, poor sex education in the schools, the maintenance of family privacy and a context which allows men to feel that it is their natural right to assert their power over women and children, are but a few of the factors which ensure that incest and sexual abuse will continue to happen.

A concerted programme to raise public awareness about sexual abuse and improve treatment facilities needs to be undertaken not only by the government but by all individuals and organisations concerned about the future of our children. South Africans should take note of the conclusion to Renvioze's classic work *The Web of Violence*. She writes: "The message is always the same. We need to treat today's victims not only for their own sakes, but for the sakes of the generations to come. The web of violence and abuse which traps every newborn member of long-ensnared families, must be destroyed so that future generations may be born free."

Union requests meeting with Mondi

THE Paper Printing Wood and Allied Workers Union (Ppwawu) has proposed a meeting with Mondi in an attempt to break the deadlock over wages and working conditions that has affected four Mondi Board mills and a pulp mill, a union spokesman said yesterday.

Mondi spokesman Brigid Hopkins said the telex proposing the meeting had not been received late yesterday. (355)

The parties reached a deadlock last week after they refused to move on their positions. The union is demanding a minimum wage increase of R1,15 an hour, while man-

ADELE BALETA

agement is offering 64c on the current minimum hourly rate of R4,29.

This applies to four of the company's board mills.

The parties are also at a deadlock over a separate pay dispute at the Richards Bay pulp mill where 400 workers have stopped work. Management has offered 66c an hour increase on the minimum rate and the union wants R1,10 an hour.

Hopkins said strikers had not responded to yesterday's 3pm deadline to accept Mondi's offer to back-date their offer to January 1.

8/20/90 30/1/90

Solidarity action in Mondi dispute

ADELE BALETA

MORE than 200 employees at Mondi plants and client companies have taken action in solidarity with the 1 400 wage strikers at four Mondi board mills and the Richards Bay pulp mill, a Paper Printing Wood and Allied Workers' Union (Ppwawu) statement said yesterday. (355)

About 100 workers at Waltons Stationery — a Mondi client — stopped work yesterday to support Ppwawu members on a wage strike at the Felixton, Springs, Piet Retief and Bellville board mills and at Richards Bay. Employees were given until 1.30pm to return to work. Management comment could not be obtained.

The statement said more than 100 workers at Mondi's waste paper division plants in Alrode and Tulisa Park stopped work for half-an-hour on Monday. And last week there were demonstrations at five Pretoria plants.

Mondi has offered 64c an hour on the minimum for board mill employees and 66c for Richards Bay workers. The union has demanded R1,15 an hour and R1,10 an hour respectively.

Mondi management could not be reached late yesterday.

6/Jan 3/1/90

Numsa wants R2 an hour increase

By Drew Forrest (355)

The 220 000-strong National Union of Metalworkers decided at its first national bargaining conference at the weekend to press for a common R2 an hour minimum wage increase in the engineering, rubber and motor industries.

More than 100 Numsa delegates met in Johannesburg to formulate common demands for all union sectors in this year's national negotiations.

Conference decisions were not disclosed. But sources said a demand for a R2 an hour "living wage" increase in all sectors was adopted.

In a keynote speech, Numsa spokesman Dr Bernie Fanaroff said this year's strategy was to consolidate a union capable of national bargaining.

A conference in June will decide whether the union will strike as a whole or settle in each sector.

The conference, a key step in the union's drive to centralised bargaining, opens up the possibility of co-ordinated strike action across the sectors.

Demands for job creation, industry-wide training and job security were basic to the restructuring of the metal industries, Dr Fanaroff said.

large...
ons were seized, a senior military official said
yesterday.

Numsa wage demand

CAPT T.M.H. 14/2/80
THE National Union of Metalworkers of SA (Numsa) will demand a R2 an hour minimum increase in all sectors at this year's national wage negotiations. This decision was adopted at the 22 000-strong union's first national bargaining conference held in Johannesburg at the weekend.

Pick 'n Pay waits for union response

PICK 'n Pay wage negotiations with the SA Commercial, Catering and Allied Workers' Union (Saccawu) were progressing well, the supermarket chain's GM: labour relations Frans van der Walt said yesterday.

Management was waiting for the union's response, expected this week, he said. *B10am 14/2/90*

Since the start of negotiations in November last year, Saccawu has dropped its demand of a R260 a month across-the-board increase to R190. *(184) (21) (355)*

Management has moved from R95 to R125.

Pick 'n Pay has also proposed the minimum wage be increased from R750 to R800 for new employees.

ADELE BALETA

The across-the-board increase would affect 14 500 permanent employees and would also be extended to more than 8 000 casual workers.

The union has also demanded March 21 as a paid public holiday.

Van der Walt said management had proposed a change in the working conditions of cashiers — currently allowed two days off a month.

Pick 'n Pay had suggested these workers be given only one day off a month in line with other employees and that they be paid an extra R30 in lieu of a day off.

Saccawu comment was not available late yesterday.

Numsa sets national wage demand

6/04/90 ADELE BALETA (428)

THE National Union of Metalworkers of SA (Numsa) will demand a R2-an-hour minimum increase in all sectors at this year's national wage negotiations. (355)

This decision was adopted at the 22 000-strong union's first national bargaining conference held in Johannesburg at the weekend. Other demands were expected to be announced this week, a Numsa spokesman said.

The spokesman said a conference scheduled for June would decide whether the union would strike uniformly or settle in separate sectors.

Workers face lockout

ABOUT 500 Boland sawmill workers face being locked out from company premises after having downed tools last week.

The workers, members of the Paper, Print, Wood and Allied Workers' Union (Ppwawu), went on strike at Bruply sawmills in Elgin and Stellenbosch last week to support wage demands.

A Ppwawu spokesperson said the company had threatened to get a court interdict to lock out workers and prevent them from interfering with production at the mills.

The workers are demanding an increase of R1,15 on the current minimum hourly wage of R4,29. The company has offered a 63 cents' increase on the hourly rate, based on a 46-hour working week or a 64 cents' increase, based on a 45-hour week.

Meanwhile, workers at Mondi Paper in Bellville returned to work this week, although workers at Mondi Paper and Pulp elsewhere in the country are continuing a marathon strike over wage demands.

Ppwawu members at Airton Timbers in Retreat this week voted in favour of a strike after wage negotiations broke down.

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MONDI DISPUTE F/M 16/2/90

A little closer ~~(15073/75)~~

Despite intense labour pressure, Mondi is still holding out against a demand by Cosatu's Paper, Print, Wood & Allied Workers ~~(15073/75)~~
(355)

F/M 16/2/90 ~~(15073/75)~~

Union. The union wants 2,2% more on the company's "final" wage offer.

Strikes broke out at four of Mondi's board division mills on January 9, with the union demanding 26% (R1,15 more an hour) against the company's offer of 16,8% (72 cents more an hour). ~~(15073/75)~~

Two weeks later, the union dropped down to 19% but backed the demand with labour action on a broader front. This included strike action at the Richards Bay pulp mill and brief solidarity strikes at two Mondi paperwaste plants and at Waltons head office. There were also demonstrations by about 900 workers at five companies in Pretoria (including Lion Match and Nampak Corrugated). (355)

The pressure didn't end there. Last week, 470 workers at Mondi's Stellenbosch and Elgin sawmills went on strike, demanding R1,20 more an hour on the minimum of R2,99. The company has offered 45c, taking the minimum to R3,44 an hour. The union says the strike is an accompaniment to the board mills strikes.

A company representative says that with two mills (Felixton and Springs) at a standstill, "obviously" production is down, and "it's hurting."

However, the company says the union has also suffered setbacks. Last week, the strike collapsed at the Bellville plant when union members accepted the company offer in their "individual" capacities.

An encouraging feature of the strike has been the lack of violence. This, however, seems fragile. The union alleges that a private security firm has been harassing Natal strikers at their township homes. The union says the guards abducted four strikers and handed them over to the KwaZulu police, who in turn slapped and manhandled them.

The most important issue is whether Mondi can uphold the fighting talk of "our final offer is final." ■

Redundancy

will hurt workers," he said. Surprising recognised white, colour — also feared that the offer load of those left in Sats em-

of the SA Railway and Har- Martin Sebakwane, said the nents were in the offing. declare its hand so that the in the April wage talks," he

to the right to work, and its privatisation, meant it could rs to accept the severance

Despite major disputes in the beer industry and the railways, recent months have seen a sharp drop in wage strikes, reports the latest edition of *Bargainers Bulletin*.

Between September last year and this month, 38 percent of pay negotiations culminated in strikes, as against 56 percent during the rest of 1989, the *Bulletin* reports.

It also shows that the average settlement is down on the previous reporting period, but remains ahead of the official inflation rate at 16,9 percent.

Other important trends highlighted by the bulletin include:

Sharp drop in wage strikes reported

● Employers are increasingly tabling their own demands — on such issues as overtime and shift work — at negotiations.

● The Government is growing more aware of the impact of wage settlements on its anti-inflationary strategies.

● There is a marked contrast between initial union pay demands in low-wage industries (107 percent on average) and high-wage sectors (31 percent).

Wild Coast Sun employees strike

PORT SHEPSTONE — Nearly 2 000 members of the Commercial, Catering and Allied Workers' Union (Ccawusa) have stopped work at the Wild Coast Sun resort in the Transkei.

The organiser of the Port Shepstone branch of Ccawusa, Mr Michael Nsimbi, said the stoppage was due to wage and other grievances.

Sun International chief executive Mr Ken Rosevear said his organisation hoped to meet union representatives as a matter of urgency in order to settle the dispute.

At the moment the hotel is offering limited services and prospective visitors are advised to check on the South African side of the border whether they will be able to gain entrance or not. — Sapa.

Union threatens to strike over centralised bargaining

By Drew Forrest

Cosatu's chemical union has taken its first step towards strike action at Caltex over demands for centralised bargaining in the oil company.

A Chemical Workers Industrial Union spokesman confirmed that a dispute was declared on the issue last week.

The union already bargained centrally for Caltex depots, but the company insisted that its refinery, near Cape Town, was excluded from negotiations, the spokesman said.

Caltex's manager of public af-

fairs, Mr Roy Wright, would not comment beyond saying that a meeting on the issue was planned for this Thursday.

The CWIU also reported a legal strike over demands for a transport allowance by 60 workers at Caltex's Alrode depot.

RELOCATION

The demand followed the closure of installations at Industria and Benoni and the relocation of workers to Alrode last year.

● Over 130 workers are on a pay strike at Johnson and Johnson outside Johannesburg, according to the CWIU.

Thousands on wage strikes at Sappi, Mondi plants countrywide

PAPER and pulp giants Mondi and Sappi have been hit by wage strikes by thousands of Paper Printing Wood and Allied Workers Union (PPWAWU) members at plants and mills countrywide.

Mondi Board mills at Felixton and Springs have shut down but production is continuing at Piet Retief where half the workforce is on strike. 61 Dec 15 12190

Negotiations in the five-week-old wage strike by 700 workers at the board mills have deadlocked but a union spokesman said PPWAWU was considering a resumption of talks.

ADELE BALETIA

At least 300 workers at the Bellville board mill in Cape Town have returned to work as they could not keep up with their bond repayments, the spokesman said.

Mondi spokesman Brigid Hopkins said a separate wage strike at Richards Bay pulp mill by up to 300 employees was continuing but production was normal.

A strike ballot at Mondi's waste paper plants at Tullisa Park and Alrode on Friday was supported

by the majority of workers but the strike has not yet started.

Mondi dismissed 50 workers at its Pretoria paper waste plant for solidarity action with board mill strikers, a union spokesman said.

Hopkins said 500 workers began legal strikes at the timber production division's Stellenbosch and Elgin saw mills last week. Negotiations were continuing.

At least 1 000 PPWAWU members at Sappi's Ngodwana paper mill in the Eastern Transvaal began a legal wage strike last week. Management spokesman Eugene van As said the company's revised

wage offer of an average monthly increase of 16% for all scales was refused. The union was demanding an average 35% increase.

He said union members went on strike at Gencor-owned Sappi Ekurhuleni mill in Springs on Monday. An offer of mediation was rejected by the union.

PPWAWU demanded an increase of 26,7% at the lower scale as opposed to the company offer of 15,5%.

The nearly two-week-old strike at Sappi's Novobord timber board plant in Port Elizabeth was affecting production, Van As said.

Sharp drop in wage strikes reported

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Other important trends highlighted by the bulletin include:

- Employers are increasingly tabling their own demands — on such issues as overtime and shift work — at negotiations.
- The Government is growing more aware of the impact of wage settlements on its anti-inflationary strategies.
- There is a marked contrast between initial union pay demands in low-wage industries (107 percent on average) and high-wage sectors (31 percent).

Call for wage restraint to fight inflation

Own Correspondent

JOHANNESBURG. — Reserve Bank Governor Chris Stals and Finance Minister Barand du Plessis yesterday called for wage restraint to help fight inflation.

Speaking at the Frankel Kruger Vinderine investment conference in Johannesburg, they emphasised the fight against inflation now needed the support of a restrictive policy on wages and salaries.

Stals said: "We need the support of employers and employees to ensure that excessive wage increases will not jeopardise the present well co-ordinated programme against inflation."

He noted monetary policy was beginning to

show effect, fiscal policy was making a major contribution and domestic demand was not exerting any undue pressures on prices.

"One major further action is now required, and that is for wage and salary adjustments also to come in line."

Stals described as "disturbing" an increase of 17,9% in the average level of nominal wages per worker in the first three-quarters of 1989 compared with the same period in 1988.

While it could not be expected of wages and salaries to remain stable in an environment of inflation, and it was reasonable for workers to be compensated for the decline in the pur-

chasing power of money, Stals said the only justification for increases in nominal wages above the current inflation rate must be higher productivity.

"The available information on labour productivity for 1989, however, does not justify any important increases in real wages."

"The aforementioned increases at rates well above the current rate of inflation can only fuel inflation."

Stals said the total environment, both in terms of financial conditions and as far as macro-economic trends were concerned, was now extremely conducive to an important reduction in inflation.

"It will be a great pity if this opportunity should now be missed because of unreasonable demands for wage and salary increases."

But monetary policy still had to spearhead the fight against inflation.

Du Plessis said: "We do not support a policy of freezing or limiting to a certain maximum percentage the rise in wages and salaries. Employers and organised labour should, however, take note of the adverse long-term effects which excessive wages and salaries exert on SA's rate of inflation..."

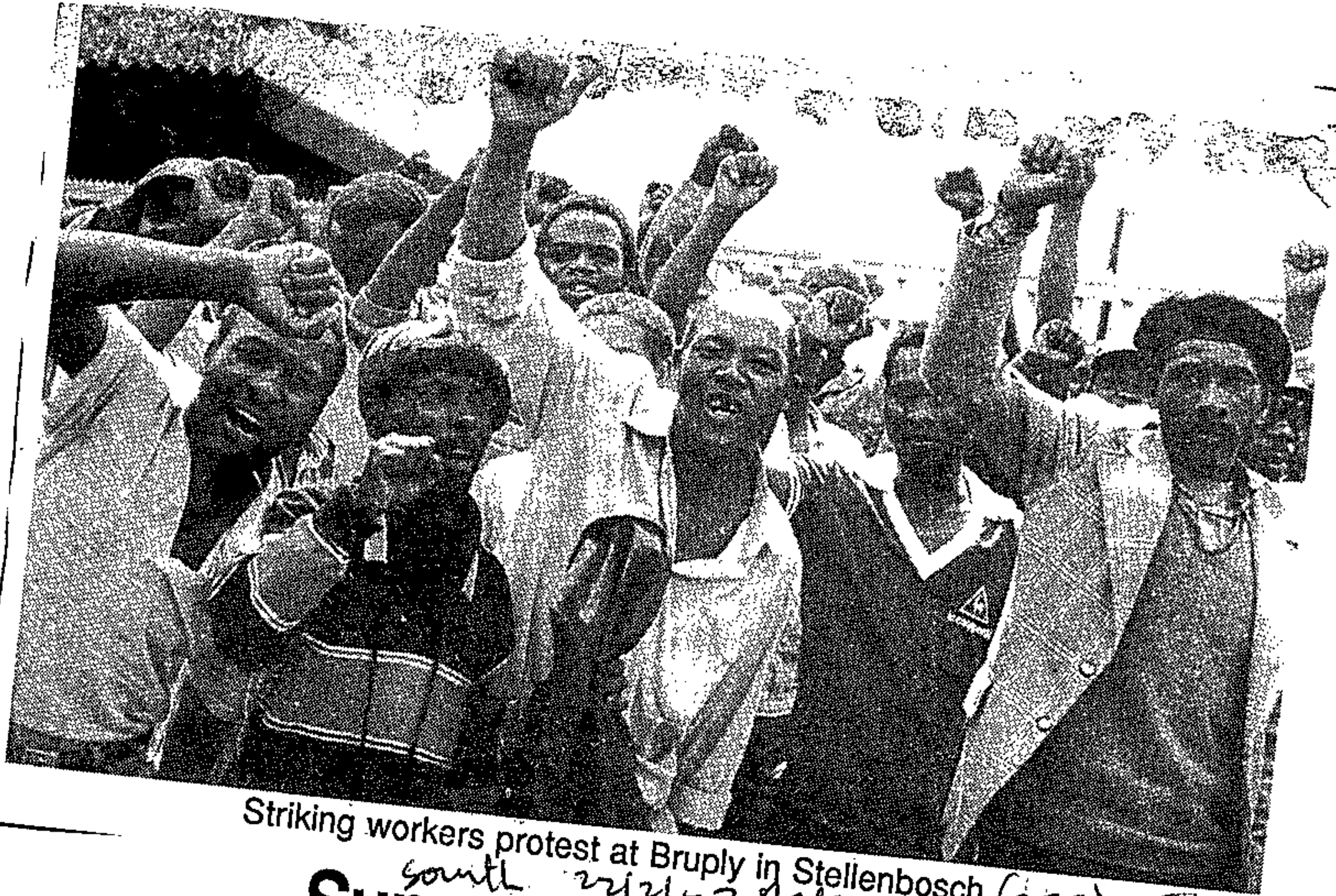
Another spin-off was the use of capital intensive production techniques, while the growth

rate and export competitiveness also suffered.

The danger also existed that substantial increases in real terms in wages and salaries might make it easier for workers to get credit from banks to finance consumer spending.

He told businesses that control over costs was essential during a consolidation phase — implying that wages and salaries should rise at a lower rate in the year ahead.

He told trade unions they had a vested interest in a sound and growing economy. "Unmotivated strikes and intimidation do not serve the long-term interests of the economy and reduce labour productivity," he said.



Striking workers protest at Bruply in Stellenbosch

South 22/21-28/2/90 (355) ~~355~~

Support for sawmill strikers

ORGANISATIONS in the Stellenbosch area will meet this weekend to form a solidarity committee for 312 Boland sawmill workers who have been on strike for more than a fortnight.

The workers, members of the Paper, Print, Wood and Allied Workers' Union (Ppwawu), met outside the Bruply mills in Elgin and Stellenbosch after the company last week obtained a Supreme Court

order preventing strikers from being on company premises, obstructing the entrance to the premises and intimidating workers.

The strikers are demanding an increase of R1,01 an hour. The company has offered 48 cents.

The workers also want an eight percent bonus, a five cents an hour yearly service bonus and a 41-hour working week.

Other demands include four weeks' annual leave, 15 days' sick leave a year and a medical allowance of R20 a week.

A company spokesperson said no meeting with the union had been scheduled.

Tax cuts on the way

CAP. Tmfs
24/2/90

355

Judge rules on fired imam

— PAGE 3

Swazi ghost

MBABANE. — Swazi schoolgirls boarding at the Nzarene Church High School in Manzini claim that a ghost is haunting their dormitories. A senior teacher retorted that if pupils believed in Jesus they would not believe in "such nonsense". Sapa

Ray in coma

HOLLYWOOD. — Johnnie Ray, 64, the Fifties singing star whose hallmark was shedding real tears as he crooned his hits, was in a coma yesterday after suffering total liver failure.

Tunnel toll up

AT the Huguenot Tunnel toll plaza, motorists will now pay R2.25 per axle for light vehicles and R6 per axle for heavy vehicles.

A rebate of 20% on the amount will be granted when R500 debit cards are purchased simultaneously. — Sapa

crack of dawn



Are you from the BBC, CBC or the CCB?

Syffrets Cape Times

Share Challenge

TODAY'S PRIZE.



DRESSED FOR THE CARNIVAL . . . These three women in bright national costumes will be part of a parade in Adderley Street today to publicise the four-day 1990 Community Chest Carnival which opens at Maynardville on Wednesday. From the left are Hayley Norman, 19, who will be at the Norwegian stall during the carnival, Johanna Badings, 22, of the Netherlands Pavilion, and Ishaam Regal, 17, of the Cape Malay Tea Garden.

Picture: ANNE LAMING

By ANTHONY JOHNSON
Political Correspondent

THE government yesterday promised South Africans a "substantial" cut in personal tax — starting with next month's budget — and announced a 10% pay hike for nearly a million civil servants from April 1.

Teachers will be getting an additional 12% pay boost from March 1, while further increases — backdated to April 1 — will be announced later for certain categories of public servants such as nurses, police and security personnel.

Parliamentarians at the level of an MP or higher will receive R12 000 more a year, amounting to an increase of 15.9% for MPs and 7.6% for ministers.

Members will also have their secretarial and constituency office allowances increased from R10 000 to R18 000 a year — boosting the annual package for an ordinary MP to R105 000.

The improved remuneration package applies to everyone who is paid by the exchequer — and excludes railways and post office staff and local authorities, who have separate sources of income.

'Modest' increase

Announcing the 10% non-pensionable allowances for civil servants, the Minister of Administration and Privatisation, Dr Wim de Villiers, said that increases — along with the cuts in personal tax — would "make a contribution to the improvement of the in-pocket position of everyone".

He said the government realised that the general increase was "a modest one" but it was the maximum that could be afforded when the need to curb government expenditure was taken into account.

But he immediately added: "It is also important to bear in mind that government is committed to implement, over a period of time, a substantial decrease in personal income tax. It is foreseen to start this process in the forthcoming budget."

MP's 'high costs'

In a separate statement, the Minister of Constitutional Development and National Education, Dr Gerrit Viljoen, said the 10% allowance from April 1 was in addition to the March 1 increase announced for college and school-related educators.

Funds will also be made available to universities and technicians for salary adjustments.

Announcing the increases for parliamentarians, President F W de Klerk said the increases had been implemented after consultations with all of the political parties represented in Parliament.

Mr De Klerk said the government was considering giving further attention to legislation for the creation of a statutory body which would determine the remuneration of political office-bearers "and thereby remove this issue from the political arena".

Mr De Klerk said attention needed to be drawn to the fact that MPs had to incur "abnormally high costs" to earn their salaries. MPs did also not receive an annual increment, a 13th cheque or housing loans.

Post Office employees will also receive a non-pensionable salary adjustment from April 1.

The Minister of Mineral and Energy Affairs and Public Enterprises, Dr Dawie de Villiers, said it would not exceed 10% of the Post Office's salary bill, and would be calculated on a differentiated basis.

Public servants not happy — Page 3

'FAT CAT' POLITICIANS

Public service up in arms

Weekend Argus Political Staff
THE move by politicians in voting themselves a 25 percent pay increase has drawn widespread anger.

At the same time public servants are up in arms at the "measly" 10 percent given them by the government which at the same time urged big business to follow suit with the same "zeal and constraint".

The full extent of the politicians' increases, concealed in the bureaucratic language of official statements, has done more than anything in recent times to give the ruling establishment a "fat cat" image in the eyes of the public.

President F W de Klerk, in a statement yesterday, referred to a "structural salary adjustment" amounting to an extra R12 000 each a year for politicians — from cabinet ministers to ordinary MPs.

In addition, they will get the general 10 percent increase for public servants, according to other government sources.

Nationwide protests

The 47 000-strong Public Servants' League is planning nationwide protests and mass meetings, according to spokesman, Mr Neville Petersen.

Speaking from Paarl today where a meeting to discuss protest action was being held, he said: "We are perturbed about the whole situation and a placard demonstration will be held after the meeting".

There has been talk of possible industrial-type action as several public service sectors have condemned the 10 percent increase as "measly", a disgrace and "unacceptable".

The pay issue will also be raised at a scheduled meeting of the powerful Public Servants' Association (PSA) executive committee in Pretoria on Monday, and black public servants living below the official bread-line may also show their objection through strike actions.

PSA chairman, Dr Colin Cameron, said today: "We are shocked, dismayed and concerned. We have told the minister unambiguously that the allowance will not be acceptable."

Speaking from Pretoria, Dr Cameron told Weekend Argus he accepted there could be valid reasons for the larger increases granted to MPs and cabinet ministers, but similarly there were "valid and sound reasons" why larger increases should also have been granted to public servants.

Cabinet ministers and MPs are to get a double salary increase — a total of about 25 percent more for MPs and 17 percent more for cabinet ministers.

This will push MPs' salaries up from R75 000 to about R94 000 a year — while the R158 000 a year that cabinet ministers now earn will rise to over R181 000. The double increase was confirmed by sources, including one in the cabinet, last night.

Most MPs and members of the government approached last night would not comment, although one new MP said he felt rather ashamed to get such a big increase after serving as an MP for only a few weeks.

However, those who were prepared to comment justified the increase. They said nurses, policemen and other occupations would also be getting increases over and above the general 10 percent.

According to Mr Jan van Eck, DP MP for Claremont the increase was "timely". He said an MP had many expenses and "it is no wonder that so many work on large overdrafts".

Embarrassing

He said it was embarrassing that MPs had to vote for their own pay increases, and he welcomed the announcement that the government was giving attention to legislation to create a statutory body which would decide on politicians' salaries.

In a statement issued through the Bureau for Information, President De Klerk said the government was giving attention to the creation of a statutory body which will determine the remuneration of political office bearers in future and thereby remove this issue from the political arena.

Members of parliament had to incur abnormally high costs to earn their salaries, the statement read.

This included the cost of maintaining two houses and additional expenses involved in alternative arrangements for the education of their children.

Magistrates spark crisis for Venda govt

APT Times 24/2/80
355

THOHOYANDOU. — The Venda government was in the grip of a major crisis yesterday as civil servants went on strike over salaries and the entire administration came to a halt.

Magistrates' courts, schools, post offices and other government sectors were at a standstill with clerks and other officials gathered at the Makwarela Stadium in Sibasa.

The root of the unprecedented action is the announcement last week of new salary scales for senior government officials ranging from 44% for deputy-directors general and 28% for directors general, to 8% for magistrates, according to observers.

The crisis began on Monday when magistrates and prosecutors at Thohoyandou staged a sit-in to protest against the "disproportionate increases".

Magistrates in other districts joined in on Tuesday.

A spokesman for the Magistrates' Association of Venda said this action brought the administration of justice throughout Venda to a standstill, leaving many awaiting-trial prisoners stranded in police cells.

Telecommunications staff joined in the strike on Wednesday and by Thursday all departments had stopped work.

The spokesman said the published increases applied only to officials down to directors. Chief clerks and others below that rank, including technicians and teachers, were not included.

Reacting, Acting President Chief Andries Madzihandila said yesterday that the government would look into staff complaints.

He said all categories of workers would eventually be covered when funds permitted, and appealed to all workers to return to their posts.

Workers rejected his explanation, however, and instead gathered at the stadium yesterday to draft new demands for all sectors. — Sapa

CPI 71475 26/2/90

Strike threat over pay rise

Staff Reporter

CIVIL servants could consider strikes if the government sticks to its 10% pay hike.

The multiracial Public Servants' League (PSL), which represents 46 000 government employees nationwide, has threatened to take strike action if the government does not improve its increase offer within three months.

At a mass meeting held in Paarl on Saturday, PSL general secretary Mr Bernard Wentzel said all PSL members nationwide should mobilise their forces for a "mass strike" against the increase.

A mandate should be given by members to the PSL to call an urgent meeting with the State President, to demand his immediate veto of the increase. He would be given three months to respond.

More resolutions on action to be taken would be made at the March 3 meeting and the placard demonstration at the Gordon's Institute, Mowbray.

Mr Wentzel called on the government to "abolish apartheid ideologies which would inevitably lead to the lifting of overseas sanctions". This would reduce inflation.

MPs "ought to be ashamed of themselves" for improving their own salary packages while their colleagues in lower ranks were still earning "slave salaries" like R300 a month. This proved that corruption existed within the state service, he said.

Saturday's meeting, attended by about 200 Paarl PSL members, was followed by a placard demonstration.

Meanwhile, the Public Servants' Association (PSA) execu-



PROTEST . . . Members of the Public Servants League demonstrate in Paarl at the weekend against the 10% salary increase.

tive committee is to meet tonight over the pay increases.

PSA general manager Mr Hans Olivier said anger among state workers had been aggravated by the lavish increases granted to Members of Parliament. They would get a 15% pay hike in addition to the 10% general public servants' pay increase.

Government workers found this totally unacceptable, he said, especially against a background of the appeal made by Finance Minister Mr Barend du Plessis and Reserve Bank governor Dr Chris Stals last week for restraint in the granting of wage and salary increases.

"Their attitude is an extreme of hypocrisy to appeal for restraint when unrestrained increases are granted to about 450 MPs," Mr Olivier said.

There were thousands of civil servants who would become soft targets for the Conservative Party.

He said the public service had been running on a 9% staff short-

age. The funds saved because of this in salaries should have been used to grant realistic increases.

He said it was obvious the policy of career differentiation in the service had failed miserably.

There were key groups in the service whose special circumstances had been ignored for at least seven years.

"They have been using us as a battering ram against inflation when in fact public service pay has only a marginal influence, if any at all, on the price spiral," he said.

A serious consequence of the unacceptable pay rise would be an acceleration of resignations from the service.

There were professional and skilled workers whose earnings in the service were half or less of what was being paid to similarly qualified workers in the private sector.

The result would obviously be a deterioration in the quality of state services, Mr Olivier said.

Civil servants dismayed at 10% increase

CMT 7/11/90 24/2/90
355

CIVIL servants are not happy with their 10% pay rise.

According to the Public Servants' League (PSL) and the Public Servants' Association, the increase is not enough.

The general secretary of PSL, Mr Bernard Wentzel, said the allowance was 80% below the inflation rate. The government had ignored the league's investigations which had concluded that an increase of 20% was the minimum acceptable.

The chairman of the Public Servants' Association, Dr Colin Cameron, said he was dismayed by the increase. He said the association had, after an extensive study of the situation, suggested a 20% increase and an additional sum to address the imbalances that existed in certain categories within the sector.

Bear the brunt

Mr Wentzel said that compared with the private sector, for which the minimum wage was now R800 a month, public servants were still earning as little as R300. For these people the allowance would have practically no effect.

The low increase would have a negative impact on the work attitude of public servants, he said, and many resignations could be expected.

"We do not accept the government's statement that there is no money for bigger increases."

"We do not see why public ser-

vants should bear the brunt of reducing the inflation rate. The government has made huge savings through the withdrawal from Namibia and from the sale of Yscor, and there have been statements by the minister of finance that there is a surplus of income in the budget.

"We today made it clear to the minister that it is now up to the government to justify and explain the real reasons why they are only giving 10%. We are not prepared to support them on this issue."

He said a mandate had been received from league members for "drastic action" which included direct representation to the State President, as well as mass meetings "to demonstrate our rejection of this negative treatment".

He said the first meeting would be held in Paarl at the Civic Centre in Charlestonville at 10am today. There would be a demonstration at the Gordon's Institute in Mowbray on March 3. Mr Jasper Welsh of the DP and Mr Johnny Issel of the UDF would be among the speakers.

The Hospital Personnel Association of South Africa (Hospersa) also expressed disappointment at the increase, saying it could "only lead to further losses in key personnel and a further deterioration to the present health crisis".

Hospersa too had expected an increase of 15 to 20%.

Further "urgent representations" would be made to the Minister of National Health and Population Development on behalf of the association's members.

An Athlone police detective, who did not wish to be named, called the Cape Times yesterday to express dissatisfaction. He said he and his colleagues worked long hours every day and over weekends, a fact which was not being recognised. The minister, who had led them to believe increases would be to the order of 20%, was now going back on his word. Already, he said, at least six of his colleagues were talking of "buying their discharge".

Nurses and teachers, on the other hand, have accepted their allowances with gratitude, saying that while its non-pensionable nature may be a disappointment to those about to retire, the increase will help stem the outflow of staff from these professions.

The Teachers' Federal Council yesterday said the decision was "acceptable".

