~~WAGES~~

1993

WAGES AND WORKING CONDITIONS

1993

NEWS Work week may be cut to 40 hours ● Hunt for Cash Competition

Plans to beat recession

Sowetan 5/1/93

By Ike Motsapi

THE country's two trade union federations are considering shorter working hours instead of retrenchments as options for employers while the economic recession bites deeper in 1993.

Among the options considered is that workers should work fewer hours. That is, instead of working 46 hours a week, unions propose that these should be cut to 40.

Mr Sam Shilowa, assistant general secretary of the Congress of South African Trade Unions, said: "Obviously all trade unions are discussing ways of dealing with retrenchments.

"A number of options are being discussed at present but the other factor that is worrying is that many companies are experiencing industrial restructuring.

"I want to emphasise that there are no deals involved because no finality has been reached on the matter as far as Cosatu is concerned."

■ Unions propose shorter week to stave off feared retrenchments and salary cuts:

Shilowa said the trade union federation has impressed on employers that where job cuts "were to take place this should be stopped".

Mr Mahlomola Skosana, the first assistant general secretary of the National Council of Trade Unions, also said the federation favoured shorter working hours rather than retrenchments.

Less working hours

He said the country was facing one of its worst recessions in years and that it was imperative that people should be kept employed.

Both Cosatu and Nactu agreed that:

●Fewer working hours should be considered as an alternative to retrenchments;

●Groups of people should be kept together in a companies; and

●People should be retrained in other skills to make them productive.

Skosana said Nactu considered salary cuts as the last alternative to retrenchment. He said, however, that salaries should not be cut below the inflation rate.

He said: "There is a lot of debate regarding this factor because we believe there are other alternatives to wage cuts.

"What worries us is that management give themselves bigger increases while at the same time cutting the salaries of employees.

"For instance, last year management received average salary increases of up to 28 percent."

Skosana said it was for these reasons that trade unions, as one of the important components of social and economic development, have approached both business and the Government to establish a tripartite forum which will address the pressing issue.



Unions brake proposal for after-hours car repairs

355

S/Times 17/1/93 (Cape Metro)

By DICK USHER

EXTENDED motor-workshop hours — which would be a boon to travellers, businesses and anyone else who needs a car repaired in a hurry — could be introduced if employers and unions reach agreement.

The proposal is being resisted strongly by the three unions involved in negotiating a new agreement for the motor industry.

Although the unions agree that extended hours would have advantages for all parties — employers, employees and customers — they claim employers have not yet made an offer to workers that would compensate them for the inconvenience of late-night and weekend work.

This is one of the issues that have stalled the industrial council talks on wages and conditions of work for staff at filling stations, vehicle body repair shops, component manufacturers and automotive engineering and reconditioning operations.

The unions declared a dispute with employers over this and several other matters last year and talks held since have brought them little closer to a resolution.

A study by the Automobile Association (AA) on extended trading hours for workshops concluded firmly that if properly regulated these could be only of advantage to all parties.

There would be greater convenience for customers, especially where an individual or company's income depended on a vehicle. Overnight or weekend servicing would reduce down-time for vehicles during normal trading hours.

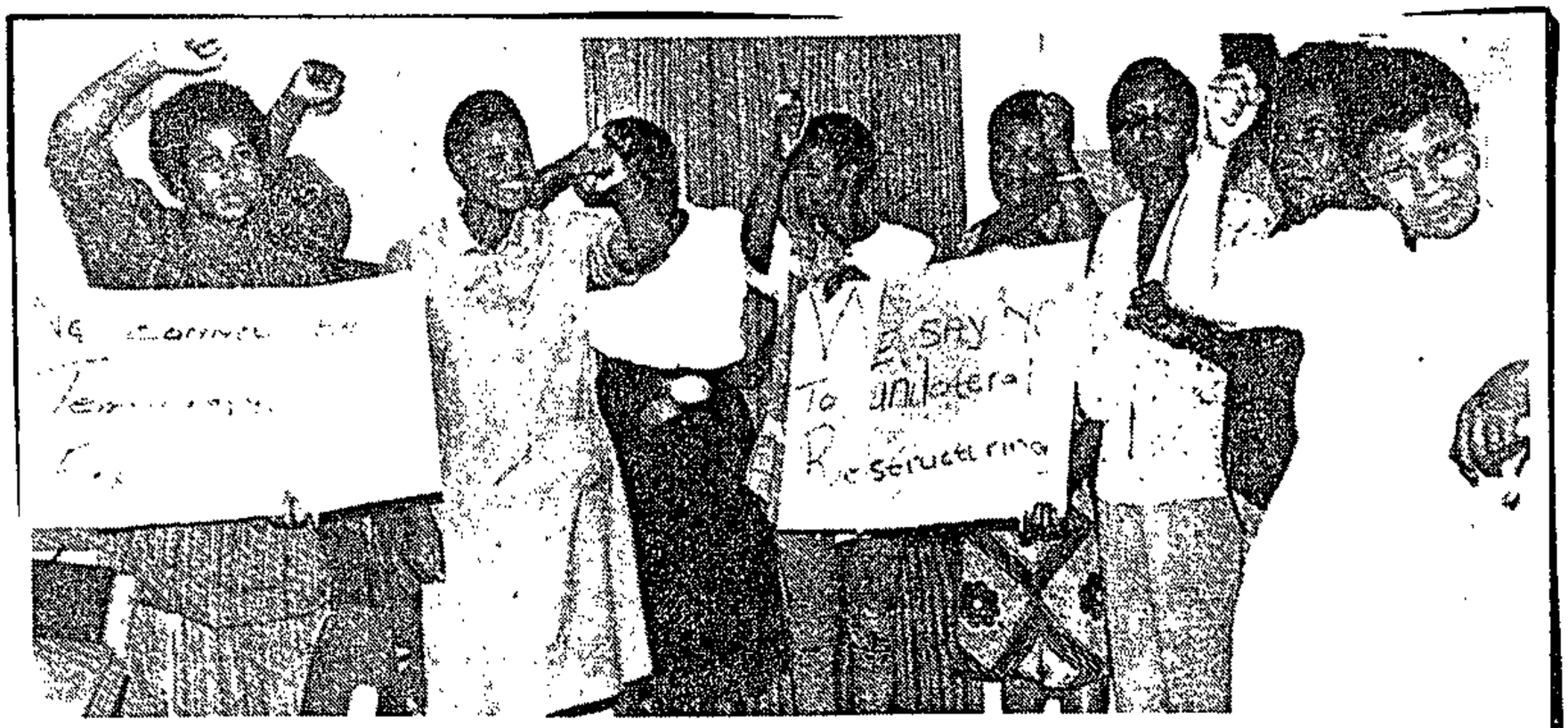
The AA also noted that "with the combination of South Africa's urban sprawl, huge travelling distances and paucity of public transport, private vehicles can hardly be considered a luxury. The ability to repair and maintain them in the shortest elapsed time is of the greatest importance."

The association said that with the increased rate of urbanisation in the wake of removal of influx control, transport demands were likely to rise "alarmingly" in the next decade.

"The demand for the skills and facilities of workshops is likely to rise far faster than the skills base can be expanded," said the AA.

Without increased efficiency in the industry, customers could find themselves faced with sharp price rises because of a growing scarcity of facilities.

Unions say they are unclear what employers intend by proposing extended trading hours,



DEMANDING ... Strikers at the Sizwile School for the Deaf have a list of demands.

Pupils strike in solidarity

By JOHANNES NGCOBO

HANDICAPPED pupils at Sizwile School for the Deaf in Dobsonville this week protested in solidarity with their teachers who are demanding permanent status at the school.

Among the strikers are domestic workers who downed tools alleging that they have been employed as temporary workers since 1986.

The protesters included deaf security guard Fanie Mvulane.

Speaking through a sign interpreter, he said: "I was informed that I was going to be retrenched and I am against it."

Protesters staged a sit-in at the administration offices of the school, waving placards and making it impossible for staff to carry on with their normal duties.

Other demands include a pay increase and that school management withdraw the letters threatening retrenchment of staff.

Placards reading: "No to unilateral restructuring of the school" and "we cannot be temporary workers forever" were held high above the heads of protesters.

The school principal, France Walker, said he had nothing to say about the demonstration.

Women head half of homes in Khayelitsha — study

355 AUG 25 1993

ANDREA WEISS
Health Reporter

ABOUT half the households in Khayelitsha are headed by women, a study on women's health has found.

The study, which paved the way for a Women's Wellness Project in the relatively new Griffiths Mxenge area, researched the implications of urbanisation for the health of women.

It took researchers a year to gain access to the community, according to Dr William Pick who presented the findings at a seminar on child health.

About 40 percent of households were headed by women and 20 percent had no male members at all.

Also, the proportion of women-headed households increased the longer the woman had been in an urban area.

But these homes tended to be economically disadvantaged "confirming an international trend towards the feminisation of poverty".

Infertility was reported to be a problem in a large number of women and gynaecological illness and infections were rife. Adolescent pregnancies were an increasing problem.

Just over a third of the women who worked had sole control over how their money was spent. Nearly all the women said they preferred working outside the home.

A fifth of those with partners said their partners did not like them working and 17 percent were unemployed because their partners would not allow them to work.

Lack of childcare emerged as a major constraint in the lives of the women.

Other problems included lack of education, physical, sexual and emotional abuse and the broad social problems of their community, the project found.

● The Women's Wellness Project is modelled on similar projects in Chicago and Atlanta in the United States involving trained community health workers focusing on women's health.

UIF shock in store for some employees

STAR 28/1/93, 355

By Meg Wilson
Finance Staff

January is increase time for many employees, but quite a number may find that their pay slip is not all good news this month.

Apart from the additional increase in employee tax which usually goes with a salary increase, employees could also suddenly be faced with an Unemployment Insurance Fund (UIF) contribution of around R40 a month.

Maximum rate

The reason is that the Unemployment Insurance Act has been amended to raise the maximum rate of earnings at which it is compulsory to contribute to the fund.

Last year, the maximum gross salary was R4 420 a month, at which rate the monthly contribution from the employee would have been R39,78 (or 0,9 percent of gross), which was matched by the employer.

From January 1, the new maximum gross is R4 849 a month (or R1 119 a week), and the UIF contribution payable on that scale works out to R43,64 a month.

Leaving aside variable pension fund deductions and medical aid contributions, the UIF contribution, added to employee tax at the ceiling level, will now result in a total for the unmarried taxpayer of R1 380,97 instead of R1 337,33.

For a married man with two children the total will now be R1 136,54 (R1 092,90).

For a married woman the total is R1 430,47 (R1 386,83).

Raising the earnings ceiling is likely to put a lot more people within the UIF contributions net than before.

This will particularl be the case in those companies where increases have been held down this year as a result of the recession.

For example, if you were earning R4 421 a month last year, you would not have contributed to the UIF.

But if your increase is below 10 percent (or 9,7 percent, to be exact) you will now have to contribute.

For those employees who were already in the UIF net, the raised ceiling will mean an increased contribution along with their salary increase, unless their gross is now more than R4 849 a month.

Last year, more than 6 million employees and their employers contributed 1,8 percent of their gross wages or salaries to the UIF.

The fund also earned interest on its investments, and collected a total of some R125 million a month.

However, by the last quarter of 1992, unemployment had risen so rapidly that payouts were costing all of this, compared with an average R95 million to R100 million a month in 1991.

A continuing rise in the number of jobless persons this year would have meant that the fund had to dip into its reserve, which has so far remained untouched.

The answer, then, was to increase the amount of income which is generated by contributions.

Bigger payouts

However, the solution may be only a short-term one, since increasing the size of the net also means increasing the potential number of beneficiaries — and raising the ceiling also means bigger individual payouts.

These are calculated on the basis of 45 percent of salary, for six months, at the time the beneficiary last contributed to the UIF.

The fund is also likely to face an increasing drain on its resources in the event of continued drought, especially after September, when the registration of an estimated 1,2 million farmworkers now eligible to join the fund is completed.

NEWS New education pl

Fleming workers on wage strike

■ Old age home hit by work stoppage:

MORE than 100 workers at Fleming House old age home in Highlands North, Johannesburg, went on strike yesterday over wages, the National Education, Health and Allied Workers' Union claimed.

Nehawu spokesman Mr Bongani Tsimo said the workers had demanded a R250 across-the-board increase but had later accepted management's offer of R100, provided it was backdated to October 1.

"But management refused to backdate the increase and the workers embarked on the strike and demonstrated outside the premises," he said yesterday.

Workers had demanded the increase be backdated because Nehawu and management usually negotiated wage issues in October.

Negotiations were delayed last year however.

Management spokesman Mr Lou Davis confirmed there was a work stoppage at Fleming House but denied that as many as 100 people were involved.

He ascribed the stoppage to a misunderstanding by union members.

Davis said management had offered the R100 increase for workers with effect from January 1 but there had been no agreement as the offer had been rejected and negotiations with Nehawu officials were continuing. - *Sapa.*

Govt in drive to stop sexism

(35A)

CT 30/1/93

Political Staff

THE government yesterday took a tough stand on discrimination against women and announced new legislation to prohibit this.