Nurses

The SA Nursing Association said it "appreciates" the increase and that it being non-pensionable meant there would be "more cash in the pocket".

The association said that from February 24, it would be officially recognised as a staff association in the public service.

The Democratic Party spokesman on the public service, Mr Roger Burrows, said the party supported the level of increases "as being that which the economy can support at the present time".

However, he said the 10% increase appeared equitable only if the police, nurses and labourers had their "appallingly bad" salaries increased by additional amounts.

The Chamber of Business said the increase was within the government's commitment to maintain fiscal discipline. — Staff Reporter and Sapa

Pay hikes get 'yes' votes from MPs

Political Staff

MEMBERS of Parliament have voted themselves salary increases of just on 16% — 6% more than the non-pensionable allowance announced yesterday for the civil service.

President F W de Klerk announced a new deal for MPs which will push up their remuneration package to R105 000 a year.

However, ministers who are currently on about R160 000, will receive an increase of only 7,6%.

From April 1, MPs will earn R1 000 a month more, pushing their salaries up to R87 000. They will also be able to claim — on proof of expenditure — up to R18 000 a year in constituency secretarial and administrative costs, enjoy subsidised cheap housing in Cape Town and participate in a car scheme which provides a new car every four years.

They are also entitled to about 20 free flights on SAA a year while paying only 20% of the full fare for others.

Cabinet ministers' salaries will increase to R132 579 a year, added to which is a R36 615 reimbursive allowance, while deputy ministers will now earn R84 095 plus R28 116.

ROTHMANS
ROTHMANS
LEXINGTON
RANSOM
VOGUE
LION

Threats of strike action and go-slows

Public servants want pay increase doubled

REP. SIGN
MEMBER SI

Own Correspondent

CAPE TOWN — Public servants are demanding the Government double their April increases.

And there are threats of strikes, protest marches, resignations or go-slows if demands are not met.

The Public Servants' Association (PSA) — with 63 000 members the largest of the four associations of public servants — decided at an executive meeting in Pretoria to urge a pensionable pay increase of at least 20 percent — instead of the 10 percent non-pensionable increase announced on Friday.

The executive also called an extraordinary annual general meeting of all PSA branches in Pretoria on April 9, to decide on further strategies.

The 46 000 strong Public Service League (PSL) is to apply for permission for three protest marches to coincide with meetings in Cape Town, Knysna and

Oudtshoorn on Saturday.

Mr Malcolm Domingo, national chairman of the PSL, said he would also be asking for an urgent audience with State President F W de Klerk on the salary question.

The PSL's demand is also for a minimum of 20 percent across-the-board.

The black public servants' association, the Institute of Public Servants (IPS), has warned of strikes if there was not a significant increase in the basic minimum wage for labourers, as well as a 20 percent general increase.

Price hikes

IPS general secretary, Mr Herbert Nhleko, said the IPS had 15 000 members, most of them earning just R240 a month. For them the 10 percent increase represented a meagre R24 a month.

"How can a man live on R240, and that R24 extra he gets

means nothing with the price of basic food like bread and milk going up all the time," he said.

The IPS negotiated for a minimum wage of R800, with an average 20 percent increase for other public servants.

Representatives of public service associations met with Dr Wim de Villiers, Minister of Administration and Privatisation, in Cape Town on Friday, and were unanimous in their condemnation of the 10 percent non-pensionable increase.

In a statement yesterday, the PSA general manager, Mr Hans Olivier, said the reasons for the small increase, as put forward by Dr de Villiers, were "hard to accept".

He said the Government as an employer had not kept its word to public servants, who had been promised market related salaries.

Instead, individual public servants were being made victims of the Government's moves towards privatisation.

35¢

Pay lowest in Botshabelo

CNT 11/8/88 11/3/90 28/2/90
Staff Reporter

THE average wage paid to labourers at the Botshabelo development point was R140 a month in 1986/7 despite a monthly cash incentive to industrialists of R120 per worker a month, the panel of experts concluded in their secret report on decentralisation.

The Botshabelo wages were the lowest of any development point and were well below the average Southern African wage of R1 000 a month.

Wages at other development points ranged from R148 a month at Puthaditjhaba in QwaQwa to R605 in Maritzburg.

The panel said: "The low wages offered at many development points are both a strength and weakness of the Regional Industrial Development Programme (RIDP).

"One result of low wages is that the policy has relatively strong employment effects.

"But they also imply that the overall income effect is less than that in metropolitan areas.

"For example, it is estimated that approximately half of all households in Butterworth and Isithebe, and about 75% in Botshabelo and Thaba Nchu, live below the household subsistence level," the panel said.

Marathon paper strike ends

South 1/3 - 7/3/90

~~355~~

THE marathon strike by more than 800 members of the Paper, Print, Wood and Allied Workers' Union (Ppwawu) at five Mondi paper mills throughout the country has ended.

In terms of a settlement signed last Friday workers will get an increase of 72 cents an

hour on the minimum wage and a 30 cents shift allowance.

The union had initially demanded an increase of R1,15.

In a significant shift by management which had insisted that political holidays should be negotiated at plant level, the company agreed to a "no work, no pay, no victimisa-

tion" approach to June 16 and March 21.

The company also agreed to increase the minimum bonus from R639 to R870. It dropped its demand for plant level negotiations.

The strike has cost Mondi an estimated R10-million in loss of production while the strikers have lost about R1,3-million wages.

PSL wages furore



PUBLIC SERVANTS MARCH . . . More than 400 members of the Public Servants' League held a mass-meeting and protest march on Saturday. Here members march in Liesbeek Parkway in protest against low wages.

Picture: OBED ZILWA

Public servants threaten strike

CAPE TIMES 5/3/90

Labour Reporter

PUBLIC servants have threatened to strike in three months' time unless grievances are addressed by the government.

This was decided at a meeting attended by about 420 members of the Public Servants' League of South Africa (PSL) in Mowbray on Saturday.

After the meeting, the PSL members staged a protest march along Liesbeek Parkway, bearing placards with slogans such as "ANC liberate our workers" and "Down with apartheid salary".

Some of the demands accepted by the meeting were a minimum "living wage" of R850 a month and the scrapping of the temporary employment system.

The meeting also urged the government to enter into a "system of unionism" and resolved to grant the government three months to consider this and other demands.

Other resolutions were that the PSL seek an urgent meeting with President F W de Klerk and that PSL members should "mobilise throughout South Africa".

The meeting resolved that two protest marches — one to Parliament and the other to the Union Buildings — should take place this year, said Mr Neville Petersen, organising secretary of the PSL.

Wage demands from Numsa

6/10am 6/13/90

ADELE BALETA

THE 220 000-strong National Union of Metalworkers of SA (Numsa) has submitted proposals for wage increases ranging between 24% and 56% for this year's engineering industrial council negotiations scheduled to begin on March 22.

Numsa has also submitted demands on wages and working conditions to the National Industrial Council for the Motor Industry (NICMI) which range from 15% to 114% on the current minimum for the top and lowest grades respectively.

The union has further demanded geographical wage differentials in the motor industry be scrapped, an increase in the minimum wage to R4,50 an hour and that the agreement be effective from September 1 to June 30, 1991. NICMI bargaining is due to begin tomorrow.

Auto assembly industry and the tyre and rubber industry demand have not yet been submitted, but the core demands were the same for all sectors where Numsa was involved, a union spokesman said.

To unify the four sectors, Numsa, at its first National Bargaining Conference (NBC) last month, decided on a central set of collective bargaining demands for all sectors. It was agreed decisions on final settlement and on deadlock for any sector would be made at the next NBC in June.

A priority for all four sectors was an across-the-board increase of R2 an hour.

Other major demands relating to job security included that employers stop reducing the number of permanent positions without bona fide negotiations with the representative union, an end to temporary labour and the use of labour brokers.

The union has demanded tighter conditions on retrenchment and redundancy and for minimum severance pay of one month's pay for every year of service.

The union want an undertaking from

☐ To Page 2

Wages

6/10am 6/13/90

355

☐ From Page 1

employers not to use the 1988 amendments to the Labour Relations Act and to consent to implement any agreement reached between Cosatu, Nactu and Saccola.

A programme of job creation for the industries should be negotiated, limits should be placed on overtime and working hours reduced to 40 hours a week.

The demands also include increased parental rights including paternal leave and six months maternity leave. Political prisoners should not be dismissed and should be paid for time in prison.

Demands relating specifically to the metal sector included that companies negotiate all aspects of retrenchments, redundancy, closures, relocations and the

sale of factories. Notice of 30 days should be given to the industrial council and to all significantly representative unions.

Representation to the engineering industrial council should be proportional to union membership.

Wages overtime and shift exemptions must end not later than June 30 and Numsa wants the protected right to strike.

Demands specific to the motor industry included that retrenchment and rehiring procedures be agreed on, an annual bonus be paid equivalent to one month's salary, recognition of all shop stewards at establishments where there was union membership, and that overtime not be more than five hours a week on a voluntary basis.

Demands to pay political prisoners

713190
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The National Union of Metalworkers has demanded that political prisoners continue to be paid by industrialists while in incarceration.

This demand was among a host of others put forward to the National Industrial Council for the Motor Industry (NICMI) and the National Council for the Engineering, Iron and Steel Industries (NICISEMI).

Annual negotiations in the motor industry begin today and negotiations in the other industries take place on March 22.

The union has demanded an across-the-board increase of not less than R2 an hour; an immediate end to segregated training schemes and the limitation of the working period to 40 hours a week. (355)

Other demands include six months maternity leave, paternity leave, child care leave and free pap smears for women workers. (355)

MDM settles Sappi Novobord dispute

South 813-143190

By JUSTICE
SIGONYELA

355

A MONTH-OLD dispute at Sappi Novobord in Port Elizabeth was settled

this week after a delegation from the Mass Democratic Movement intervened

In the agreement signed by the Paper, Print, Wood and Allied Workers' Union (Ppwawu) and

the company, both parties agreed on a R1-an-hour across-the-board increase.

This represents a 16 percent average increase.

The union initially demanded an increase of R1,10 an hour, while the

company offered 17 cents.

The agreement also provides for a shift allowance increase and an attendance bonus as well as a no work, no pay policy for June 16 and March 21.

WHICH

CAPE TOWN 14/3/90

355

Minister defends May 1

MANPOWER Minister Mr Eli Louw yesterday defended the government's decision to make Workers' Day May 1 instead of the first Monday of the month. Hitting back at the CP's accusation that the government was not protecting white workers, he said 14 out of 15 white trade unions had opted for May 1.

Sowetan
14/3/90

Sit-in over wages enters third day

355

By MOKGADI PELA

FORTY-FIVE workers at the Medscheme plant in Randburg are in the third day of a sit-in strike over wages.

A spokesman for the workers said they were demanding a 21 percent, across the board increase while the company is offering R150.

He said workers were also demanding a mid-year increase if the company's budget allows.

When *Sowetan* telephoned the company a woman said the manager was absent and that "even if he were present", she "doubted he would speak to *Sowetan*".

day March 14 1990

Star

Letters

355

14/3/90

Letters to the editor must be sent to P O Box 61682, Marshalltown 2107 (fax: 836-8398). Preference will be given to letters which include the writer's name for publication.

MPs' huge salary increases incomprehensible

Notwithstanding that we should be used to our inflation-battered economy and conditioned to shocks on an on-going basis, one can only greet with outrage the announcement that Members of Parliament, Cabinet Ministers, etc, are not only being given an increase in salary but increases beyond reasonable comprehension.

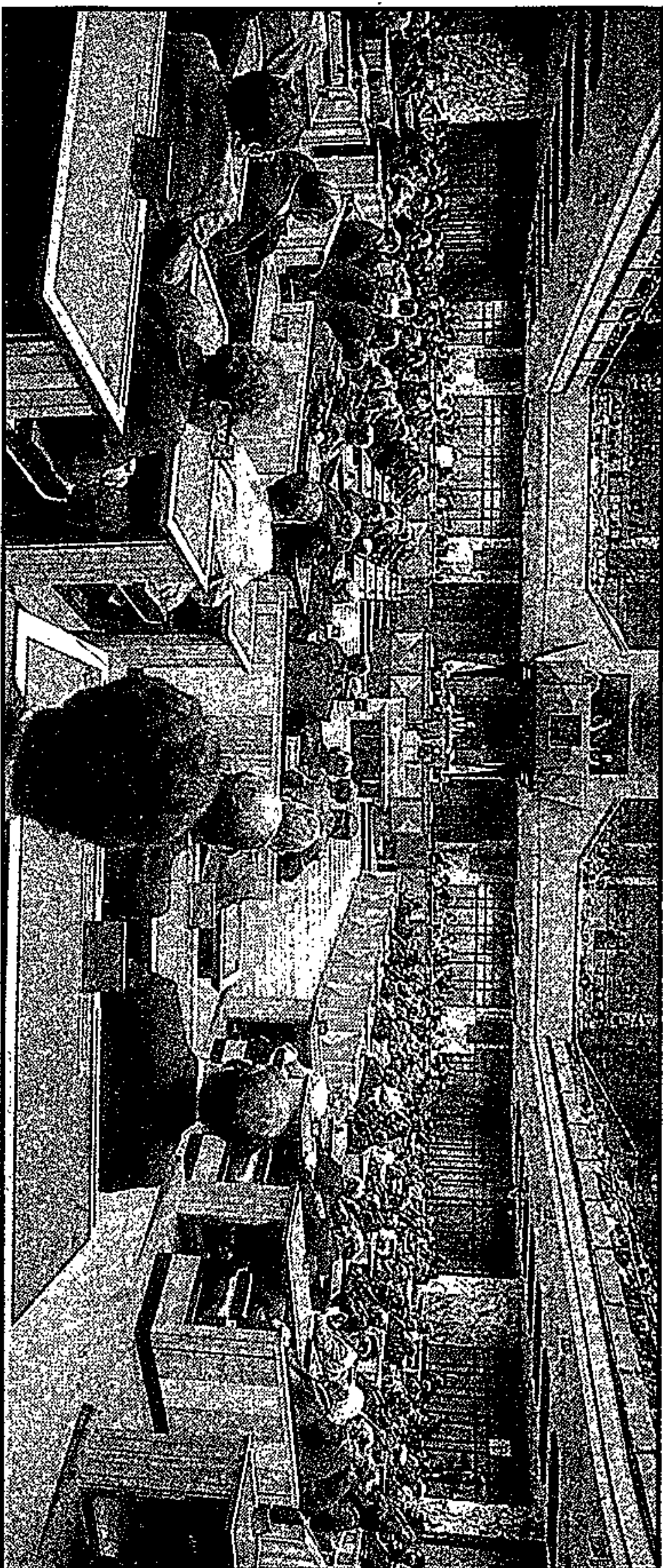
It is sad that President de Klerk has allowed his reputation to be tainted by endeavouring to justify the unjustifiable.

By so doing, Mr de Klerk has created the first chink in his armour of credibility, his banner till now having espoused the containment of inflation.

How can one compare the existing salary of a Member of Parliament of R6 250 a month, plus numerous perks, with that of an ordinary civil pensioner, the most highly paid of whom is entitled to the disgraceful amount of R251 a month?

We won't even mention the other races who are obliged to survive on much less!!!

It is totally frustrating for one to hear the argument that the increases can be justified



inasmuch as "nurses, policemen and other occupations would also be getting increases over and above the general 10 percent".

How can one possibly compare the MP's salary which is R75 000 a year — now about to be pushed up to R94 000 a year — or the Cabinet Minister earning R158 000 a year (and in some cases the word "earning"

is used very loosely), now to be pushed up to over R181 000 a year, with the salaries of nurses, teachers and policemen whose take-home pay can range from under R8 000 a year to less than R36 000 a year?

It is saddening that these increases are taking place with the approval, and no doubt connivance, of the opposition parties and one wonders if by so

doing they do not add credence to the thought that all politicians are "in it for themselves". This is an issue on which all consumer organisations should unite.

It is a sign of the measure of the sincerity of the politicians themselves that they do not feel ashamed of what is happening.

Harry Friedgut
Johannesburg

The increases that Members of Parliament have voted themselves is "beyond reasonable comprehension", says Mr Harry Friedgut, who asks whether it does not lend credence to the thought that all politicians are "in it for themselves".

Seawusa in dispute

By MOKGADI PELA

MORE than 22 members of the Steel and Engineering Allied Workers Union of SA are in their 10th day of their dispute with Faflite over wages.

A spokesman for the union, Mrs Pauline Makgoka, said workers demanded an increase of R2 a month across the board increase.

Mrs JT Rowland of Faflite said the company would not comment until the Faflite chairman arrived from Cape Town.

Locked out

About 200 members of the South African Chemical Workers Union were allegedly locked out by Akromed following a wage dispute earlier this week.

The spokesman for the union said Sacwu's concern was over a 16 percent offer for all grades. The union was however, happy with the 20 percent increase for employees at the bottom of the ladder.

Company spokesman Mr L. J. Snyman declined to comment, saying the company had an agreement with the union not to speak to the Press.

Foundry 'unsafe'

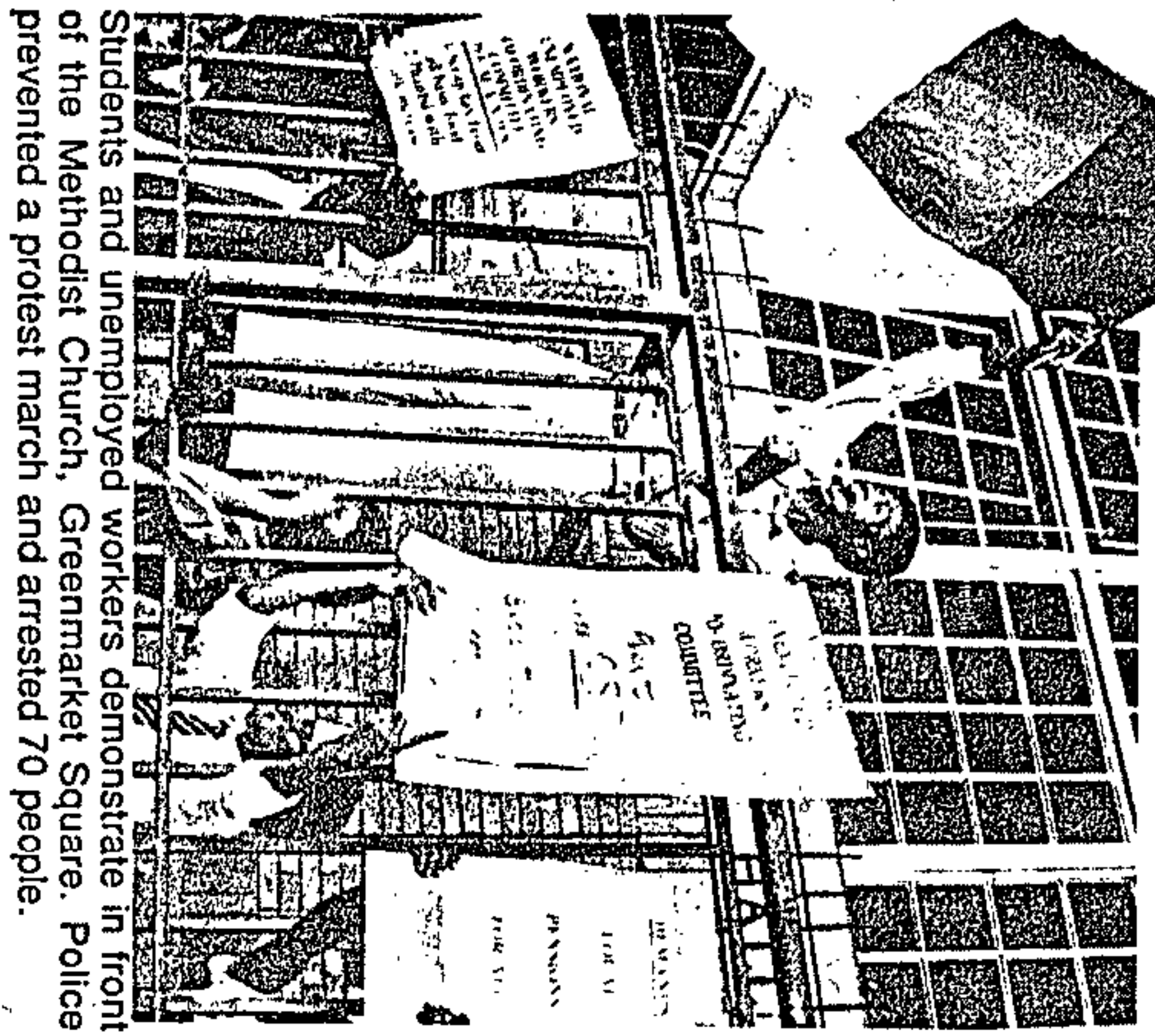
South 15/3 - 21/3/90

Protest against poverty

BY CHIARA CARTER
UNEMPLOYED worker representatives will meet the Minister of Finance, Mr Barend du Plessis, later this month to discuss "endemic poverty" in South Africa.

And, although police prevented a protest march on Monday, the unemployed have vowed to continue their campaign for cheaper food.

This week, the National Unemployed Workers' Coordinating Committee (NUWCC) and the Unemployed Workers' Movement (UWM) sent a letter of protest to Mr Du Plessis.



Students and unemployed workers demonstrate in front of the Methodist Church, Greenmarket Square. Police prevented a protest march and arrested 70 people.

By CHIARA CARTER
WORKERS at a strike-hit Cape Town foundry claim their working conditions are so bad that health and safety are threatened.

About 150 members of the Metal and Electrical Workers' Union of South Africa (Mewusa) this week downed tools at the Cape Foundries in Paarden Eiland after the company refused to negotiate plant level increases.

The workers are demanding a minimum rate of R10 an hour — more than double the industrial council rate paid by the company. They also want their working hours reduced from 45 hours to 40 hours a week.

On Wednesday, the strikers were ordered to leave the company premises, but a union spokesperson said the strikers subsequently "re-occupied" the foundries.

The strikers told SOUTH their working conditions were "appalling". They claimed that dust levels in the factory were unacceptably high, ade-

quate protective clothing was not provided, washroom facilities were inadequate and there was a high incidence of accidents.

The workers claimed that in the foundry section they were given only protective boots, but no overalls or aprons, although they worked constantly with molten metal which often burnt holes in their clothes.

They alleged that workers employed in the machine room had to pay for safety boots.

Mr Eliot Nayo, who has worked at the company for ten years, showed the holes in his shoes and said he had been refused free boots.

Another worker at the foundry, Mr Eppington Sodenge, said he had lost his hand in an explosion at the factory last year.

He said workers were often rushed by foremen — resulting in accidents.

A worker in the brass foundry, Mr Alfred Masimini, claimed that foremen had repeatedly ignored him when he told them he had trouble with his eyesight.

Several workers showed SOUTH scars on their arms and legs which, they said, were caused by burns.

They alleged that there was no check on the dust which affected their breathing and that there was no dust extractor for the grinder.

Workers were "covered with grime" at the end of the day. However, there were only three cold showers for the entire work force.

Mewusa spokesperson, Mr Brian Williams, said the foundry had "one of the worst records of health and safety in the industry".

He said a report of an independent investigation into working conditions at the foundry last year had described conditions as "Dickensian".

Management at the foundry failed to respond to SOUTH requests to comment on the allegations.

No end to negotiations

South 15/3 - 21/3/90

A ROW has broken out over negotiations at an American multinational company in Philippi, Cape Town, with workers rejecting company claims that annual wage negotiations have ended.

The company, Baltimore Aircoil, met with representatives of the Metal and Electrical Workers' Union of South Africa (Mewusa) earlier this year to negotiate minimum wage increases.

A subsequent meeting last month

ended in disarray after Mewusa objected to the presence of representatives of a "sweetheart" union and of representatives of "non-unionised" workers.

At this meeting, the company informed Mewusa it no longer had a majority membership at the plant.

Mewusa then held a meeting with the Baltimore workers who rejoined the union.

The company called a further negotiating meeting at the end of last month,

but union spokesperson, Mr Brian Williams, claimed the union was not informed of the meeting where workers were represented by two "inexperienced" shop stewards.

The managing director, Mr Devonson, and an industrial relations consultant represented the company.

The union was then informed that negotiations were "over". Foremen told workers they would negotiate with management on their behalf.

The company failed to respond to requests by SOUTH for comment.

No end to negotiations

South 1513-21/3/90

(355)

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The managing director, Mr Deverson, and an industrial relations consultant represented the company.

The union was then informed that negotiations were "over". Foremen told workers they would negotiate with management on their behalf.

Williams claimed that this was an "ongoing reflection of the determination of the company to break the union".

He said the union would declare a dispute if demands to reopen negotiations were not met.

On Monday, workers at the factory delivered a protest letter to management.

● The company failed to respond to requests by SOUTH for comment.

VOLUNTARY AID BUREAU

NUMEROUS PLANS

1100

Restraint on wages call 'not tolerated'

Own Correspondent

JOHANNESBURG. — Calls for wage restraints would not be tolerated by workers, National Union of Metalworkers Union of SA (Numsa) engineering secretary Mr Bernie Fanaroff said yesterday.

He was responding to Finance Minister Mr Barend du Plessis's appeal to the private sector to support the government's fight against inflation by way of salary negotiations.

Mr Fanaroff said: "Calls for wage restraints by an undemocratically elected government that operated without consulting the majority of SA who had no rights would not be abided by workers. They will continue to bargain to the best of their ability."

He welcomed budget allocations for job creation and training, saying the trade union movement had repeatedly called on government to take responsibility for training and not to rely on the private sector.

However, he said programmes and schemes had to be negotiated with trade unions.

Lowest-paid workers to get more

CMT T19H
16/3/90
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By ANTHONY JOHNSON
Political Correspondent

MORE than 170 000 of the lowest-paid workers in the civil service are to receive a pay hike with effect from April 1, Minister for Administration and Economic Co-ordination Dr Wim de Villiers announced last night.

About 25% of government workers earn under R600 a month, while 45,4% of them have a monthly pay packet of under R1 000, according to the annual report of the Commission for Administration tabled in Parliament yesterday.

One in every four members of the civil service is a labourer and 78% of all labourers working for the government are black.

Dr De Villiers did not give an indication of the size of the increase workers could expect over and above the 10% across-the-board hike already announced for civil servants.

However, he said that investigations into structural adjustments with regard to labourers or "general assistants" in the civil service were already at "an advanced stage".

The additional increases for labourers would be implemented with retrospective effect from April 1.

It is understood that the striking workers at hospitals around the Cape

Peninsula will also benefit from the proposed increases.

The government has already announced that certain other categories of civil servants — including nurses, the police, the Defence Force and certain groups of officials involved with law enforcement — will also be receiving more than the blanket 10% increase announced last month.

The government has already announced increases for the country's 173 474 educators, with teachers receiving a 22% increase in pay.

Announcing the increases for the lowest-paid workers in the civil service last night, Dr De Villiers said the government as an employer "must compete with other employers in the open market".

"Therefore it is necessary, apart from periodical general salary adjustments, to make more specific structural adjustments to the conditions of service of particular groups of workers so as to be able to recruit and retain necessary manpower."

Dr De Villiers said the necessary structural adjustments in the conditions of service of all groups of employees could not be addressed simultaneously due to restricted funds.

"Therefore priorities must... be determined to address the most urgent problem areas first," Dr De Villiers said.

Keeping it tight

The National Union of Metalworkers of SA (Numsa) last week submitted its annual wage demands to the National Industrial Councils for the Engineering, Iron & Steel, and the Motor Industries. Bargaining in the motor sector began on March 7. The engineering, iron and steel negotiations are scheduled to begin on March 22. Two other sectors are involved: auto assembly and tyre & rubber. ~~NUMSA~~ (3SS)

In a drive to standardise terms and conditions in the entire metal industry, Numsa adopted a central set of demands at its first national bargaining conference last month. They include: ~~NUMSA~~

- ☐ An across-the-board increase of R2 an hour for all sectors;
- ☐ More job security, which includes a call to employers not to reduce the number of permanent positions without prior negotiation with the union, and a call to end temporary labour, sub-contracting and the use of labour brokers;
- ☐ Tighter conditions on retrenchments and redundancy and a minimum of one month's severance pay for each year of service;
- ☐ That employers will not use the 1988 Labour Relations Amendment Act and will agree to put into effect any agreement between Cosatu, Nactu and the employer body, Saccola;
- ☐ A programme of job creation should be negotiated;
- ☐ Working hours cut to 40 hours a week without loss in earnings and a limit on overtime;
- ☐ An end to segregated training and an agreement from employers to withdraw from all segregated training institutions;
- ☐ More parental rights, including paternity leave, six months' maternity leave and free pap smears for women workers; and
- ☐ Political prisoners not to be dismissed and to be paid while imprisoned.

Underlining its new centralised bargaining approach, Numsa also decided that bargaining committees for each sector should not be empowered to negotiate final settlements or deadlocks. These decisions would be made at Numsa's second bargaining conference in June.

Wage demands for the motor industry range from 15% for the highest grade, to 114% for the lowest. A new minimum wage of R4,50 is demanded. The current minimum stands at R2,80 in urban areas and R1,74 in rural areas. This agreement is to be

effective from September 1 1990 to June 30 1991, as well as an annual bonus of a month's salary.

The union further wants geographical wage rates in the motor industry to be scrapped; retrenchment and rehiring procedures to be agreed on by both parties; and the formal recognition of shop stewards.

☐ About 100 Numsa members have been on a legal strike at Xeratech outlets in Johannesburg since last Tuesday, after mediation failed. According to management, the strike was sparked by a union demand for a 21,5% across-the-board increase and a R150 a month transport subsidy. The company has offered merit increases instead, ranging from 13% to 16%, as applies to non-union employees. Xeratech's current minimum is R850 a month. Mediation efforts are expected to resume. ■

April, May holidays 'will cost R24-m'

The Argus Correspondent

JOHANNESBURG. — Six public holidays in April and May, all on working days, will cost the economy more than R24-million, according to the SA Chamber of Business.

And with these holidays falling on days at the beginning and end of the working week, extra days will also be forfeited by people taking long weekends.

SACB labour adviser Mr Vincent Brett said the holidays concentrated over the two months — Founders Day on April 6, Good Friday on April 13, Family Day on April 16, Workers' Day on May 1, Ascension Day on May 24 and

Republic Day on May 31 — played havoc with productivity every year.

"We lose about R400-million for every working day lost."

The Chamber was again looking at the uneven spread of public holidays but it was unlikely the government would change them at this stage.

"EXTREMELY COSTLY"

"Economies the world over make allowance for public holidays and most countries have an average of 10 a year. We are not much over that average."

Mr Colin Boyes, deputy director of the Cape Chamber of In-

dustries, said the April and May holidays were "extremely costly" to industry.

"And worse still is when the holiday falls on a working day. Twenty percent of the working week translates into a lot of money."

Industry felt some core holidays should be identified and more evenly spread.

"At present we are dealing with many demands from different community sectors. This is disruptive."

The government last year recognised May Day, May 1, as a public holiday for "practical and productivity reasons".

400 locked in dispute over wages

By MOKGADI PELA

ABOUT 400 workers are locked in a wage dispute with 3M South Africa, a union spokesman said yesterday.

The workers, all members of the South African Commercial and Catering Workers Union, demand a R225 a month across the board increase. The company's offer stands at R120 a month across the board.

Other demands include the recognition of March 21 as a paid public holiday.

SACCAWU also wants the replacement of all workers who have gone on retirement.

Five singing demos held

By MOKGADI PELA

FIVE Xerotech workers were reportedly detained by police while singing freedom songs outside company premises. *Sowetan 21/3/90*

They together with 145 workers, have been on a legal strike for 10 days over wages. They demand a 21 percent a month across the board increase while the company offers 14 percent.

They also demand an educational grant to cater for books, school fees and related items. Workers also want the transport subsidy to be increased from the present R150.

A spokesman for the workers said some employees were sjambokked in the process at the Isando plant.

A spokesman for Xerotech said both legal of the management and the union would meet to try to solve the matter. He would not comment on allegations that the company had called the police to act against the workers.

Mill strike ends

A MARATHON wage dispute in the paper industry ended last week when agreement was reached between the Paper, Print, Wood and Allied Workers' Union (Ppwawu) and Mondi Paper Mill in Richards Bay. ~~11/11/90~~

The ten-week-old strike was ended after mediation by the Independent Mediation Services of South Africa. ~~11/11/90~~ 355

In terms of the agreement, workers get an increase of between 66 cents an hour at the lowest grade and R1,09 on the highest grade. South 22/3-28/3/90

Together with an additional weekly allowance, this brings the minimum wage at the plant to R210,62 a week.

About 700 workers at five other Mondi plants, including the Bruply sawmills in Elgin and Stellenbosch, are still on strike over wages.

A further 2 000 Ppwawu members are on strike at five Sappi plants around the country.

Seifsa proposes amendments to main agreement at wage talks

B'ham 26/3/90

ADELE BALETA

NO WAGE offer was tabled at the first round of annual wage negotiations between Seifsa and unions in the metal and engineering industries last week. But the employer body proposed six amendments to the main agreement, which expires on June 30.

A Seifsa statement said a list of 61 separate union demands for conditions of employment was dealt with at Thursday's meeting.

Wage increase demands ranged from a 18% to 125%.

Seifsa partially responded to union demands and did not table an offer. Negotiations are scheduled to continue on April 4.

Seifsa's proposed amendments include that:

□ A clause be introduced, on a parties only basis, providing Seifsa members with legal protection against a compulsion to bargain at company level. Seifsa said this was not intended to prejudice existing company level collective bargaining arrangements;

□ Sick leave provisions include that a medical certificate be produced for any period of absence of more than a day or a shift; employees should not be entitled to payment for the first day of absence and the sick leave qualification cycle

should operate annually from January.
□ The Sick Pay Fund rules allow for voluntary continuation of non-party membership if non-unionised employees change jobs but remain employed in the industry, provided the new employer agrees and is a Seifsa association member, and that there be voluntary membership by scheduled non-unionised employees.

□ Workshop employees be allowed to work 15 hours overtime, and site work and repair and maintenance employees 20 hours; that no employer permit or require an employee to work overtime unless an agreement has been concluded; all reference to "Sunday time" be deleted from the main agreement and hours worked on Sunday be specifically included in the definition of overtime, and that in cases where employees absent themselves without permission, the highest rated overtime hours be absorbed first to make up the normal 45-hour week; and

□ The definition of "continuous employment" be changed to include the provision that it would not apply in respect of terminations resulting from employee misconduct.

R850 wage demand by public servants

ARGUS 28/3/90

By MICHAEL DOMAN
Staff Reporter

MORE than 500 members of the Public Servants League (PSL) decided to demand a living wage of R850, to explore affiliation to Cosatu and to call for the resignation of national chairman Mr Malcolm Domingo, at a sometimes rowdy meeting at the Westridge Civic Centre last night.

Members from as far afield as Worcester and Atlantis also accepted a resolution to change the PSL's name to "Public Workers Union" in defiance of regulations which forbid the forming of trade unions in the public service.

A decision on further action on salary demands will be taken after the expected April 16 announcement on the restructuring of salaries.

PSL secretary Mr Bernard Wentzel said recent talks with government ministers Dr Rina Venter and Mr Wim de Villiers had been a disappointment.

"They were seeking a way to end the strike, but we told

them they were the cause of people's actions and that we supported the reasons (for the strikes)," he added.

"We have not received a reply to our letter to the State President regarding conditions of employment and wages, and we would still like to have discussions with him."

Guest speaker Mr Siza Njikelana, general secretary of the National Education, Health and Allied Workers Union (Nehawu), said that public sector workers were among the lowest paid in spite of being the people who ensured that the country prospered.

He added: "Government ministers' pay increases will mean their salaries will increase from R11 000 to R15 000 a month, but health workers' salaries will go up from only R221 to R246. Who in their right minds will accept such peanuts as wages?"

Mr Njikelana and other speakers rejected the 10 per cent increase mooted for health workers.

Metalworkers air grievances

By CHIARA CARTER
INDUSTRIAL action involving more than 800 workers from several metal unions hit factories in the Western Cape this week.

In Epping, more than 100 members of the National Union of Metalworkers of South Africa (Numsa) on Tuesday downed tools at McCarthy Motors in support of wage demands.

A spokesperson for the strikers said the workers wanted the company to negotiate wage increases and working conditions at plant level.

The workers are demanding an hourly minimum rate of R4,50, while the company wants to negotiate at industrial council level.

Workers from McCarthy Motors in Epping, Paarden Eiland and Observatory as well as Atkinson Toy-

ota and City Motors "occupied" the company head office in Strand Street on Wednesday.

More than 100 workers at Brian Porter Motors in Kuils River downed tools on Monday after the company refused to negotiate with Numsa over a company proposal to place 40 workers on short time.

On Monday about 80 Numsa members, at Silberbauer Engineering on Monday were dismissed 10 minutes after they downed tools in support of wage demands.

A further 80 workers, members of the Steel, Engineering and Allied Workers' Union of South Africa (Seawusa), were dismissed after they resumed strike action at Neill Tools in Epping.

The workers decided to go back on strike to demand plant level wages after an attempt to resolve the dispute through mediation failed.

Haggie spokesperson, Mr David Thompson, said the workers had defied a company ultimatum to return to work.

Workers at Shelfco Shelving in Belyville have been taking sporadic strike action in support of their demand for double overtime pay and triple pay on weekends and public holidays.

A spokesperson for the workers said the company this week threatened to interdict the union.

A wildcat strike by more than 300 workers at Cape Gate in Parow last Friday was resolved after a meeting between management and officials from the Metal and Electrical Workers Union of South Africa (Mewusa).

Mewusa spokesperson, Mr Ben Petersen, said the workers downed tools after the company told them it could not immediately implement stop-order facilities.

Petersen said the company had since agreed to provide the facilities and begin recognition of the union.

At Cape Foundries in Paarden Eiland, are striking more than 100 Mewusa members to demand plant level negotiations is continuing.



Dismissed strikers at Neill Tools in Epping 1

Sats hit by stoppages

2/10/90 Labour Reporter 355

Rolling work stoppages by hundreds of white railway artisans linked to demands for a market-related wage hit the Cape Peninsula yesterday.

Sapa reports that members of the Artisan Staff Association downed tools at the Peninsula's mechanical workshop, electrical running sheds, signals section and the Bellville diesel depot. Letters of protest were handed to department heads.

Last week, similar stoppages took place in Germiston and Sentra Rand.

The union says workers are angry at delays in talks aimed at bringing railway artisans' pay in line with private industry.

1 300 municipal workers strike

Star 3/4/90
1482 355
About 1 300 Roodepoort municipal workers yesterday went on strike and demanded an immediate wage increase.

Roodepoort town clerk Mr. Div de Villiers said the strike was unexpected as the council was in the process of negotiating with union members for a salary increase for the municipality's black employees.

He had spoken to the strikers and suggested they elect a committee to speak to council officials concerning their demands.

Mr de Villiers was not sure whether the strikers would return to work today.

If the strike continued, the council would concentrate on supplying emergency services. The employees' other functions would be resumed when possible. — West Rand Bureau.

10 000 in Transnet wage strike

Staff Reporters

For the first time in 37 years, more than 10 000 artisans of Transnet (formerly Sats) countrywide downed tools, a spokesman for the Artisan Staff Association (ASA) said yesterday.

Strikers are demanding an increase of R900 a month on the minimum monthly wage of R1 942, ASA general secretary Mr K Cuthbertson said. The maximum wage is R2 175 a month.

Transnet spokesman Mr Jan Breedenkamp disputed the numbers involved in the strike.

He said about 50 of the 1 160 artisans who stopped work in East London and the Western Cape on Monday were still on strike.

The strike was premature as wage negotiations had started yesterday, he said.

According to Mr Cuthbertson, most of the strikers are members of the ASA and other unions affiliated to the Federation of Trade Unions of the South African Transport Services.

He said the union fully supported its members even though the strike was spontaneous.

A meeting between artisans and management was scheduled to take place on April 9, Mr Cuthbertson said.



Sactu workers arrive for a mass meeting at the Feather Market Hall in Port Elizabeth

Clothing workers want more money

South 4/4 - 10/4/90

THE South African Clothing and Textile Workers' Union (Sactwu) is demanding a R60 weekly wage hike from Eastern Cape clothing manufacturers.

The union also wants workers to get an attendance bonus of R5 a week and a long service bonus of R2,50 after three years and 50 cents for each year after that.

Other demands include a medical

fund to cover all dependants, an extra public holiday, an improvement in maternity benefits and paternity leave of five days.

More than 2 000 people packed the Feather Market Hall in Port Elizabeth last week for a meeting to finalise the wage demands.

Mr Lesley Maasdorp, Sactwu clothing coordinator for the Eastern Cape, said one of the main demands for the year was the formation of a single industrial council.

"This is an important demand if we are serious about wiping out the differences in wages and conditions of employment from region to region. There is no reason why workers in the Eastern Cape should get less wages than our comrades in the Western Cape," Maasdorp said.

The wage negotiations between Sactwu and the Eastern Cape Clothing Manufacturers' Association affect about 4 000 workers in the Eastern Cape.

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Strike hits gas conversion plant

Mossgas blow-out!

By WAGHIED MISBACH
MOSSSEL BAY. — South Africa's multimillion rand gas conversion plant under construction here has ground to a halt after more than 7 000 workers downed tools over a wage dispute.

The joint construction management at the Mossgas plant, where a large number of foreign workers are employed, has declared the strike illegal and refused to negotiate until the strikers return to work.

The workers, employed by about 33 of the largest construction firms in the country, are demanding a R5 an hour across-the-board increase, 10 days' paid holiday over the Easter weekend and transport to their homes.

The strike started last Thursday. On Monday, toyi-toying workers, shouting "Viva ANC" and singing freedom songs, gathered for a mass rally on the Mossgas site about 11km west of this South Cape town. The workers were addressed by representatives of the Construction and Allied Workers Union (Cawu). Later, a strike committee met with representatives of the joint construction management, Bateman

and Davey Limited (BDL), and subcontractors.

The workers refused to back down on their original demands.

The strike committee said management had advised them to submit the workers' grievances to the individual contractors.

However, the strike committee, which represents three trade unions — Cawu, the National Union of Metalworkers of South Africa (Numsa) and the Boilermakers' Union of South Africa (Busa) — rejected the advice as a ploy.

"We had gone to our contractors separately before and they refused to give us more money," said Mr Tika Nkwentsha, a strike committee member.

Mr Shamil Manie, an engineer and vice-chairperson of the strike committee, said management was trying to drive a wedge between the employees of the "civil" contractors and the metal workers.

The metal workers' wages start at R8 an hour, while civil workers start at R2,50 an hour.

According to a spokesperson for the Mossgas project, the lost production could be estimated only after the strike had been resolved.

She was not able to comment on the workers' demands as "the negotiations are on-going".

● The situation remained tense late on Tuesday night after a second meeting between management and workers, with both parties refusing to budge.



Construction and Allied Workers' Union representative addresses striking workers at the Mossgas plant

PICT: BENNY GOOL

Only 3 000 Transnet artisans on strike

5/4/90 By Shehnaaz Bulbulia

The strike by 10 000 artisans of Transnet (formerly Sats) had dwindled to fewer than 3 000, a spokesman for the Artisan Staff Association (ASA) said yesterday.

The spontaneous strike, which started on Monday and spread countrywide, was currently limited to Pretoria and Durban, general secretary of ASA Mr K Cuthbertson said.

The reason for the dwindling numbers of workers involved in the strike centred around the legality of the strike, he said.

"Artisans cannot strike for more than three days and the strike in East London and other areas had already gone on for three days," he said.

Strikers are demanding an increase of R900 a month on the current minimum monthly wage of R1 942, he said. The maximum wage is R2 175 a month. Workers also complained that train drivers were given a general wage increase but artisans were not.

According to Mr Cuthbertson, most of the strikers are members of the ASA and other unions affiliated to the Federation of Trade Unions of the South African Transport Services.

A meeting between artisans and management is scheduled to take place on April 9.

Transnet Star 6490 artisans go back to work

By Shehnaaz Bulbulia

The strike by artisans of Transnet has been called off pending the outcome of a meeting between management and workers, a spokesman for the Artisan Staff Association (ASA) said yesterday.

The spontaneous strike, which began earlier this week and spread countrywide, involved more than 10 000 workers.

For the first time in 37 years, artisans downed tools, demanding higher wages.

The general secretary of the ASA, Mr K Cuthbertson, said a meeting scheduled between both parties is due to take place on Monday. He said striking artisans had resumed work and were waiting for the outcome of the meeting with management.

"The ASA will be meeting with management and hopefully the matter will be solved."

Strikers are demanding an increase of R900 a month on the current minimum monthly wage of R1 942, he said. The maximum wage is R2 175 a month.

Workers also complained that train drivers had received a general wage increase but artisans had not, he added.

Most of the strikers are members of the ASA and other unions affiliated to the Federation of Trade Unions of the South African Transport Services.

A Transnet spokesman said the situation had returned to normal. Management would discuss grievances with the ASA.

15 unions reject increase offer in negotiations

6/4/90 By Shareen Singh

Fifteen unions, representing close to 400 000 workers, have rejected a employers' wage offer of between 10 and 12,9 percent, in the second round of wage negotiations in the metal and engineering industries.

The Steel and Engineering Industries Federation (Seifsa) made an opening offer at Wednesday's talks, of increases ranging from 10 to 12,9 percent for the various wage categories. The proposed across-the-board hourly increases of 46c for labourers and 83c for artisans would raise the minimum wage rates in the industry to R4,02 and R9,14 an hour respectively.

The National Union of Metalworkers of SA (Numsa), the largest union body at the negotiations, demanded a R2-an-hour increase or a 56 percent minimum, while the Confederation of Metal and Buildings Union

demanded 20 percent across the board.

Numsa also tabled extensive non-wage demands on issues such as job security, job creation, training and deracialisation of the industry.

Seifsa responded negatively to Numsa's proposal that employers should withdraw support from racist training institutions.

All the union parties rejected employer assertions that deregulation would create more jobs. Numsa proposed that management starts addressing the unemployment crisis by negotiating job-creation programmes at industry level.

The union says a large part of the unemployment crisis is due to big business not investing profits in projects to expand the country's manufacturing sector.

The metal industry alone has lost more than 100 000 jobs over the last eight years

while input over the same period increased, the union said.

A key aspect of Numsa's proposal on job creation is the restructuring of the manufacturing industry, with full worker participation. Crucial areas are the setting up of training programmes and reorganising of production, to reduce the ratio of skilled to unskilled workers.

Employers made a few concessions to the 61 demands tabled by the unions. These included agreement in principle to living-out allowances, for June 16 to be a paid holiday and for guaranteed minimum increases for apprentices.

Negotiations will continue on April 20, and in the interim the parties will meet to discuss Numsa's proposals on job security and the possible restructuring of the National Industrial Council.

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BUSINESS

Metal workers reject offer

By DICK USHER
Business Staff

ANNUAL wage talks in the metal and engineering industries reached the second round with unions rejecting employer offers of wage increases ranging from 10 percent to 12.9 percent.

The talks involve about 15 unions representing about 350 000 employees and employer associations representing about 9 000 firms.

At the talks on Wednesday employers responded to trade union demands made at the first meeting on March 22. They proposed across-the-board increases of 46c an hour for labourers and 83c an hour for artisans, which would raise minimum wage rates in the industry to R4.02 an hour and R9.14 an hour respectively.

Employers also offered to grant apprentices guaranteed minimum increases, an agreement in principle to increased living out allowances, and agreement to continue regarding June 16 as a paid holiday.

According to a statement from the Steel and Engineering Industries Federation of South Africa (Seifsa), the unions indicated that the employer offer was not acceptable.

The next round of negotiations was set for April 26.

Numsa hands Seifsa its opening demand

B10am 9/4/90

AS METAL industry unions last week rejected as unacceptable Seifsa's opening wage offer at the second round of annual wage talks, Numsa submitted its opening demand to eastern Cape tyre manufacturers.

Seifsa's offer ranged from 10% to 12,9% — from 46c an hour for labourers to 83c for artisans. The offer would take the respective minimum hourly rates to R4,02 and R9,14.

Seifsa said concessions it had made to union demands included the fact that employers had agreed to continue regarding June 16 as a paid holiday; granting apprentices guaranteed minimum increases; and increasing the living out allowance by an amount still to be decided.

The unions requested that Seifsa reconsider its offer. Seifsa asked the unions to consider seriously the six employer proposals, which include exemption from parts of the agreement for small businesses and an end to plant-level bargaining.

Numsa national organiser Alistair Smith said a great deal of emphasis was placed on the question of job creation.

Numsa and other unions, he said, rejected employer assertions that deregulation would create more jobs, believing this led only to increased exploitation of workers.

"A more sound way to start addressing the unemployment crisis

ALAN FINE

lies in the negotiation of job creation programmes at industry level. Numsa believes that a large part of the unemployment crisis is due to big business not investing profits in projects to expand our manufacturing base," he said.

He said a key aspect of Numsa's proposal was the restructuring of the manufacturing industry with full worker participation.

Crucial areas were the setting up of huge training programmes and the reorganising of production to reduce the ratio of skilled to unskilled workers.

Overtime

Meanwhile, Numsa has submitted to Firestone, Goodyear and General Tyre demands similar to those put to Seifsa.

These include a R2 across-the-board increase and a new minimum wage of R5,50 an hour plus various job security and employment creation measures, including discontinuing the use of temporary labour and subcontracting, and the curtailing of overtime work.

Numsa has also demanded that employers undertake not to use the disputed section of the Labour Relations Act.



Public servants taking pay demand to FW

The Argus Correspondent

PRETORIA. — It may be a few weeks before public servants put their case for more money to President De Klerk, but they are optimistic he will give them an audience soon.

The Public Servants Association (PSA) voted at a general meeting here yesterday to approach Mr De Klerk with their demands for a further 10 percent pensionable salary increase on September 1.

This comes in the shadow of failure to have pleas for a 20 percent April 1 increase heard, which has led to growing discontent, further resignations in government departments and a loss of faith in the PSA.

A spokesman for the office of the State President said Mr De Klerk had an exceptionally busy schedule, but he was sure he would consider the request when it arrived, perhaps consulting with Administration Minister Dr Wim de Villiers.

Yesterday's general meeting of representatives of PSA branches throughout the country passed a unanimous motion of "deep disappointment" in the government as an "unsympathetic" employer, and voted unanimously to take the pay problem to the State President.

Core of loyal workers

PSA president Dr Colin Cameron said there was a "confidence crisis" in the public service, brought about by a combination of grievances topped with the fact that an increase of only 10 percent, in the form of a non-pensionable allowance, had been granted from April 1.

Dr Cameron denied the public service itself was "in crisis" because it still had a core of loyal workers, but said the PSA was trying, in requesting an interview with Mr De Klerk, to "pre-empt a possible critical situation".

He admitted the growing dissent among PSA members could also put the association's future in jeopardy, and warned that without such channels through which public servants and government could negotiate the way would be open for aggressive and even militant reactions.

The PSA would demand of Mr de Klerk an explanation as to why government "brushed aside" personnel associations (of which the PSA is the biggest) while entering into negotiations and making concessions to illegal strikers.

PRETORIA. — The Public Servants' Association will send a delegation to President F W de Klerk to inform him of the confidence crisis and large-scale distress in the ranks of public servants, the PSA said in a statement yesterday.

Delegates from PSA branches throughout the country have met here to decide on a strategy to vent their disappointment at the 10% non-pensionable salary increase implemented on April 1. The PSA represents just over 58 600 public servants of all races throughout the country.

The meeting passed a unanimous motion of deep disappointment in the government as employer and its unsympathetic attitude towards the remuneration needs of public servants, PSA president Dr Colin Cameron said. The government's attitude towards these needs was further emphasised by the meagre non-pensionable adjustment of 10%, he said.

— 'Confidence crisis' in public service —

It was also agreed that officials were no longer prepared to be the only ones who had to make sacrifices to check inflation.

The President would be informed in a personal interview that the salaries of public servants had weakened by 17 to 32% compared to the market in the period June 1985 to June 1989.

In addition, 146 career groups had had no differentiation since 1983.

The PSA consequently requested a total pensionable adjustment of 20% for Central Public Service Officials from September 1 this year.

They would further ask for market-oriented salaries for all career groups who were last evaluated in 1983.

These increments had to be made during the current financial year to eliminate anomalies.

The present 10% non-pensionable allowance

should be converted into a pensionable allowance.

The message that came from delegates was that public servants had finally concluded that the government was completely out of touch with their remuneration and other needs, Dr Cameron said.

"This is apparent from what has happened now with the non-pensionable adjustment of only 10% compared to the simultaneous adjustment of 18 to 35% for political office-bearers," he said.

Quality personnel were being lured more easily from the public service by offers of higher salaries and the load on senior and career-oriented officials would increase alarmingly.

This was not in the long-term interest of the country.

Delegates also slammed state departments for

negotiating with, and making concessions to, illegal strikers, while "brushing aside" representations by the recognised personnel associations, of which the PSA was the largest.

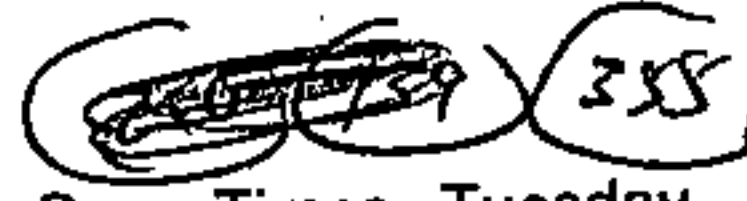
"This is inexplicable and has shaken the confidence of the public servant as an employee in the government as employer," Dr Cameron said.

The biggest cause of distress for PSA members was the failure of the policy of occupational differentiation because of lack of funds.

The President would be asked to intervene and finalise matters which had been dragging on for a number of years.

These included designing legislation for feasible and orderly negotiation machinery, a uniform optional retirement age of 60 years and an increase in the maximum housing subsidy.

Other demands were that public sector em-


Cape Times, Tuesday, April 10, 1990 7

ployees be paid maternity benefits, the widow's pension be increased to 75% of the member's pension, and transfer benefits be improved.

The PSA also vowed to announce publicly that it was compelled to change its attitude to negotiations.

This was "in view of the obvious success achieved by the non-recognised militant groups ... with stayaway actions, protests and strikes", the statement said.

The matter of reasonable remuneration of public sector officials did not affect only individuals, but the service which the "public, as taxpayers, could reasonably claim".

Delegates said the PSA was also deeply concerned about the failure to implement the long-term remuneration policy and the government's handling of the public service remuneration structure promoted a lack of motivation. — Sapa

Workers' public holidays 'should be halved'

Political Correspondent

THE number of public holidays taken by South African workers should be halved, according to Mr. Bobby Godsell, the chairman of the country's largest employer body, the SA Employers' Consultative Committee on Labour Affairs.

At present there are 10 officially designated holidays, while a further series of days are traditionally observed by black organisations, including June 16 (Soweto Day), March 21 (Sharpeville Day) and October 19 (Black Wednesday, commemorating the ban of black consciousness organisations and the death of Mr Steve Biko).

the number of public holidays — which each cost the SA economy about R650 million in lost production — should be reduced to a total of seven, Mr Godsell notes in Saccola's latest annual report.

Saccola consists of 10 employers representing 70% of firms in the private sector outside agriculture who collectively employ 60% of the country's workers.

Mr Godsell said that SA's pattern of public holidays presents employers with at least three problems.

● Most employers believe the country has too many public holidays — the National Productivity

Institute has suggested that a country of SA's level of development should not have more than seven public holidays on its annual calendar.

● There are discrepancies between the official calendar of public holidays and the actual pattern of observance, by black organisations in particular.

● At present all SA's public holidays are fixed date holidays. "Therefore, most fall mid-week, and are highly disruptive of the work process."

Mr Godsell said: "Saccola has therefore sought to find ways to integrate the official and actual calendars, to reduce the total to seven and to promote the idea of holidays falling on Mondays, rather than mid-week."

Public servants want another 10 percent

By Norman Chandler,
Pretoria Bureau

Public servants do not intend taking strike action for higher salaries, but are seeking another 10 percent rise payable from September 1.

Their biggest union did, however, decide in Pretoria yesterday to change its attitude towards salary negotiations after what it termed "non-recognised militant groups" had successfully forced the Government to pay them more after strikes, stayaways and protests.

The officially recognised Public Servants' Association (PSA) said after an extraordinary council meeting that it would not call a strike "as striking is immoral and to withhold services is unacceptable".

But PSA president Dr Colin Cameron admitted at a press conference that there were some members "who did say we would have to reconsider our stance if the salary demand failed".

"To my mind, there is no way in which we can strike in terms of the law. We would, through striking, be diminishing our responsibilities to the public. It is not fair to withhold one's services ... The dedication of our civil servants is in fact the strongest basis of any representation (for more money)."

In a statement, the PSA said: "In view of the obvious success achieved by non-recognised militant groups — that have members within the public service — with stayaway actions, protests and strikes, it is now compelled to revise its policy concerning negotiations."

This is an apparent reference to industrial action over wages taken at hospitals and other institutions in various centres in recent weeks.

The PSA is seeking a 10 percent salary increase on top of a 10 percent non-pensionable rise received this month. The 20 percent total would be the same as originally asked for during salary negotiations earlier this year, but which the Government said it could not meet.

It is also requesting an interview with President de Klerk to thrash out a "serious confidence crisis".

The executive accused the Government of being completely out of touch with PSA salary demands.

Future crises

The 10 percent rise being sought is one of eight which delegates decided to press for. The others are: re-evaluation of career groups to correct anomalies; the April 10 percent figure be converted to a pensionable allowance; uniform optional retirement at 60; an increased housing subsidy; maternity leave benefits; widows' pensions increased from 50 to 75 percent; and improved transfer benefits.

The PSA also wants recognised negotiation machinery put in place in order to avert future crises.

A decision to pass "a unanimous motion of deep disappointment in the Government over its unsympathetic attitude towards the remuneration needs of public servants" was also taken. Dr Cameron said: "The whole situation is one of discontent and disillusionment."

Not enough, say leather workers

South 11/4 - 18/4/90
LEATHER worker Union of Leatherworkers (NULW).
Sactwu is demanding a R40-a-week increase while the NULW is demanding R63.

(355)
At the first round of negotiations in the tanning sector in Port Elizabeth last week, unions told employers their offer was less than the inflation rate.

The negotiations involve the South African Clothing and Textile Workers' Union (Sactwu) and the National

The next round of negotiations will take place at the beginning of May.

The first round of talks for the footwear sector is scheduled to take place in Durban on April 18 and 19, and for the general goods sector in Cape Town from April 24 to 26.

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PSL slams hike as 'unacceptable'

According to him, the minimum annual wage for general assistants was to be increased from R2 685 to R5 517 — an increase of 106%. This means that those who were earning R223 will now receive R459 per month.

"When we met with Dr De Villiers we demanded a minimum living wage of R850 per month, so these increases are unacceptable," he said, adding that the league was still pressing for a meeting with Mr De Klerk.

The overtime rates announced by Dr De Villiers — 30c per hour

worked on an eight-hour shift only — have been totally rejected and described as "laughable" by the league.

The PSL said it also demanded that the area incentive allowance be allocated to all general workers in other magisterial districts, as well as the revision of the long service awards and the night allowance.

The Health Workers' Union, which called last month's strike, and signed an agreement ending it, said they had not yet been supplied with all the information regarding the announced increases.

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Nursing assistants get 'improved' salaries

Political Staff

THE salaries of nursing assistants would be improved, backdated to April 1, the Minister of National Health, Dr Rina Venter, said yesterday.

She said salary improvements for general assistants in the public service, which were announced yesterday, also had "certain implications for nursing assistants".

She gave no details, but Minister for Administration and Economic Co-ordination Dr Wim de Villiers said the improvement of the conditions of service for general assistants would include the payment of a night-duty allowance.

Both the night-duty allowances and the salaries of nursing assistants were among the reasons cited by the Health Workers' Union for the recent strike in Cape Town hospitals.

However, a number of other issues were raised in the negotiations which led to ending the strike. The union has set April 16 as the deadline for the government to answer its demands.

Pay rises for 360 000 govt workers

Political Staff

PAY increases are to be given to more than 360 000 of the lowest-paid public servants, black women teachers and health workers.

No details about the size of the increases were given, but it is understood the annual starting pay of the lowest-paid public servant, which was R3 144 (or R262 a month) last year, will be more than doubled to nearly R7 000 a year.

The pay boosts were announced in a number of statements yesterday by four cabinet ministers.

They were immediately welcomed by the Democratic Party's spokesman on government administration, Mr Roger Burrows, MP for Pinetown.

However, he said that whether the 120% increases to the very lowest-paid workers were either competitive with the private sector or above the poverty datum line could be

seen only when the salary scales were finally given.

A spokesman for the Commission for Administration yesterday refused to give details of the new scales because it was the commission's policy not to divulge these figures on the grounds that they were a matter between employer and employee.

The Minister of Administration and Economic Co-operation, Dr Wim de Villiers, said after consideration of the inputs of the recognised personnel associations and state departments, specific attention had been given in the government's investigation into the position into general assistants to certain aspects which had been identified as "critical".

The revised service dispensation for general assistants went as far as possible within the framework of available funds.

The new dispensation provided for:

- Improved salaries in general.
- A substantial improvement in the commuting salary on the lowest level of remuneration.

meration.

● Extension of the area allowance payable in the greater urban areas to other areas where this payment was justified.

● The provision of a basis for financial recognition to persons with many years of uninterrupted and loyal service.

● The payment of a night-duty allowance to general assistants who perform night-duty at hospitals.

Dr De Villiers said these structural adjustments would be effected over and above the 10% salary increase which was applicable to all public servants from April 1.

The investigation into the position of general assistants, which was announced on March 15 after the statement by the Minister of Finance, Mr Barend du Plessis, regarding the allocation of funds for this purpose, had now been completed.

Dr De Villiers said that together with the Commission for Administration, he held discussions with the Public Servants Association (PSA), the Public Service League of

South Africa (PSL), the Hospital Personnel Association of South Africa (Hospera), the Natal Provincial Staff Association (NPSA), the Institute of Public Servants (IPS) and the Public Servants' Union (PSU).

"During these talks the recognised personnel associations were once again given the opportunity to highlight crucial problem areas and to submit proposals as to how these may be addressed at present."

The new adjustments had the effect, in order to maintain definite relationships which existed between general assistants and other closely related occupational groups, that essential adjustments had to be effected to the salary gradings of a number of groups of workers.

These groups included the classifications of: Packer, library aid, general assistant/receptionists, barman/barmaid, nature conservation assistant, waiter/waitress, shop assistant, laundry manager, chageman; rural areas, snake demonstrator, shooting range-man, care officer, gardener.

13 pc rise for rail unions

sta
12/4/90

By Shehnaaz Bulbulia

355

After three days of tough bargaining, Transnet workers from seven of 13 trade unions negotiating for wage increases are to get a pay rise of 13 percent, a spokesman for the employer company announced yesterday.

The wage negotiations between the Federation of Sats Trade Unions and Transnet had been completed and dates for negotiations with the remaining trade unions were being discussed, the spokesman said.

Negotiations with the Black Trade Union (Blatu) had started on Tuesday, but the union declared a dispute on job security, the spokesman added.

A spokesman for Blatu, Ms Mari Gerber, said the 13 percent pay increase included only white and coloured workers. Indian workers represented by the Indian Union, an affiliate of the Federation of Sats Trade Unions, had withdrawn from negotiations as their demands had not been met.

The unions were seeking a minimum wage of R1,000 a month and a general increase of 17 percent, Ms Gerber said.

Blatu would enter into negotiations with management on Tuesday next week.

PEOPLE AT THE TOP
ARE ON THE MOVE
SEE PAGE 7

APPOINTMENTS

MANPOWER
MIRROR by
ROBYN
CHALMERS



SUNDAY TIMES, Business Times, April 15, 1990 : 5

PAGES AND PAGES OF THE BEST JOBS IN SOUTH AFRICA

Metalworkers take a hard line

STimes 15/4/90

THE annual wage negotiations in the metal industry should prove to be interesting in the light of a changing South Africa.

The National Union of Metalworkers (Nunsa) negotiations with employers, which got under way on March 7, are the first round of major wage talks since President De Klerk's historic speech on February 2.

The first spinoff of the Government's reform moves has been distributing to employers in almost all industries. A survey by Levy, Piron & Associates shows that mandates lost to strikes in the first three months of 1990 were four times up on the first quarter of last year. Between 500 000 and 600 000 mandates were lost between January and March compared with 140 000 in the comparable quarter of 1989 and 84 000 in 1988.