President F W de Klerk said in his speech opening Parliament that draft legislation on discrimination against women would provide for:

- **The abolition of residual statutory discrimination.**
- **The institution of an equal rights commission to promote the equality of the sexes.**
- **A prohibition on discrimination in the workplace and in other areas on the grounds of sex, marital status or pregnancy.**
- **The combatting of family violence.**

South Africa's ambassador in Washington, Mr Harry Schwarz, yesterday signed international conventions providing for the end of discrimination against women in the work place, in marriage and in social life.

Don't keep employee benefits secret

S/Times (BUSS) 31/1/93 (355)

By JULIE WALKER

A COMPANY's pension fund might be its best-kept secret, but keeping it in the dark casts the employer in a poor light.

Old Mutual believes that openness would go a long way towards allaying employee concerns and improving employer-staff relations.

The insurer says it is surprising that, while companies spent perhaps 15% to 20% of their payroll on employee benefit packages, few even think of investing another 0,5% to ensure that the investment works for them as well as their workers.

Spending that small amount on communication could have pre-empted and prevented misunderstanding and conflict. But, says Old Mutual, the need for effective disclosure goes further than simply telling staff what's being done and what is good for them. Ineffectual communication merely adds to the discontent if employees don't appreciate what they need to do of their own accord to achieve a good retirement income.

Few employees can give a summary of how their retirement pension is arrived at and what they could do to make up the shortfall in income after they stop work, what can be taken as a lump sum and so on.

Retirement funds are complicated, benefits are intangible and deferred into the future, and health benefits are also hard to grasp.

Old Mutual believes that two-way communication of needs and fears can be achieved in a cost-effective way. Its Employee Benefits Communications Consulting Service develops and implements communications strategies specifically for each client through a range of media.

Specialist project managers, copywriters and benefit specialists are employed, having access to studios for designing printed, presentation and television material.

Attention is given to presenting complex information to all levels of audience. A comic booklet, entitled A Negotiation Story, depicts in cartoon form the cast of characters from both sides of the negotiating table as well as the roles filled by communications consultants.

The story is one of conflict, posturing, emotions, rhetoric and demands, but highlights the benefits of reason, persuasion and realistic goals. It has a happy ending in which the workers' needs and the company's constraints are accommodated.

The rapid growth in popularity of provident funds in recent years is attributed to the general mistrust of an "employer-designed" pension fund. There are misunderstandings about leaving the fund, about contributions and benefits, underscored by a take-it-or-leave-it attitude.

Provident funds might not furnish all the answers. Old Mutual raises issues such as the needs of non-unionised employees, changes in union affiliations, and the ever-present issue of trusteeship.

Old Mutual aims to promote communication to prevent the usual end result of hostile negotiations — an unsatisfactory compromise.

Retrenchments toll 'up to 400 000'

355

JOHANNESBURG. — Between 300 000 and 400 000 jobs were lost in South Africa through retrenchments in the past three years, according to the Small Business Development Corporation.

These figures were quoted by the SBDC's senior general manager, Mr Jo Schwenke, at a conference on retrenchment here this week.

He said the number of jobs lost since 1989 was more than the 340 000 job opportunities created by the SBDC in its 11-year existence.

Mr Schwenke, who heads the SBDC's Transvaal central region, said one of the solutions was that big companies should, as far as possible, retrain before retrenching.

"This retraining should not just be lip service, but a serious attempt at equipping their employees with something of value to enable them to make it on their own.

"If big companies are prepared to spend some of their social responsibility budgets on their surplus employees, the least they need to do is to provide retraining to equip the employee with marketable 'doing skills'. In addition, they could also provide loan financing for the launching of the new businesses," Mr Schwenke said.

ARG 13/2/93

Organisations like the SBDC could then, often in conjunction with the previous employer, provide retrenched employees with business skills training and assist them to set up and manage their own businesses. — Sapa

LABOUR *Economic circumstances determine laying off of workers on diamond mines*

New deal for miners

Sowetan 4/2/93

LAST IN *Union agrees with De Beers on new retrenchment rules:*

By Ike Motsapi

THE National Union of Mineworkers and De Beers Consolidated Mines Ltd have entered into an agreement of first retrenching newly appointed employees when the need arises at mines.

Both parties accept that changing economic and operational circumstances can lead to possible retrenchments but that the mine will make every effort to avoid or limit laying off staff.

It is recognised that the ways of limiting terminations will be influenced by the individual circumstances.

Retrenchments

Mr Jerry Majatladi, media and Press officer of NUM, said: "Subject to any agreement reached at the divisions, the selection of employees for retrenchment will be based on the principle of last in first out (Lifo)."

According to the agreement, divisions, however, after having disclosed the reasons to NUM, reserve the right to retain the services of employees who have particular skills and experience.

A notice period of one month or 30 calendar days applies which may, at the discretion of the divisions, be commuted to one month's salary in lieu of notice.

The termination date remains unchanged as the end of the notice period and no pension fund payments will be made before this date.

Should a member have secured alternative employment the divisions shall, where reasonably possible, release him to take up such employment.

Payment for the notice period shall attract all regular payments and deductions in respect of the pension fund and medical benefit society, any bond subsidy payments and water and electricity allowance payments.

This clause may be waived by agreement between NUM and the divisions.

Where an employee is under the age of 55 he shall be paid a lump sum calculated as two week's pensionable salary a year of service to a maximum of 10 years plus a further one week's basic salary for each subsequent year of service, thereafter, pro rated as necessary, or three months basic salary whichever is the greater.

The parties also agreed that where an employee is 55 years or older but not yet 60, he shall be paid a lump sum calculated as two week's basic salary a year of service, to a maximum of 10 years plus a further one week's basic salary for each subsequent year of service thereafter, pro rated as necessary and reduced as follow:

- Age 55.....no reduction.
- Age 56.....Reduced by 20 percent.
- Age 57.....Reduced by 40 percent.
- Age 58.....Reduced by 60 percent and;
- Age 59.....Reduced by 80 percent or three months' basic salary whichever is the greater.

The mine and NUM have agreed to establish a scheme to assist members retrenched from the divisions. Both parties agreed that the scheme will help retrenched workers acquire basic vocational skills through short training courses.

It is expected that these newly acquired skills will help them find alternative sources of income.

The mine pledged to allocate R1,5 million to an account to establish the fund for the purpose of the scheme.

This fund will be jointly managed by NUM and the mine.

Majatladi added: "In addition to the notice period, employees being retrenched shall be entitled to a further one month's housing benefit.

"Where an employee lives in his own house, an additional month's subsidy, where applicable, shall be paid, and where an employee occupies a unit of a mine accommodation, he shall be entitled to occupy the property for an additional month.

This agreement, which was signed this month, will remain in force and effect for a minimum period of 24 months from date of signing, whereafter any party wishing to amend any clause may submit its proposals to the other party in writing.

The period given for this is two weeks prior to any meeting being convened.



Jerry Majatladi ... last in first out.

NEWS Problems in securing a building ● Security workers' demand for better pay

Strikers shot at, says union

Sowetan 4/2/93

■ 700 out at Springbok Patrols:

By Ike Motsapi

THE strike by more than 700 members of the Transport and General Workers Union (TGWU) at Springbok Patrols entered its third day yesterday amid allegations that the workers had been assaulted or shot at.

The striking workers are demanding better wages and working conditions.

The chairman of the shop stewards' council at Springbok Patrols' headquarters near Roodepoort, Mr Paul Maphoto, alleged that some members of the union were assaulted or shot at by "one of the owners of the company" during the first day of the strike on Monday.

He claimed that one of the directors, Mr Mick Bartman, took part in "some of the assaults on our members".

West Rand police spokesman Major Heniette Bester Bester said Bartman had to fire a warning shot when one of the strikers tried to jump over the gates and enter the premises. Bartman could not be contacted. He did not return calls as promised by his secretary.



Mr Alex Masia of Pretoria poses with part of his furniture prizes worth R15 000 which he won in the *Sowetan*/Ellerines Stic-A-Pic competition which was run late last year. Congratulating the winner are Mr Johan Haman (left) and Mr Mauritz Zanardo, both of Ellerines.

Police station attacked

■ Three die in Natal violence:

IMBALI police station near Maritzburg was attacked for the second time in less than two weeks early yesterday morning.

In a separate incident Maritzburg police spokesman Captain Henry Budhram said Mrs Phiwani Mthembu, (48) was killed and a two-year-old boy, Moses Mtolo, seriously injured on Tuesday night in an attack on the Mtolo homestead in Patheni outside Richmond in the Midlands.

Sowetan 4/2/93.

Shot dead

KwaZulu Police reported two murders in Umbumbulu, south of Durban.

Mr Alfred Mdlanga (28) was shot dead in Pitela on Monday, and the body of an elderly man who had been shot was found in Jilafohlo on Tuesday.

At Port Dunford Mkhari Chili (20) was killed when a handgrenade was thrown into a house. — *Sapa.*

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Pupils left in the lurch

Sowetan 4/2/93.

■ FEE REFUND Parents demand their money back as school fails to open:

By Ruth Bhengu

HUNDREDS of pupils have been left stranded after a private school in Springs failed to open.

Parents have paid part of the fees for day scholars and boarders at the United Kingdom Highveld Combined School but the pupils are unable to start classes because there is no school building.

Parents who are demanding their money back from the school have been told to wait for up to 20 days to be refunded.

One parent, Mrs Toni Mahlangu of Secunda, said she and two other parents spent four hours yesterday arguing with the clerks who refused to refund their money "because there were other people before us who had also withdrawn their children and were waiting for their money".

The principal of the school, Mrs Nita Havenga, said children who were boarders were the "biggest headache".

"Parents have sent their children from as far as Tzaneen and we are trying to arrange accommodation for them. Things have been chaotic for the past few weeks but we are settling down and schoolin will start soon," she said.

Children have been squeezed into tiny flats in the city centre "until their hostels are ready".

Havenga said the directors had problems securing a building in Springs because it was a Conservative Party stronghold.

The directors, however, had managed to buy a disused mine compound belonging to Goldfields.

A spokesman for Goldfields, Mr Graham Alvey, said:

"We have had an offer from the directors of the

Strikers shot at, says union

Sowetan 4/2/93

■ 700 out at Springbok Patrols:

By Ike Motsapi

355

THE strike by more than 700 members of the Transport and General Workers Union (TGWU) at Springbok Patrols entered its third day yesterday amid allegations that the workers had been assaulted or shot at.

The striking workers are demanding better wages and working conditions.

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He claimed that one of the directors, Mr Mick Bartman, took part in "some of the assaults on our members".

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DEPARTMENT OF MANPOWER

No. R. 155 (355) **5 February 1993**

LABOUR RELATIONS ACT, 1956

LEATHER INDUSTRY, REPUBLIC OF SOUTH AFRICA: RE-ENACTMENT OF AGREEMENT FOR THE GENERAL GOODS SECTION

I, Leon Wessels, Minister of Manpower, hereby—

(a) in terms of section 48 (1) (a) of the Labour Relations Act, 1956, declare that the provisions of the Agreement which appears in the Schedule hereto and which relates to the Undertaking, Industry, Trade or Occupation referred to in the heading to this notice, shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 30 June 1993, upon the employers' organisations and the trade unions which entered into the Agreement and upon the employers and employees who are members of the said organisations or unions; and

(b) in terms of section 48 (1) (b) of the said Act, declare that the provisions of the Agreement, excluding those contained in clauses 1 (1) (a), 2 and 3, shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 30 June 1993, upon all employers and employees, other than those referred to in paragraph (a) of this notice, who are engaged or employed in the said Undertaking, Industry, Trade or Occupation in the areas specified in clause 1 of the Agreement.

L. WESSELS,
Minister of Manpower.

SCHEDULE

NATIONAL INDUSTRIAL COUNCIL OF THE LEATHER INDUSTRY OF SOUTH AFRICA

GENERAL GOODS SECTION

AGREEMENT

in accordance with the provisions of the Labour Relations Act, 1956, made and entered into by and between the

(a) **Midland and border Leather Industry Manufacturers' Association;**

(b) **Western Cape Leather Industries Association;**

(c) **Transvaal Footwear, Tanning and Leather Trades Association;**

and

(d) **Association of South African Manufacturers of Luggage, Handbags and General Goods**

(hereinafter referred to as the "employers' organisations"), of the one part, and the

(e) **National Union of Leather Workers;**

(f) **South Afrian Clothing and Textile Workers Union**

and

(g) **Transvaal Leather and Allied Trades Industrial Union**

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

being the parties to the National Industrial Council of the Leather Industry of South Africa,

DEPARTEMENT VAN MANNEKRAG

No. R. 155 **5 Februarie 1993**

WET OP ARBEIDSVERHOUDINGE, 1956

LEERNYWERHEID, REPUBLIEK VAN SUID-AFRIKA: HERBEKRAGTIGING VAN OOREENKOMS VIR DIE SEKSIE ALGEMENE GOEDERE

Ek, Leon Wessels, Minister van Mannekrag, verklaar hierby—

(a) kragtens artikel 48 (1) (a) van die Wet op Arbeidsverhoudinge, 1956, dat die bepalings van die Ooreenkoms wat in die Bylae hiervan verskyn en betrekking het op die Onderneming, Nywerheid, Bedryf of Beroep in die opskrif by hierdie kennisgewing vermeld, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 30 Junie 1993 eindig, bindend is vir die werkgewersorganisasies en die vakvereniging wat die Ooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasies of verenigings is; en

(b) kragtens artikel 48 (1) (b) van genoemde Wet, dat die bepalings van die Ooreenkoms, uitgesonderd dié vervat in klousules 1 (1) (a), 2 en 3 met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 30 Junie 1993 eindig, bindend is vir alle ander werkgewers en werknemers as dié genoem in paragraaf (a) van hierdie kennisgewing wat betrokke is by of in diens is in genoemde Onderneming, Nywerheid, Bedryf of Beroep in die gebiede in klousule 1 van die Ooreenkoms gespesifiseer.