The survey attributes the big increase largely to political developments and raised expectations. Members of the Steel & Engineering Industries Federation of SA (Seisa) can expect to find themselves bargaining with a more militant, hard-line Nunsa than last year.

Negotiations in 1989 were remarkably amiable, the parties settling on an average wage increase of 17% after Nunsa demanded up to 98% at the start of the talks.

Effectively, this meant a 54c-an-hour across-the-board increase for labourers and R1,11 for artisans. The minimum hourly rate was effectively lifted to R3,36 for labourers and to R9,31 for artisans.

However, the 1989 agreement followed a three-week national strike the previous year. That action cost the industry upwards of R50-million and badly dented the pockets of workers who forfeited millions in pay.

Nunsa has grown rapidly since 1988 and towards the middle of last year it overtook the National Union of Metalworkers (Nun) as SA's largest union. It has nearly 250 000 paid-up members.

Generally, employers and trade unions tend to be more conciliatory towards one another in negotiations after a major strike. It certainly proved true for Seisa

and Nunsa last year, but the feeling of goodwill, or caution, may have diminished since then.

Nunsa has made stiff demands this year. It seeks a R2-an-hour across-the-board increase — 56% up on the lowest rates at present.

In the second round of talks between Seisa and Nunsa on April 4, employers offered increases ranging from 10% to 12,9% an hour. This would lift minimum wages of labourers by 44c to R4,02 and for artisans by 83c to R9,14 an hour.

In addition, Seisa agreed to grant apprentices guaranteed minimum increases, to raise living-out allowances and to continue regarding June 16 as a paid holiday.

Nunsa rejected the offer. Nunsa national organiser Allister Smith says the union expects to make progress particularly on the issues of job security, job creation, deracialisation of the industry and a living wage.

Mr Smith says the issue of job creation was discussed at length at the April 4 meeting.

"We reject the employer assertions that deregulation will create more jobs. It leads only to increased exploitation of workers. A more sound way to start addressing the unemployment crisis lies in the negotiation of job-creation programmes at industry level."

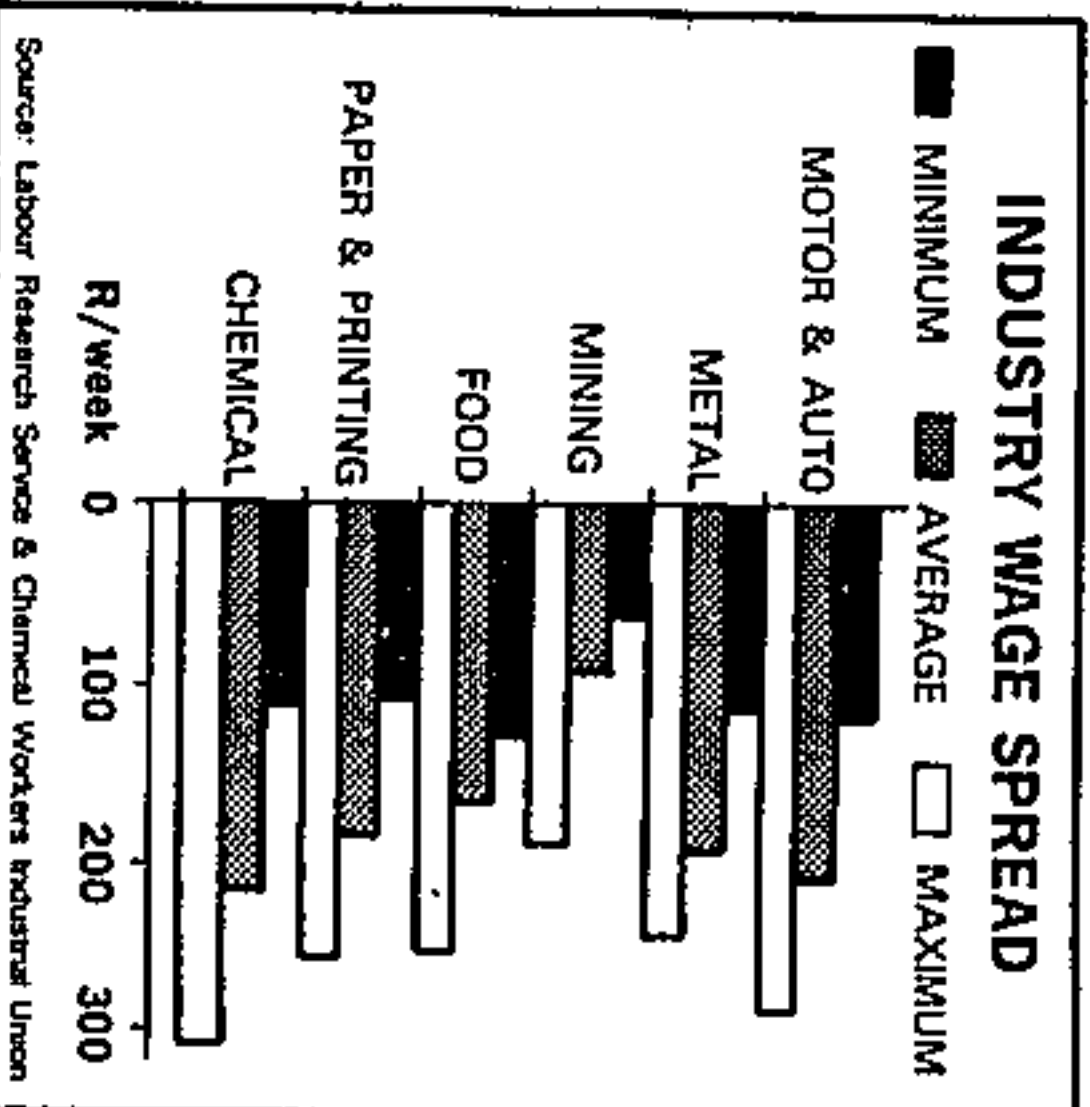
"Nunsa believes that a large part of the unemployment crisis is due to big business not investing profits in projects to expand our manufacturing base. Rationalisation also plays a major role."

"The metal industry alone has lost more than 100 000 jobs in the past eight years while output over the same period has increased."

Mr Smith says a key aspect of Nunsa's proposals is restructuring of the manufacturing industry with full worker participation.

"Crucial areas are setting up huge training programmes, and a reorganising of production to reduce the ratio of skilled to unskilled workers and to produce goods which are affordable and needed by most people in SA."

The parties will meet informally on April 20 to deal



with Nunsa's proposals about job security and the possible restructuring of the National Industrial Council. Formal negotiations will resume on April 26.

CMF-Trans 18/4/90 ~~355~~ 355

Health pay offer spurned

By CLAUDIA KING

THE Health Workers' Union, responsible for last month's hospital workers' strike, is "extremely dissatisfied" with the new wage package announced by the Minister of Administration and Economic Co-operation, Dr Wim de Villiers.

At a mass meeting of HWU members on Monday, it was decided that a letter requesting an urgent meeting with the authorities be sent to the Commission for Admini-

stration.

"We want to express extreme dissatisfaction with the wage package put forward by the COA — the wage levels of general assistants are still not enough for them to make ends meet and the night allowance is hopelessly inadequate," said a spokesman for the HWU yesterday.

The letter requesting a meeting stresses that no action is to be taken by the union until the authorities have been given a chance to respond.

In an agreement signed to end last month's strike, the COA undertook to announce salary increases for hospital workers on or before April 16 while the union indicated that if these were unsatisfactory the strike could resume.

The strikers were demanding a minimum living wage of R1 500 a month, while the Public Servants' League (PSL) demanded a minimum wage of R850.

Last Wednesday Dr De Villiers released a statement promising re-

vised service dispensations including improved salaries for general assistants in the public service over and above the general 10% increase for public servants.

These stipulated that the minimum wage for grade one general assistants would range from R459 (including the 10%) a month, compared with R223 previously.

The minimum wage for grade two assistants is to increase from R261 to R533 a month while grade three general assistants's wages are to be increased from R306 to R606 a

month.

A spokesman for the COA said that no letter had been received from the HWU as yet and that until this had happened the department was not in a position to comment.

● Although the Hospital Personnel Association (HOSPERSA) last week welcomed the increases announced by Dr De Villiers, the Public Servants' League slammed them as "totally unacceptable" and resolved to join the relevant unions in whatever action they decided to take.

Union wins workers record wage

By Shehnaaz Bulbulia

The South African Commercial, Catering and Allied Workers' Union (Saccawu) and 3M, a stationery manufacturing company, reached a wage settlement last week after a month of intensive negotiations.

Saccawu members are to be paid an increase of R175 a month across-the-board, back-dated to January 1. This is an increase on the minimum wage from R1 060 to R1 235.

Saccawu spokesman Mr Paul Kashe

said yesterday an agreement reached on Wednesday had centred on wages and conditions of employment.

"This is the biggest increase Saccawu members have received this year. Other companies have as yet not indicated the amount they are prepared to pay," he said.

Both parties had agreed on a procedure to replace dismissed workers and workers going on pension, he added.

Management had agreed to recognise March 21 (Sharpeville Day) as a paid holiday, Mr Kashe said.

Saccawu warned other companies that their members would resist lower wage increases and would embark on strike action if wage negotiations failed, he said.

Comment from 3M was not available at the time of going to press.



The NUM protest outside Anglo American headquarters in Johannesburg yesterday. Picture: ROBERT BOTHA

Anglo head office workers demand union recognition

355 ADELE BALETA

ABOUT 150 NUM members staged a lunchtime placard demonstration outside the head office of the Anglo American Corporation in Main Street, Johannesburg, yesterday.

Police in vehicles looked on from a distance and there were no incidents.

The workers — all employees at Anglo's headquarters — demanded an end to discrimination, recognition of the union at the corporation's head office, provision of stop-order facilities for the payment of union dues, a wage increase of 83% to bring the minimum up from R820 a month to R1 500 and a 25% across-the-board increase.

They further demanded a single housing loan for black and white employees.

The demonstrators insisted on seeing Anglo's chairman Julian Ogilvie Thompson. He was not in the building at the time and the workers vowed to hold similar demonstrations every day until they met him.

In a statement the demonstrators said they failed to understand why Anglo had refused to see their "democratically elected committee" while the corporation was willing to travel to Lusaka to meet ANC representatives.

An Anglo statement said the demands had been presented to management who had already explained procedures were in place for the handling of grievances of individual head office employees in respect of salary increases and the home ownership scheme.

The statement said management and the employees involved had agreed the NUM had just over 10% support at Anglo's head office. This was short of the accepted level. *51 Day 2014190*

But NUM spokesman Jerry Majatladi said the requirement of 50% plus one to prove representativeness was unfair as the majority of workers at the head office were white. He said that meant about 750 black workers were denied the right to belong to the union.

ANC deputy president Nelson Mandela — an NUM honorary life president — would receive his NUM official membership card at a meeting of the NUM central committee in Johannesburg tomorrow, Majatladi said.

City 20/4/90

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NEWS

100 Johannesburg Hospital workers mount protest

Staff Reporters

About 100 singing and toying workers yesterday staged a peaceful demonstration outside the front entrance of the Johannesburg Hospital to highlight grievances.

They held aloft placards reading: "Mr Vlok - Teargas is no answer to workers", "Stop privatisation", "We demand a living wage", and "Not 10 percent increase".

Reaction

A spokesman for the protesters said the workers representing 13 Transvaal Provincial Administration hospitals were reacting to the latest 10 percent salary increase.

Yesterday's turn-out was the second in their campaign, following the protest by 1 200 health workers at Baragwanath Hospital on April 6.

A general assistant said they were going to demonstrate outside the hospital every lunch time until their demands were met.

"We have been making the same reasonable demands for a long time, but the hospital authorities do not seem at all concerned. This is the only peaceful way we can be protest because striking endangers the lives of innocent patients," she said.

Last month lists of grievances were presented to authorities in the Witwatersrand region.

They include a minimum wage of R1 100 and a guaranteed minimum across-the-board increase of R400 a month for all workers.

"Our present salary of R227 is not only a starvation wage but far below the consumer price index," said the spokesman.

Workers are also demanding the abolition of segregated health services.

The workers were also particularly concerned about the pro-

posed increases in hospital-subsidised transport fares which are set to jump from R6 a month to R27.

Acting Hospital superintendent Dr Trevor Frankish said the hospital had been subsidising transport "extremely heavily" and some workers had only been paying R3,75 a month for transport from the bus station to work and back.

Progress

"The highest rate will be R27 but we are still negotiating the fares," he said.

Dr Frankish said the hospital administration held regular meetings with Nkhawu officials and believed they were making progress.

"We are addressing all issues concerning the hospital directly and referring those out of our jurisdiction to the highest possible level where they are receiving immediate attention," he said.



Hospital workers singing and dancing outside the Johannesburg Hospital's main entrance yesterday in a demonstration against their working conditions and wages. ● Picture by Jacob Ryliff.



Sanlam urges wage freeze

By TOM HOOD,
Business Editor

A WAGE freeze to help lower inflation, advocated by economists in the past, is raised again by Sanlam today in its latest Economic Survey.

To break the spiral of inflation, chief economist Mr Johann Louw says besides other steps to lower the rate of price hikes it might be necessary as a short-term-measure to limit wage and salary increases to a rate even lower than the prevailing inflation rate.

"To achieve the desired results, business will have to pass the resultant 'savings' in labour costs on to consumers by means of smaller price rises," added Mr Louw.

Large for all

Labour remuneration represented a large cost input for virtually all industries. Adjustments in salaries and wages — against the background of productivity changes — played an important role in determining cost and price levels of goods and services.

However Mr Louw conceded that workers' remuneration had not generally been excessive in the past 20 years.

South Africans received average annual wage increases of 14 percent between 1970 and 1988 — higher than workers in the United States, Japan, West Germany, France and Britain, according to the National Productivity Institute.

But productivity showed the lowest increase (1,9 percent) and unit costs rose on average by 12 percent — higher than in any of the five countries.

The higher inflation rate, which consisted of increases in labour and other costs, was

simply built into the next round of wage and salary adjustments and so, with the help of a rise in the money supply, perpetuated.

South Africa compared poorly with leading industrial countries in this respect.

Limited wage increases were essential to force the unacceptably high inflation rate down to lower levels," said Mr Louw.

The purposeful promotion of productivity could also make an important contribution to lowering the inflation rate.

"An imaginative programme to achieve this can be postponed no longer. That includes better tuition and training of manpower and the greater involvement of management and trade unions in productivity programmes."

"Employers must convince the trade unions an improvement in productivity need not necessarily lead to redundancy of workers, but that job opportunities are in fact created in this way."

South Africa's unacceptably high inflation rate could be lowered only if continued monetary and fiscal discipline was supported by a more stable rand, restrained increases in labour remuneration and real efforts to raise productivity.

"Inflation is a deep-rooted problem for which there is no instant solution, particularly not in a country like South Africa, with its open economy, relatively small domestic market, extensive socio-economic problems and strong unrest po-

tential rooted in large-scale unemployment.

"There is a growing realisation that a significant drop in our inflation rate can be effected only by means of a comprehensive package involving both the public and private sectors. In fact, each citizen will have to make a contribution toward lowering South Africa's high inflation rate to a more acceptable level," said Mr Louw.

It was generally appreciated the maintenance of monetary and fiscal discipline should form the cornerstone of any anti-inflation policy.

The government had for a some time been striving to limit the excessive granting of credit and growth in the money supply.

Hoping for a better deal from Vlok

Own Correspondent

DURBAN. — In spite of years of complaints about poor pay and working conditions, members of the South African Police remain among the worst-paid government servants.

Experienced policemen are still leaving the force at an alarming rate with many of those replacing them still "wet behind the ears" as far as investigating capabilities are concerned.

But hopes are high that after the expected announcement by the Minister of Law and Order today, salaries and benefits will improve to such an extent that the drain which has seen an average of 22 people leave the force each day in the first months of this year

will be reversed and the police force will again be able to attract people of quality.

Recently announced steps to use national servicemen in the police force to bolster numbers are seen as a short-term solution.

According to Ministry of Law and Order spokesman Brigadier Leon Mellel, it takes at least four years before a policeman is fully trained and at the peak of his effectiveness.

Private security companies have been snapping up the ex-policemen. According to Mr. Norman Reeve of Combat Force, the police force has been overworked and underpaid for too long.

At present a constable joining the police force earns a total monthly package of about

R1 073 — before tax and other deductions (about the same as a person starting a career as a sweeper at South African Breweries). This salary, however, goes up very slowly, with increments of about R500 a year — or less than R50 a month.

Promotion does not mean much extra pay — it is possible to get promoted and even have an actual drop in salary. When a constable is promoted to sergeant, the increase is often only a negligible R16 a month.

A large bone of contention in the lower ranks of the police is that former members of the Railway Police (the two forces were amalgamated in 1987) still earn higher salaries than their counterparts in the SAP — although they can perform identical functions.

Policemen do not get paid for overtime, and complain of frequently being required to work extra duties — especially over public holidays. In theory they are entitled to days off in recompense, but the grave shortage of manpower means this is seldom possible.

Policemen complain of inefficient administration. Transfers can take several months to come through and most branches apparently have a constant battle to get necessary vehicles and equipment.

Policemen are also not allowed to unionise — they have no organisation in which they can negotiate directly over conditions, no organisation solely to protect their interests or through which they can air their grievances.

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23/4/90

Police pay deal today?

Political Staff 355

A SPECIAL announcement on police pay rises is expected today in a move to stem snowballing resignations which are now seriously threatening the efficiency of the force.

Law and Order Minister Mr Adriaan Vlok is expected to announce the increases during his department's budget debate which starts in Parliament today.

Mr Vlok is also expected to address the issue of the circumstances under which police work, situations such as the threatened "boere" army and incidents such as at Viljoenskroon last week in which four people were shot, allegedly in confrontation with the police.

● Hoping for a better deal from Vlok — Page 2

Eskom, 13 unions agree to increases

355 ADELE BALETA

ESKOM management and 13 trade unions had reached a wage agreement granting a 15% increase on the minimum basic wage scale for 9 005 monthly paid employees, an Eskom spokesman said.

The agreement, reached on April 17, covered skilled blue-collar workers. 6 May 23 14 190.

Agreement was also reached for salaried staff — management and administrative personnel. The approximately 20 000 employees would receive a 15,75% increase on the minimum wage scale and 12,5% on the maximum.

Negotiations affecting 18 211 general workers were still in progress. Parties to negotiations for this category of workers were Eskom, the National Union of Mineworkers, the National Union of Metalworkers of SA, the Boilermakers, Iron and Steel Workers, Shipbuilders and Welders Society and the Engineering and Allied Workers' Union of SA.

On April 17 the parties agreed on working conditions which would be extended to all employee categories.

Employment conditions included an increase in the standby allowance from R12 a day to R13,50, an increase in death funeral benefits from R2 000 to R4 000 and an increase in funeral benefit contributions from R1,02 to R2.

Allowances for live-line workers were also increased.

Hospital worker 45 years a 'temp'

THE lowest-paid workers involved in last month's strike in Cape Peninsula hospitals earned less than R224 a month plus R46 area allowance, the Minister of National Health, Dr Rina Venter, said yesterday.

The longest period served by a temporary staff member was 45 years.

Dr Venter, replying to a question in the House of Assembly by Ms Dene Smuts (D.P., Grootte Schuur), said that during the strike from March 5 to 21 services were scaled down and in certain cases only emergency services functioned.

The lowest-paid grade of employees involved started at R2 685 a year and went to up a maximum of R5 415 (R451 a month) plus R540 a year area allowance.

Temporary workers were eligible for benefits due in their conditions of appointment, the Public Service Act and its regulations, and the Temporary Employees Pension Fund.

Dr Venter added that all channels of communication were used to solve the problems and end the strike.

Row over MPs pay jump: DP want a referee

Staff Reporter

CAPE TOWN 24/4/90

DEMOCRATIC Party MPs have said they would rather not vote for their own pay rises but have an independent body ascertain the increases.

MPs received about 25% more from April 1 — nearly R1 000 a month.

State workers have slammed the increase which is 15% more than their 10% non-pensionable rise.

A petition signed by 50 people and sent to the DP MP for Pinelands, Mr Jasper Walsh, said the increase was inappropriate and insensitive.

Stony silence

"It is interesting to note that those champions of right and justice, our DP MPs, have chosen a moment like this to lapse into a state of stony silence," the petition says.

Mr Walsh said the DP caucus felt that they should not vote their own pay increases. This should rather be decided by an independent body.

Claremont DP MP Mr Jan van Eck agreed with Mr Walsh but said that an MP had many expenses.

When President F W de Klerk announced the pay rise in February he said the government was considering creating a statutory body to decide on politicians' salaries.

NUM wants average wage increases of 35%

355
B/Dm 24/4/90

THE NUM announced yesterday its central committee had decided the union should enter the 1990 wage negotiations with the Chamber of Mines demanding average wage increases of 35% for its members.

The proposed new minimum rates in the industry, R543 for surface workers and R600 for underground workers, were the same as the union's equivalent proposal last year.

General secretary Cyril Ramaphosa emphasised there were major differentials on wage scales between the six major mining houses, and the achievement of a single minimum wage in the industry remained a priority for the NUM.

Because of these differentials the NUM's opening minimum wage demand represented an increase of as much as 95% on the lowest paying collieries, but only 31,8% on the highest paying gold mines.

Ramaphosa said the union was now entering the second year of its three-year programme devised last year to achieve a national living wage.

Questioned on the wage negotiations, due to start in May, Ramaphosa said the union anticipated management would again argue costs and the low gold price

MATTHEW CURTIN
and ALAN FINE

militated against such pay increases. The NUM would answer such arguments at the negotiating table.

Demand

NUM demands, endorsed by 320 branch representatives at its central committee meeting over the weekend, included a call for an 88- and 80-hour working fortnight for surface and underground workers. Present working hours range from 96 to 98 hours per fortnight.

The union also gave notice it was about to send a letter of demand to the Chamber of Mines and to individual mining houses detailing its grievances over "persisting" racial discrimination on the mines.

The central committee had identified 59 areas of "rampant discrimination", including hoisting procedures, changing houses and toilets, acclimatisation processes and medical facilities.

There was concern that while apartheid in broader society had virtually been declared unworkable and outdated, the mining industry was "bent on" ensuring it remained at the workplace.

The NUM's national executive committee had been commissioned to compile a document on racial discrimination to be used as a basis for negotiation with the industry.

Ramaphosa warned a failure by management to heed union demands would lead to an official dispute and workers taking whatever action they deemed fit. As it was, the defiance campaign on mines around the country would continue.

Chamber of Mines spokesman Peter Bunkell said the industry was opposed to any form of racial discrimination. Its commitment to this cause had seen the chamber take government to court over the implementation of potentially discriminatory provisions as well as continuing to address mineworkers' grievances.

Ramaphosa said the central committee had discussed the disbanding of the SA Congress of Trade Unions and welcomed the decision for Cosatu to join the ANC and SACP in a strategic alliance.

He warned if positive and tangible moves did not emerge on the part of the government after the forthcoming talks with the ANC, the government could expect protest action from workers.

NEWS

Union to fight racism on mines

By Drew Forrest

The National Union of Mineworkers has threatened to embark on "whatever action is needed" to force employers to abolish racial discrimination in the mining industry.

About 320 delegates at a weekend meeting of the NUM's Central Committee — the union's second most important decision-making body — decided to send letters of demand on the issue to all the mining houses.

To enforce its demands, the union would press on with its defiance campaign, NUM general secretary Mr Cyril Ramaphosa told a Johannesburg press conference yesterday.

If this failed, further action would be considered. He declined to elaborate.

Mr Ramaphosa said the Central Committee had isolated 59 areas of discrimination on the mines. These included racial underground queuing, segregated facilities and the subjection of black workers to heat acclimatisation.

Wage demands

The NUM's national executive committee had been commissioned to research the issue and its findings would be used in this year's wage talks on the mines.

"While apartheid in the broader society has been declared outdated and unworkable, the mines are intent on entrenching it," he said.

The Chamber of Mines has consistently argued that the industry has opposed discrimination in word and deed.

At the press conference, the NUM gave further details of its wage demands this year.

These include paid holidays on March 21, June 16 and October 1 (health and safety days); 35 days' annual leave for underground workers and 30 days for surface employees; compensation for time travelling to the workplace and income security for workers injured on duty.

Attempts to win a national minimum wage on the gold and coal mines would be boosted by recent organising inroads at Goldfields and Rand Mines, Mr Ramaphosa said.

Mr Ramaphosa said the central committee had given its unqualified support to the ANC in its forthcoming talks with the Government, warning that if these failed to yield results, a response could be expected from workers.

New pay allowances for police, nurses detailed

By Peter Fabricius,
Political Correspondent
CAPE TOWN — Police and nurses have received further details of their increased allowances, announced this week.

The new allowances and service conditions will come into effect retrospectively from April 1 and will appear in their May pay packets.

Police sources have indicated that the new allowance will add an extra R300 to R400 to police pay cheques:

- Monthly service allowances

for long and irregular hours and dangerous duty will be increased from R239,75 to R400 a month for constables; from R229,75 to R350 a month for sergeants; and from R209,75 to R300 a month for warrant officers to colonels.

- The daily compensation for special constables will be increased from R15 to R19 and for special sergeants from R17 to R21.

- From April 1 all ranks up to colonel will be obliged to work on their rest days where necessary and will be paid R50 a day

for this.

The system has also been revised to make it easier to be promoted from constable to sergeant and sergeant to warrant officer.

Structural changes to police salary scales have not been finalised.

- Minister of Health Dr Rina Venter has announced that from April 1 all registered nurses will receive the same special allowance — meaning that lower ranks would get a higher percentage increase.

There will be another allowance for staff nurses. Nursing assistants, students and pupils will also receive allowances.

On July 1, nurses will receive a structural salary adjustment which would partly incorporate the allowance — “with due consideration of the extent of the combined improvement”.

The improvement will not apply to student and pupil nurses.

The committee of inquiry into the nursing profession met from April 18 to 20 to formulate the recommendations.

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Racism 'a major strike factor'

Labour Reporter

Racism in the workplace has been a major factor in unusually high levels of strike activity in recent weeks, according to a survey in the latest edition of Work in Progress.

The journal added that high levels of political mobilisation and conflict and rising expectations had made an impact on the labour arena.

In an analysis of 114 strikes involving 71 000 workers, WIP said the main strike triggers remained wages (36 per cent) and discipline and dismissals (20 per cent).

Workplace racism — including assaults, the discriminatory application of disciplinary codes, segregated facilities and discrimination in pay — had played a key role in the unrest.

Most industrial action had taken place in the metal sector, followed by chemical, paper and wood industries.

WIP said pay rises since the start of the year had generally been lower and that wage settlements in 1990 were unlikely to outstrip the inflation rate.

Unprecedented labour action in the public sector could be traced to the political climate and low wages.

Pick 'n Pay workers get rise

Pick 'n Pay workers are to get an increase of R160 a month, backdated to March 1, bringing their average wage to R1 023.

A statement issued by the company yesterday said this was the result of an agreement with the South African Commercial Catering and Allied Workers Union (Saccawu).

R46 000).

CAT 71413 26/4/90 (31)

Pay increase for workers

355

JOHANNESBURG. — Pick 'n Pay workers are to get an increase of R160 a month, backdated to March 1, bringing their average wage to R1 023. The minimum wage for new employees has been set at R800.

Just for starters

Against a backdrop of rising costs and a union protest drive against race discrimination on the mines, the National Union of Mine-workers (NUM) opened this year's wage negotiations with what amounts to an average 35% increase. The Chamber of Mines and the union are due to start formal bargaining in the second week of May (see Fox).

The union's "proposal" would mean an industry "national minimum cash wage" of R543 a month (rising to R1 339 at Grade 8) for surface workers; and R600 (R1 480) for underground miners, gold and coal. Open-cast rates would be the same, except for the top four grades which are a bit higher. This excludes any payments for food, accommodation and medical care, said NUM general secretary Cyril Ramaphosa.

The same minimum rates were sought last year (based on a 95% demand), though NUM eventually settled for average increases of 18%. The union is aiming to eliminate wage grade differences among the major mining houses.

Regarding conditions of employment, Ramaphosa also announced demands for: paid public holidays on March 21, June 16 and

October 1 (health and safety day); 30 days paid annual leave (35 for underground workers); holiday leave allowance equal to a month's pay; new service increments; an 88-hour fortnight for surface workers and 80 for underground miners; compensation for time travelling to work; no dismissal on medical grounds without negotiation; and income security for injured and, therefore, downgraded, miners.

The demands were formulated at NUM's central committee meeting last Saturday, which also discussed racial discrimination in the industry; skills in a post-apartheid SA; negotiations between government and the ANC; the alliance between Cosatu, ANC and the SA Communist Party; and nationalisation — though the substance of the last four topics was not made public.

No less than "59 areas where racial discrimination is still rampant on the mines" were identified, from hoisting (queuing underground), acclimatisation, toilets and recreation facilities to recruiting, medical care, wages and attitudes. If the mines fail to eliminate discrimination, NUM warned, the whole industry will be in dispute with the union "entitling workers to embark on whatever action they deem fit to ensure that racism is stamped out of the industry."

The chamber has said it opposes any form of race discrimination and is committed to ending it.

The industry is also charged with doing very little to improve skills among black miners and a skilled work force "is the key to economic prosperity in a post-apartheid SA." NUM says it has initiated technical and managerial training schemes. It also

LIFTING THE MINIMUM

Minimum wages on gold mines

	NUM demand 1990	Anglo 1989	Gold- fields 1989	Genmin 1989	Rand Mines 1989	Anglo- vaal 1989	JCI 1989
Surface							
1	543	399	324	356	372	333	397
2	518	450	404	405	419	378	452
3	703	519	500	478	472	445	517
4	800	597	610	554	554	529	599
5	910	582	738	660	627	633	684
6	1 035	803	n/a	769	746	752	797
7	1 177	943	892	932	886	903	929
8	1 339	1 095	1 059	1 148	1 120	n/a	1 081
Underground							
1	600	455	356	420	432	394	453
2	683	520	446	475	489	447	517
3	777	595	551	558	551	520	620
4	884	688	671	637	637	600	679
5	1 006	793	812	760	722	710	785
6	1 144	914	n/a	895	854	847	883
7	1 301	1 050	975	1 055	980	1 004	1 050
8	1 480	1 222	1 165	1 274	1 228	1 223	1 228

Source: NUM

announced that several miners' unions around the world have agreed to finance the training of 100 miners this year in a number of universities and mining colleges.

The union is expecting the mining industry to send 250 miners and students to SA universities every year "to acquire skills for a post-apartheid SA."

Metal employers increase wage offer

W/E-AR64 28/4/90
Business Staff

EMPLOYERS slightly increased their wage offer at the third round of talks with unions for a new agreement in the engineering and metal industries this week.

The new offers range

from 11,5 to 15,7 percent, amounting to 51c an hour for labourers and 96c an hour for artisans, according to a statement from the Steel and Engineering Industries Federation (Seifsa).

Employers also of-

fered to increase living-out allowances by between 44 and 72,4 percent.

They also agreed in principle to union demands that the scope of the main agreement be extended, if legally possible, to cover all areas

in South Africa, including independent and self-governing areas.

Extensive discussions focussed on employer proposals for the exclusion or exemption of small businesses from the agreement.

Metal bosses push up pay offer to workers

By Drew Forrest

The giant Steel and Engineering Industries Federation (Seifsa) raised its wage offer by 1,5 percent in the third round of annual pay negotiations, which will affect 380 000 metalworkers.

The offer now stands at between 11,5 and 15,7 percent — which means an hourly rate of R4,07 for labourers and R9,27 for artisans.

The largest union which is party to the metal industrial

council, the National Union of Metalworkers, has demanded a R5,50 minimum for unskilled workers and an across-the-board rise of R2.

Seifsa said in a statement that further employer concessions included an agreement in principle to extend the wage deal to all parts of South Africa, including the homelands, "if legally possible".

This is subject to provisos that the extension be phased in over a period, and that small

businesses were excluded.

Employers also offered to increase living-out allowance by between 44 and 72,4 percent.

Seifsa said much of last week's negotiations focused on the proposal that small businesses — possibly defined as having eight or fewer employees — be excluded from the wage agreement. Employers indicated that the success of the talks might depend on a positive response to the proposal.

The next round of talks is on May 10.

Employment Act changes hailed

Labour Reporter

The employer body Saccola has welcomed Government moves to regulate the basic employment conditions of farmworkers and has urged the participation of employers and unions in the framing of new law.