L. WESSELS,
Minister van Mannekrag.

BYLAE

NASIONALE NYWERHEIDSRAAD VIR DIE LEERNYWERHEID VAN SUID-AFRIKA

SEKSIE ALGEMENE GOEDERE

OOREENKOMS

ooreenkomstig die Wet op Arbeidsverhoudinge, 1956, gesluit deur en aangegaan tussen die

(a) **Midland and border Leather Industry Manufacturers' Association;**

(b) **Western Cape Leather Industries Association;**

(c) **Transvaal Footwear, Tanning and Leather Trades Association;**

en

(d) **Association of South African Manufacturers of Luggage, Handbags and General Goods**

(hierna die "werkgewers" of die "werkgewersorganisasies" genoem), aan die een kant, en die

(e) **National Union of Leather Workers;**

(f) **South Afrian Clothing and Textile Workers Union**

en

(g) **Transvaal Leather and Allied Trades Industrial Union**

(hierna die "werknemers" of die "vakverenigings" genoem), aan die ander kant,

wat die partye is by die Nasionale Nywerheidsraad vir die Leernywerheid van Suid-Afrika,

to amend the Agreement for the General Goods Section published under Government Notice No. R. 378 of 4 March 1988, as renewed and amended by Government Notices Nos. R. 1621 of 12 August 1988, R. 2315 of 18 November 1988, R. 571 of 31 March 1989, R. 1947 and R. 1948 of 17 August 1990, R. 3051 of 4 January 1991, R. 2239 of 13 September 1991 and R. 3133 of 20 December 1991.

1. SCOPE OF APPLICATION OF AGREEMENT

(1) The terms of this Agreement shall be observed in the General Goods Section of the Leather Industry—

(a) by all employers who are members of the employers' organisations and by all employees who are members of the trade unions who are engaged or employed in the above section of the Leather Industry, respectively;

(b) in the Republic of South Africa, excluding the port and settlement of Walvis Bay, on the operations set forth in paragraph (1) to (3) of the definition of "General Goods Section";

(c) in the Magisterial Districts of Bellville, including that portion of the Magisterial District of Kuils River which, prior to the publication of Government Notice No. 1683 of 7 August 1987, fell within the Magisterial District of Bellville, Goodwood and Durban, including that portion of the Magisterial District of Chatsworth which, prior to the publication of Government Notice No. 501 of 8 March 1985, fell within the Magisterial District of Durban, but excluding that portion of the Magisterial District of Durban which, prior to the publication of Government Notices Nos. 1939 and 2067 of 10 September 1982 and 1 October 1982 respectively, fell within the Magisterial District of Inanda, on the operations set forth in paragraph (4) (a) of the definition of "General Goods Section" in clause 3 of the said Agreement, and in the Magisterial District of Wynberg, on the operations set forth in paragraph (4) (b) of the said definition;

(d) in the Magisterial Districts of Bellville, including that portion of the Magisterial District of Kuils River which, prior to the publication of Government Notice No. 1683 of 7 August 1987, fell within the Magisterial District of Bellville, Germiston, Goodwood, Johannesburg, Middelburg (Transvaal), Pretoria, Roodepoort and The Cape, on the operations set forth in paragraph (5) of the definition of "General Goods Section" in clause 3 of the said Agreement.

(2) Notwithstanding the provisions of subclause (1), the terms of this Agreement shall apply only to employees for whom minimum wages are prescribed in Annexure C of the Agreement published under Government Notice No. R. 1796 of 3 September 1982, and to the employers of such employees.

2. PERIOD OF OPERATION OF AGREEMENT

This Agreement shall come into operation on a date to be fixed by the Minister of Manpower in terms of section 48 (1) of the Act and shall remain in force for the period ending 30 June 1993 or for such period as may be determined by him.

3. SPECIAL PROVISIONS

The provisions of clauses 1 (1) (a), 2, 13, 17 and 18 (1) to (3) inclusive of the agreement published under Government Notice No. R. 1796 of 3 September 1982, as renewed, amended or re-enacted from time to time (hereinafter referred to as the "Former Agreement") as further renewed, amended or re-enacted from time to time, shall apply to employers and employees.

tot wysiging van die Ooreenkoms vir die Seksie Algemene Goedere, gepubliseer by Goewermentskennisgewing No. R. 378 van 4 Maart 1988, soos hernieu en gewysig deur Goewermentskennisgewings Nos. R. 1621 van 12 Augustus 1988, R. 2315 van 18 November 1988, R. 571 van 31 Maart 1989, R. 1947 en R. 1948 gedateer 17 Augustus 1990, R. 3051 van 4 Januarie 1991, R. 2239 van 13 September 1991 en R. 3133 van 20 Desember 1991.

1. TOEPASSINGSBESTEK VAN OOREENKOMS

(1) Hierdie Ooreenkoms moet in die seksie Algemene Goedere van die Leernywerheid nagekom word—

(a) deur alle werkgewers wat lede van die werkgewersorganisasies is en deur alle werknemers wat lede van die vakverenigings is en wat onderskeidelik by bogenoemde Seksie van die Leernywerheid betrokke of daarin werksaam is;

(b) in die Republiek van Suid-Afrika, uitgesonderd die hawe en nedersetting van Walvisbaai, in verband met die werksaamhede uiteengesit in paragrawe (1) tot (3) van die omskrywing van "Seksie Algemene Goedere";

(c) in die landdrosdistrikte Bellville, met inbegrip van daardie gedeelte van die landdrosdistrik Kuilsrivier wat voor die publikasie van Goewermentskennisgewing No. 1683 van 7 Augustus 1987 binne die landdrosdistrik Bellville geval het, Goodwood en Durban, met inbegrip van daardie gedeelte van die landdrosdistrik Chatworth wat voor die publikasie van Goewermentskennisgewing No. 501 van 8 Maart 1985 binne die landdrosdistrik Durban geval het, maar uitgesonderd daardie gedeelte van die landdrosdistrik Durban wat voor die publikasie van Goewermentskennisgewings Nos. 1939 en 2067 van onderskeidelik 10 September 1982 en 1 Oktober 1982 binne die landdrosdistrik Inanda geval het, in verband met die werksaamhede uiteengesit in paragraaf (4) (a) van die omskrywing "Seksie Algemene Goedere" in klousule 3 van genoemde Ooreenkoms, en in die landdrosdistrik Wynberg, in verband met die werksaamhede uiteengesit in paragraaf (4) (b) van genoemde omskrywing;

(d) in die landdrosdistrikte Bellville, met inbegrip van daardie gedeelte van die landdrosdistrik Kuilsrivier wat voor die publikasie van Goewermentskennisgewing No. 1683 van 7 Augustus 1987 binne die landdrosdistrik Bellville geval het, Germiston, Goodwood, Johannesburg, Middelburg (Transvaal), Pretoria, Roodepoort en Die Kaap, in verband met die werksaamhede uiteengesit in paragraaf (5) van die omskrywing "Seksie Algemene Goedere" in klousule 3 van genoemde Ooreenkoms.

(2) Ondanks subklousule (1) is hierdie Ooreenkoms van toepassing slegs op werknemers vir wie minimum lone voorgeskryf word in Aanhangsel C van die Ooreenkoms gepubliseer by Goewemrentskennisgewing No. R. 1796 van 3 September 1982 en op die werkgewers van sodanige werknemers.

2. GELDIGHEIDSDUUR VAN OOREENKOMS

Hierdie Ooreenkoms tree in werking op die datum wat die Minister van Mannekrag kragtens artikel 48 (1) van die Wet vasstel, en bly van krag vir die tydperk eiendigende 30 Junie 1993 of vir die tydperk wat hy bepaal.

3. SPESIALE BEPALINGS

Die bepalings soos vervat in klousules 1 (1) (a), 2, 13, 17 en 18 (1) tot (3) van die Ooreenkoms gepubliseer by Goewermentskennisgewing No. R. 1796 van 3 September 1982, soos verleng, hernieu, gewysig of herbekragtig van tyd tot tyd, is van toepassing op sowel werkgewers as werknemers.

4. GENERAL PROVISIONS

The provisions contained in clauses 1 (1) (b) to 1 (2) inclusive, 3 to 12 inclusive, 14 to 16 inclusive, 18 (4) and 19 to 27 inclusive of the Former Agreement, as further renewed, amended or re-enacted from time to time, shall apply to employers and employees.

5. CLAUSE 4 OF THE FORMER AGREEMENT: WAGES AND RATES

(1) Substitute the following for subclause (1) (a) (ii):

"(ii) In the event of an employee not absenting himself from work on any day for any reason other than on the instructions or at the request of or with the consent of the employer, or on account of illness, or if an employee furnishes reasonable evidence for his absence acceptable to his employer, the wage due to him for that week shall, notwithstanding the provisions of subparagraph (i), be deemed to be the amount reflected in Column B of clause 1 of Annexure C: Provided that, in the case of absence owing to illness, the employer may require the employee to produce a certificate signed by a registered medical practitioner in proof of cause of absence: Provided further that an employee who arrives late for work, if the time so lost does not exceed 15 minutes in the aggregate during any one week, shall be deemed not to have absented himself from work.".

(2) In subclause (7) (a) substitute the expression "6 July 1992" for the expression "12 June 1991".

6. CLAUSE 5 OF THE FORMER AGREEMENT: HOURS OF WORK

Substitute the following for paragraph (b) of subclause (8):

"(b) Employees engaged on shifts as provided for in paragraph (a) of subclause (8) shall be paid a shift allowance of 15% of their weekly wage in respect of such shifts.".

7. CLAUSE 7 OF THE FORMER AGREEMENT: SHORT-TIME

Substitute the following for subclause (1):

"(1) Notification of proposed short-time shall be given by the employer not later than forty-eight (48) hours prior to the implementation of short-time. Such notice shall be given either individually or in writing, posted in the department or departments in which the employees are employed.".

8. CLAUSE 8 OF THE FORMER AGREEMENT: HOLIDAYS, ANNUAL AND MATERNITY LEAVE

(1) Insert the following proviso in subclause (9) (c):

"Provided that, in the case of an employee being engaged by a new employer, on presentation prior to engagement of a service certificate certifying that the termination of his service with his previous employer in the Industry was due to retrenchment, such service shall count as service in respect of the long service bonus provision.".

(2) Insert the following new subclause (11):

"(11) On submitting satisfactory proof of parenthood to the employer, male employees shall be entitled to two days' unpaid paternity leave.".

9. Insert the following new clause 28:

"28. RETRENCHMENT PROCEDURE

(1) Shlould it be necessary to cut back production, the employer shall give the trade union four weeks' written notice of the possibility of retrenchment. The notification shall state the reasons therefor, and the number of employees who may be effected by the retrenchment. The period of such notice shall not run over the annual shutdown period of the employer.

4. ALGEMENE BEPALINGS

Die bepalings soos vervat in klousules 1 (1) (b) tot 1, (2), 3 tot 12, 14 tot 16, 18 (4) en 19 tot 27 van die Vorige Ooreenkoms soos verder verleng, hernieu, gewysig of herbekragtig van tyd tot tyd, is van toepassing op sowel werkgewers as werknemers.

5. KLOUSULE 4 VAN DIE VORIGE OOREENKOMS: LONE EN LOONSKALE

(1) Vervang subklousule (1) (a) (ii) deur die volgende:

"(ii) Ingeval 'n werknemer afwesig van die werk is op enige dag om enige rede behalwe in opdrag of op versoek van of met die toestemming van die werkgewer, of weens siekte, of as 'n werknemer redelike bewyse vir sy afwesigheid voorsien wat vir sy werkgewer aanvaarbaar is, word die loon wat vir daardie week aan hom verskuldig is, nieteenstaande die bepalings van subparagraaf (i), geag die bedrag te wees wat in Kolom B van klousule 1 van Bylae C verskyn: Met dien verstande dat, in die geval van afwesigheid weens siekte, die werkgewer van die werknemer 'n sertifikaat wat deur 'n geregistreerde mediese praktisyn onderteken is, mag eis as bewys van die rede vir afwesigheid: Voorts met dien verstande dat 'n werknemer wat laat vir werk opdaag, indien die tyd wat hierdeur verloor word nie 15 minute altesaam gedurende een week oorskry nie, geag word nie van die werk afwesig te gewees het nie.".

(2) In subklousule (7) (a), vervang die uitdrukking "12 Junie 1991" deur die uitdrukking "6 Julie 1992".

6. KLOUSULE 5 VAN DIE VORIGE OOREENKOMS: WERKURE

Vervang paragraaf (b) van subklousule (8) deur die volgende:

"(b) Werknemers wat skofte werk soos bepaal in paragraaf (a) van subklousule (8), moet 'n skoftoelae van 15% van hulle weeklikse loon ten opsigte van sodanige skofte betaal word.".

7. KLOUSULE 7 VAN DIE VORIGE OOREENKOMS: KORTTYD

Vervang subklousule (1) deur die volgende:

"(1) Kennisgewing van voorgestelde korttyd moet deur die werkgewer gegee word nie later as agt en veertig (48) uur voor die inwerkingstelling van korttyd nie. Sodanige kennisgewing word individueel gegee of skriftelik vertoon in die afdeling of afdelings waarin die werknemers in diens is.".

8. KLOUSULE 8 VAN DIE VORIGE OOREENKOMS: VAKANSIEDAE, JAARLIKSE EN KRAAMVERLOF

(1) Voeg die volgende voorbehoudsbepaling in subklousule (9) (c) in:

"Met dien verstande dat, in die geval van 'n werknemer wat deur 'n nuwe werkgewer in diens geneem word, met voorlegging voor indiensneming van 'n dienssertifikaat wat sertifiseer dat diensbeëindiging deur sy vorige werkgewer in die Nywerheid as gevolg van personeelbesnoeiing was, sodanige diens gereken word as diens ten opsigte van die langdiensbonusbepaling.".

(2) Voeg die volgende nuwe subklousule (11) in:

"(11) Met die voorlegging van voldoende bewys van ouerskap aan die werkgewer is manlike werknemers geregtig op twee dae onbetaalde vaderskapverlof.".

9. Voeg die volgende nuwe klousule 28 by:

"28. PERSONEELBESNOEIINGSPROSEDURE

(1) Sou dit nodig word om produksie in te kort, moet die werkgewer die vakvereniging vier weke skriftelike kennis van die moontlikheid van personeelbesnoeiing gee. Die kennisgewing moet die redes daarvoor verstrek, sowel as die aantal werknemers wat moontlik deur die besnoeiing geraak kan word. Die tydperk van sodanige kennisgewing mag nie die jaarlikse toemaaktydperk van die werkgewer behels nie.

(2) The employer and the trade union shall hold a meeting with each other within five working days of the trade union's receipt of the notification in subclause (1) and the parties shall endeavour at such meeting to find suitable alternatives to retrenchment, such as working short-time, the limiting of overtime, transfers of individual employees, voluntary early retirement and/or such other means as the parties find practicable. The parties may hold such further meetings as they agree to be appropriate during the notice period.

(3) Should the parties be unable to agree on any suitable alternative in subclause (2) above, and should retrenchment be necessary, the parties agree that the same shall be dealt with as follows:

(a) The employer shall draw up and supply the trade union with a list showing the names, clock numbers, periods of employment with the employer, occupation, known other occupations such persons could fulfill with the employer and the ages of all employees whose total service with the employer is less than that of the longest serving employee proposed by the employer to be retrenched. The employer shall mark those on the list which it proposes for retrenchment.

(b) The selection of retrenches shall be done on the basis of the LIFO (last in first out) principle, subject to any exceptions agreed upon by the parties.

(c) The employees finally affected by retrenchment will be given one (1) week's notice thereof or alternatively one (1) week's pay in lieu thereof. The trade union may negotiate severence pay with the affected employer. In the event of the employer ceasing to operate, the conditions in this paragraph shall be renogotiated.

(d) The employer shall, within seven days of effecting any retrenchment, deliver to the trade union a list showing the following details of employees retrenched:

(i) Names

(ii) Last known addresses

(iii) Occupations with the employer for which they are suitable.

(e) Retrenched employees are to be given first option in vacancies for which they are suitable which become available with employer and, should the employer be unable to find such employees whose names are on the list contemplated in paragraph (d), the employer shall give the trade union five working days' notice of any such vacancy before being entitled to offer the vacancy to others. The employer agrees to consider any recommendations the trade union may make whereby such vacancy could be filled by the transfer of workers with the employer, and a different vacancy made available for which a listed former employee is suitable.".

8. ANNEXURE C

(1) Substitute the following for clause 1:

"1. WAGE RATES

	Column A	Column B
	Per week	Per week
	R	R
(A) The following wage rates shall be paid to employees engaged in the General Goods Section of the Industry:		
(i) Boiler attendant	161,54	177,69
(ii) Driver of a motor vehicle authorised to carry on haul a payload of—		
(a) under 2 722 kg.....	161,54	177,69

(2) Die werkgewer en die vakvereniging moet binne vyf werkdae vanaf ontvangs deur die vakvereniging van die kennisgewing in subklousule (1) hierbo bedoel gesamentlik vergader, en die partye moet op sodanige vergadering probeer om geskikte alternatiewe vir besnoeiing te vind, soos korttyd, beperking van oortyd, verplasing van individuele werknemers, vrywillige vroeë uittrede en/of sodanige ander metodes as wat die partye doenlik ag. Die partye mag verdere vergaderings hou as hulle saamstem dat sodanige vergaderings gedurende die kennisgewingtydperk wenslik is.

(3) Indien die partye nie oor 'n geskikte alternatief in subklousule (2), hierbo kan saamstem nie, en indien besnoeiing nodig is, kom die partye ooreen dat besnoeiing soos volg toegepas moet word:

(a) Die werkgewer moet 'n lys opstel en dit aan die vakvereniging verstrek met die name, kloknommers, tydperke van diens by die werkgewer, beroep, ander bekende beroepe wat sodanige persone by die werkgewer kan beoefen, en die ouderdomme van alle werknemers wie se totale diens by die werkgewer minder is as dié van die langsdienende werknemer wie se diens die werkgewer voorstel beëindig moet word. Die werkgewer moet diegene op die lys wat vir besnoeiing voorgestel word, aandui.

(b) Die keuse van diegene wat besnoei gaan word, geskied op die basis van die LIEU (laaste in, eerste uit)-beginsel, onderhewig aan enige uitsonderings waarop die partye ooreengekom het.

(c) Die werknemers wat finaal deur besnoeiing geraak word, moet een (1) week se kennisgewing daarvan ontvang, of so nie een (1) week se loon in die plek daarvan. Die vakvereniging mag met die betrokke werkgewer oor 'n uittreeloon onderhandel. In die geval dat die werkgewer sy bedrywighede staak; moet die voorwaardes in hierdie paragraaf weer onderhandel word.

(d) Binne sewe dae van die uitvoering van enige besnoeiing moet die werkgewer aan die vakvereniging 'n lys voorsien met die volgende besonderhede oor werknemers wat besnoei is:

(i) Name

(ii) Laaste bekende adresse

(iii) Beroepe waarvoor hulle geskik is by die werkgewer.

(e) Besnoeide werknemers moet eerste in aanmerking kom vir vakatures waarvoor hulle geskik is en wat by die werkgewer beskikbaar word, en indien die werkgewer nie sodanige werknemers wie se name op die lys wat in paragraaf (d) hiervan verskyn kan opspoor nie, moet die werkgewer die vakvereniging vyf werkdae kennis gee van enige sodanige vakature voordat die werkgewer die vakature aan andere kan bied. Die werkgewer stem in om enige aanbevelings te oorweeg wat die vakvereniging maak waardeur sodanige vakature deur die oorplasing van werkers by die werkgewer gevul kan word en ander vakature beskikbaar gestel kan word waarvoor 'n gelyste voormalige werknemer geskik is.".

8. AANHANGSEL C

(1) Vervang klousule 1 deur die volgende:

"1. LOONSKALE

	Kolom A	Kolom B
	Per week	Per week
	R	R
(A) Onderstaande lone moet betaal word aan werknemers werksaam in die Seksie Algemene Goedere van die Nywerheid:		
(i) Ketelbediener	161,54	177,69
(ii) Drywer van 'n motorvoertuig gelisensieer om 'n loonvrag te dra of te trek van—		
(a) minder as 2 722 kg	161,54	177,69

	Column A	Column B
	Per week	Per week
	R	R
(b) 2 722 kg	194,24	213,66
(c) over 2 722 kg but not exceeding 4 536 kg	233,12	256,43
(d) over 4 536 kg	272,03	299,23
(e) Fork-lift driver	272,03	299,23
(iii) General worker	147,48	162,23
(iv) Grade F employee	147,48	162,23
(v) Night-watchman	161,54	177,69
(vi) Storeman and/or warehouseman, despatch clerk	194,24	213,66
(B) The following wage rates shall be paid to qualified employees engaged in the manufacture of travelling requisites:		
(i) Foreman	310,78	341,86
(i) Power guillotine operator; (ii) Rotary cutting machine operator; (iv) Woodworking machine operator Class I	272,03	299,23
(v) Cutter Class I	256,44	282,08
(vi) Corner stitching machine operator	233,12	256,43
(vii) Grade A employee	194,32	213,75
(viii) Machinist Class II	185,11	203,62
(ix) Grade B employee	180,51	198,56
(x) Grade C employee	161,54	177,69
(xi) Grade D employee; (xii) Grade E employee; (xiii) Grade G employee	147,48	162,23
(C) The following wage rates shall be paid to qualified employees engaged in the manufacture of saddlery:		
(i) Foreman	310,78	341,86
(ii) Cutter Class I; (iii) Saddler Class I	233,12	256,43
(iv) Cutter Class II; (v) Saddler Class II	205,93	226,52
(vi) Press cutter	194,24	213,66
(vii) Panel filter; (viii) Hand stitcher; (ix) Skiver; (x) Splitter; (xi) Strap cutting machine operator; (xii) Machinist; (xiii) Creaser; (xiv) Stainer	161,54 / 147,48	177,69 / 162,23
(D) The following wage rates shall be paid to qualified employees engaged in the manufacture of harness etc.:		
(i) Foreman	310,78	341,86
(ii) Hand cutter	213,66	235,03
(iii) Press cutter	202,00	222,20
(iv) Prepare and finisher	186,53	205,18
(v) Machinist	176,53	194,18
(vi) Hand stitcher	161,54	177,69
(vii) Splitter	161,54	177,69
(viii) Strap and cutting machine operator	147,48	162,23
(ix) Employees engaged in staning and/or creasing and/or punching and/or shaping and/or tipping and/or embossing and/or rubbing up	147,48	162,23
(E) The following wage rates shall be paid to qualified employees engaged in the manufacture of braces etc.:		
(i) Foreman	310,78	341,86
(ii) Press cutter	217,57	239,33

	Kolom A	Kolom B
	Per week	Per week
	R	R
(b) 2 722 kg	194,24	213,66
(c) meer as 2 722 kg maar hoogstens 4 536 kg	233,12	256,43
(d) meer as 4 536 kg	272,03	299,23
(e) Vurkhysdrywer	272,03	299,23
(iii) Algemene werker	147,48	162,23
(iv) Werknemer graad F	147,48	162,23
(v) Nagwag	161,54	177,69
(vi) Magasynmeester en/of pakhuisman, versendingsklerk	194,24	213,66
(B) Onderstaande lone moet betaal word aan gekwalifiseerde werknemers wat reisbenodighede vervaardig:		
(i) Voorman	310,78	341,86
(i) Kragguillotinebediener; (ii) Draaisnymasjienbediener; (iv) Houtwerkmasjienbediener klas I	272,03	299,23
(v) Snyer klas I	256,44	282,08
(vi) Hoekstikmasjienbediener	233,12	256,43
(vii) Werknemer graad A	194,32	213,75
(viii) Masjienwerker klas II	185,11	203,62
(ix) Werknemer graad B	180,51	198,56
(x) Werknemer graad C	161,54	177,69
(xi) Werknemer graad D; (xii) Werknemer graad E; (xiii) Werknemer graad G	147,48	162,23
(C) Onderstaande lone moet betaal word aan gekwalifiseerde werknemers wat saaltuig vervaardig:		
(i) Voorman	310,78	341,86
(ii) Snyer klas I; (iii) Saalmaker klas I; (iv) Snyer klas II; (v) Saalmaker klas II	233,12 / 205,93	256,43 / 226,52
(vi) Perssnyer	194,24	213,66
(vii) Paneelvuller; (viii) Handstikker; (ix) Skawer; (x) Splitser; (xi) Leerbandsnymasjienbediener; (xii) Masjienwerker; (xiii) Plooimaker; (xiv) Beitswerker	161,54 / 147,48	177,69 / 162,23
(D) Onderstaande lone moet betaal word aan gekwalifiseerde werknemers wat tuie ens. vervaardig:		
(i) Voorman	310,78	341,86
(ii) Handsnyer	213,66	235,03
(iii) Perssnyer	202,00	222,20
(iv) Voorbereider en afwerker	186,53	205,18
(v) Masjienwerker	176,53	194,18
(vi) Handstikker	161,54	177,69
(vii) Splitser	161,54	177,69
(viii) Leerbandsnymasjienbediener	147,48	162,23
(ix) Werknemers wat beits- en/of plooi- en/of pons- en/of fatsoneerwerk verrig en/of punte aansit en/of bosseleer- en/of opvryfwerk verrig	147,48	162,23
(E) Onderstaande lone moet betaal word aan gekwalifiseerde werknemers wat kruisbande ens., vervaardig:		
(i) Voorman	310,78	341,86
(ii) Perssnyer	217,57	239,33