Last Friday, Manpower Minister Mr Eli Louw announced in Parliament that following extensive discussion with the SA Agricultural Union and parliamentary representatives of farmworkers, the Basic Conditions of Employment Act and the Unemployment Insurance Act would be amended next

year to apply to farming.

The particular circumstances of agriculture would be taken into account in adjusting the laws and all interested parties would be consulted.

Mr Louw also said that he had asked the National Manpower Commission to probe and make recommendations on the extension of the Labour Relations Act and the Wage Act to farming.

The NMC would also be asked to investigate "whether the rights of domestic workers should be protected in legislation and if so, in what form".

The "unique circumstances"

of these employees called for special consideration, he said.

Welcoming the moves, Saccola chairman Mr Bobby Godsell stressed that the involvement of the SAAU and unions was vital if new legislation was to meet the needs of all parties.

On the Labour Relations Act, SAAU president Mr Nico Kotze stressed that the NMC was investigating a separate legal dispensation for dispute-settlement in agriculture.

He warned that the Wage Act — which provides for the setting of minimum wages — could have serious financial implications for farming.

Baragwanath Hospital strikers to draw up response to TPA

By Carina le Grange

The crisis facing Baragwanath Hospital began on March 6 when members of the National Education, Health and Allied Workers' Union (Nehawu) presented the chief superintendent, Dr Chris van den Heever, with a memorandum containing a list of demands.

He was asked to channel the memorandum to the "authorities".

Nehawu demands included:

- A living wage of at least R1 100 with an additional R400 across the board increase for all.
- Recognition of Nehawu.
- The immediate opening of all health facilities to all races.
- The cessation of own and general affairs.
- The abandonment of privatisation, especially with regard to health care.

Dr van den Heever said he had passed the memorandum on to his superiors.

The reply from the Transvaal Provincial Administration (TPA) came on April 27 and was read out to the assembled workers after it was handed to Nehawu officials.

A union official, Mr Patrick Sibeko, said workers would draw up a response to the TPA letter today.

Dr van den Heever said resolving the strike was not in his hands and that he believed the situation was of "great concern" to the authorities.

He said there had been "fairly large-scale intimidation" of nurses. Some were forced to lock themselves in their wards. If nurses joined the strike, he warned, the hospital would be immediately incapacitated. Nehawu denied that nurses were being intimidated.

Peaceful

Hospital authorities said the strike had been peaceful, but a Soweto police spokesman said last night that an illegal gathering of about 300 people was dispersed with teargas yesterday morning from bus stops outside the hospital.

Later in the day, the hospital issued an urgent announcement through "black" radio stations, warning prospective visitors they would be barred from visiting because the hospital could not cope with the usual up-to-20 000 visitors.

Hospital work stoppages spread

1/5/90 355

Staff Reporters

Disruptions in Rand hospital services yesterday spread to Leratong and Paardekraal hospitals on the West Rand because of dissatisfaction over the 10 percent wage increase.

Medical superintendent of Leratong and Paardekraal, Dr Pauline van Wyk, said workers stopped work at 10 am when they received their salaries, but there was no serious disruption of services.

A Transvaal Provincial Administration spokesman said they were currently talking with the hospital workers' liaison committee.

Disillusioned

A worker at Leratong told The Star yesterday that the hospital was "deserted" by workers who were disillusioned by higher deductions in their paypackets after a 10 percent increase. She said they were worse off than before the increase.

Baragwanath Hospital was yesterday still hard hit by the demonstrations, with loads of dirty washing piling up, a shortage of medicines and a delay in the release of bodies to undertakers.

Hillbrow Hospital was experiencing similar problems, and by 11 am the strike had resumed.

Dr J Norman-Smith said general as-

sistants, clerical staff, porters and sections of the physiotherapy and radiology department worked from 7am to 11am only.

Patients' lives however, were not in danger, he said.

Baragwanath spokesman, Mrs Annette Clear, said there were presently "very good relations between hospital management and the workers' committee" and that a number of workers voluntarily turned up on Saturday — not a working day — to tackle about 75 percent of the backlog in dirty linen.

She said demonstrations had been peaceful.

Workers are demanding a wage increase of more than 10 percent. Many earn a minimum monthly salary of R223 and they are demanding an increase to R1 100, as well as shorter hours and permanent employee status.

Mrs Clear said that from April 18 to 25, the medicine packing department lost 1 152 man hours, while the kitchen department lost 7 020 man hours from April 10 to 26.

She said the medicine situation was not critical.

Acting chief superintendent of Johannesburg Hospital, Dr T Frankish, was not available for comment. On Friday he said the demonstrations at the hospital were restricted to lunch hours and did not disrupt patient services.

4

to deal with the people. identify

40 000 kg mountain of dirty washing piles up

Sta 1/5/90 (35)

Staff Reporter

Until a few weeks ago, 237 workers in the laundry division at Baragwanath Hospital washed 80 000 items of dirty linen a day.

When they went on a go-slow which developed into a full-scale strike yesterday, the mountains of washing to be done amounted to 40 000 kg. It served as silent witness to the seemingly mundane activities which keep the world — and hospitals — turning.

With colleagues refusing to operate automatic tablet counters in the pharmacy, porters refusing to transport patients and kitchen staff who hid pots before locking the kitchen against "scabs", non-

medical staff showed their power.

They can and they will, they say, continue with the strike which threatens to close the hospital.

"It is up to the authorities to meet our demands and stop the hospital from closing," said union shop steward Mrs Gladys Mlangeni yesterday when asked about the fate of the patients.

In the maternity section there were no sheets for mothers who had given birth. There were no vests or nappies for new-born babies.

Baragwanath also delivers clean linen to 11 Soweto clinics and Leratong Hospital on the West Rand.

Yesterday reporters saw car-

penters repairing a kitchen door. Matrons and sisters had forced the locked door open to get into the kitchen. With the help of volunteers, they yesterday gave about 2 500 patients and medical staff their first meal in 24 hours.

"It's tough," a sister said. "We are not employed for this but the patients are starving."

"The salaries are terrible, they (the strikers) need to complain. But I question the method, their direction. But we feel for them," another matron said.

In the pharmacy, chief pharmacist Mr Henry Booyzen was assisted by colleagues who had given up their public holiday to pack medicine.



Pictures: LEON MÜLLER, The Argus.

DRAGON: A Chinese "dragon" wends its way around Athlone Stadium during yesterday's celebrations.

12 000 celebrate chilly May Day at Athlone stadium

Staff Reporters *Argus 2/5/90 (355)*
WITH capitalism thick in the air, a capacity crowd of 12 000 people braved blustery conditions to celebrate May Day at the Athlone stadium.

Hot-dog stands set up by entrepreneurs-in-the-making at the entrance to the stadium enticed the African National Congress and South African Communist Party supporters away from the crowded stand at regular intervals.

The rag trade was also represented with enthusiasm — stallholders donned flashy skirts and shirts to exhibit their stock and boost sales of clothing in the ANC and SACP colours.

PEOPLE'S THEATRE

Other green, black and yellow memorabilia was also on sale.

People started streaming into the stadium before noon and by 5pm the meeting was still going strong.

About 20 ANC marshals kept a watchful eye on the proceedings, keeping walkways and stand entrances clear.

Bursts of "culture" in the form of verse, singing and people's theatre entertained the flag-waving sea of people who bobbed to the beat of a band and sang while toyi-toying.

Numsa heads for wage 'showdown'

NUMSA annual wage negotiations with employers are heading for a showdown, the union announced yesterday in the aftermath of the third round of talks held on April 26.

A Numsa statement warned of frustration at the slow progress of negotiations with special reference to racial discrimination, job security, a living wage for engineering industry workers and agreement on the Labour Relations Act (LRA).

Numsa pinpointed Seifsa's proposed exemption of small parties from any agree-

ment and their new average wage offer of 11%, an increase of 1%, as evidence union demands were not being "taken seriously".

Numsa said Seifsa was planning only to extend proposals to non-party small companies with more than 10 workers because their representativeness has fallen.

All engineering unions had rejected the pay-offer, and Numsa said the Seifsa pro-

☐ To Page 2

Wage showdown

posal did not include a guaranteed personal minimum increase.

Seifsa industrial relations director David Carson agreed yesterday negotiations had been slow but said there had been progress.

Seifsa had been presented with 61 proposals, the majority from Numsa, and with an additional 10 from the employers them-

selves, the process of motivating and responding to all proposals was inevitably a slow one.

Carson said there was always the possibility of a showdown. But it was early days and Seifsa was committed to reaching a settlement extended to non-parties.

The fourth round of talks are scheduled for May 10.

☐ From Page 1

Health crisis looms as SA tries to

By Vivien Horler
and Andrea Weiss

First World medicine is staring the Third World in the face — and blinking.

Concerned South Africans no longer say "health" without adding "crisis". Budgets are being cut as more and more people stream into the cities to use the shrinking facilities.

Frustrated doctors, nurses and health workers, trained at the taxpayers' expense, are emigrating, leaving the profession or going on strike because of long hours, difficult working conditions and inadequate pay.

Some hospital wards are closed because of lack of staff, others because of a lack of patients of the right colour.

But at hospitals such as Baragwanath, patients lie on the floor because there are not enough beds.

Prestige units such as Groote Schuur's world-famous cardio-thoracic unit — where the world's first heart transplant was performed — are threatened with closure because of a lack of money to buy basic essential equipment.

At the same time South Africa has more magnetic resonance imaging machines — body scanners which sell for R7 million each — than there are in Britain, a country with double the population. But all South Africa's MRIs are in private hospitals.

Not enough beds

And while the Government bemoans a shortage of money, it has created a health service consisting of 14 different departments.

Professor Walter Loening of Natal University commented: "If the devil himself had been set the task of evolving a health structure so complex in nature that it would confound the minds of the most skilled health administrators, he would not have come up with anything quite as bizarre as we have managed to create."

The questions being asked about the country's crippled health services are becoming more and more strident.

Can we afford to run what in effect are two separate health services, the public and the private?

Can we afford the departure of trained personnel from both the profession and the country?

Can we afford to provide hideously expensive surgery, such as heart transplants, when the same money could pay for thousands of children to be immunised against tuberculosis or measles?

Can we afford expensive research?

Can an increasingly Third World country afford First World standards?

There are no easy answers, no quick fix.

Solutions will have to be found by addressing the entire politico-socio-economic situation. The current health crisis is merely a symptom of a general malaise affecting the country, much of it the result of years of apartheid rule.

Last week the Minister of Health in the House of Assembly, Dr Rina Venter, spoke of the importance of increasing spending on primary health care — out-patient clinics, day hospitals, immunisation facilities, general practitioners, health visitors and illness prevention efforts.

Primary health care also includes good nutrition, adequate and clean water, sanitation, decent housing, education, birth control and healthy lifestyles.

A good system of primary health care will help prevent people needing expensive treatment in hospital. Yet according to Dr Joseph Levenstein, chairman of the South African Academy of Family Practice/Primary Care, only five percent of public health spending goes into primary care.

And only about 10 percent of private medical aid money goes to the general practitioner. Most medical aids will not pay for contraceptives, for example, or for a flu jab, yet will cheerfully pay confinement costs or when a member comes down with flu.

Dr Venter told a medical seminar at the

University of Stellenbosch: "As long as each medical faculty insists on offering all services — all forms of transplant surgery, in vitro fertilisation and so on — there will not be funds to eradicate tuberculosis."

"As long as all medical faculties want to immediately buy all the newest equipment and are not prepared to make agreements to share ... there will continue to be communities in South Africa that are deprived of basic health services."

She said if the emphasis in the health services could not be shifted from a preference for the highly advanced to basic, community-oriented health services, the resulting patient overload in hospitals would mean not enough money to maintain sophisticated academic medicine.

While top doctors agree with Dr Venter, they have some reservations.

Professor John Odell, head of Groote Schuur's cardio-thoracic unit: "She's right in a way to put the emphasis on preventive medicine ... but the results of this policy will take 20 years to filter down the line, and in the meantime we have to deal with patients now — and 25 percent of the population is affected by some form of cardio-vascular disease."

"The equipment I need is absolutely basic, nothing fancy or sophisticated, and as essential to me as a stethoscope is to a general practitioner."

"I'm familiar with the argument that queries the expense of operations such as heart transplants, but 80 percent of the population doesn't have access to private medical care, and someone has to treat them."

Dr J P van Niekerk, dean of the medical school at the University of Cape Town, also backed some of Dr Venter's ideas.

First and Third Worlds collide

"There is certainly room for some rationalisation. For example four institutions training pharmacists in the Western Cape have now been amalgamated into one ..."

"We also need to provide a unitary health service instead of the fragmented service we have if we're going to use the available money properly."

"And we need to develop a relationship between the public and the private sector — the amount of money spent in the private sector is out of proportion to that spent in the public sector."

"South Africa cannot afford unbridled facilities in the private sector as this diminishes what can be provided in a teaching hospital ..."

"The services the private sector can provide must be made part of the general health service equation and become part of total health planning."

"The fragmented health services also came in for criticism from both the Medical Association of South Africa and from the National Medical and Dental Association."

Dr Hendrik Hanekom, secretary-general designate of the Medical Association, said: "In Masa's opinion the fragmentation of health services is one of the most important detrimental influences on the present health care system."

"The present problems experienced in academic medicine clearly illustrate the results of the duplication and even triplication of services — professional, technical and administrative — and unequal distribution of workload, inequalities in services and an inevitable increase in costs."

Namda spokesman Dr Stanley Levenstein said: "There has been a lamentable neglect of

health needs as shown for example in the low budget allocations in favour of priorities such as defence expenditure, and the wasteful fragmentation and inefficiency of 14 departments of health."

"This has resulted in the demoralisation of health workers at all levels in hospitals and other settings with the result that many services have come to a virtual standstill."

Dr Levenstein said the most important cause of ill-health in South Africa was socio-political, rooted in poverty, poor living and working conditions and over-crowding. The situation could only be improved if the Government "musters the political will to address the root causes of the problem in a meaningful and effective way".

In the face of this barrage of criticism, what do the authorities say?

Dr George Watermeyer, executive director of hospital and health services in the Cape, said in an interview: "In the light of the financial situation, we are really having to relook at our total priorities. In the first place, we are not just responsible for hospital care."

"Primary health care is the most important priority. There are facilities that need to be developed. But with that of course is the need to maintain our hospital services."

He said Groote Schuur's present difficulties, including a shortage of equipment, were mainly to do with the fact that it was moving to a new building and "the place still needs to be run in. It is functioning pretty well".

He added: "I think it is fair to say it is a management problem. The thing that concerns me is that the perception is engendered in the minds of many that there is a crisis. The service continues as normal. There is no real danger to the public at this stage."

"I don't really know that there is a running down of services. The question one needs to answer is are we dealing with equipment failure, overstressed personnel, are we dealing with the whole situation of an inadequate care service?"

"The answer to all those is no. We are really looking at a health service which is being stretched, which is being asked to re-examine its priorities."

He conceded that "perhaps we haven't over the years spent sufficient time and effort developing primary health care and that we have spent rather too much time at developing hospital facilities. Having said that, I want to point out that in a geographical area you need an appropriate mix of services".

Not ashamed

But the academic hospitals were being over-stretched by patients who could often go elsewhere, such as the day hospitals.

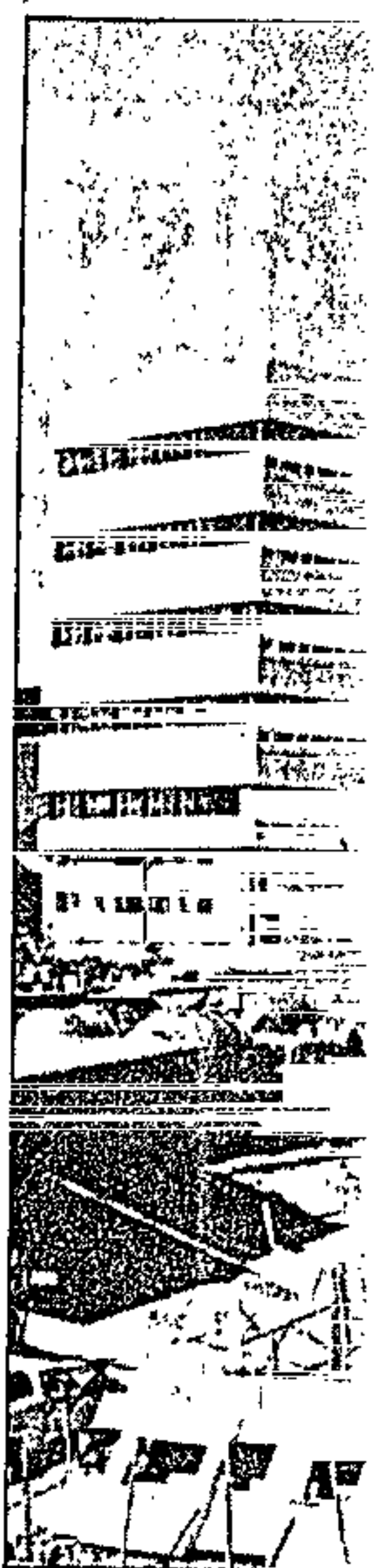
"Academic hospitals are centres of excellence where the care and the training of medical students, specialists, nurses and everybody else can be equated to the best in the world."

"I believe that our teaching hospitals are equal, have been and remain equal to those overseas."

I don't believe that we have anything to be ashamed of or anything to be afraid of in that regard. It is again part of the negative perception being created.

"People are working hard, the service load is enormous, we don't have large sums of money now to purchase on a broad scale what we would want to purchase to develop a new service."

"And of course that results in frustration and anxiety. But at the same time I must admit I am very proud of the service and facilities we are providing. It's perhaps not the same easy system of operation, perhaps there is a degree of overload, but they are still damn good."



Groote Schuur

Sta 2/5790

SPECTRUM

Doms as SA tries to adjust to new demands

sch: "As long as each on offering all services nant surgery, in vitro — there will not be ulosis.

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"This has resulted in the demoralisation of health workers at all levels in hospitals and other settings with the result that many services have come to a virtual standstill."

Dr Levenstein said the most important cause of ill-health in South Africa was socio-political, rooted in poverty, poor living and working conditions and over-crowding. The situation could only be improved if the Government "musters the political will to address the root causes of the problem in a meaningful and effective way".

In the face of this barrage of criticism, what do the authorities say?

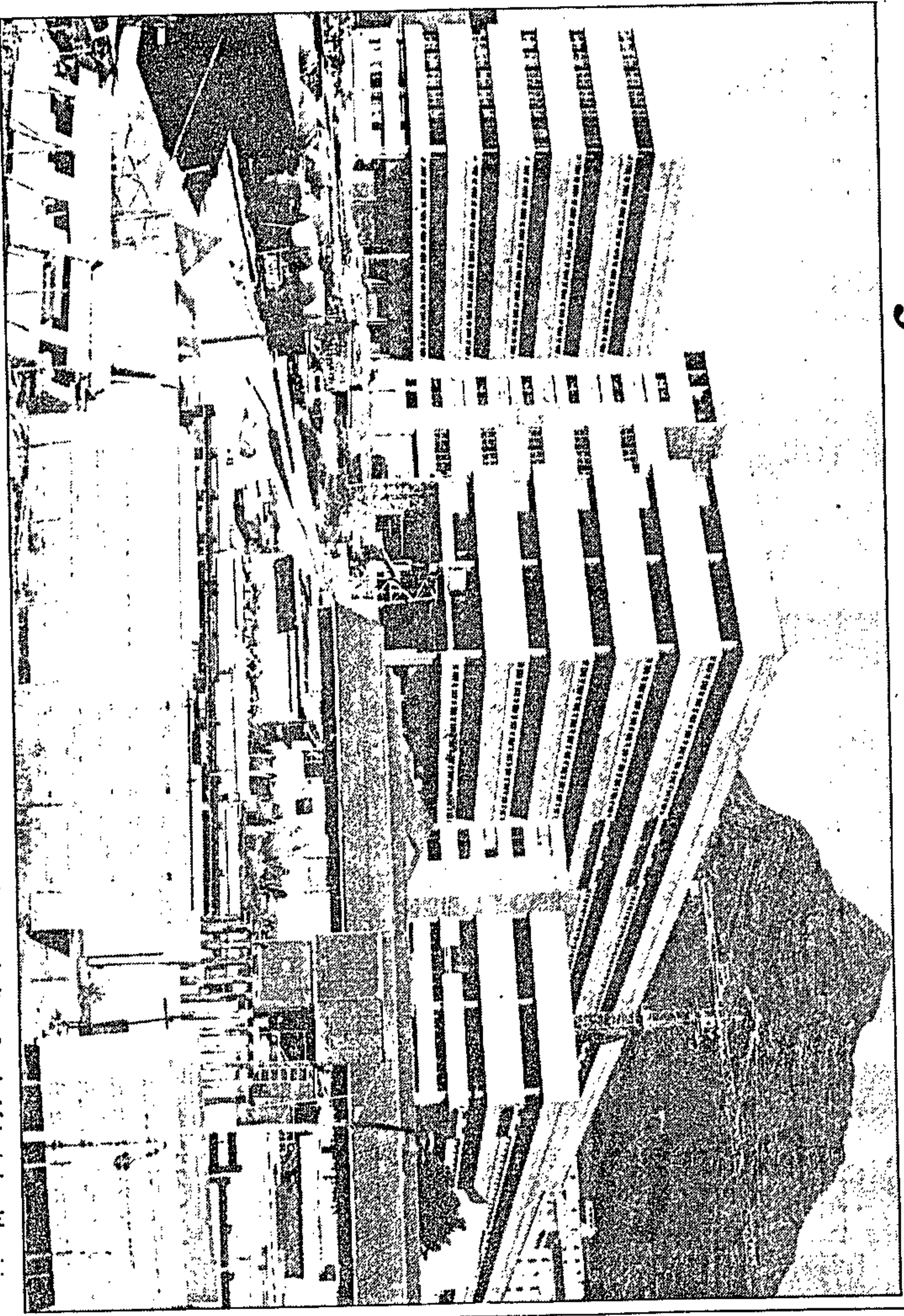
Dr George Watermeyer, executive director of hospital and health services in the Cape, said in an interview: "In the light of the financial situation, we are really having to relook at our total priorities. In the first place, we are not just responsible for hospital care.

"Primary health care is the most important priority. There are facilities that need to be developed. But with that of course is the need to maintain our hospital services."

He said Groote Schuur's present difficulties, including a shortage of equipment, were mainly to do with the fact that it was moving to a new building and "the place still needs to be run in. It is functioning pretty well".

He added: "I think it is fair to say it is a management problem. The thing that concerns me is that the perception is engendered in the minds of many that there is a crisis. The service continues as normal. There is no real danger to the public at this stage.

"I don't really know that there is a run-



Groote Schuur undergoing extensions recently. It is a showpiece of medical excellence but symbolises South Africa's health crisis.

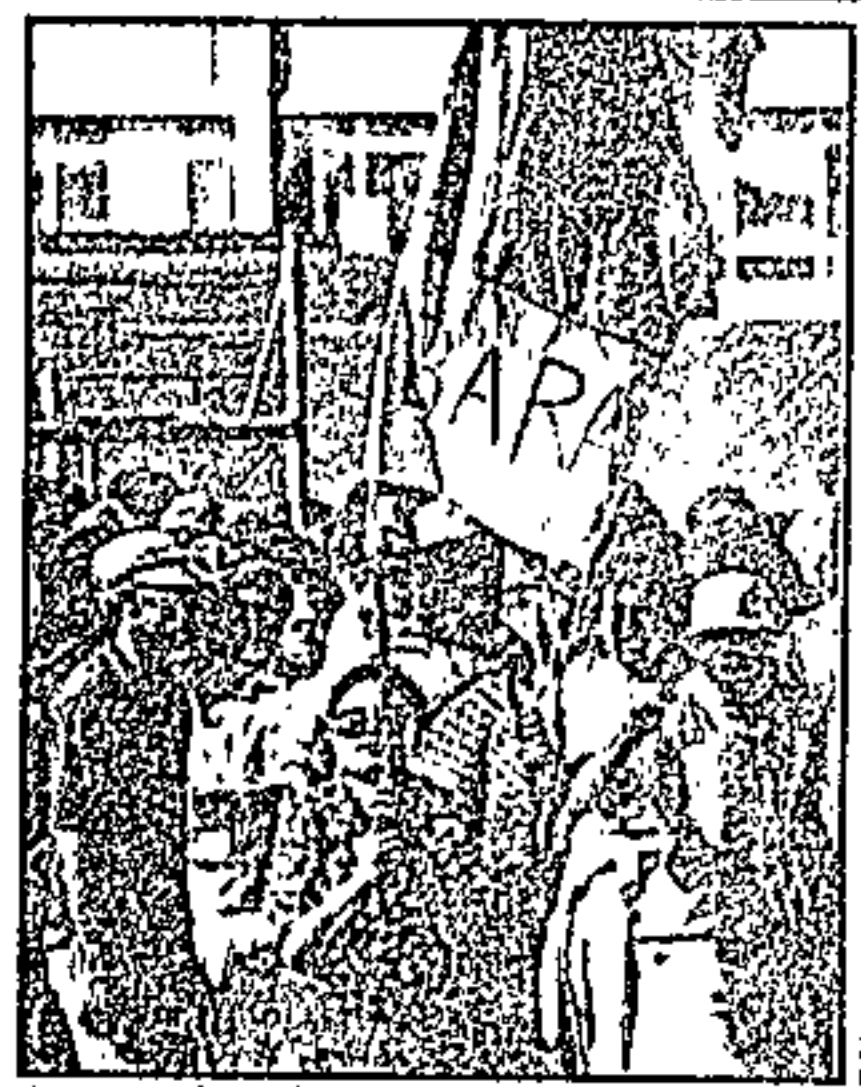
'Many will die' if hospital forced to close

Workers threatened by strikers at Bara

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Hospital strikers carry an ANC flag on which is written "Bara".

By Carina le Grange

Strikers at Baragwanath Hospital — which may be forced to close down soon — were preventing people from approaching the casualty section early today and were threatening nursing assistants, said chief superintendent Dr Chris van den Heever.

This followed his warning last night that Baragwanath, the largest hospital in Africa, may have to close its doors unless the crippling strike by 1 500 non-medical workers is resolved today.

Dr van den Heever said it would be a disaster if the hospital closed. "Many people will die".

He said that, normally, 1 400 emergencies were treated at the hospital each weekend.

Up to 1 000 patients had been discharged prematurely and only emergency cases are being admitted. While deaths have not yet occurred because of the strike, which developed from an initial go-slow, there is fear of infectious diseases developing.

No food

Patients have been deprived of basics, including food. At midday yesterday the remaining 2 065 patients in the hospital had their first meal in almost 24 hours after voluntary workers forced open a locked kitchen to prepare the meal. They were given supper last night and breakfast this morning.

In the maternity section some mothers are being discharged within hours of giving birth.

Top hospital and provincial officials were locked in an hours-long meeting to discuss the crisis which has also spread to other Reef hospitals such as Hillbrow, Leratong, Paardekraal, Boksburg-Benoni and Natalspruit.

As at Baragwanath, Hillbrow is also treating emergency cases only.

The strike is restricted to non-medical workers but allegations of intimidation of nurses have resulted in nurses locking themselves into wards in some cases.

A health expert said yesterday he feared the strike may spread to the Vaal Triangle and Pretoria and then become countrywide since it is union-based. Health services would be completely paralysed.

Strikers, belonging to the National Education, Health and Allied Workers' Union (Nehawu), demonstrating inside hospital grounds yesterday, told The Star they intended to continue their action.

Among their demands are higher salaries, permanent workers' status, union recognition, immediate integrated health care for all, an end to privatisation and the abolition of the present general and own affairs departments.

The MEC in charge of hospital affairs, Mr Fanie Ferreira, and the executive director of health services, Dr Hennie van Wyk, will arrive at Baragwanath early today to evaluate the situation in loco.

The assistant director of the TPA liaison services, Mr Jan Loubser, said requests had been sent to the "relevant authorities" regarding the crisis. They were expected to respond soon.

It is understood that contact has been made with the Red Cross, which may offer aid to the stricken hospital.

The dilemma facing the hospital is that workers' demands concern "broad political and socio-economic issues" which can possibly not even be addressed by the province, Dr van den Heever said.

He said some matters were constitutional and would need change at the highest level.

"Those are things about which President de Klerk and the African National Congress are meeting today," Dr van den Heever said.



A mammoth task . . . two nurses with the mountains of dirty linen piling up at Baragwanath.

● Pictures by David Sandison.

Taximen to meet

Efforts are being made to form a single taxi association in Kattlehong on the East Rand, where feuding between rival taxi groups has led to bloody fighting.

The president of the South African Black Taxi Association (Sabta), Mr James Ngcoya, said that a meeting to launch a new taxi association in Kattlehong would be held at the D H Williams Hall tomorrow.

Taxi operations in Kattlehong were suspended by Sabta during the taxi war to avoid further violence.

Residents have called for the formation of one taxi association to defuse tension.

Tomorrow's meeting, which starts at 10 am, will enable taxi permit holders to launch a new association and elect office bearers. — East Rand Bureau.

● See Page 8.

25 sparkling
bring you spa

Hillbrow Hospital threatened

By Carina le Grange

The crisis that brought Baragwanath Hospital to a virtual standstill yesterday has spread to Hillbrow Hospital, which is threatened with closure after nurses joined the strike by non-medical workers.

Only emergency cases were being admitted and a Transvaal Provincial Administration spokesman yesterday said the hospital was being operated by a skeleton staff.

The superintendent, Dr J Nach, said the possibility could not be ruled out that the hospital would close unless conditions improved.

At Baragwanath the situation remained critical in spite of a three-hour meeting yesterday between top TPA officials and representatives of striking workers.

A spokesman for Baragwanath said early today the strike of non-medical workers continued. There was no change from yesterday, when the situation was described as "critical" and the hospital was closed for a few hours.

TPA spokesman Mr Jan Loub-scher said it was believed that

workers at Boksburg-Bénoni, Natalspruit, Leratong, Paardekraal and Coronationville hospitals were also still on strike, but he was unable to confirm this.

About 1 000 non-medical staff are on a go-slow at Johannesburg Hospital, where a group of workers marched down corridors last night.

Mr van Wyk said what had started as a go-slow by general workers had become a full-blown strike.

"Patient care at the hospital is still normal, but laundry and cleaning services have been completely disrupted. Hospital administration staff are working in the kitchens."

Meeting

At the Baragwanath meeting yesterday an agreement was reached that negotiations "on the highest level" between the TPA and union officials would start soon.

However, the outcome of the meeting, described as a breakthrough, between the MEC for health services, Mr Fanie Ferreira, and the National Education, Health and Allied Workers' Union would mean an end to the strike only if

workers accepted the agreement.

A mass meeting is scheduled for non-medical workers at Baragwanath this morning.

The outcome is expected to affect similar strikes at other hospitals.

The seriousness with which the authorities view the situation was reflected by the presence at Baragwanath yesterday of the Administrator of the Transvaal, Mr Danie Hough.

There was chaos at the hospital yesterday morning when the administration declared the massive complex "in a critical situation and effectively closed".

Less than an hour later, Mr Hough announced the situation was effectively normal and the hospital was open. Mr Hough said the closure was "apparently a misunderstanding".

Mr Hough said no patients whose lives were in danger had been among the 1 000 discharged to ease the crisis.

He admitted, however, the situation was normal only because of the work of volunteers.

● See Page 17.

On guard against 'sinister' Act

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By CHIARA CARTER

SECURITY guards are to mobilise against a recently-passed Security Officers' Act which guards have described as "sinister" and "totally unacceptable".

The Transport and General Workers' Union (TGWU) held several security guard meetings throughout the country last week to discuss the Act and to plan a campaign to improve wages and working conditions.

The present minimum wage in the industry is R413 for a 60-hour week.

A major focus of the campaign will be the demand for a central bargaining unit.

According to a TGWU spokesperson, employers are resisting the formation of such a unit because they fear it will strengthen the position of workers in the industry into which unions have made few inroads.

TGWU also intends to campaign

nationally against the Security Officers' Act in terms of which all security guards have to register with a newly-established security board.

Guards will have to pay a registration fee of R25 which will increase to R70 next year.

The Act stipulates Std Six as the minimum educational qualification for a security guard. This excludes thousands of guards who do not have this qualification.

Guards who do not comply with a code of conduct may be fined or lose their jobs.

The board has requested a meeting with TGWU later this month.

A meeting of about 250 security guards in Athlone at the end of last week rejected this meeting on the grounds that guards had not been consulted when the Act was drawn up.