	Column A	Column B
	Per week	Per week
	R	R
(iii) Hand cutter	161,54	177,69
(iv) Skiver	161,54	177,69
(v) Splitter	161,54	177,69
(vi) Machinist (vii) Riveter (viii) Employees engaged on creasing and/or eyeletting and/or finishing	147,48	162,23
(F) The following wage rates shall be paid to qualified employees engaged in the manufacture of personal goods:		
(i) Foreman	310,78	341,86
(ii) Hand cutter (iii) Press cutter	217,57	239,33
(iv) Hand stitcher	161,54	177,69
(v) Skiver	161,54	177,69
(vi) Splitter	161,54	177,69
(vii) Machinist (viii) Strap cutting machine operator (ix) Riveter (x) Leather moulder	147,48	162,23
(xi) Employees engaged in eyeletting and/or creasing and/or attaching fittings and/or locks and/or ornaments and/or punching and/or finishing and/or staining and/or embossing and/or framing of purses and/or inserting lining and/or inserting metal stiffeners and/or edge tooling and/or lacing or thonging and/or pointing or tipping and/or perforating and/or stapling and/or turning inside out and/or stuffing boxing gloves and/or cutting laces to length (xii) High frequency welding	147,48	162,23
(G) The following wage rates shall be paid to qualified employees engaged in the manufacture of trunks for Blacks in the province of the Transvaal: Provided that such wages shall be payable only in cases when the employer concerned has proved to the satisfaction of the Council that the article produced is a trunk for Blacks and that he holds a certificate from the Council to that effect. In all other cases, the wages specified in subclause (B) shall apply.		
The certificate referred to above may be withdrawn at any time by the Council giving one week's notice to the employer concerned.		
(a) Qualified employees employed as—		
(i) sawers	168,39	185,23
(ii) fitters	152,48	167,73
(iii) cutters	147,48	162,23
(iv) assemblers (known in the trade as a 'carpenters') and pasters	147,48	162,23
(b) (i) Foreman	310,78	341,86
(ii) Riveting and/or nailing by machine	202,00	222,20
(iii) Machine moulding, wood joining by machine, sandpapering, spraying or graining	164,46	180,91

	Kolom A	Kolom B
	Per week	Per week
	R	R
(iii) Handsnyer	161,54	177,69
(iv) Skawer	161,54	177,69
(v) Splitser	161,54	177,69
(vi) Masjienwerk (vii) Klinknaelwerker (viii) Werknemers wat plooi en/of afwerkingswerk verrig en/of vetergate maak	147,48	162,23
(F) Onderstaande lone moet betaal word aan gekwalifiseerde werknemers wat persoonlike goedere vervaardig:		
(i) Voorman	310,78	341,86
(ii) Handsnyer (iii) Perssnyer	217,57	239,33
(iv) Handstikker	161,54	177,69
(v) Skawer	161,54	177,69
(vi) Splitser	161,54	177,69
(vii) Masjienwerker (viii) Leerbandsnymasjienbediener (ix) Klinknaelwerker (x) Leerfatsoneerder	147,48	162,23
(xi) Werknemers wat vetergate maak en/of plooiwerk verrig en/of toebehore en/of slotte en/of versierings aanbring en/of pons- en/of afwerkings- en/of beits- en/of bosseleer- en/of raamwerk aan beursies verrig en/of voerings insit en/of metaalverstywers insit en/of rande bewerk en/of veters of rieme insit en/of punte maak of aansit en/of perforeer- en/of kramwerk verrig en/of omdopwerk verrig en/of bokshandskoene opstop en/of veters volgens lengte sny (xii) Hoëfrekwensiesweiswerk ..	147,48	162,23
(G) Onderstaande lone moet betaal word aan gekwalifiseerde werknemers wat koffers vir Swartes in die provinsie Transvaal vervaardig: Met dien verstande dat sodanige lone betaalbaar is slegs in gevalle waar die betrokke werkgewer die Raad oortuig het dat die artikel wat vervaardig word 'n koffer vir Swartes is en dat hy 'n sertifikaat met hierdie strekking van die Raad hou. In alle gevalle is die lone wat in subklousule (B) gespesifiseer word, van toepassing.		
Die sertifikaat hierbo bedoel, kan eniger tyd deur die Raad ingetrek word deur een week vooraf kennis aan die betrokke werkgewer te gee.		
(a) Gekwalifiseerde werknemers wat werksaam is as—		
(i) saers	168,39	185,23
(ii) monteurs	152,48	167,73
(iii) snyers	147,48	162,23
(vi) inmekaarsitters (in die bedryf bekend as 'carpenters' timmermans) en plakkers	147,48	162,23
(b) (i) Voorman	310,78	341,86
(ii) Klinknael- en/of spykmasjienwerkers	202,00	222,20
(iii) Fatsoeneermasjienwerkers, houtlasmasjienwerkers, skuurmasjienwerkers, spuit- of vlamskilderwerkers	164,46	180,91

	Column A	Column B
	Per week	Per week
	R	R
(H) The following wage rates shall be paid to learners, other than foreman, and other than those referred to in subclauses (A) and (I):		
During the first six months of experience	100,47	110,52
During the second six months of experience	117,19	128,91
During the third six months of experience	142,31	156,54
Provided that an adult employee who has had less than 12 months' experience shall nevertheless be deemed to have had 12 months' experience.		
(1) The following wage rates shall be paid to qualified employees engaged in the manufacture of balls in the Magisterial District of Bellville, Goodwood and Durban:		
(i) Foreman	310,78	341,86
(ii) Cutter	217,57	239,33
(iii) Panel machinist	194,24	213,66
(iv) Splitter	161,54	177,69
(v) Finisher, Grade I	156,49	172,14
(vi) Finisher, Grade II (vii) Mouthpiece machinist (viii) Boxer, Grade I (ix) Boxer, Grade II	147,48	162,23
(x) Employees engaged in cutting and/or punching lace holes and/or stamping job numbers and names and/or stretching and/or backing and/or ball cleaning and/or wrapping and/or packing and/or thread making and/or applying fixative lacquers and/or inflating bladders and/or inserting bladders and/or solutioning and/or blocking and/or positioning mouthpieces and/or cutting laces to length	147,48	162,23
(J) The following wage rates shall be paid to learners, other than foreman, engaged on the operations referred to in subclause (I):		
During the first six months of experience	96,39	106,03
During the second six months of experience	104,72	115,19
During the third six months of experience	113,07	124,38
(K) The following wage rates shall be paid to qualified employees engaged in the manufacture of cricket and hockey balls in the Magisterial District of Wynberg:		
(i) Foreman	310,78	341,86
(ii) Cutter, Grade I	194,32	213,75
(iii) Puritan machinist	194,32	213,75
(iv) Hand closer	161,54	177,69
(v) Hand stitcher	161,54	177,69
(vi) Skiver	161,54	177,69
(vii) Splitter	161,54	177,69
(viii) Bonder, Grade I (ix) Fitter (x) Core moulder (xi) Cup moulder (xii) Cutter, Grade II (xiii) Blocker, Grade I (xiv) Bonder, Grade II	147,48	162,23

	Kolom A	Kolom B
	Per week	Per week
	R	R
(H) Onderstaande lone moet betaal word aan leerlinge, uitgesonderd voormanne, en uitgesonderd dié werknemers wat in subklousule (A) en (I) genoem word:		
Gedurende die eerste ses maande ondervinding	100,47	110,52
Gedurende die tweede ses maande ondervinding	117,19	128,91
Gedurende die derde ses maande ondervinding	142,31	156,54
Met dien verstande dat 'n volwasse werknemer wat minder as 12 maande ondervinding het, nogtans geag moet word 12 maande ondervinding te hê.		
(1) Onderstaande lone moet betaal word aan gekwalifiseerde werknemers wat in die landdrosdistrikte Bellville, Goodwood en Durban balle vervaardig:		
(i) Voorman	310,78	341,86
(ii) Snyer	217,57	239,33
(iii) Paneelmasjienwerker	194,24	213,66
(iv) Splitser	161,54	177,69
(v) Afwerker, graad I	156,49	172,14
(vi) Afwerker, graad II (vii) Mondstukvaslymer (viii) Naatwerker, graad I (ix) Naatwerker, graad II	147,48	162,23
(x) Werknemers wat werksnywerk verrig en/of vetergate pons en/of werknommers en name stempel en/of rekwerk verrig en/of rugstukke aanwerk en/of balle skoonmaak en/of toedraai en/of verpak en/of riempies maak en/of kleeflak aanwend en/of blase opblaas en/of blase insit en/of vaslym en/of blok en/of mondstukke in posisie aanbring en/of veters volgens lengtes sny	147,48	162,23
(J) Onderstaande lone moet betaal word aan leerlinge, uitgesonderd voormanne, wat die werksaamhede verrig wat in subklousule (I) vermeld word:		
Gedurende die eerste ses maande ondervinding	96,39	106,03
Gedurende die tweede ses maande ondervinding	104,72	115,19
Gedurende die derde ses maande ondervinding	113,07	124,38
(K) Onderstaande lone moet betaal word aan gekwalifiseerde werknemers wat in die landdrosdistrik Wynberg, krieketballe en hokkieballe vervaardig:		
(i) Voorman	310,78	341,86
(ii) Snyer, graad I	194,32	213,75
(iii) Puritan-masjienwerker	194,32	213,75
(iv) Handstikwerkeer	161,54	177,69
(v) Handnaatwerker	161,54	177,69
(vi) Skawer	161,54	177,69
(vii) Splitser	161,54	177,69
(viii) Saambinder, graad I (ix) Monteerder (x) Kerngieter (xi) Kelkgieter (xii) Snyer, graad II (xiii) Blokker, graad I (xiv) Saambinder, graad II	147,48	162,23

	Column A	Column B
	Per week	Per week
	R	R
(xv) Employees engaged in spraying/buffing and/or stamping/embossing and/or blocking, Grade II, and/or lining and/or wetting and/or labelling and/or cleaning and/or dipping and/or glueing and/or squeezing and/or winding	147,48	162,23
(L) The following wage rates shall be paid to learners, other than foremen, engaged on the operations referred to in subclause (K):		
During the firt six months of experience.....	121,36	133,50
During the second six months of experience.....	139,53	153,48

(2) Proportion and ratio of employees: In clause 2, substitute the following for subclauses (3), (4), (5) and (6):

"(3) *Harness:* (a) Not less than one foreman shall be employed in each establishment.

(b) For each employee receiving a wage of not less than R162,23 per week during the period ending 30 June 1993, not more than one employee may be employed at a wage of less than R162,23 per week during the period ending 30 June 1993: Provided that general workers shall not be taken into consideration when determinging the number of such employees that may be employed.

(4) *Braces:* For each employee receiving a wage of not less than R162,23 per week during the period ending 30 June 1993 not more than one employee may be employed at a wage of less than R162,23 per week during the period ending 30 June 1993: Provided that general workers shall not be taken into consideration when determining the number of such employees that may be employed.

(5) *Personal goods:* For each employee receiving a wage of not less than R162,23 per week during the period ending 30 June 1993 not more than one employee may be employed at a wage of less than R162,23 per week during the period ending 30 June 1993: Provided that general workers shall not be taken into consideration when determining the number of such employees that may be employed.

(6) *Trunks of Blacks:* For every three employees receiving a wage not less than R162,23 per week during the period ending 30 June 1993, not more than one employee may be employed at a wage of less tan R162,23 per week during the period ending 30 June 1993: Provided that general workers shall not be taken into consideration when determining the numbers of such employees that may be employed.".

Signed at Port Elizabeth, on behalf of the parties, this 26th day of August 1992.

M. T. HOFFMANN,
Member of the Council.

K. N. MOODLEY,
Member of the Council.

L. M. VAN LOGGERENBERG,
General Secretary of the Council.

	Kolom A	Kolom B
	Per week	Per week
	R	R
(xiii) Werknemers wat sproeispuitwerk/wasprei- en waspoleringswerk en/of stampwerk/bosselering en/of fatsoeneringswerk, graad II en/of voeringwerk en/of afskilwerk en/of natmaakwerk en/of etikettering en/of skoonmaak en/of indompeling en/of lynwerk en/of perswerk en/of wikkelwerk verrig	147,48	162,23
(L) Onderstaande lone moet betaal word aan leerlinge, uitgesonderd voormanne, wat werksaamhede verrig wat in subklousule (K) bedoel word:		
Gedurende die eerste ses maande ondervinding.....	121,36	133,50
Gedurende die tweede ses maande ondervinding.....	139,53	153,48

(2) Getalsverhouding van werknemers: In klousule 2, vervang subklousules (3), (4), (5) en (6) deur die volgende:

"(3) *Tuie:* (a) Daar moet minstens een voorman in elke bedryfsinrigting werksaam wees.

(b) Vir elke werknemer wat 'n loon ontvang van minstens R162,23 per week gedurende die tydperk eindigende 30 Junie 1993 kan daar hoogstens een werknemer teen 'n loon van minder as R162,23 per week gedurende die tydperk eindigende 30 Junie 1993 in diens geneem word: Met dien verstande dat algemene werknemers nie in aanmerking geneem moet word wanneer die getal sodanige werknemers wat in diens geneem mag word, vasgestel word nie.

(4) *Kruisbande:* Vir elke werknemer wat 'n loon ontvang van minstens R162,23 per week gedurende die tydperk eiendigende 30 Junie 1993 kan daar hoogstens een werknemer teen 'n loon van minder as R162,23 per week gedurende die tydperk eindigende 30 Junie 1993 in diens geneem word: Met dien verstande dat algemene werkers nie in aanmerking genoem moet word wanneer die getal sodanige werknemers wat in diens geneem mag word, vasgestel word nie.

(5) *Persoonlike goedere:* Vir elke werknemer wat 'n loon ontvang van minstens R162,23 per week gedurende die tydperk eindigende 30 Junie 1993 kan daar hoogstens een werknemer teen 'n loon van minder as R162,23 per week gedurende die tydperk eindigende 30 Junie 1993 in diens geneem word: Met dien verstande dat algemene werkers nie in aanmerking geneem moet word wanneer die getal sodanige werknemers wat in diens geneem mag word, vasgestel word nie.

(6) *Koffers vir Swartes:* Vir elke drie werknemers wat 'n loon ontvang van minstens R162,23 per week gedurende die tydperk eindigende 30 Junie 1993 kan daar hoogstens een werknemer teen 'n loon van minder as R162,23 per week gedurende die tydperk eindigende 30 Junie 1993 in diens geneem word: Met dien verstande dat algemene werkers nie in aanmerking geneem moet word wanneer die getal sodanige werknemers wat in diens geneem mag word, vasgestel word nie.".

Namens die partye op hede die 26ste dag van Augustus 1992 te Port Elizabeth onderteken.

M. T. HOFFMANN,
Lid van die Raad.

K. N. MOODLEY,
Lid van die Raad.

L. M. VAN LOGGERENBERG,
Hoofsekretaris van die Raad.

Star 10/2/93

No minimum wages for domestics

CAPE TOWN — Draft labour rights for domestic workers did not prescribe minimum wages, while proposed changes to the Wage Act set minimum earnings guidelines only for farm workers, Manpower Minister Leon Wessels said yesterday.

Addressing the Institute of Personnel Management in Stellenbosch, he said recent developments in the labour field had covered the extension of basic labour rights to domestics and farmworkers.

Cosatu and the SA Agricultural Union (SAAU) disagreed on key aspects regarding the application of the Labour Relations Act to agriculture.

Because of the sensitivity of the matter, the Government had taken the unusual step of publishing the Basic Conditions of Employment Act regulations for farmworkers for further comment.

The amended Act had been approved by Parliament last year. Cosatu and the SAAU had, however, still not reached consensus on a separate labour law for agriculture, and it needed further attention. — Sapa

Media union wins dismissal dispute

Secretary 16/2/93.

By Don Seokane

EMPLOYEES DISMISSED Row after company stopped housing its workers:

THE MEDIA WORKERS ASSOCIATION of South Africa (Mwasa) has finally won a two-year-old dispute with Taiwanese-owned company Sakkor.

Mwasa has been fighting the dismissal of over 400 workers by Sakkor, a bag manufacturing concern in Pietersburg, stemming from a dispute in June 1991 when the company stopped housing workers on its premises.

Sakkor contended that they had received an instruction from the Pietersburg Town Council to stop housing workers on the premises and to remove all illegal structures and buildings as the area was not zoned for residential purposes.

Workers went on strike, demanding that removal of the accommodation was a change in their employment conditions and demanded that this be made up in a wage increase to cover transport and rent costs. The workers were all fired as a result and an industrial court ruling last September found the company guilty and ordered that compensation of R103 000 be paid to the 282 applicants.

Mwasa and Sakkor appealed against the judgment. Mwasa argued that the amount was too little while the company said it was too much.

Mr Justice Goldstein ordered that Sakkor double its payment to R210 000 and also pay R5 000 legal costs. The company was also ordered to hand Unemployment Insurance Fund contributors' cards to the workers.

More job losses in PE predicted this year

335
ANC 17/2/93

PORT ELIZABETH. — Labour experts in the Eastern Cape predict an increase in retrenchments by manufacturing companies in the region this year.

According to a survey by a BA Honours industrial relations student at the University of Port Elizabeth, Julie Ehinger, six percent of the workforce in Port Elizabeth and Uitenhage was retrenched between January 1990 and August last year.

Ms Ehinger predicted retrenchments would increase this year.

She surveyed 258 companies in Port Elizabeth and Uitenhage last year, although only 65 responded to the survey.

She found that out of 40 380 workers at least 2 390 had been retrenched by August last year.

Ms Ehinger said industries had indicated that more retrenchments would occur this year.

The deputy director of the Industrial Relations Unit at the University of Port Elizabeth, Martheanne Finnemore, also believed retrenchments would continue this year.

Her belief was further supported by warnings by Sappi that further retrenchments could take place in its factories this year.

The company said last month it would transfer some of its present operations in Port Elizabeth to a newly acquired plant in George. At least 427 jobs could be affected by the move.

About 115 workers would also lose their jobs when the company closed one of its plants later this year.

A spokesperson for the Midlands Chamber of Industries, Madeleine Loyson, also predicted retrenchments would occur at least until the middle of this year.

But she said employers were "much more sensitive about job creation" and that the MCI was becoming involved in helping the informal sector and small businesses. — Ecna.

unions discuss violence in SA ● Companies pressed

Few pay rises this year

Sowetan 18/2/93

By Ike Motsapi

■ Trade unions leaders battle to convince employers:

THE continuing recession is making it difficult for trade unions to convince employers to accede to the demands of workers for better pay.

Ms Harriet Webster and Mr David Neate of FSA-Contact Human Resources Consultants said many organisations were adopting alternatives to annual salary increases.

They said some organisations were deferring increases for a time while others were "freezing" salaries and were not granting increases.

Projected increases for 1993 were going to be significantly lower than those granted in 1992.

"Our research has shown that just over half, about 51 percent, of the participating organisations are expecting some sort of decrease in the overall numbers of their workforce as compared with 42 percent in 1992.

"The majority of companies are attributing this to retrenchments and redundancies.

"Employers are also having to reevaluate strategies in the light of the above conditions, particularly with regard to pay increases."

B Indep 14/2/93

AECI workers protest

AECI management and workers are negotiating wage and salary issues after a brief protest outside the company's Johannesburg head office yesterday. [redacted] [redacted]

"AECI said management and SA Chemical Workers' Union officials had discussed "outstanding issues", in particular the introduction of a provident fund. 355

AWB man on the right side of left

By BEVERLEY GARSON
Port Elizabeth

A FORMER regional commander of the Afrikaner Weerstandsbeweging in Patensie has pledged solidarity with black striking workers at Port Elizabeth's Dunlopillo factory.

Johannes Jurie Human met the National Union of Metalworkers of South Africa (Numsa) on Tuesday to put pressure on the union to take the workers' plight seriously.

Human said he was contacted by Numsa shop-steward Ronald Fredericks asking for assistance in their wage strike.

At least 250 workers had been on strike at the factory for the past three weeks after negotiations over wages and working conditions deadlocked.

"The workers are being underpaid for the hard labour they are doing," said Human. He said he would be available to assist anyone who wanted to stand up for their rights.

"The capitalists of this country better get off their backsides. They must stop fattening the calves for themselves and think about the slaves in their labour force."

Numsa regional organiser Bimbai Mangqabashana confirmed that Numsa officials had met Human. — Pen

No. R. 309 **26 February 1993**

LABOUR RELATIONS ACT, 1956

ELECTRICAL INDUSTRY (NATAL): AMENDMENT OF MEDICAL AID FUND AGREEMENT

I, Leon Wessels, Minister of Manpower, hereby in terms of section 48 (1) (a) of the Labour Relations Act, 1956, declare that the provisions of the Agreement (hereinafter referred to as the Amending Agreement) which appears in the Schedule hereto and which relates to the Undertaking, Industry, Trade or Occupation referred to in the heading to this notice, shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 30 June 1993 upon the employers' organisation and the trade unions which entered into the Amending Agreement and upon the employers and employees who are members of the said organisation or unions.

L. WESSELS,

Minister of Manpower.

SCHEDULE

INDUSTRIAL COUNCIL FOR THE ELECTRICAL INDUSTRY (NATAL)

MEDICAL AID FUND AGREEMENT

in accordance with the provisions of the Labour Relations Act, 1956, made and entered into by and between the

Electrical Contractor's Association (South Africa)

(hereinafter referred to as the "employers" or the "employers' organisation"), of the other part, and the

South African Electrical Workers' Association

and the

Metal and Electrical Workers' Union of South Africa

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

being the parties to the Industrial Council for the Electrical Industry (Natal),

to amend the Agreement published under Government Notice No. R. 1659 of 19 August 1988 (hereinafter referred to as the Re-enacting Agreement), as amended and extended by Government Notices Nos. R. 1214 of 9 June 1989, R. 396 of 23 February 1990, R. 1493 of 29 June 1990, R. 1872 of 10 August 1990, R. 1232 of 30 May 1991, R. 2048 of 23 August 1991 and R. 2444 of 28 August 1992.

1. SCOPE OF APPLICATION OF AGREEMENT

(1) Except as otherwise provided in this clause, the terms of this Agreement shall apply to and be observed in the Electrical Industry (Natal) by all employers and employees who are members of the employers' organisation and the trade unions, respectively, and who are engaged or employed in the Industry in the Province of Natal, excluding any portions of that area falling within the self/governing territory of KwaZulu.

(2) The terms of this Agreement shall not apply to employers and their employees who are participants with the employers in any scheme providing medical benefits in existence on 3 January 1966, to which the employer concerned contributes not less than 45 cents per week for each

No. R. 309 **26 Februarie 1993**

WET OP ARBEIDSVERHOUDINGE, 1956

ELEKTROTEGNIESE NYWERHEID (NATAL): WYSIGING VAN MEDIESE HULPFONDSOOREENKOMS

Ek, Leon Wessels, Minister van Mannekrag, verklaar hierby, kragtens artikel 48 (1) (a) van die Wet op Arbeidsverhoudinge, 1956, dat die bepalings van die Ooreenkoms (hierna die Wysigingsooreenkoms genoem) wat in die Bylae hiervan verskyn en betrekking het op die Onderneming, Nywerheid, Bedryf of Beroep in die opskrif by hierdie kennisgewing vermeld, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 30 Junie 1993 eindig, bindend is vir die werkgewersorganisasie en die vakverenigings wat die Wysigingsooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde oganisasie of verenigings is.

L. WESSELS,

Minister van Mannekrag.

BYLAE

NYWERHEIDSRAAD VIR DIE ELEKTROTEGNIESE NYWERHEID (NATAL)

MEDIESE HULPFONDSOOREENKOMS

ooreenkomstig die Wet op Arbeidsverhoudinge, 1956, gesluit deur en aangegaan tussen die

Electrical Contractor's Association (South Africa)

(hierna die "werkgewers" of die "werkgewersorganisasie" genoem), aan die een kant, en die

South African Electrical Workers' Association

en die

Metal and Electrical Workers' Union of South Africa

(hierna die "werknemers" of die "vakverenigings" genoem), aan die ander kant,

wat die partye is by die Nywerheidsraad vir die Elektrotegniese Nywerheid (Natal),

tot wysiging van die Ooreenkoms gepubliseer by Goewermentskennisgewing No. R. 1659 van 19 Augustus 1988 (hierna die Herbekragtigingsooreenkoms genoem), soos gewysig en verleng by Goewermentskennisgewings Nos. R. 1214 van 9 Junie 1989, R. 396 van 23 Februarie 1990, R. 1493 van 29 Junie 1990, R. 1872 van 10 Augustus 1990, R. 1232 van 30 Mei 1991, R. 2048 van 23 Augustus 1991 en R. 2444 van 28 Augustus 1992.

1. TOEPASSINGSBESTEK VAN OOREENKOMS

(1) Behoudens andersluidende bepalings in hierdie klousule, is hierdie Ooreenkoms van toepassing op en moet dit nagekom word in die Elektrotegniese Nywerheid (Natal) deur alle werkgewers en werknemers wat lede van onderskeidelik die werkgewersorganisasie en die vakverenigings is en wat betrokke is by of in diens is in die Nywerheid in die provinsie Natal uitgesonderd enige gedeeltes van daardie gebied wat binne die selfregerende gebied KwaZulu val.

(2) Hierdie Ooreenkoms is nie van toepassing nie op werkgewers en hul werknemers wat saam met die werkgewers deelnemers is aan 'n skema wat mediese voordele verskaf en wat op 3 Januarie 1966 bestaan het en waartoe die betrokke werkgewer minstens 45 sent per week bydra vir

employee who is a member of the scheme and otherwise covered by this Agreement whilst such scheme continues to operate and the said employers and employees continue as participants in the scheme and the employers continues to pay a contribution of not less than 45 cents per week for each such employee.