A TGWU spokesperson said the Act meant security guards became part of the state's security apparatus beside the South African Police, Defence Force and special branch.

Workers strongly opposed this, he said.

Leather unions' no

^{South 3/5 - 9/5/70}
UNIONS organising in the leather industry have rejected an offer by employers of a 16 per-cent wage increase. (355) (455)

The offer was made at the first round of annual wage negotiations between employers of general goods and handbag workers, and the South African Clothing and Textile Workers' Union (Sactwu) and the National Union of Leatherworkers (NULW) in Cape Town last week.

In response to Sactwu's demand for an increase of R40 and the NULW demand for a R60 increase, employers offered R17 — an increase of 16 percent.

According to a Sactwu spokesperson, both unions rejected this as substantially less than the 21 percent inflation rate.

Both unions also rejected an offer of a 15 percent increase by employers at footwear sector negotiations in Durban last month.

Following the first round of nego-

tations, Sactwu and the NULW held a meeting to plan a united front for wage negotiations. (455)

The unions are proposing a "Unity in Action" campaign at factory, regional and national levels.

The next round of negotiations takes place next month.

Now bosses demand wage talks

IN an unusual twist, a company has warned a union that its failure to submit annual wage demands is not conducive to sound labour relations.

In a letter to the Metal and Electrical Workers' Union of South Africa (Mewusa), National Panasonic protested because the union had not submitted wage demands by the end of March.

National Panasonic told the union in a follow-up fax that, if demands were not submitted, the company would view this as an attempt to hinder negotiations.

Meanwhile, Mewusa members at Baltimore Aircoil, an American multinational, are preparing for industrial action following deadlock being declared in annual wage negotiations.

Grading

Negotiations were reopened after being closed earlier this year.

The dispute between the company and the union concerns the grading system and provision for a semi-permanent shop steward.

Mewusa members at Cape Foundries, where a bitter strike took place earlier this year, are also threatening to take industrial action.

Mewusa organiser, Mr Brian Williams, said workers at the foundries were unhappy about charges of intimidation against two strikers.

Williams said the company had agreed to persuade the police to drop charges.

Bara — taking a look at the other side of the coin

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The Star visited Baragwanath Hospital yesterday, where the strike by non-medical workers has led to the closing of medical facilities. **MICHAEL SHAFTO** spoke to patients and strikers. **ALF KUMALO** took the pictures.

He is old and grey and toothless. He was turned away at the outpatients section of Baragwanath Hospital yesterday because they could not attend to him. He has a heart condition and badly swollen legs and as he shuffled across the bridge that spans the old Potchefstroom road outside the hospital, he stopped several times to rest.

Arriving at the hospital, he had passed hand-printed signs at the security offices at the entrance to outpatients which read: "All patients to be referred to other hospitals. HOSPITAL CLOSED."

Mr Albert Mathenjwa, who is over 70 but uncertain of his age, cannot read. But his case sharply focuses attention on the hardship the strike has caused for many patients who require ongoing treatment at Africa's largest hospital.

The old man, a typical "Khele" with grizzled grey hair and beard, was told to return on Friday, "when they say things may be better", he said in a voice no louder than a whisper.

He was not complaining, only a little bewildered.

He has children who will look after him at his home in Phiri township.

"But I am very tired and I don't feel well," he said in the same papy voice.

Mr Mathenjwa's case represents one side of the coin of the frightening dilemma that has brought Baragwanath to this.

The month-long strike has brought the giant hospital to its knees.

His own people — fighting for what they believe are just and simple demands — could be said to be partly the cause of Mr Mathenjwa's misfortune.

Reasonable case

It would be wrong to see the strike — an initial go-slow only turned into a full-blown strike on May Day — as the work of "agitators". During a day of mingling with a crowd of close to a thousand which choked the premises, one gained the impression of reasonable, caring people.

They know about people like Mr Mathenjwa. But they have their own problems.

The strikers, all non-medical personnel so far, are members of the National Education, Health and Allied Workers' Union (Nehawu). Their demands include:

- A living wage of at least R1 100 with an additional R400 across the board increase for all.
- Recognition of Nehawu.
- Immediate integrated health care for all.
- The abolition of general and own affairs hospitals.
- An end to privatisation, especially with regard to health care.



Strikers (from left): Mrs Gladys Mlangeni, Mrs Lillian Mkyusa and Mrs Rita Mkuangwe ... with low wages and non-recognition of their union, they have their own problems.

Strikers looked tired and discouraged as day wore on

On a wide concrete bridge across the old Potchefstroom road, overlooking the Baragwanath Hospital, business goes on as usual. Well, for most people, anyway.

Crowds usually throng the bridge, coming and going from the hospital's side gate where all patients, except ambulance cases, are admitted.

Very few went through the gates yesterday. There was no point. The hospital, which normally caters for more than 3 000 patients a day was, to all intents and purposes, closed.

A total of 1 000 cases had been discharged prematurely and only emergencies were admitted.

On the wall outside is an advertising hoarding which proudly proclaims: "OUR BABIES ON THE ROAD TO HEALTH" — unless the strike is resolved soon this could well turn out to be a classic piece of ironic misinformation as children urgently in need of medical attention find the gates of the hospital closed to them.

There were times yesterday when the sprawling premises, choked with strikers, resembled a fairground as ululating protesters marched up and down. "Come and give an answer to our demands," they chanted.

A huge banner in ANC colours carried at the head of the dancing procession proclaimed: "NEHAWU — An injury to one is an injury to all".

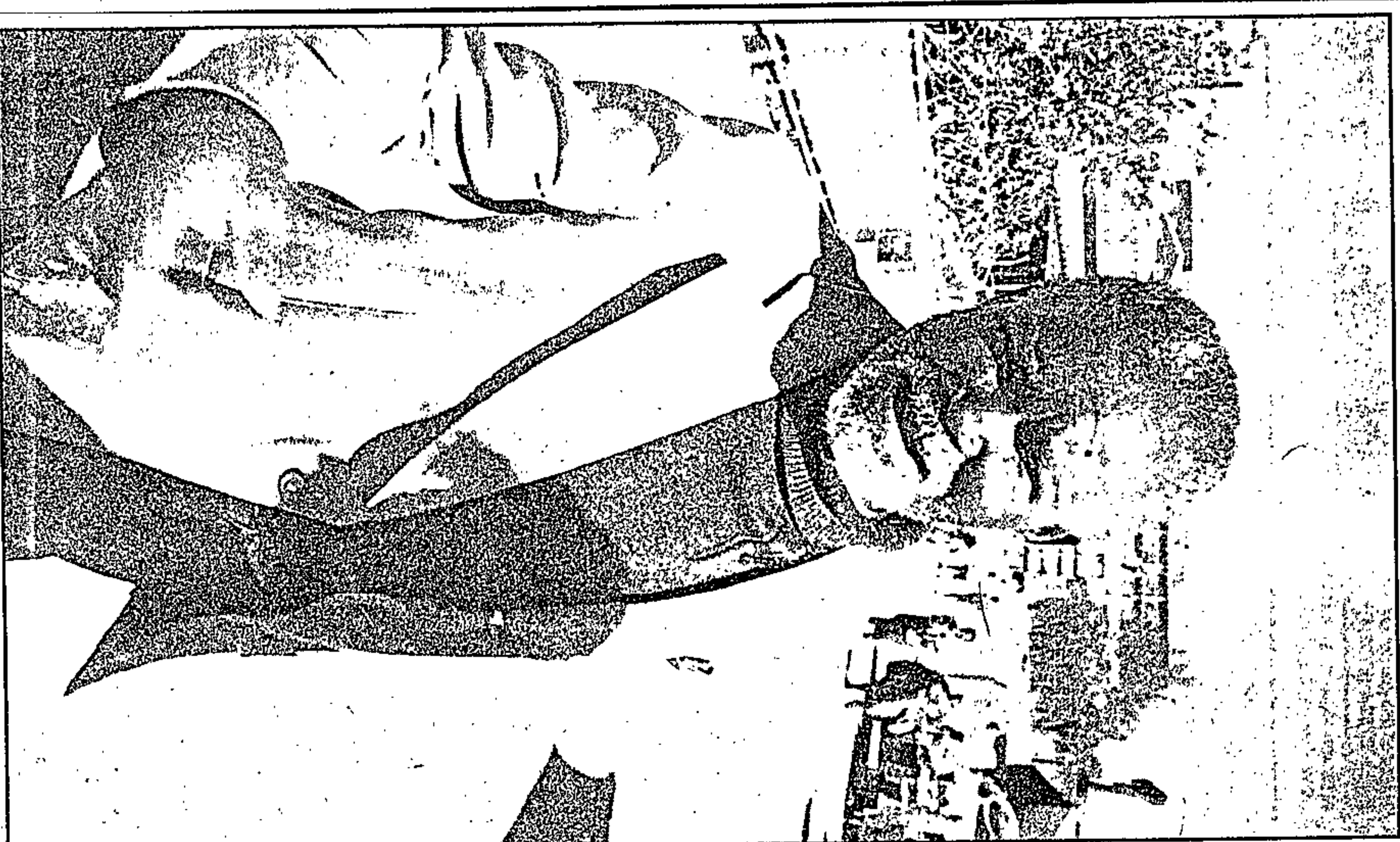
But there was a grimmer side which began to show as the day wore on. The strikers looked tired, depressed and discouraged. Some sprawled on the lawns of the administration building, sleeping. They looked as if they had given up.

"I want to work, but what can I do," said one man — a cleaner, glancing about to make sure he wasn't overheard. "It is wrong. We deserve better pay — but even bad pay is better than none."

He puffed nervously on a cigarette. Then squashed it out and went back to sleep.

When you are old and ill and medical care is not readily available, life can be extremely hard.

Mr Albert Mathenjwa, after calling in vain at Bara, slowly makes his way home.



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3 000 Reef municipal workers down tools

By Montshiwa Moroke

About 3 000 black municipal workers from Albertyn, Bedfordview and Kempton Park downed tools this week, bringing rubbish removal to a standstill.

The work stoppage, concerning wages, enters its third day today after a breakdown in negotiations between workers and the three councils.

Yesterday, union officials alleged that 16 members had been attacked by the police.

A spokesman for the Witwatersrand police said last night he was not aware of any police action.

Officials of Albertyn and Bedfordview councils said yesterday they were prepared to resume negotiations only if work started.

A union official said members would go back only if reasonable increases were offered. The demand is for a minimum across-the-board R1 000 to R1 200 a month. Management's offer is R460.

Growing concern over hospital intimidation

Govt, unions meet in bid to end crisis

Staff Reporters and Political Correspondent

Tense consultations were under way in Cape Town today between National Health Minister Dr Rina Venter and unions representing hospital workers to try to resolve the growing hospital strike.

The Minister for Administration and Economic Co-ordination, Dr Wim de Villiers, met union representatives until late last night.

The union delegation was led by Cosatu secretary-general Mr Jay Naidoo. It is understood the the National Education, Health and Allied Workers' Union (Nehawu) was also represented.

The situation at Baragwanath Hospital, where Nehawu members were the first to halt work — deteriorated further yesterday.

While a hospital spokesman said this morning that the situation was unchanged, there is growing concern over intimidation of voluntary workers.

A hospital source confirmed claims that a gas similar to tear-gas was sprayed in the kitchen while volunteers and nursing staff were cooking.

A Transvaal Provincial Administration (TPA) spokesman, Mr Jan Loubscher, said yesterday about 8 000 workers at nine hospitals were on strike. A TPA spokesman said today he believed the situation was unchanged.

Worst hit are the Baragwanath, Hillbrow, Johannesburg, Natalspruit and H F Verwoerd hospitals.

President de Klerk said in a statement last night that he and ANC deputy president Mr Nelson

Mandela had discussed the problems at Baragwanath and agreed it was imperative services return to normal as soon as possible.

"It was furthermore arranged that Mr Mandela would interest himself to improve the situation at the hospital. Arrangements are also being made for high-level talks on problems pertaining to health services. . . and specific policy aspects regarding labour organisations and unions."

A spokesman for Dr Venter said she would meet Cosatu representatives today in Cape Town. The meeting was scheduled for last night, but part of the Cosatu delegation apparently missed its Johannesburg flight.

At Baragwanath, senior nurses said patients were being discharged prematurely.

Not cleaned

Nurses said there was no laundry service and soiled linen has started to rot. Floors have not been cleaned for days.

Senior sisters in the post-caesarean ward said they had been instructed to discharge mothers and their newly born babies after five days.

"There could be burst abdomens, or wounds becoming septic," said one sister.

At 2 pm yesterday Baragwanath had 1 935 patients, compared to the usual 3 000, and was admitting only extreme emergencies.

The hospital is being kept going with the help of volunteers.

Baragwanath workers yesterday rejected an agreement between shop stewards and the MEC in charge of hospital services, Mr Fanie Ferreira.

Several hospitals have reported that staff have been intimidated. Nehawu officials have denied that its members are involved.

● At Hillbrow Hospital in Johannesburg, the situation worsened yesterday when most nurses joined the strike. Only emergency operations were being done.

"The hospital has, in effect, been closed. I know of at least four patients dangerously affected by the strike, and of others who will die if the situation continues," a doctor told The Star.

Authorities say no lives are in danger.

● At Natalspruit Hospital, workers continued to demand the dismissal of certain doctors. Surgical operations were cancelled and ambulances brought to a halt.

● Johannesburg Hospital is accepting emergency cases only.

● At Middelburg Hospital, the strike by non-medical staff entered its fifth day. Nurses described the situation as "terrible".

● At Sebokeng, Boksburg-Benoni, Paardekraal, Coronationville and Leratong hospitals, a TPA spokesman said workers were still on duty.

Representatives from the National Medical and Dental Association, the South African Health Workers' Congress and other organisations said they would provide emergency services during the dispute.

Democratic Party health spokesman Mr Mike Ellis said workers had genuine grievances because, despite salary increases, they had a take-home pay of little more than R400 a month.

But Mr Ellis said workers' efforts to make hospitals unworkable were unacceptable.

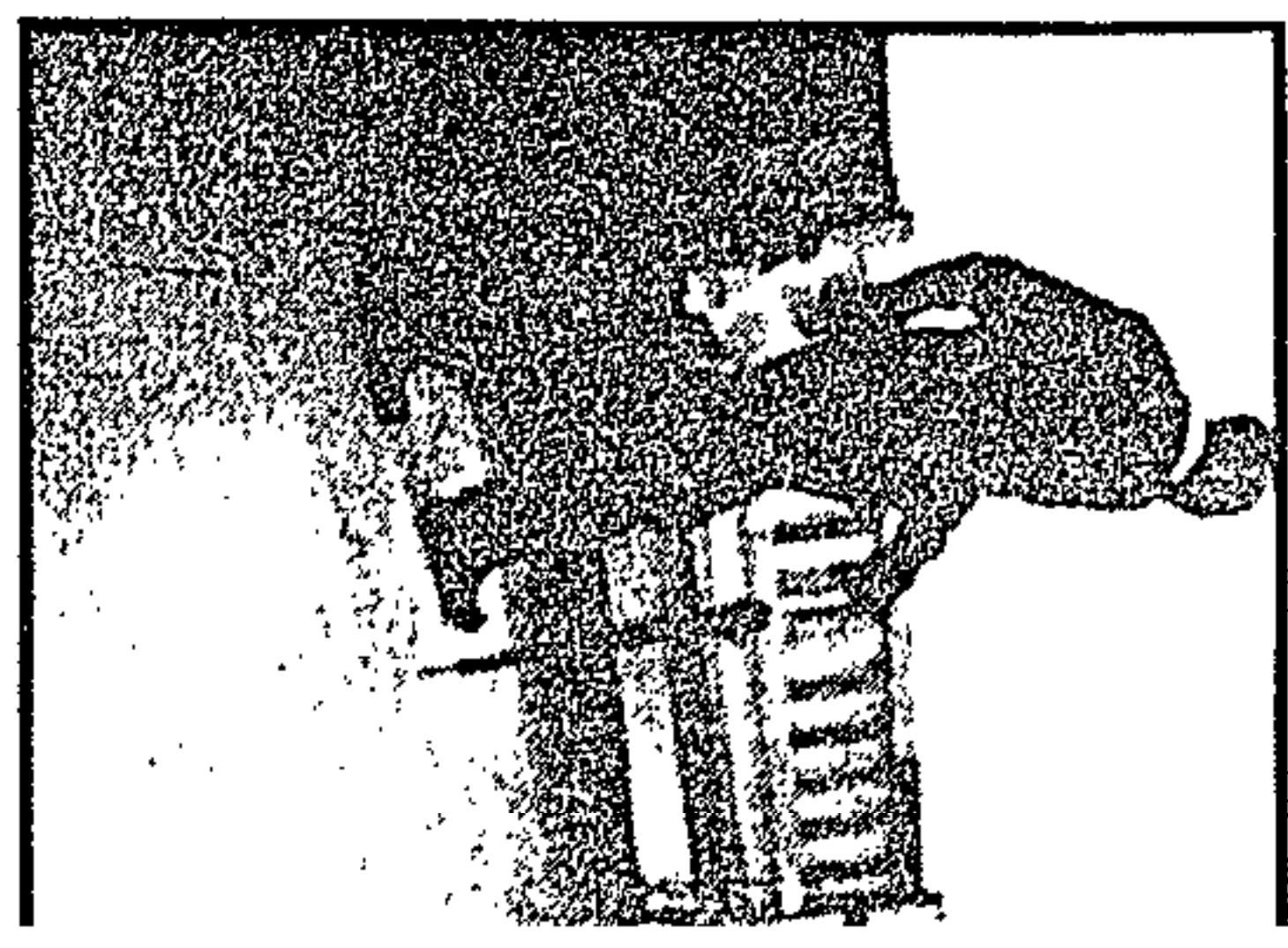
NEWS



EMERGENCY: This young girl was carried into Natalspruit Hospital by family members but she could become one of the hundreds of casualties being turned away because of the hospital strike.

● Photograph: Herbert Mabuza.

Health services in state of chaos for past 10 years, say research workers

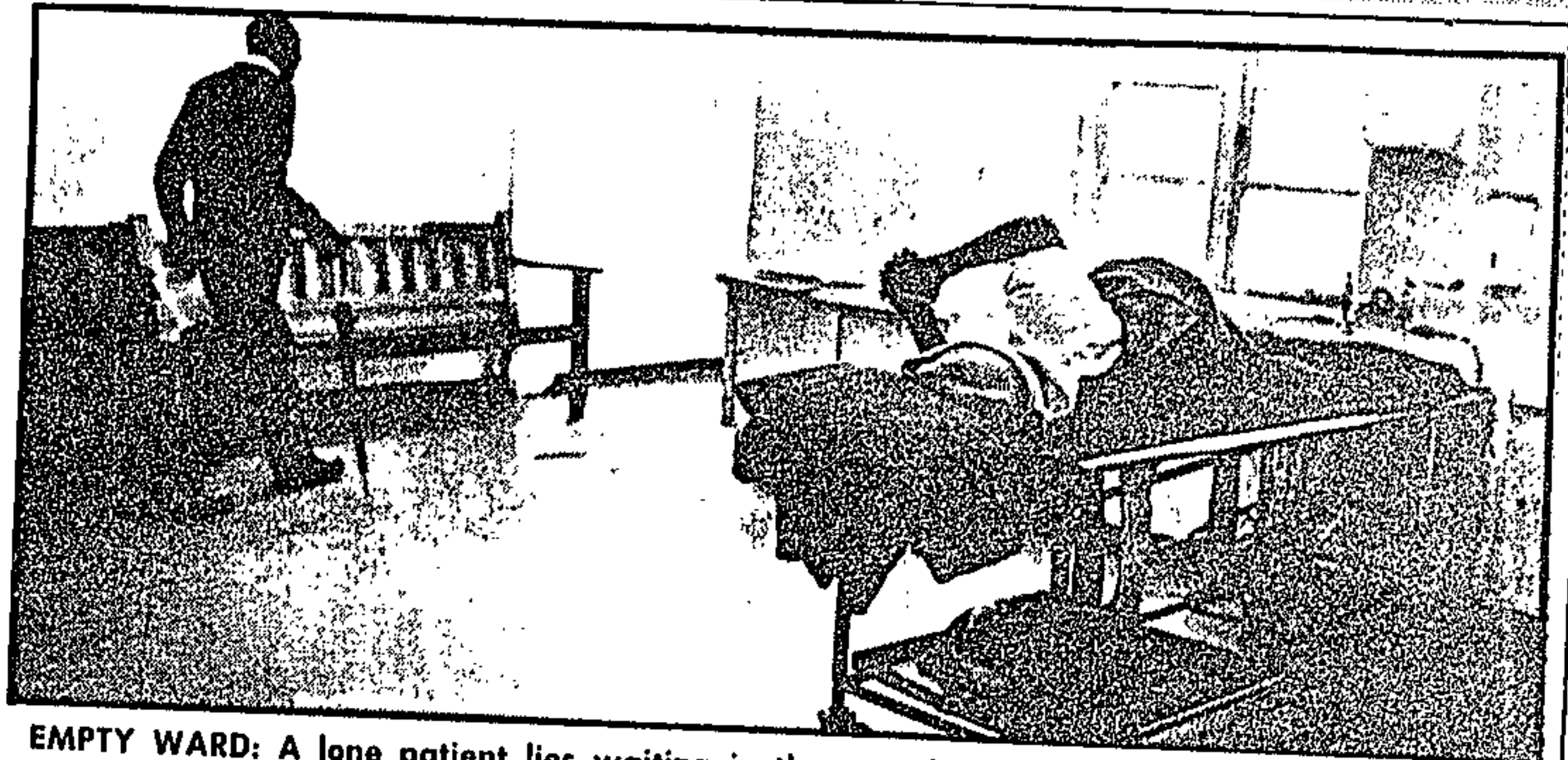


EMPTY WARD: A lone patient

Hospitals tip of i

STRIP

Health services in state of chaos for past 10 years, say research workers



EMPTY WARD: A lone patient lies waiting in the casualty section of Baragwanath Hospital. Photograph: Ken Oosterbroek.

Hospital crisis 'tip of iceberg'

hundreds
Mabuza.

STRIKING hospital workers this week brought the deterioration of South Africa's health services at provincial hospitals — notably that of the Baragwanath, Hillbrow and Johannesburg hospitals — into the spotlight.

The health workers' strike by more than 8 000 hospital staff, which has spread to at least 14 hospitals countrywide, is only the tip of the iceberg when it is taken into consideration that the country's health services have been floundering for the past decade, health policy researchers warned this week.

Battle

"What is needed today is a complete overhaul of the health care system in South Africa," argued the Centre for the Study of Health Policy, based at Wits University. The research group blames "apartheid medicine" for the appalling conditions at SA hospitals.

The strikers have had a year-long battle with the authorities to voice their grievances and to get their union — the National Education, Health and Allied Workers Union (Nehawu) — recognised, according to union spokesman Mr Monde Mditshwa.

He pointed out that six weeks ago, workers resorted to lunch-hour demonstrations to voice their grievances. They then went on a four-hour go-slow a fortnight ago. But the authorities continued to ignore the issue.

"The strike could have been avoided if the authorities had responded positively to the workers' demands at the

PAT DEVEREAUX

start," Mr Mditshwa said, adding that workers had resorted to striking only after all other avenues had failed.

The crisis facing Baragwanath Hospital began on March 6 when Nehawu members presented the chief superintendent, Dr Chris van den Heever, with a memorandum containing a list of demands.

He was asked to forward the memorandum to the authorities.

Nehawu demands included:

- A living wage of at least R1 100 with an additional R400 across-the-board increase for all.
- Recognition of Nehawu.
- The immediate opening of all health facilities to all races.
- The cessation of own and general affairs.

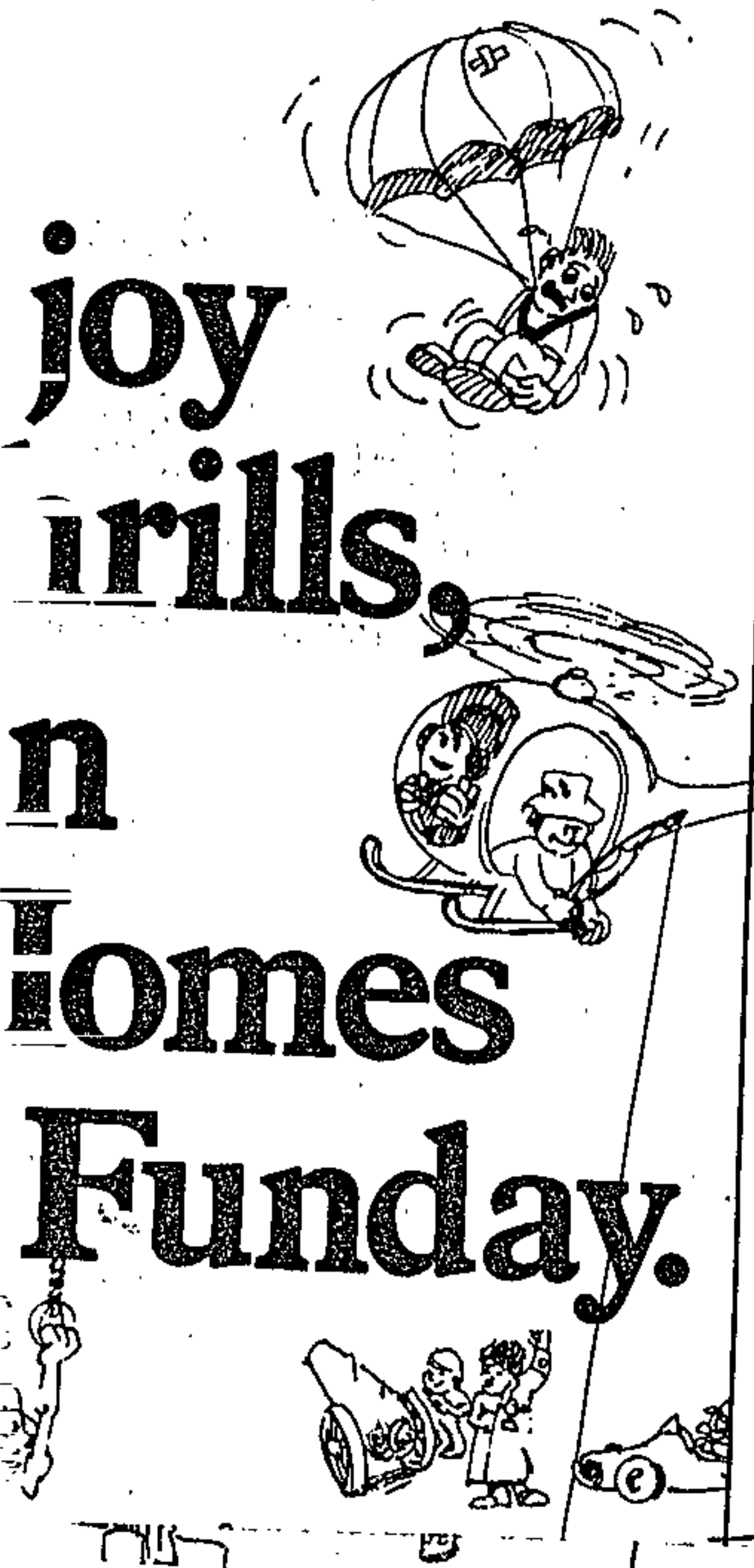
● The abandonment of privatisation, especially with regard to health care.

Dr van den Heever said he had passed the memorandum on to his superiors and was later visited at regular intervals by union leaders, who were waiting for a reply.

Meeting

The response from the authorities was that — in terms of the Public Service Act of 1984 — only staff associations, and not trade unions, could be recognised by the Commission of Administration and Co-ordination.

On March 28 Nehawu requested a meeting with Health Minister Dr Rina Venter to discuss demands. The union said there had been no "official" response to date.



Demands highlight main issues

A BROAD look at the striking Nehawu workers' basic demands provides a perspective on some of crucial aspects affecting the country's health care system:

● **Concerning wage demands and worker status:** The Transvaal Provincial Administration claims it has a cash crisis and is under severe financial strain because of Government measures to cut spending on health. Hospital workers, some of whom are paid only R224 a month and have served as hospital staff for decades, are recognised only as temporary workers and can be dismissed within 24 hours.

● **On recognition of Nehawu:** The authorities claim that in terms of the Public Service Act, they may only recognise and negotiate with associations.

● **The immediate opening of all health care facilities to all races:** No wards in State-administered hospitals are as yet integrated and there have so far been no moves by the Government to desegregate any wards in these hospitals. But the Government has conceded that while some wards in State hospitals (mainly white) are under-utilised, others (mainly black) are overcrowded.

Although wards in State hospitals are formally segregated, black patients are admitted to white hospitals if they require specialised treatment not available at black hospitals. They must then be accommodated in separate wards. However, sources at Cape Town's Groote Schuur, which is State administered, have indicated that wards at the hospital are mixed.

● **On the cessation of own and general affairs:** At present the health care system is being administered through the tricameral parliamentary system. As a result there is tremendous duplication of health care facilities, at great cost to the State and to local authorities.

● **The abandonment of privatisation, especially with regard to health care:** The Government's intention to privatise hospitals will have two dire consequences, argues the Centre for the Study of Health Policy.

Firstly, it will lead to a rapid escalation in the cost of hospital care, which may soon be beyond the reach of all but the very wealthy.

Secondly, it will lead to a rapid decline in the quantity and quality of care in the public sector, on which about 80 percent of South Africans depend for treatment.

The most common argument for

privatisation of hospitals is that privatising hospitals is more cost effective than a bureaucratic Government health service because there is a free market. A second angle is that the Government cannot afford health care for all, so those who can afford to should pay for their own health care. This would allow the Government to use its tax money to pay for health care for the poor.

But, it is argued, there is no free market in health care.

At present there are three major interest groups in the private health care market: the suppliers, the patients and those who pay on behalf of the patient — the medical aid societies. Not one of these has the will, the ability or the incentive to keep control of costs.

And contrary to the myth carefully cultivated by those in favour of privatisation, the private sector is not more efficient. About 45 percent of money spent on health care in SA already goes to the private sector. Yet that money provides care to less than 25 percent of the population.

The Centre for the Study of Health Policy suggests that: "Any proposed solution to the crisis in paying for health care must incorporate at least the following elements:

● It must aim at equality of access to health care.

● It must, therefore, ensure that the care of the sick, the poor and the elderly is subsidised.

● It must not exclude anyone on the grounds of their health risks, health status or ability to pay.

● It must have the power to negotiate with the providers of the health care — doctors, other health workers and hospitals — in order to modify those aspects of their behaviour that contribute to escalating costs. In other words, those who pay for health care must be in a position to ensure that they are paying for cost-effective care and that they are not subsidising extravagance.

The centre adds: "To our knowledge, these principles can only be achieved where health care is paid for:

● By the State out of tax revenues.

● By a compulsory health insurance system that pays for a comprehensive range of benefits, and in which all who are eligible by virtue of their income or employment will participate and that excludes no one on the grounds of their health status or age.

● Some combination of both the above."

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"So far, Baragwanath and Hillbrow hospitals are admitting only emergency casualties; all others are being turned away," exhausted TPA

Catherine has had enough!

By CONNIE MOLUSI

THE anger that exploded at Baragwanath Hospital into a full-blown strike is the result of years of workers' discontent. They claim that for years they had to contend with low wages and indefinite temporary working status.

Among those on strike are some who claim they have worked for Baragwanath for almost 20 years and are still employed on a temporary basis.

One of them is 62-year-old Catherine Luthuli, who has a painful story to tell about her 18 years at Bara. Luthuli, with a Std 6 education earns only R471 after all her years of dedicated service.

She joined the hospital in 1972, earning R26 a month. After 18 years her plight has not changed much. This week she went on strike - the second in her working life.

The first strike, in 1975, was also over her wages. The outcome of that strike was R10 a month increase.

Luthuli remembers that the strike lasted three days, but she relates her ordeal with passion. She was among those arrested and taken to John Vorster Square.

"Well we were not fighting then, as we are today. All we are demanding is a living wage and decent working conditions."

Although aware of the grave implications of the strike, Luthuli does not want to hurt patients. The only problem is that her endurance has been stretched too far and she feels enough is enough.

"The hospital authorities should now listen to our grievances. Because tea break and lunchtime demonstrations have not worked, workers reluctantly took to strike action."

She has been clocked-in every morning since Monday only to sit in the sun and watch as her younger colleagues dance and toyi-toyi around.