(3) Notwithstanding the provisions of subclause (2), the terms of this Agreement shall apply to employers and employees in respect of any employee who is not covered by, or ceases to be covered by, a fund or scheme referred to in that subclause.

2. GENERAL PROVISIONS

The provisions contained in clauses 3 to 19, inclusive of the Agreement published under Government Notice No. R. 2604 of 2 December 1983, as amended and re-enacted by Government Notices Nos. R. 1429 of 13 July 1984, R. 994 of 23 May 1986, R. 068 of 26 September 1986 and R. 1659 of 19 August 1988 (as amended, re-enacted and extended from time to time), shall apply to employers and employees.

3. CLAUSE 9: CONTRIBUTIONS

Substitute the following for subclause (1):

"(1) Contributions shall be made by the employers and employees as from the date of coming into operation of this Agreement as hereinafter provided. From the wages of each employee, the employer shall deduct the undermentioned weekly amounts, including weeks in which the employee is on paid leave:

M (member): R24.

M + 1 (member with one dependant): R27.

M + 2 (member with two dependants): R30.

M + 3 (member with three dependants): R33.

M + 4 + (member with four or more dependants): R36.".

4. CLAUSE 10: BENEFITS

In subclause (1), substitute the following for paragraphs (a) to (f):

"(a) 100% of the scale of benefits for expenses, including expenses for confinements, other than expenses for ordinary dental services, optical services, prescriptions, special dental services and medical and surgical acceessories, limited to the following maxima per financial year:

Single member	Member with one or two dependants	Member with three or more dependants
(M)	(M + 1) and (M +2)	(M + 3) and (M + 4 +)
R9 000	R12 000	R16 000

(b) 100% of the scale of benefits for ordinary dental services, including plastic dentures, limited to the following maxima per financial year:

Single member	Member with one or two dependants	Member with three or more dependants
(M)	(M + 1) and (M + 2)	(M + 3) and (M + 4 +)
R1 125	R1 300	R1 500

(c) 100% of the cost of optical services, including eye-testing and spectacles, limited to the following maxima per financial year:

Single member	Member with one or two dependants	Member with three or more dependants
(M)	(M + 1) and (M + 2)	(M + 3) and (M + 4 +)
R450	R500	R550

elke werknemer wat lid van die skema is en andersins deur hierdie Ooreenkoms gedek word, terwyl die skema in werking bly en genoemde werkgewers en werknemers voortgaan om deelnemers aan die skema te wees en die werkgewers voortgaan om 'n bydrae van minstens 45 sent per week ten opsigte van elke sodanige werknemer te betaal.

(3) Ondanks subklousule (2), is hierdie Ooreenkoms van toepassing op werkgewers en werknemers ten opsigte van 'n werknemer wat nie deur 'n fonds of skema bedoel in daardie subklousule gedek word nie, of wat ophou om daardeur gedek te word.

2. ALGEMENE BEPALINGS

Klousules 3 tot en met 19 van die Ooreenkoms gepubliseer by Goewermentskennisgewing No. R. 2604 van 2 Desember 1983, soos gewysig en herbekragtig by Goewermentskennisgewings Nos. R. 1429 van 13 Julie 1984, R. 994 van 23 Mei 1986, R. 2068 van 26 September 1986 en R. 1659 van 19 Augustus 1988 (soos van tyd tot tyd gewysig, herbekragtig en verleng), is van toepassing op werkgewers en werknemers.

3. KLOUSULE 9: BYDRAES

Vervang subklousule (1) deur die volgende:

"(1) Bydraes moet vanaf die datum waarop hierdie Ooreenkoms in werking tree, deur die werkgewers en werknemers betaal word soos hieronder bepaal word. Die werkgewer moet weekliks, met inbegrip van die weke wanneer die werknemer met verlof met besoldiging is, ondergenoemde weeklikse bedrae van die loon van elke werknemer aftrek:

M (iid): R24.

M + 1 (lid met een afhanklike): R27.

M + 2 (lid met twee afhanklikes): R30.

M + 3 (lid met drie afhanklikes): R33.

M + 4 + (lid met vier of meer afhanklikes): R36.".

4. KLOUSULE 10: BYSTAND

In subklousule (1), vervang paragrawe (a) tot (f) deur die volgende:

"(a) 100% van die voordeleskaal vir onkoste, met inbegrip van onkoste vir bevallings, uitgesonderd onkoste vir gewone tandheelkundige dienste, gesigkundige dienste, voorskrifte, spesiale tandheelkundige dienste en mediese en chirurgiese bybehore, beperk tot hoogstens die volgende per boekjaar:

Enkele lid	Lid met een of twee afhanklikes	Lid met drie of meer afhanklikes
(M)	(M + 1) en (M +2)	(M + 3) en (M + 4 +)
R9 000	R12 000	R16 000

(b) 100% van die voordeleskaal vir gewone tandheelkundige dienste, met inbegrip van tandestelle van plastiek, beperk tot hoogstens die volgende per boekjaar:

Enkele lid	Lid met een of twee afhanklikes	Lid met drie of meer afhanklikes
(M)	(M + 1) en (M + 2)	(M + 3) en (M + 4 +)
R1 125	R1 300	R1 500

(c) 100% van die koste van gesigkundige dienste, met inbegrip van toets van oë en brille, beperk tot hoogstens die volgende per boekjaar:

Enkele lid	Lid met een of twee afhanklikes	Lid met drie of meer afhanklikes
(M)	(M + 1) en (M + 2)	(M + 3) en (M + 4 +)
R450	R500	R550

(d) 100% of the cost of prescriptions. The Fund shall not be liable for the first R12 in respect of each prescription of a medical practitioner or specialist for medicines, drugs, dressings, ointments or lotions. This benefit shall be limited to the following maxima per financial year:

Single member	Member with one or two dependants	Member with three or more dependants
(M)	(M + 1) and (M + 2)	(M + 3) and (M + 4 +)
R2 250	R2 600	R3 000

(e) 100% of the scale of benefits for special dental services, i.e. crowns and bridgework, gold inlays, orthodontics, periodontics, prosthodontics and metal base dentures, limited to the following maxima per financial year:

Single member	Member with one or two dependants	Member with three or more dependants
(M)	(M + 1) and (M + 2)	(M + 3) and (M + 4 +)
R550	R600	R650

(f) 100% of the cost of medical and surgical accessories, limited to the following maxima per financial year:

Single member	Member with one or two dependants	Member with three or more dependants
(M)	(M +1) and (M + 2)	(M + 3) and (M + 4 +)
R275	R300	R325".

Signed at Durban as authorised, for and on behalf of the parties, this 3rd day of November 1992.

T. EVANS,
Chairman of the Council.

B. CARR,
Vice-Chairman of the Council.

L. A. DICKASON,
Secretary of the Council.

DEPARTMENT OF TRANSPORT

No. R. 284 **26 February 1993**

CORRECTION NOTICE

Government Notice No. R. 156 in *Government Gazette* No. 14557 of 5 February 1993 is hereby amended by the—

(1) substitution of the phrase "by him" in paragraph 8 of the English text with the phrase "to him"; and

(2) substitution of the prase "flight attendance station" in paragraph 12 of the English text with the phrase "cabin attendant station".

Government Notice No. R. 157 in *Government Gazette* No. 14557 of 5 February 1993 is hereby amended by the—

(1) substitution of the phrase "restricted radiophone" in paragraph 6 of the English text with the phrase "restricted radiotelephone";

(2) insertion of the phrase "at least" before the phrase "valid restricted radiotelephone operator's certificate" in paragraphs 7, 8, 9, 10 and 19 of the English text;

(3) substitution of the word "houers" in line 2 (a) iii of paragraph 26 of the English text with the word "hours"; and

(4) substitution of the phrase "flight under instrument flight rules" in line 2 (e) of paragraph 26 of the English text with the phrase "flights under instrument flight rules".

(d) 100% van die koste van voorskrifte. Die Fonds is nie aanspreeklik vir die eerste R12 ten opsigte van elke voorskrif van 'n geneesheer of spesialis vir medisyne, verdowingsmiddels, verbande, salwe of velmiddels nie. Hierdie voordeel is beperk tot hoogstens die volgende per boekjaar:

Enkele lid	Lid met een of twee afhanklikes	Lid met drie of meer afhanklikes
(M)	(M + 1) en (M + 2)	(M + 3) en (M + 4 +)
R2 250	R2 600	R3 000

(e) 100% van die voordeleskaal vir spesiale tandheelkundige dienste, d.w.s. krone en brugwerk, goudinlegsels, ortodontiek, periodontiek, prostodontiek en tandestelle met 'n metaalbasis, beperk tot hoogstens die volgende per boekjaar:

Enkele lid	Lid met een of twee afhanklikes	Lid met drie of meer afhanklikes
(M)	(M + 1) en (M + 2)	(M + 3) en (M + 4 +)
R550	R600	R650

(f) 100% van die koste van mediese en chirurgiese bybehore, beperk tot hoogstens die volgende per boekjaar:

Enkele lid	Lid met een of twee afhanklikes	Lid met drie of meer afhanklikes
(M)	(M +1) en (M + 2)	(M + 3) en (M + 4 +)
R275	R300	R325".

Soos gemagtig, vir en namens die partye op hede die 3de dag van November 1992 te Durban onderteken.

T. EVANS,
Voorsitter van die Raad.

B. CARR,
Ondervoorsitter van die Raad.

L. A. DICKASON,
Sekretaris van die Raad.

DEPARTEMENT VAN VERVOER

No. R. 284 **26 Februarie 1993**

VERBETERINGSKENNISGEWING

Goewermentskennisgewing No. R. 156 in *Staatskoerant* No. 14557 van 5 Februarie 1993 word hierby gewysig deur—

(1) die uitdrukking "by him" in paragraaf 8 van die Engelse teks te vervang met die uitdrukking "to him"; en

(2) die uitdrukking "vliegbywoningstasie" in paragraaf 12 van die Afrikaanse teks te vervang met die uitdrukking "kajuitbemanningstasie".

Goewermentskennisgewing No. R. 157 in *Staatskoerant* No. 14557 van 5 Februarie 1993 word hierby gewysig deur—

(1) die uitdrukking "restricted radiophone" in paragraaf 6 van die Engelse teks te vervang met die uitdrukking "restricted radiotelephone";

(2) die uitdrukking "ten minste" net voor die uitdrukking " 'n geldige beperkte radiotelefonieoperateursertifikaat" in paragrawe 7, 8, 9, 10 en 19 van die Afrikaanse teks in te voeg;

(3) die woord "houers" in reël 2 (a) iii van paragraaf 26 van die Engelse teks te vervang met die woord "hours"; en

(4) die uitdrukking "flight under instrument flight rules" in reël 2 (e) van paragraaf 26 van die Engelse teks te vervang met die uitdrukking "flights under instrument flight rules".

jail sentence

Pick 'n Pay in layoff talks

ALAN FINE

PICK 'n Pay is preparing to enter talks with the SA Commercial, Catering and Allied Workers' Union (Saccawu) on the company's first retrenchment exercise, made necessary, according to management, by a failure of the parties to reach an agreement on flexible work practices.

And the two parties are to enter mediation today over a wage dispute involving 15 500 full-time, 272 part-time and 8 770 casual employees. Pick 'n Pay wage talks generally set the tone for the retail sector.

Pick 'n Pay labour relations GM Frans van der Walt said yesterday he had been talking to Saccawu since 1990 about job flexibility and mobility as a way of controlling wage costs. The union, however, "has given us a runaround since then and we are now left with no choice but to implement retrenchments".

He was unable to say how many employees might be retrenched since studies were still being conducted. The company also did not wish to use the threat of retrenchments as a wage bargaining tactic.

The wage deadlock arose with Saccawu demanding a R250 across-the-board monthly increase (equivalent to an average 19,2% increase) while management was offering R150 (11,2%). The union was also demanding a guaranteed 13th cheque. Present policy, negotiated last year, provided for a bonus related to years of service, with employees qualifying for a full 13th cheque after eight years' service.

Columbus awards R350m in contracts

tor Danie Hough yesterday.

R520m Post Office loss

BUSINESS Day incorrectly reported yesterday the Post Office suffered a loss of R30m more than budgeted for. In fact, the utility incurred a loss of R520m, compared to an expected R570m loss. Business Day regrets the error.

Japan steel exports up

JAPAN's steel exports in January rose 3,9% from the same month a year ago to 1,24-million tons, marking the ninth consecutive month of year-on-year gain, the Japan Iron and Steel Federation reported in Tokyo yesterday. A spokesman said sharp increases in exports to China helped offset plunging exports to the US in the wake of anti-dumping duties on carbon steel imports.

REPORTS. Sapa, Business Day Reporters, AP-DJ.

as much labour as technically possi- tion.

China spends R9m on office block

TRACY SCHNEIDER

THE Great Wall Group, a trading company founded by the mainland Chinese government, has bought a R9m office block in Bedfordview to start its business venture in SA.

The office will be opened officially at a function this evening..

China's trade with SA previously was conducted discreetly through Hong Kong until political changes in SA prompted it to introduce direct trading links last year.