18 years as
a temporary,
she still earns
a mere R471

Her age and weight do not allow her to join the ritual.

Asked to pose for a picture outside the hospital premises, she explained that she could not leave the premises as she was still officially on duty.

With her meagre wage Luthuli has three children to support and a bond to pay. She took a R22 000 loan from the hospital in 1985 to build a garage and two rooms in her backyard.

Asked how she managed to pay the loan she said she did so with a government subsidy.

Despite the gloom in Luthuli's life she still hopes a settlement will be reached soon and that the workers' demands will be met.

"You see these are some of the things we are fighting for. As a temporary worker I will not get money when I retire."

"I have only a few years to go before pension. But I am still strong and as long as I am strong I will continue working."

Luthuli views the strike as a worthwhile sacrifice. Although she is already past the official pension age of 60 for women, she still hopes to be employed permanently.

She is quick to point out that the strike will ensure better wages for others in the future.

What makes Luthuli's situation depressing is that none of her children is working. Although they are fit, she is the sole breadwinner.



Catherine Luthuli... still classed as a temporary worker after 18 years' dedicated service.

Baragwanath Hospital workers go slow over poor pay and conditions turned into a full-blown strike this week as they said "enough". Now the government and the ANC have agreed to step in to try to solve the issue of the conditions that have caused so much hardship for these vital hospital workers over the years.

Not a place to heal the sick

By STAN MHLONGO

BARAGWANATH Hospital has become a health hazard.

This is the spectre haunting South Africa's biggest black hospital after its 1 500 non-medical workers decided to go on strike this week.

I got a dose of the crisis when I went there to keep an appointment with a doctor.

Mountains of dirty bed linen, towels and clothing were piled everywhere.

I met a woman staggering out of the hospital, her eyes blinded by tears.

"What's happening?" I asked an unsmiling man beside me.

"I have not had food since yesterday. As far as I am concerned, nothing is happening here," he said.

The man, who said his name was Timothy, had hit the nail on the head - Baragwanath had come to a standstill.

There was no cooking, washing or cleaning. There was no one to help patients with weak bladders and bowels.

"There's no one to clean up the mess," shrugged Timothy.

He said the woman I had met at the hospital entrance had given birth and was going home to care for herself.

"This is no place to be, no matter how sick you are," he grumbled.

As I waved goodbye to my new-found friend, I sighed with relief because the doctor had given me a clean bill of health.

But for scores of Bara patients the question is: How long will they be able to survive in these conditions?

that have caused so much hardship for these vital hospital workers over the years

Not a place to heal the sick

By STAN MHLONGO

C/press 6/5/90

BARAGWANATH Hospital has become a health hazard.

This is the spectre haunting South Africa's biggest black hospital after its 1 500 non-medical workers decided to go on strike this week.

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The Star of the stench of filthy are being done.

Fewer Sowetans at Bara casualty

By Thabo Leshilo

The people of Soweto have learnt not to get injured or sick during the strike by non-medical staff at Baragwanath Hospital, a doctor at the hospital jokingly told The Star last night.

The doctor was explaining the dramatic drop in patients visiting the casualty department.

According to a matron at the hospital, only 61 patients compared to the usual 500 or so had been treated by 6 pm last night.

Most patients told The Star they did not expect to find anybody

working at the hospital.

Mzimhlophe Hostel inmate Mr Robert Gumede, who was nursing a stab wound, said he was not aware of the strike.

Mr Lawrence Ngcobo (23), whose father, Mr Ben Ngcobo, had sustained head injuries after falling on a stone in Dube, was worried that his father would not receive treatment. He was however attended to within minutes.

Mr Elias Motshale (24) praised the medical staff for giving him "prompt service" because of fewer patients.

Union puts TPA pay proposals to members

Hospitals breakthrough

By Carina le Grange

Agreement was reached early this morning between the Franschhoek Provincial Administration and the National Education, Health and Allied Workers' Union (Nehawu) on wage proposals aimed at ending the crisis at strike crippled hospitals.

A statement issued by the executive director of health services, Dr Hennie van Wyk, said "proposals are presently being formulated" which were to be put to workers by the union this morning.

Agreement was reached in the fifth round of talks which started on Friday evening and continued over the weekend.

Nehawu will report back to Dr van Wyk later today to finalise the agreement, he said. Nehawu organiser Mr Monde Mditshwa could not be reached for comment.

While talks were in progress yesterday, the crisis intensified and spread. Operating theatres, the casualty section and kitchen at Tembisa Hospital closed and seven other hospitals are also still badly affected.

Unlike other hospitals, there are no voluntary workers at Tembisa.

Wage demands were the final issue which had to be settled between the TPA and Nehawu.

The TPA team is headed by Dr van Wyk and Nehawu by Mr Mditshwa. Assisting the TPA is legal expert Professor S A S Strauss of the University of South Africa.

Officials of Nehawu will address workers at the Flower Hall on the campus of the University of South Africa.



Helping out . . . music teacher Mr Hylton Zange is one of 400 volunteers helping to keep the Johannesburg Hospital functioning during the strike. He has been washing 1 000 babies' bottles a day.

Picture by Stephen Davimes.

hospitals.

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Officials of Nehawu will address workers at the Flower Hall on the campus of the University of the Witwatersrand to report back and obtain a fresh mandate.

Shared concern

Dr van Wyk said in today's statement he had gained the impression during the talks that Nehawu representatives shared his "serious concern" over the welfare of patients.

Today is the eighth day since workers at Baragwanath Hospital went on strike. Hillbrow, Johannesburg, Natalspruit and H F Verwoerd Hospitals followed suit, and by last night the strike had spread to Middelburg, Tembisa, Boksburg-Benoni and Tshepong (Klerksdorp) hospitals.

At Tembisa and Natalspruit services are rendered by the minimum of nursing staff.

The Red Cross and volunteers are assisting nursing staff to keep services going while the TPA reported "large scale intimidation".

Union officials said they were against intimidation and people identified as intimidators were unknown to them.

According to the TPA, emergency cases only are being handled and essential services continue.

All but desperately ill patients have been discharged.

At Baragwanath the backlog of more than 40 tons of dirty linen is being dealt with by an outside contractor.

Yesterday, volunteers were still needed to sort, fold and pack the linen, and to work in the kitchens to relieve nursing staff.

In most cases volunteers at other hospitals are helping with the linen.

Stocks of pre-packed medication are low.

Late-night talks fail to end hospital strike

By Carina le Grange

The latest round of talks last night on the hospital crisis failed to solve the strike which started nine days ago, but efforts to get workers back to hard-hit hospitals are continuing.

Hospitals crippled or severely affected by the strike are Johannesburg, Baragwanath, Hillbrow, Tembisa, Natalspruit, Boksburg-Benoni, Willem Cruywagen, Middelburg, Tshepong, H F Verwoerd and Far East Rand.

Two white nurses at the Johannesburg Hospital and two doctors are on strike along with black nurses at several hospitals. The strike was initiated by non-medical workers.

Emergency services are available only at Tembisa, Baragwanath, Hillbrow, Johannesburg and Far East Rand.

Last night's sixth round of talks between the Transvaal Provincial Administration (TPA) and the National Educational, Health and Allied Workers' Union (Nehawu) lasted more than six hours and ended after midnight.

The two parties agreed not to issue statements on progress, because of the "delicate phase" the talks had entered, but said the deliberations were very intensive.

Expectations are high that a settlement will be reached soon, but any proposals made by the TPA that are acceptable to Nehawu will have to be put to the striking workers for ratification.

Last night's talks started after a meeting lasting the better part of the day during which Nehawu officials put earlier TPA proposals to more than 4 000 striking non-medical workers and nurses.

Earlier yesterday a TPA spokesman confirmed reports that an agreement had been reached on Monday night, and Dr Hennie van Wyk, director of hospital services, issued a statement saying Nehawu would report back last night to finalise the agreement.

Later, the TPA retracted a statement that an agreement on any strike-related issues had been reached.

At the workers' meeting, representatives of the different hospitals gave short reports of the situation at each hospital. Almost every speaker referred to intimidation and said if it occurred, the acts were carried out by non-union members. They also claimed that skeleton staffs were still working.

The TPA says there is large-scale intimidation.

Workers at the meeting accused the TPA of a lack of concern because most of the patients affected were black.

Union official Mr Sipiwe Mabaso said Nehawu was "fully committed to serve the health requirements and to develop a non-racist health service".

"The responsibility (for the strike) lies completely with the TPA. All we demand is recognition of our basic human rights," he said.

Early today it could not be determined exactly when talks would resume again.

By Sven Linsche

Lombard urges Govt to resist generous wage offers

The government should resist firmly more generous wage settlements in the public sector than labour-market conditions warrant if it is to bring inflation under control, Reserve Bank Deputy Governor Professor Jan Lombard said this morning.

Professor Lombard commented that while fiscal and monetary policies were already geared towards lowering inflation, private sector wage and salary adjustments also had to come into line with this policy.

"The authorities cannot interfere directly in this process, but they can set an appropriate context for wage negotiations", he told delegates at the Housing Conference of the National Association of Home Builders in Pretoria.

Quoting from a recent OECD paper, Professor Lombard highlighted three clear commitments the government should provide:

- Anti-inflationary monetary policies supported by a suitable orientation of fiscal policy.
- Making markets more competitive, in particular by actions to reverse both subsidies and border protection and to strengthen competition policies.
- The need to resist firmly more generous wage settlements in the public sector than labour-market conditions warrant.

Commenting on recent statements

by union leaders that an acceleration of wages was required to facilitate the distribution of national income, Professor Lombard commented:

"The unions should note that all economic experience shows that accelerating nominal wages merely erodes growth of output and employment."

"By contrast more moderate wage settlements would produce real wage gains in line with economy-wide productivity gains and thus contribute greatly towards reducing the real costs of restoring financial discipline in spending decisions."

Professor Lombard said other circumstances in South Africa are also

inhibiting the ability of the supply side of the economy to adjust productivity to changing relative costs.

"These inhibiting circumstances, such as the over-regulation and over-protection of industry, will be examined and if possible, removed," he said.

Furthermore Professor Lombard proposed that "the authorities should publicly announce quite specific targets or objectives for, say, a three year programme of bringing inflation right down to levels comparable to those of our trading partners."

Such targets would imply that the rand exchange rate would stabilise,

but, more importantly, would change the public's inflation expectations which are usually unaffected by a more gradual deflationary policy.

"An announced commitment by the Government about the pace at which the rate of inflation will be managed downwards seems a necessary ingredient of the strategy if excessive costs, in the form of losses of output and employment, are to be avoided."

"What, however, has to change primarily is the public's willingness and ability to buy goods and services at continuously increasing prices," Professor Lombard concludes.



Prof Jan Lombard — Inflation targets should be set.

Metal workers' union sets demands for talks

BASIC demands for plant level negotiations between metal companies and the Western Cape region of the Metal and Electrical

Workers' Union of South Africa (Mewusa) were finalised at a branch executive committee meeting of the union last weekend.

The demands include a minimum hourly rate of R8,60 — more than double the present minimum in the industry of R3,56.

Mewusa will demand a service bonus of 10 cents an hour for each year of service.

The union also intends to demand a reduction of 10 hours from the present 45-hour working week.

Other demands include a transport allowance, a death benefit of R5 000, provision for a full-time shop steward, mosque pay, an emergency distress fund, detention pay and provision for paid paternity and maternity leave.

Union spokesperson Mr Brian Williams said the union would emphasise social responsibility programmes in negotiations and would fight for higher wages and greater job security.

This was especially important following recent retrenchments in the industry because of cutbacks in state expenditure.

Meanwhile there were several work stoppages organised by Mewusa at factories last week.

These include Procast in Kensington and Allens Meshco in Epping.

Handymen stop work

From MAKHAYA MANI

ABOUT 105 Oudtshoorn handymen this week downed tools to demand higher wages and the right to join the union of their choice. South 10/5-16/5/90

The workers are employed as artisans' handymen by the JJJ Construction company which is building the local magistrate's court.

The strikers are demanding a R5-an-hour increase for trainee plumbers and R4,50 for other workers. (3.55) (3.55) (3.55)

The present rate of pay is R1,24.

The strikers want to withdraw from the "sweetheart union" and join Cosatu affiliate, the Construction and Allied Workers' Union.

They want transport facilities with shelter for all workers who travel to the building site from outside Oudtshoorn.

The company manager has refused to meet with the strikers.

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Tablet

Agreement imminent to end 10-day hospital strike

By Carina le Grange

The Transvaal Provincial Administration and National Education, Health and Allied Workers' Union (Nehawu) are poised to sign an agreement today which could end the 10-day hospital strike.

The agreement will bring relief to Transvaal hospitals suffering severe disruption of services. In some hospitals patients lay for 24 hours without food and volunteer workers washed linen and prepared food.

Nehawu spokesman Dr Aslam Dasoo said the union will consult with workers this morning, according to union procedure.

If the agreement is signed,

workers are expected to be back at their posts tomorrow.

Marathon talks between the TPA and Nehawu started last Friday after an earlier consultation with the Minister of Health, Dr Rina Venter.

The strike, by non-medical workers, started at Baragwanath on May 1 after several weeks of a go-slow. Other hospitals soon followed, and at Natalspruit and Hillbrow nursing staff also joined.

Two white nurses at the Johannesburg Hospital and two doctors at Hillbrow stopped working and joined the strikers this week.

● See Page 6.

HOSPITAL CRISIS F/M 11/5/70

Healing the breach

An end to the hospital crisis appeared to be close this week but on Tuesday, as the FM went to press, a spokesman for the National Education, Health & Allied Workers' Union said wages and union recognition remained serious stumbling blocks. ~~(S)~~ ~~(S)~~ ~~(S)~~

Spokesman Dr Aslam Dasoo accused the Transvaal Provincial Administration of dragging its feet and of claiming it was not empowered to make decisions on these issues — despite an assurance from government that it would be able to do so. ~~(S)~~ ~~(S)~~ ~~(S)~~

Earlier on Tuesday, the TPA was not optimistic, saying that no final agreement had been reached on any of the strike-related issues. The TPA dismissed earlier reports that the parties had agreed on wages, and stressed that the union still had to report back to its members for ratification of certain proposals. (355) ~~(S)~~

F/M 11/5/70

According to union organiser Monde Mditshwa, the hospital strike is the culmination of a year-long, co-ordinated effort by health workers — primarily to gain union recognition and the right to negotiate wages. Low-key actions, including lunch-hour demonstrations and four-hour go-slows, had been going on six weeks before the strike. Mditshwa says strike action was taken only after all other avenues had been exhausted and is the direct result of the TPA's lack of positive response.

The union is demanding a "living wage" of R1 100 a month. The current minimum is R265. Also demanded is an across-the-board increase of R400.

Other demands include the immediate opening of all health facilities to all races; abolition of "general" and "own" affairs departments; an end to health care privatisation; and permanent job status.

Baragwanath's chief superintendent, Dr Chris van den Heever, says the difficulty facing the hospital is that workers' demands

include "broad political and socio-economic issues" which hospital authorities themselves cannot meet.

Charges of irresponsibility and intimidation have been levelled at striking health workers, with reports that nurses at the Natalspruit and Tembisa hospitals joined the strike. Responding to this, the SA Health Workers' Congress said health workers had no option and blamed the TPA and Ministry of Health for the "critical situation" developing in health services.

F/M 11/5/70

While there has been general sympathy with the strikers' grievances, most people question the morality of health workers abandoning patients, let alone forcing nurses to join in. ~~(S)~~ ~~(S)~~ ~~(S)~~

Strike organisers are encouraging the maintenance of emergency services at some major hospitals and volunteers have helped to keep things going. But there appears to be a lack of overall co-ordination — some hospitals remain in crisis while at others committees have directed protest action.

A union representative says members were reluctant to take strike action but wary of being told that the authorities were willing to talk.

□ Only the Commission for Administration may recognise a staff association and a commission representative was present at negotiations early in the week. ■

How the cookie crumbles



Garth Coppin is a partner with Ernst & Young

In a survey carried out a number of years ago, it was found that unskilled and semi-skilled employees thought more was being distributed to management than actually was the case. Developments in SA clearly indicate this perception has not changed. If anything, it has deepened.

It has been suggested that the inclusion of a value-added statement in a set of financial statements could satisfy union demands — or at least improve employee morale. Certainly it could be used to correct this misperception about the way in which income is distributed.

So it is surprising that companies, which include value-added statements in their annual reports, don't make better use of them.

Common disclosure in the value-added statement is to show only one figure for the amount distributed to employees. If an em-

ployee were to divide the amount distributed to employees by the number of employees and compare this with his own take-home pay, it would appear to confirm suspicions that management takes a disproportionately large ratio of the total pay package.

Unskilled or semi-skilled employees would not necessarily be aware of the costs involved in supplying fringe benefits to employees, nor the employer's contribution to various funds.

Companies could consider disclosing, by way of notes to value-added statements, the following figures per employee:

- ☐ Average take-home pay;
- ☐ Average deductions from salary and wages for tax, medical aid, pension or provident fund; and
- ☐ Average cost of employer's contributions to medical aid, pension and provident funds and to fringe benefits.

As the amount distributed to employees could include the cost of giving past employees pensions, or supplementing pensions from other sources, companies could show the cost per employee of these payments as an additional figure.

They could go even further and break down all the above information by category of employee.

Though benefits can be obtained by splitting the amount distributed to employees into its component part for the current year, other useful information can be obtained if the figures are compared over a number of years.

From such an analysis it might be possible to ascertain:

- ☐ Whether the productivity of employees has improved over time. A simplified way to do this is to determine whether the percentage increase in turnover per employee exceeds the inflation rate;
- ☐ Whether increases in take-home pay of employees match increases in the inflation rate;
- ☐ Whether increases in the overall cost per employee exceed the increase in the inflation rate. The employee's take-home pay might not match increases in the inflation rate but this could be offset by the company giving increased fringe benefits such as introducing a non-contributory medical aid;
- ☐ If costs were broken down by category of employee it could show which categories received a real increase in their overall pay package; and
- ☐ Whether employees are getting an increased share of the wealth created by the company.

Deadlock

5 Times

on wages

13/5/90

DISCUSSIONS between the steel and engineering industries and trade unions have ended in stalemate. (355)

The Steel Engineering Industries Federation of SA (Seifsa) made several concessions related to training, overtime, retrenchments and redundancies, but no progress was made on wage negotiations. (355)

Employers have made two wage offers, the second ranging from 11,5% to 15,7%, but the unions have done nothing to moderate their demands.

Wage increase levels are now against recessionist trend expert

ALAN FINE

UNION power and the mood of increased expectation created by political developments appeared to be preventing the fall in the level of wage increases that normally accompanied recessionary periods, Rand Merchant Bank economist Rudolf Gouws said yesterday.

This, Gouws said, would have significant costs in terms of corporate profitability, fixed investment and employment.

Gouws said changes in levels of wage increases had been almost coincidental with the business cycle (as measured in the accompanying graph in terms of private sector employment growth) over the past 18

years.

Gouws's diagram showed that in each of the three previous recessionary periods the levels of wage increases granted to workers had fallen appreciably and then recovered as the business cycle did.

Measuring wage levels in real terms would produce a flatter curve but similar trend, he added.

However, the latest available figures — up to the third quarter of 1989 — threw into doubt whether this was occurring during the recessionary phase which began early

last year.

While the economy had been in decline since close to the beginning of 1989, the rate of increase of wages was only leveling out and had not begun to decline, Gouws said.

He thought it was possible to ignore, in attempting to discern a trend, the sharp though temporary dip in wage increase levels in the first quarter of 1989.

"This time round there is fairly strong growth in real per capita remuneration.

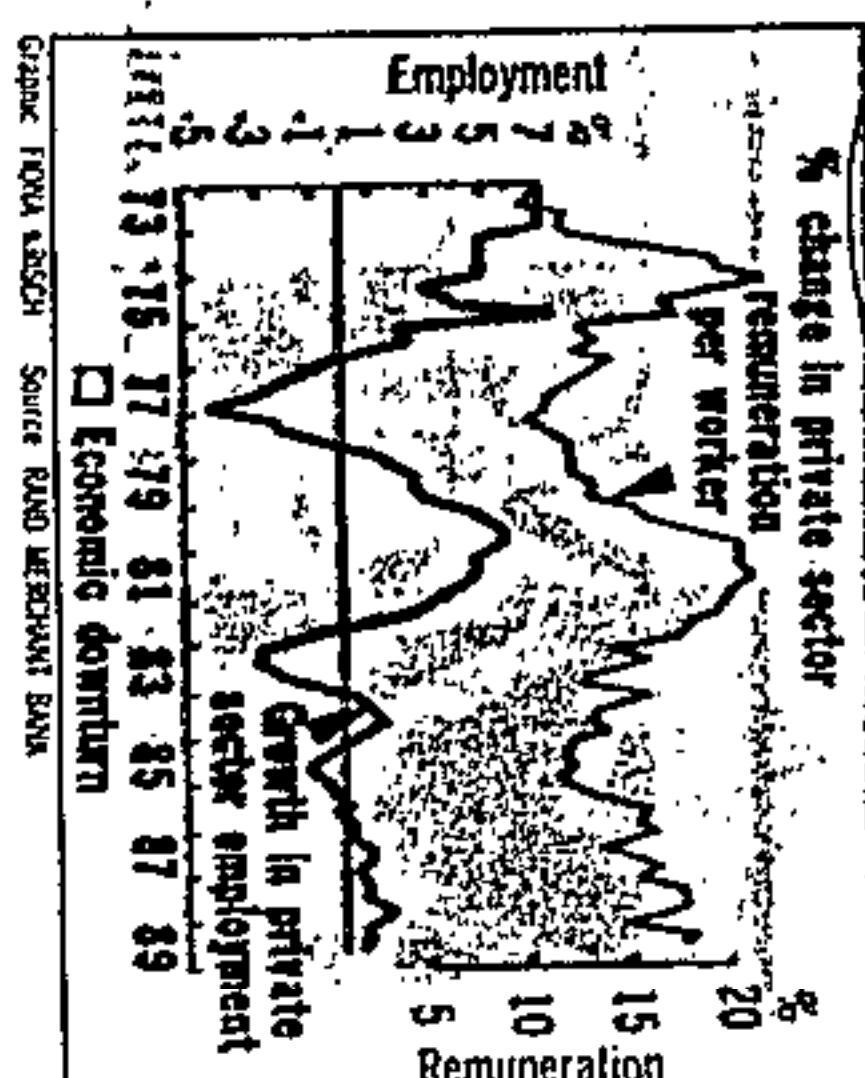
"Since the economy is declining, this will happen at the cost of profitability, fixed investment and employment. Companies

cannot afford to give the same increases now as they were able to do 18 months ago," he said.

Gouws believed since unions were the major force behind this trend, organised workers would be the predominant beneficiaries. This would also mean, therefore, a further widening of the wage gap between organised and unorganised workers.

He hoped increases would be tempered.

It was possible, he said, that as the political situation became more normalised, the contribution of unions' political power to the economic situation would diminish.



CAM- T1245 16/5/90

Company suspends driver for wearing PAC T-shirt

By DAVID YUTAR
Labour Reporter

A WORKER at a packaging company in Stikland has been suspended from work for wearing a Pan-Africanist Congress T-shirt.

A spokesman for the South African Chemical Workers' Union in the Western Cape, Mr Peter Roman, said that Mr Chris Lewis, who is employed as a driver at a Cape Town packaging company, had been asked several times by management not to wear the T-shirt, but he had refused to do so.

Company director Mr Johan Venter confirmed that Mr Lewis had been suspended pending a disciplinary hearing.

"We have absolutely no problem with employees wearing

any such T-shirts on the premises," said Mr Venter, who likened the conduct to a member of the staff wearing an AWB shirt on duty.

"But for a long time we have explained to this employee and his assistant that in the interests of customer relationships, we have to restrain the wearing of such apparel by staff representing the company in the presence of customers outside our premises.

"He pushed me beyond reasonable terms, so I suspended him with pay for the day and told him to go home and prepare for a disciplinary hearing," said Mr Venter, who described Mr Lewis as "a good driver who was highly rated by the company".

A disciplinary hearing was to be held today.

Cosatu in move to push 'Saccola accord'

Labour Reporter

The million-strong Congress of SA Trade Unions is to stage a national day of action next Tuesday to demand the enactment of the "Saccola accord" on the Labour Relations Act during this session of parliament.

Involving factory protests, industrial area marches and rallies, the action was decided at Cosatu's Campaigns Conference in Johannesburg at the weekend.

A statement said the protests, which in some areas would last the whole week, would also focus on the federation's anti-privatisation and Workers' Charter campaigns.

Last week, Manpower Minister Eli Louw gave a strong hint that the LRA accord between Saccola and Cosatu/Nactu might not reach the statute book this year.

Mr Louw said it had been agreed at his recent talks with the unions that the accord should reach him in April. It would then go to the National Manpower Commission for recommendations, and broad consultation would be necessary on any

amendments. The current parliamentary session ends in less than two months.

Mr Louw said he had only offered to push through proposals related to the draft LRA Amendment Bill leaked to the press early this year.

This is far narrower in scope than the far-reaching proposals in the Saccola accord.

Minimum wage campaign

Other resolutions at Cosatu's Campaigns Conference were:

- That the campaign against Barlow Rand, accused of undermining central bargaining, should be intensified.
- That a campaign on the Unemployment Insurance Fund should be launched.
- That discussions should be held on launching a national minimum wage campaign, to complement the campaign for a living wage.

The conference endorsed a Cosatu central executive committee decision to stage a week of action from July 1 focusing on the Natal violence.

Concern over security law

Shoe workers give tongue

Labour Reporter

M6as 17/5/90 (353) 123
THE 800-strong workforce at the Panther Shoes factory in Parow have held a peaceful placard demonstration in support of pay demands of between 30 and 38 percent.

Senior shop steward Mr Peter Roelf said the average wage earned by leather workers in the Conshu group was about R145 a week.

The company has offered a maximum across-the-board increase of 17 percent or R60.

More than 700 CWIU members on strike

MORE than 700 members of the Chemical Workers' Industrial Union (CWIU) are on strike at four Cape factories.

A spokesperson for the CWIU said workers at the Continental China factories in Blackheath and Atlantis in Cape Town downed tools last Friday over a wage dispute.

The workers are demanding a minimum hourly wage of R4,90 while the company is holding out for an increase of R4,45 (~~R4,45~~) (355)

On Monday this week, more than 100 workers at Price's Candles in Cape Town and East London downed tools to demand that the company agree to joint negotiations for both plants.

Price spokesperson Mr G van Heerden confirmed that 120 workers were on strike ~~South~~ 17/5 - 22/5/90

He said that the company had already met with the union to discuss the situation.

Continental China could not be contacted for comment.

PAC T-shirt man fired for insubordination

By EDWARD MOLOINYANE
and DAVID YUTAR
Staff Reporters

PENINSULAR Packaging driver Mr Chris Lewis, suspended for wearing a Pan Africanist Congress T-shirt, has been dismissed, according to a South African Chemical Workers' Union official, Mr Peter Roman.

Mr Lewis was suspended on Tuesday after the management allegedly ordered him several times to stop wearing the T-shirt.

Mr Roman said Mr Lewis was dismissed at a disciplinary hearing yesterday when he was found "guilty of refusal to obey a reasonable and lawful instruction not to wear political apparel outside the company's premises while doing deliveries to clients during working hours".

The hearing found that the worker had been "insubordinate and disrespectful" towards the director of a company to which he had delivered goods by threatening him with assault.

The dismissal letter added: "We remind you of your right to appeal against these findings should you wish to do so, failing which we will assume that you do not want to pursue the matter."

Mr Roman said not only the union, but also the PAC, of which Mr Lewis was a member, condemned this "bla-

tant intimidation in strongest term".

He said 20 company workers, also PAC members, demonstrated outside the company's Stikland premises in protest after the finding.

The union would take further steps.

Approached for comment, Peninsular Packaging director Mr Johan Venter said the issue "went far beyond the mere wearing of a T-shirt". Mr Lewis was dismissed for "gross insubordination and threatening conduct".

"It is not correct that the company is dismissing an employee merely for wearing a PAC T-shirt.

"The employee concerned has been charged and found guilty of refusal to obey a legal and lawful instruction, verbal abuse and several threats of physical assault on company management and gross insubordination."

He said that twice Mr Lewis had to be restrained from assaulting him and the factory manager.

Mr Lewis had also refused to leave the company premises when asked.

'Many firms criticise PAC shirt wearers'

IT WAS becoming commonplace for workers who wore Pan Africanist Congress T-shirts to be reprimanded by their companies, said the internal foreign secretary of the PAC, Mrs Patricia de Lille, in reaction to the firing of a Stikland packaging company driver.

"Many companies adopt this attitude," she said.

"We find that at these companies there are workers wearing ANC sweaters but only workers who wear PAC T-shirts are reprimanded. The PAC strongly condemns the action taken by the packaging company," said Mrs De Lille.

The PAC would "exhaust company procedures first" before taking legal action, she said.

Mr Chris Lewis was dismissed this week, following a company disciplinary hearing.

He said: "When management informed me of the dismissal, I appealed immediately. If the appeal does not work, then further steps will be taken. The matter will be taken to the Industrial Court."

Mr Lewis has also laid a charge of assault against company director Mr Johan Venter, who allegedly attacked and "verbally abused" him on Tuesday.

CP Correspondent

A 10-day Council workers' strike was settled just hours before shack dwellers were due to tip overflowing nightsoil buckets on to the steps of Port Elizabeth's Ibhayi Council on Thursday morning.

In an attempt to force the council to meet workers' demands, community leaders had urged residents carry to their buckets to the council's build-

ing and empty the contents on the steps.

Streets in some townships became smelly, dangerous quagmires because garbage and nightsoil had not been collected.

Residents using the bucket system were forced to use toilets in neighbour-

ing townships and there was a serious risk of disease breaking out.

Ten typhoid cases were reported during a previous strike when nightsoil had also not been collected.

The Council employed temporary workers to start collecting the huge

piles of nightsoil and garbage.

Hours of negotiations between the council and the South African Municipal Workers' Union (Samwu) finally led to an agreement and workers returned to their posts on Thursday morning.

The 1 100 striking workers were demanding wage increases and the reinstatement of employees suspended after a previous strike.

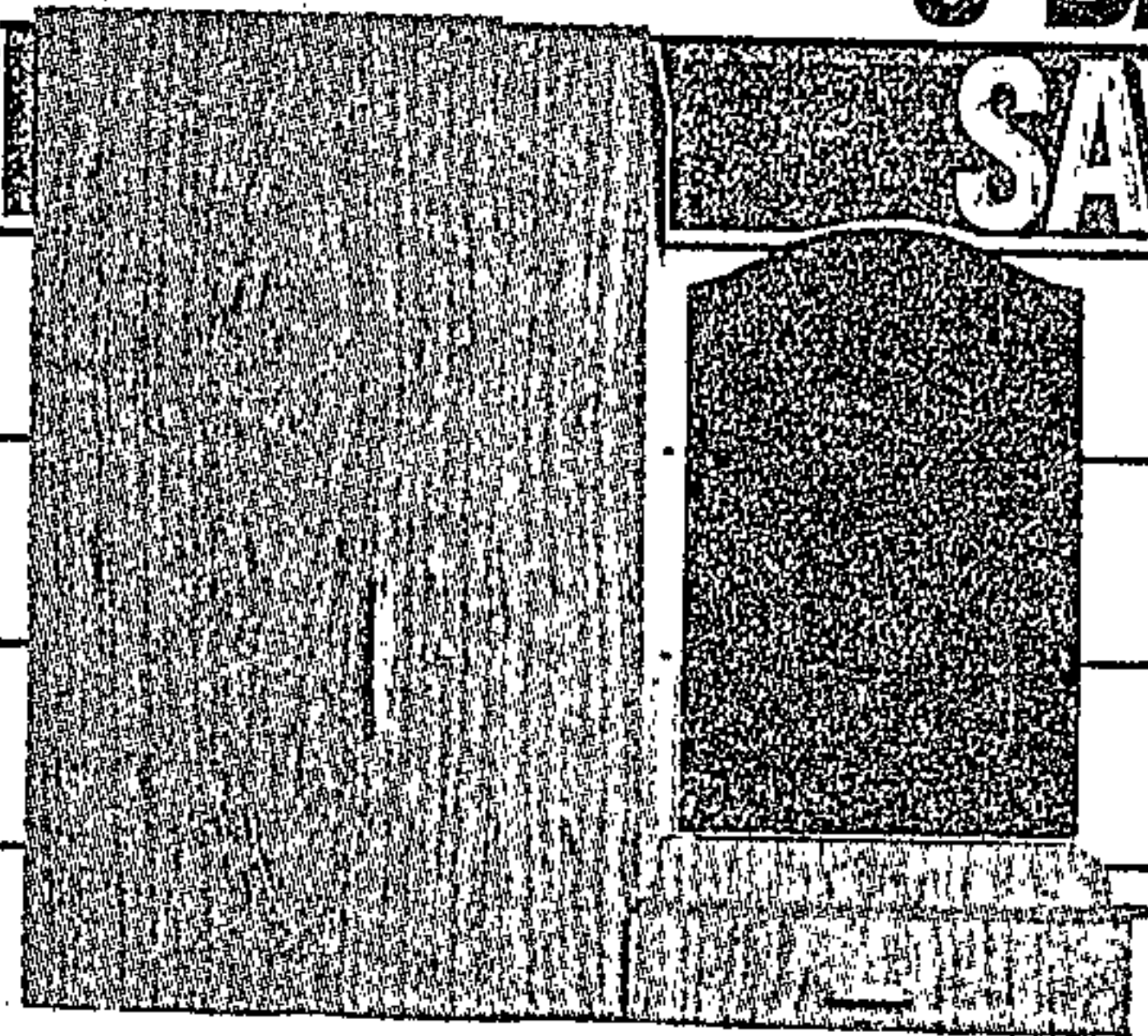
A joint statement issued by Samwu and the council outlined an eight-point agreement, including the reinstatement of suspended staff, recognition in principle of the union and the setting up of an ad-hoc committee to investigate alleged discrepancies in pay. —Pen

Stink over strike

CITY PRESS, May 20, 1990

PAGE 7

STARTS 23rd MAY
3 DAYS ONLY!
SAVE 10000!



RED
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*cap T-shirts
21/5/90*

PAC to act on firings of worker over T-shirt

21/5/90
Staff Reporter

THE Pan Africanist Congress, Western Cape, last night strongly condemned the recent dismissal of a worker for wearing a PAC T-shirt, saying it would "not tolerate intimidatory tactics" from any quarter.

Mr Barney Desai, Western Cape co-ordinator of the PAC, said a resolution to register protest at the dismissal of the packaging-company worker had been taken at a meeting yesterday.

The PAC also noted "that apparently workers wearing T shirts of the African National Congress have not been similarly disciplined".



South Africa ready to face 'real issue'

From DAVID YUTAR, Staff Reporter

LANGEBAAN. — The return of foreign investment, increased competition, privatisation and a system that puts the interests of the consumer rather than the producer first, are the ways to ensure economic growth and prosperity in South Africa.

Professor Brian Kantor, director of the School of Economics at UCT, said this while addressing the Federated Hotel Association of South Africa's Western Cape congress which opened here yesterday.

Professor Kantor said that for too long apartheid had reduced the political debate to one of white versus black.

For the first time South Africans were now able to face the real issue, which was the interests of producer versus the interests

of the consumer, particularly the poorest consumers who were most vulnerable to exploitation by the producers.

Professor Kantor said the interests of trade unions were not always representative of the interests of all South Africans and of the poor.

Often by demanding higher wages they had put a lot of people out of jobs.



Professor Kantor

"They represent a relatively privileged group of people with jobs — and with relatively well paid jobs, too — which has meant fewer jobs for all."

Professor Kantor said wage policies had to recognise the fact that the labour force was growing at a much faster rate than the number of people in registered employment.

"Trade unions as well as employers will have to take responsibility for creating more jobs — and paying higher wages may not always be a solution to the problem of unemployment."

He also made a plea for greater privatisation and larger shareholdings, saying that the larger the shareholding, the greater the protection for consumers.

"Managers need strong shareholders to discipline them. Parliament is a poor substitute for shareholder control if one wants to look after the consumer."

Professor Kantor said the one major factor that had deterred foreign investors from South Africa in the past, namely the fear of a violent political confrontation, which would result in a "scorched earth" scenario, now seemed to be diminishing.

He expressed his suspicion of too much bureaucracy and government intervention, saying that bureaucrats were in the first instance "answerable to themselves".

"The way to impose the public interest upon all producers, whether they be inside or outside of government, is through the competitive process, where the consumer becomes the most important participant in the system."

"Only this can promote economic growth in this country."



Mr Kobus Meiring

Cape is in shape politically — Meiring

From DAVID YUTAR
Staff Reporter

LANGEBAAN. — The Cape Provincial Administration was not merely paying lip service to the idea of the new South Africa and would not "drag its feet" in this regard, says Administrator of the Cape Mr Kobus Meiring.

Its intentions were clear, from the opening of Cape beaches and other facilities to all races, the call on local authorities to remove all discriminatory practices, and the CPA's recent decision not to give any financial aid for development of facilities that discriminated on the basis of race.

Opening the Western Cape regional congress of the Federated Hotel Association of South Africa (Fedhasa) here yesterday, Mr Meiring said:

"Preparing for a democratic, peaceful and prosperous South Africa is also our earnest task and responsibility."

"My administration has no intention of dragging its feet in this regard."

Mr Meiring expressed the hope that tourism would grow as never before with the ushering in of a new period in South Africa's history.

He called on those involved in the tourist industry not to be content to relegate the Cape's winter season to the status of an "off season" but rather to strive towards making the region as popular and marketable during winter as during summer.

Collective talks at UWC help to solve pay dispute deadlock

By JOHN YELD
Education Reporter

STUDENTS and academics at the University of the Western Cape have been involved in discussions on salary increases for non-academic staff, in a move described as "another step in the university's democratisation process".

This followed a deadlock in negotiations between the university administration and non-academic staff represented by the Clerical, Administrative, Library and Technical Association (Calta) and the UWC Workers' Union.

An attempt at mediation also failed and members of the two workers' bodies stopped work, a UWC spokesman said.

"The Rector then decided to consult other constituencies on campus."

A consultative committee was set up consisting of the university executive, the joint forum of Calta and the Workers' Union, the executive committee of Senate and represen-

tatives of the UWC Association of Democratic Educators (UWCADE), the Students' Representative Council and the SA National Students Congress (Sansco).

After a number of meetings, the committee recommended a settlement of a non-pensionable increase of R254 or 17 per cent, whichever was the greater.

This would be backdated to January, workers were told at a report-back meeting.

The committee recommended the settlement against a background of "shared understandings", the spokesman said.

"This included an understanding that the fundamental purpose of the university was its educational task and most of its decisions must reflect this.

The constituencies committed themselves to setting up a planning group to find ways of addressing issues raised during current discussions and in the future, the spokesman added.

60 dissatisfied PSL members protested at the organi-

district chairperson, Mr Stuart Cloete, and the chairperson of

Clothing dispute ends

From PATRICK GOODENOUGH
PORT ELIZABETH. — A three-day strike by about 2 500 textile workers at 14 Port Elizabeth factories ended with a major victory for the strikers.

The "spontaneous work stoppages", which almost brought the clothing industry to a standstill in the Eastern Cape, followed deadlock between the Midlands Chamber of Industries and the South African Clothing and Textile Workers' Union (Sactwu) earlier this month. *South 23/5 - 29/5/90*

After what Sactwu regional organiser, Mr Lesley Maasdorp, described as "hard bargaining", an

agreement was reached which brings Eastern Cape wages slightly higher than those paid in the Transvaal. *14/01*

In terms of the agreement, workers will get an across-the-board weekly increase of R23,50, backdated to the beginning of May. *14/01*

Machinists will get an additional R5 from November, while general workers will get another R3. *(355)*

Sactwu initially demanded a R30 across-the-board increase, while employers offered R17,76 for machinists and R15,56 for general workers, with a further increase later in the year.

Off-shore strike looms

So with 2315 - 2915/90
STRIKES are looming at several off-shore drilling rigs.

Members of the Chemical Workers Industrial Union (CWIU) employed by Sopelog, a subsidiary of a European company, have threatened to strike if the company does not meet their demands by this Wednesday.

A spokesperson said workers wanted a minimum salary of R2 000, while the company was prepared to offer only R935.

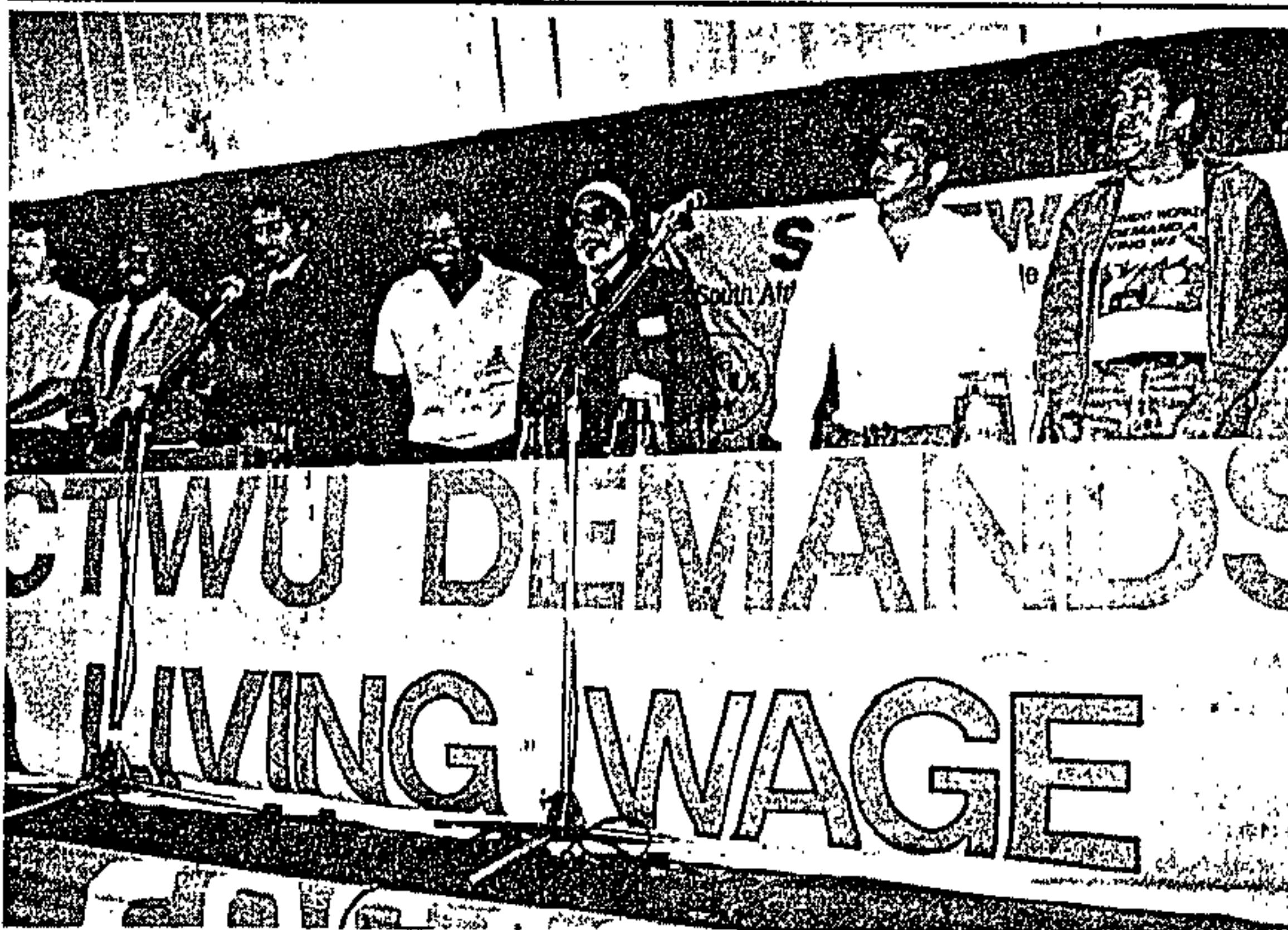
A strike was narrowly averted at the company last month after Sopelog agreed to recognise the CWIU and negotiate job security, reinstatement or compensation for union members unfairly dismissed or laid off due to injury, a minimum living wage, health and safety and other working conditions.

Workers in turn agreed to suspend strike action until next month.

Workers also wanted the company to guarantee job security in view of threatened retrenchments resulting from the sale of the Omega rig and the conversion of the Actinia rig into a "flotel".

Living Wage Campaign gets new life

Cosatu's Living Wage Campaign has been languishing on the shelf, but is now being revitalised, writes CHIARA CARTER. She examines some issues surrounding the campaign:



THE demand for better wages and working conditions has been the rallying cry of thousands of workers throughout the country since the emergence of the independent trade unions in the 70s.

The Living Wage Campaign (LWC), launched by the Congress of South African Trade Unions (Cosatu) three years ago, was intended to unite workers in the federation's affiliates around a common demand.

But no sooner was the LWC launched than it was relegated to the tail-end of the federation's agenda.

In part, this was a result of repression, other pressing priorities such as the Labour Relations Act (LRA), and political dynamics.

Agenda

The LWC languished on the shelf also because the campaign was never carefully thought through by Cosatu and its affiliates.

Now the LWC has been dusted off and brought to the fore of the federation's agenda.

This new, dynamic approach to the LWC is largely attributable to Cosatu's decision last year to restructure its approach to campaigns.

The campaigns conference, which met earlier this month, was part of the new campaigns structure.

But even a revitalised LWC faces serious problems.

Essentially, the campaign seeks to unite workers around common demands and a coordinated programme of action.

Headache

If a union-wide campaign is a major headache — given the multitude of different bargaining forums and varying conditions — it is far more difficult to coordinate federation campaigns.

Another serious problem is the vast discrepancies in the wages, working conditions and relative strength of workers at different factories and in different sectors.

This is illustrated by the difference between sectors in the National Union of Metalworkers of South Africa (Numsa), where wages presently range from under R2 an hour in the motor sector to R5 in the higher-paid auto and rubber sector.

There is also an immense and growing gap between the wages and working conditions between different industries.

Cosatu's "Campaign Bulletin" cites the example of a sweeper at the South African Breweries in Pretoria who earns R1 063, while a sweeper at the Black Mountain Mines in the northern Cape earns a minimum of R273 a month.

The gap is even greater when one takes into account the thousands of workers in the rural areas and the homelands.

The question is how to unite workers and involve them in common action

around a shared set of demands.

Closely linked is the question of how to narrow the gap between the highest and lowest paid workers without bringing down the top wages.

The way Numsa has pioneered a move towards building national bargaining is worth studying.

Last year, it established a single campaign structure which was extended to include collective bargaining.

Numsa, as other unions, had previously experienced problems with sectoral bargaining — including lack of cooperation, differences in strategy and a weakness at plant level.

At its first bargaining conference in February this year, Numsa came up with a uniform set of demands for the auto, tyre and rubber, engineering and motor sectors.

These demands included a national wage demand of an across-the-board increase of R2 an hour.

This is the first time a union with so

diverse a membership has come up with a single set of demands.

Similarly, the LWC has a core set of basic demands.

The LWC, as initially conceptualised in 1987, avoided fixing a figure to a bottom-line wage demand. Instead, it incorporated wider issues such as housing and education.

The core demands of the revitalised LWC does likewise.

Its demands include a variety of social benefits won by various unions.

Health

These include housing allowances, free health checks for tuberculosis and cervical cancer during working hours, parental rights and educational opportunities.

A key demand is job security. The federation is demanding curbed retrenchment, a 40-hour week and a ban on compulsory overtime — moves which would create more jobs and simultaneously strengthen unions.

In another move towards job-creation, the LWC is demanding that employers end temporary and casual work and stop sub-contracting.

If there is a gap between the highest and lowest paid workers, the growing divide between the employed and the unemployed is of even greater concern.

Not only is unemployment a serious social problem. It also undermines the position of organised labour — especially in the less skilled occupations.

The LWC attempts to address this issue not only through demanding greater job security and job-creation, but also through tightly linking the LWC to the demand for a living unemployment benefit.

It can be argued that a problem of the old LWC was that it was envisaged too narrowly. Now, however, the LWC is seen as being closely linked to other campaigns — as is evident in the Cosatu week of mass mobilisation.

There is an obvious relationship between the LWC core demands and the

fight against privatisation and the anti-Barlow Rand campaign, as both privatisation and Barlow Rand's opposition to central bargaining forums represent a serious challenge to organised labour.

More broadly, the campaign is part of Cosatu's drive towards examining a restructuring of the economy.

But, for the low-wage sector unions, the demand for a living wage is the key demand.

Vague

A serious shortcoming in a campaign for a living wage is that the concept is vague and for many affiliates unattainable in the short term.

Setting a national minimum wage must be the first step towards achieving a living wage.

The idea of a legislated minimum wage is not new. The South African Congress of Trade Unions (Sactu) ran a pound-a-day campaign in the 50s. The demand was also raised in the Freedom Charter and the draft workers' charters of Sactu and the SA Communist Party.

Just as national bargaining unites workers around a common demand, a campaign for a national minimum wage can serve as a rallying point for an attainable short-term demand.

Divisions

The argument against fixing such a minimum rests essentially on the premise that it will heighten divisions within the working class by — for example — undermining the position of the more highly paid workers and creating even greater unemployment.

Renee Roux in the South African Labour Bulletin argues convincingly that the advantages of setting a national minimum wage outweigh arguments against doing so.

She cites research which indicates that most companies, including large-scale farming operations, could afford a minimum wage of R700 and suggests that Cosatu unions should standardise demands within a range of R700 and R1 140.

The demand for a national minimum wage was endorsed by the campaigns conference, which asked the LWC committee to draft proposals before August, when another conference is scheduled to take place.

Solidarity

The campaign for a living wage will have to be fought by Cosatu affiliates on the ground, not only in national mass action.

If it is to succeed, its demands must be built into the demands of different affiliates, there must be a move towards a joint timetable for wage negotiations and there must be solidarity action on behalf of affiliates.

Solidarity action has largely been absent in most strikes. Attempts to form strike solidarity structures have also been largely unsuccessful.

Ultimately building solidarity action depends on the strength of the Cosatu's existing structures, improving the relationship between affiliates and with community organisations, and the degree to which the Cosatu affiliates can move beyond parochial issues and see their struggles as part of a broader battle.

10 000 set ~~for~~ for OK strike

ABOUT 10 000 workers at OK Bazaars stores throughout the country are poised for strike action following a breakdown in annual wage negotiations. ~~(1111)~~

A spokesperson for the South African Commercial, Catering and Allied Workers Union (Saccawu) said the union was conducting strike ballots countrywide. (355)

This follows the breakdown of a conciliation board hearing to resolve the dispute on Monday.

Saccawu is demanding an across-the-board salary increase of R160 and a minimum salary of R800.

The company is offering increases of between R115 and R145, depending on length of service, and a minimum salary of R710 after a year's service. *South 23/5 - 24/5/90*

The present minimum salary is R620.

Saccawu has also demanded a 13th cheque for all workers, a five percent commission for salespersons and March 21 (Sharpsville Day) as a paid holiday.

'White workers disgruntled'

By DICK USHER
Business Staff

CURRENT developments on the political front and in the labour field are creating growing discontent among white employees, a leading firm of industrial relations consultants has warned.

The latest issue of *IR Data*, produced by Levy, Piron and Associates, isolates two factors leading to this discontent — the threat to their traditional security by black advancement and a perception that black employees have fared better recently regarding wages and improved working conditions.

"What is becoming more evident is the growing discontent among white employees as a

result of the current situation," the periodical said.

A predictable reaction to the threat posed to white artisans' traditional security by accelerating black advancement would be a hardening of attitudes to black colleagues.

It also predicted that, as a result of the perception that blacks had fared better over wages and working conditions, the lessons of unified bargaining power would not have gone unnoticed.

"We must accept a trend whereby white unions will be demanding recognition and the right to collective bargaining at plant level," said *IR Data*.

Accompanying these trends was a general perception

among black people that the political tide is flowing their way.

This would doubtless result in more vocal and aggressive action on the shop floor.

"Any vestiges of discriminatory practices will be challenged and could result in legal as well as shopfloor collective action."

The article said that these developments derived from rising expectations of black workers and would affect the industrial relations climate.

"It would be naive to assume that problems are not going to arise in the workplace as the pace of change accelerates," said the article.

Tokoza employees to continue strike

By Abel Mabelane, East Rand Bureau

About 400 Tokoza council employees, who have been on strike over salary increases since last Wednesday, have vowed to continue the strike until their demands are met.

A Transvaal Provincial Administration (TPA) spokesman said talks were held with the workers' union on salaries, but the union had rejected all proposals made by the TPA.

The chairman of the Tokoza Administrators, Gert Muller, said further talks were held with the workers yesterday, but no agreements had been reached.

He said the workers claim they have not received salary increases since 1988. However, their salaries were increased last year.

Mr Muller said the workers had insisted that the council pay them according to the Industrial Council scales and not the TPA scales, because the council was a member of the Employers' Organisation.

Higher scales

He said the Industrial Council scales were higher and the TPA had insisted that if the Industrial Council scales were adopted then there must be a job evaluation.

"The unfortunate part is that the council has no money because of the rent boycott and must negotiate with the TPA to get money to pay their employees at the end of this month," Mr Muller said.

Mr Muller said that if the strike continued there would be no one to repair water and electricity services in the event of breakdowns.

He said further talks would be held with the workers tomorrow.

Str. 29/5/90

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Strike ballot held at OK Bazaars

By Day 24/5/70
MATTHEW CURTIN

A STRIKE ballot was conducted among OK Bazaars employees yesterday to decide on industrial action, the SA Commercial, Catering and Allied Workers' Union (Saccawu) said in a statement yesterday.

This followed the failure of a final conciliation board meeting on May 21 to resolve a wage dispute between Saccawu and OK Bazaars management. 355

Saccawu has demanded a R160 across-the-board increase and a minimum monthly wage of R800. OK has offered service-related increases ranging from R115 to R145 and a minimum wage of R710 after one year's service.

Electrical unions win biggest hike ever 355

South 30/5 - 6/6/90
AN HISTORIC wage agreement affecting about 5 000 Cape electrical contracting workers was concluded at the third round of industrial council negotiations in Cape Town last week.

In terms of the agreement, labourers will get an extra 70 cents an hour — the highest pay hike ever in the industry.

The 21,2 percent across-the-board increase brings the minimum wage up from R3,30 an hour to R4.

The agreement was reached between employer body, the Electrical Contractors Association (ECA) and the Amalgamated Engineering Union, the South African Electrical Workers Association and the Metal and Electrical Workers Union of South Africa (Mewusa), which has majority membership in the industry.

The agreement follows unprecedented militancy in the industry, including a threat by workers at several large companies to take strike action.

It includes a leave bonus for all workers and a severance pay clause.

Employers also agreed to open the pension and sick fund to all workers and drop attempts to implement a temporary labour system in the Western Cape.

The system, implemented in other

regions, provides for temporary labourers to be employed on a 20-day basis at R1,65 an hour, with a ceiling of R2 on overtime.

The agreement will be implemented after it is gazetted.

'UNSAFE': The charcoal burner

UCT wage talks reopen

South 30/5 - 6/6/90
TALKS between the University of Cape Town (UCT) and the Transport and General Workers Union (TGWU) re-opened this week after an apparent breakdown in annual wage negotiations.

At a heated meeting at the university last Tuesday, workers rejected a wage package offered by management.

The package included a 10 percent pensionable allowance, non-contributory medical aid and a living allowance calculated on the basis of annual earnings.

After the meeting, workers marched to the administration offices.

A TGWU spokesperson said workers initially demanded a 40 percent increase but were now asking for 30 percent.

He said the negotiations covered about 900 workers at the campus.

● Talks between TGWU and the University of Port Elizabeth (UPE), where TGWU is also demanding a 30 percent increase, deadlocked last month and an arbitration hearing is scheduled to take place next week.

UPE was last week granted an Interim Supreme Court order restraining the union from holding demonstrations or meetings at the campus.

Union to tackle retrenchments in furniture industry

THE Paper, Print, Wood and Allied Workers' Union (Ppwawu) has launched a campaign to recruit workers employed in the furniture industry in the Western Cape.

A Ppwawu spokesperson said the union had launched the campaign because a growing number of workers in the industry had indicated interest in joining Ppwawu.

The industry is presently dominated in the Western Cape by the National Union of Furniture and Allied Workers (Nufaw).

Security

The spokesperson said Ppwawu intended fighting for job security in the industry where retrenchments do not presently have to be negotiated.

He said that the union was seeking legal advice about

an attempt to exclude workers who were not members of Nufaw from sick fund benefits.

Contribution

Ppwawu has issued pamphlets calling for a minimum wage of R262 a week, a 40-hour week, 20 days' paid sick leave, six months' maternity leave, and five weeks' annual leave.

Ppwawu has also called on employers to increase their contribution to the provident fund.

At present, workers pay 70 cents a week and employers pay 10 cents.

Ppwawu organises furniture workers in other regions but has previously been unable to make significant inroads into the industry in the Western Cape.

Journal 30/5 - 6/6/90

Bureaucrats <sup>CNT-
Tint</sup>
to see FW ^{20/5/90}

PRETORIA. — A delegation of civil servants is set to meet the State President, Mr F W de Klerk, in Cape Town next month to discuss "distressful" matters relating to salaries and conditions of service.

The president of the Public Servants' Association, Dr Colin Cameron, said the meeting stems mainly from the unhappiness regarding the 10% non-pensionable allowance granted to public servants in April.

"Apart from the fact that the allowance is totally insufficient, it will also — as long as it remains non-pensionable — adversely affect the pension of those officials who retired since April 1," he said. — Sapa

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'Chasm' in wage target, warns NUM

Labour Reporter

The "huge chasm" between National Union of Mine-workers (NUM) demands and the offer of the Chamber of Mines would have to be significantly narrowed if wage talks affecting 500 000 miners were to make progress, the NUM warned yesterday.

The fourth round of negotiations, which affect surface and underground workers on the gold mines and the collieries, takes place today. The present wage deal expires on July 1.

NUM economist Martin Nicol said that at the last meeting, the Chamber had offered minimum wage rises for most workers of between 13 and 15,5 percent.

The union's most recent demand was for increases ranging between 23 and 28 percent, translating into a monthly minimum rate of R575 underground

and R520 on the surface.

In a statement, the NUM said its demands aimed to move the industry towards a living wage, to level the differences between wage rates in different mining houses, to narrow the gap between high-paid and low-paid workers, and to secure the same minimum figure for both gold and coal mines.

Complaining that the buying power of the underground wage had not risen since 1975, it said the industry made a profit of R11 500 per miner last year.

It added that while black miners earned less than their manufacturing counterparts, white miners earned more — R3 674 on average, as against R3 207.

Mr Nicol said the Chamber had granted an average R496 to white workers in negotiations this year. The NUM demand would add R202 to the average wage for blacks.

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Union expects ballot will ~~lead~~ lead to strike at Shell plants

Monday 30/5/70

MATTHEW CURTIN

THE Chemical Workers' Industrial Union (CWIU) is confident the strike ballots recently conducted at Shell Oil and Shell Chemical plants and depots in the eastern Cape and Durban will lead to the first division-wide strike at Shell.

CWIU southern Natal coordinator Pat Horn said she was confident the 260 workers would vote to strike.

She said wage negotiations with Shell had reached a stalemate.

The CWIU insists Shell should bring its wage agreement in line with other settlements in the petroleum industry. The union has already settled at BP, Mobil, Caltex and Zennex.

355 Increases

Wage increases at these companies are implemented on July 1, as is the non-union agreement at Shell, but Shell management refused to shift its new wage implementation forward from March 1, said Horn.

Workers at Shell's Price's Candles subsidiaries in East London and Cape Town are on strike over management refusal to agree to joint wage negotiations, she said.

Shell Chemical and Shell Oil have offered 15% and 16% wage increases respectively.

Horn said this was below settlements reached elsewhere in the industry. Caltex and Mobil made pay awards of 19% and 18%.

Union meetings will be held this weekend if the strike ballot shows workers support a strike.

Shell management were unavailable for comment last night.

Cape Town hopes for economic boom

CAPE TOWN — Two South African companies recently advertised for the same number of scientists and engineers. One was near Johannesburg. It got 47 replies.

The other was near Cape Town. It fielded 2 338 applications.

Businessmen tell the story to illustrate what they call Cape Town's "California effect" — its popularity as a working environment for high technology and white collar workers and its appeal to tourists.

South Africa's oldest and most cosmopolitan city, home of parliament and centre of the fruit and wine industries, Cape Town is also the headquarters of 1 500 high technology companies — 40 percent of them established since 1985 — with a total turnover of R2 billion.

It also plays host to insurance and oil firm head offices.

But the Mother City still retains its decades-old status as the economic poor relation of Johannesburg. It lost its status as the major sea port to Durban and Richards Bay many years ago.

More recently, its textile, fruit and wine industries have been depressed by anti-apartheid sanctions abroad.

But business leaders say they foresee an economic renaissance in the city's tourism, construction and trade as President de Klerk's reforms ease the country's international isolation.

"When the South African political situation is resolved we have no doubt that tourism will take off — I mean really take off," said Cape Town Chamber of Commerce director Alan Lighton.

Under utilised

David Bridgman of the Cape Town region development agency Wesgro said: "This is one of the world's most under-used areas of extreme beauty. In tourism Cape Town will lead the way."

Cape Town tourist promoter Captour says that despite its beaches and stunning mountain hinterland, Cape Town has only 20 percent of the domestic tourist market. But two-thirds of foreign tourists visit the city and spend

more nights in hotels here than in Durban, the top domestic tourist destination.

Total direct spending by tourists was R900 million in 1989, with 68 percent coming from South Africans. The city is aiming for one million tourists to visit in 1990 against 870 000 in 1989.

Economist Wolfgang Thomas of the city's Small Business Development Corp estimates 4,2 percent average annual real growth in the Western Cape region around Cape Town in the 1990s, more than twice as fast as in the 1980s.

He expects Cape Town's 10 percent of the national population will maintain its 13 percent share of South Africa's output as measured by gross domestic product.

He projects 4,4 percent annual growth in commerce, catering and accommodation and 4,6 percent growth in manufacturing over the decade.

Business organisations are discussing with government the creation of an export processing zone, and a major development is transforming part of the harbour as a leisure complex.

But the rosy picture is clouded by a problem faced by all South African cities — a population explosion in suburban shanty camps that could send black unemployment soaring.

Blacks have streamed to Cape Town, historic home of the coloured community, since the mid-1980s abolition of laws giving coloureds preference over blacks in the job market and restricting the movement of blacks.

Not enough jobs

Colin McCarthy, director of the Cape Chamber of Industries, estimates blacks number a third of greater Cape Town's 3,5 million people, up from 13 percent in 1980.

"We aren't creating nearly as many jobs as we should be for this black influx," he said.

Another question mark is national economic policy under a future black government.

But Mr Bridgman said tourism was immune from economic mismanagement.

Garment industry sent reeling by squeeze

By Des Parker

Garment factory workers are being squeezed out of their jobs in an industry whose leaders warn is being priced out of the market

Sadek Vahed, vice-president of the National Cloth-

ing Federation and chief executive of Durban-based AM Moolla group, one of the largest clothing manufacturers in South Africa, says between 1500 and 2000 people have been put out of work in the industry in the past six months as

massive price hikes by re-tailers crimp the end of the garment pipeline.

Two weeks ago Mr Vahed's group laid off 140 workers employed making trousers for the men's market. He stresses that the number is only two

percent of the 7000 people the group has in its 10 factories, and that other manufacturers have had to be far more ruthless.

But the layoffs are the thin end of a wedge that already has seen some 20 small factories around the country close in recent months and a reduction in cut, make and trim operations in Durban and Cape Town.

Mr Vahed, who as a member of the State President's Advisory Council and with a seat on the board of First National Bank, is one of Durban's best-connected business leaders, reckons the clothing sector's demise is symptomatic of what ails the entire economy.

"The whole economy, and maybe the clothing and footwear sectors in

particular, are going through a very bad patch which I don't see us coming out of for nine to 12 months," he says.

"It is not only the credit squeeze which is hurting us but the whole inflationary spiral: wages, imported and local raw material costs, the heavy import duty and surcharge structure.

"The housewife sees the price tag on an item a year ago at R19,99 and now it is not R24,99 or even R27,99, but R34,99," he says.

"Her response is: 'I can't afford that' and instead of buying three she makes do with two or even one.

"And where that really hurts the manufacturer is that he achieves his economies out of increasing his volume of production".