Exhibitions are now planned in both countries, starting in Johannesburg in April with a trade expo organised by the China Council for the Promotion of International Trade.

The Great Wall Group will be involved in an exhibition in SA in September, when 100 corporations will display a variety of goods including textile, industrial, chemical and hardware products. SA businessmen will be invited to exhibit in Beijing in March 1994.

"We came here with the express purpose of facilitating trade and economic co-operation with SA," said the group's business manager Qingguo Jiang. "Apart from the Bedfordview offices, we have R2m in other assets and are looking into other real estate opportunities and joint investments with local businessmen. We also are hoping to invest in factory and manufacturing plants."

And China and SA Trading GM Chenxiong Liu said: "About 200 Chinese businessmen will come to SA to meet their counterparts and discuss business."

'Tax hike will slow economy'

GERALD REILLY

PRETORIA — The tax hike to be imposed in the March 17 Budget will slow down an almost static economy further and stagnation will continue into 1994, economists say.

Stellenbosch Bureau for Economic Research economist Nils de Jager said yesterday consumer confidence was at a low ebb anyway and would be depressed further as disposable incomes shrank.

Sales would decline further, spare industrial capacity, now at about 20%, was likely to increase, as would unemployment and crime.

The conventional Keynesian medicine for a rundown economy, De Jager said, was to increase state spending directed at creating jobs and to reduce taxation. However, in government's present Catch 22 situation, this was impossible.

It could be said taxation was being raised to pay interest on government's massive debt which had reached 9% or nearly R30bn.

Interest on the debt was the largest single Budget item, even exceeding the education vote.

De Jager said the debt problem had been aggravated by government writing off R3,6bn in drought aid in the coming financial year instead of over three years as first intended.

But, De Jager added, perhaps the most worrying consequence of higher taxation was the impetus it would give to greater unemployment.

Absa senior economist Adam Jacobs said tax hikes would contract the economy further and could result in government's tax take from companies and individuals actually decreasing in spite of the hikes.

"We are caught in a vicious circle with company profits and taxpayers' incomes threatened by declining consumer demand and growing unemployment," he said.

Jacobs said another serious consequence would be a further shrinking of personal savings.

De Klerk rejects mine loss claim

CAPE TOWN — Government was not liable for losses suffered by SA company Swissborough Diamond Mines, President F W de Klerk said in Parliament yesterday.

Replying to a question by Luwellyn Landers (LP Durban Suburbs), he said government had told Swissborough director Josias van Zyl there were no acceptable grounds for the appointment of an independent inquiry into the alleged confiscation of the company's interests when the Lesotho government revoked its mining leases as part of the Lesotho highlands water scheme.

Van Zyl had been told to direct any claims to the Lesotho authorities. The Swissborough issue is pending before the Lesotho high court.

The question had been why government had not intervened after SA nationals had suffered a R1bn loss. De Klerk said it had to establish if the loss had been suffered, and then if intervention was required. — Sapa.



Chamber call for wage restraints

MARIANNE MERTEN

THE Northern Transvaal Chamber of Industries had urged that wage restraints be included in Finance Minister Derek Keys' model for economic restructuring, it said in a statement yesterday.

The Keys model, due to be published next week, is thought to address economic restructuring to promote the productivity of resources.

Wages had risen over the past three years despite negative growth to such an extent that it had increased the unit cost of production, a chamber spokesman said.

Wage increases had created a structural ecomomic problem which could not be addressed by only looking at wage restraints, but other factors such as export incentives and government control needed to be examined.

AECI and union settle

ERICA JANKOWITZ

THE SA Chemical Workers' Union (Sacwu) and AECI have settled their 1993 wages and conditions of employment.

A Sacwu spokesman said agreement had been reached on Friday after two rounds of mediation.

The settlement, backdated to January 1, included a 10% wage increase for grades B and C and an 8,75% across-the-board rise for other categories.

Hours of work had been reduced from 44 to 43 a week without loss of pay.

It was also agreed that March 21 would be treated as "no work, no pay, no discipline" by the company.

Job evaluation would be discussed by management and Sacwu at the end of the month and the company had agreed to suspend all retrenchments until April 9 when negotiations on this issue would commence.

The company had agreed to a provident fund being established by June 1.

Low wage demand a new Numsa strategy

(KEDA 129 355) ST 18/3/93

Own Correspondent

JOHANNESBURG. — The National Union of Metalworkers of South Africa (Numsa), introducing a new wage negotiation strategy, has proposed a relatively modest real wage increase of 15% to be spread over the next three years.

In recent years, the union has opened negotiations with huge wage hike demands, often exceeding 50%.

The proposals, which also contain a call for the immediate establishment of an industry training board as a matter of priority, have been presented to employers in the auto and engineering sectors.

Numsa asks for modest wage increases

NUMSA, introducing a new wage negotiation strategy, has proposed a relatively modest real wage increase of 15% to be spread over the next three years.

In recent years, the union has opened negotiations with huge wage hike demands, often exceeding 50%.

The proposals, which also contain a call for the immediate establishment of an industry training board, have been presented to employers in the auto and engineering sectors.

They will be tabled before the tyre and motor sectors by the end of the month.

Also included are a reduction in existing job grades from 13 to nine; the creation of two new grades above that of artisan; a narrowing of the differential between the top and bottom rates of pay to 40%; and biannual "broad-banding" increases.

ERICA JANKOWITZ

The issue of training is a priority as Numsa's objective to "modernise the industry, while protecting employment, developing skills and career paths and developing world class manufacturing" may result in some workers being displaced.

Therefore the proposed training board would develop skill-based definitions for the new pay levels and a framework for career progression.

Numsa also proposed that all workers be entitled to two modules of industry-approved education and training a year and that a proper assessment and accreditation exercise be undertaken on existing skills.

Other demands include schemes for an industry-wide human resource plan; plant-level negotiation of all changes to work organisation; a reduction in working hours; and an agency shop policy.

Numsa national organising secretary Les Ketteldas said the three-year plan allowed for long-term goals to be set and dealt with on a continuing basis.

More tax applied to car allowances

Star 18/3/93

By Leigh Hassall

Employees with travel allowances structured into their salary packages will take home less pay after yesterday's Budget.

A greater portion of the monthly allowance, 35 percent as opposed to 25 percent previously, will now attract the Paye withholding tax.

Peter Todd, tax manager at Arthur Andersen, says: "This is not a significant change for taxpayers; it is merely an advance form of tax. If the taxpayer is entitled to the claim, he will still be able to deduct the full amount in his income tax return."

On the question of whether the higher withholding portion will influence the ongoing debate between a company car or travel allowance, Todd says it will have no real effect.

He adds that the fundamental differences between the alternatives remain and the decision should rest on personal circumstances.

Chris Moerdyk of BMW says the announced change should boost car sales at the top end of the market as it provides an incentive for the full amount of the employee's car allowance to be used in buying a new car.

Gold price seen rallying to stabilise at $340 an ounce

Star 18/3/93

By Neil Behrmann

LONDON — Gold prices are forming a base and the price could rally to $340, according to Morgan Guaranty Trust, one of the leading players in the bullion market.

Morgan says that for the present, gold prices remain locked in a narrow trading range of $327 to $332.

"At levels below $330, the gold price is very well supported by exceptional physical demand from the jewellery industry and from private investors in the Far East, notably China, India and Vietnam."

On the other hand, when prices rise to $331 to $332, producers hedge their production by selling forward.

Moreover, Northern Hemisphere investment, which was noticeable in January, has almost totally disappeared because rumours of further central bank selling persist.

Despite that, gold prices have remained in a narrow range for some time and the volumes traded have been unusually large.

Considering that gold has failed to slide in the face of this volume, Morgan believes the price is bottoming out.

A modest rebound to $340 is a distinct possibility, Morgan says.

This relatively optimistic view assumes there will be limited central bank sales.

But according to informed European bullion sources, the 400-ton Bank of Netherlands sale went both to the Peoples' Bank of China and the Singapore Monetary Authority.

So any Northern Hemisphere central bank sales may be absorbed off the market by Far East monetary authorities.

Most market participants, however, are expecting only sporadic rallies, rather than a strong bull market.

The best hope is the Far East.

Nevertheless, gold analysts Andrew Smith of Union Bank of Switzerland and Ted Arnold of Merrill Lynch caution that Far East buyers are price-sensitive.

A price change of about 10 percent might reduce or increase Far East imports by 400 tons from the current level of 900 tons, Smith estimates.

He forecasts gold will fall to $310 in the second quarter before reviving to $340 towards the end of the year.

Arnold's trading range is $315 to $350. He says the market has been bolstered by purchases of 24-carat Chuk Kam jewellery by Chinese people in China itself, Taiwan, Hong Kong and Singapore.

This jewellery sells at a mark-up of 2 percent to 4 percent above the London fixing price, in stark contrast to the 200 percent to 300 percent mark-ups on jewellery in Europe and North America.

Chuk Kam jewellery is viewed by the Chinese as both a luxury and an investment.

If the gold price were to rise sharply, much of this gold would come back to the market, according to European and Asian dealers.

Most Asian dealers are prepared to buy back this gold at a 2 percent discount to the London price, so Far Eastern investors would be happy to take profits.

"One Swiss refiner we know, estimates that a 10 percent price rise from current levels would reduce Asian and Middle Eastern investment jewellery demand by 30 to 40 percent," Arnold says.

Star 18/3/93

5 pc pay rise for public servants confirmed

355

By Peter Fabricius
and Michael Sparks

Finance Minister Derek Keys has stood firm on the Government's promise not to increase public servants' pay by more than 5 percent this year.

He confirmed the figure in his Budget speech to Parliament yesterday and said public service pensions would also rise by an overall 5 percent on July 1 1993.

Keys also set aside R300 million for possible retrenchments of public servants this year.

He said firm restraint in increasing public servants' pay could not be avoided because of the large contribution that rising employment costs had made to Government consumption spending.

However, Budget documents made clear that with the usual promotions of public servants, the total bill for their remuneration would increase by 11 percent.

A sum of R1 470 billion has been budgeted for the 5 percent pay rise, which will also cover the self-governing territories.

250

The 5 percent increase in civil pensions would apply to all pensioners who had retired on or before July 1 1992.

● The paltry increase budgeted for public servants, coupled with the increase in VAT and the price of petrol, meant they were getting poorer by the day, according to Public Servants' Association general manager Hans Olivier.

"Even though we were told that we would not be getting any more than 5 percent, we had hoped they would relent and give us a higher increase.

But the fact that both VAT and the petrol price are going up is going to have a very negative effect on civil servants," Olivier said.

With the price of petrol increasing nearly 10 percent and VAT increasing 40 percent while civil servants' pay was to rise by only 5 percent, it left them significantly worse off, he said.

The 5 percent increase in public pensions was also insufficient, he said, but added that it was in line with the general 5 percent salary increase.

Star 18/3/93

Some glad tidings for the retrenched taxpayer

By Leigh Hassall

The Budget offers a glimmer of good news to those taxpayers who have lost their jobs through the vagaries of the recession in the past year.

In a proposal retrospective to March 1 1992, taxpayers will be allowed the first R30 000 of any lump sum payment from their employer as a taxfree amount.

This could turn into a saving of as much as R10 000, depending on the taxpayer's income level.

Previously, this deduction was limited to male taxpayers aged 55 years and over and female taxpayers aged 50 years and over.

In terms of the relevant section of the Income Tax Act, a taxpayer is only entitled to this taxfree amount if he or she receives the lump sum through the loss of office — usually retrenchment or the liquidation of the employer.

Beric Croome of accountants Kessel Feinstein says the proposed amendment is to be welcomed because it will provide relief to the many employees who have lost their jobs in the current recession.

He adds that the move is significant because it is indicative of the Minister taking heed of the representations made to him.

Croome says that taxpayers will be able to get a refund of taxes already paid on lump sums through the rendering of their annual returns.

Site taxpayers, who are not required to render returns, will have to await word from the Receiver.

Gerald Lambert of accountants Deloitte & Touche sa[illegible] that accrued leave [illegible] uses from the employer may be included in the taxfree portion of the lump sum.

BYLAE

I Korting-item	II Tarief-pos	Korting-kode	T. S.	Beskrywing	III Mate van Korting	Annotasies
317.06				Deur na tariefpos No. 39.21 die volgende in te voeg:		
	"3926.90	01.06	63	Artikels van plastieke, vir die vervaardiging van remaanjaers van 'n soort gebruik in motorvoertuie	Volle reg"	
				Deur na tariefpos No. 40.16 die volgende in te voeg:		
	"4016.93	01.06	63	Pakstukke, wasters en ander seëls van gevulkaniseerde rubber, vir die vervaardiging van remaanjaers van 'n soort gebruik in motorvoertuie	Volle reg	
	4016.99	01.06	62	Artikels van gevulkaniseerde rubber, vir die vervaardiging van remaanjaers van 'n soort gebruik in motorvoertuie	Volle reg	
	4911.99	01.06	63	Identifikasieplaatjies, synde drukwerk, vir die vervaardiging van remaanjaers van 'n soort gebruik in motorvoertuie	Volle reg"	
				Deur na tariefpos No. 73.18 die volgende in te voeg:		
	"7318.15	01.06	63	Boute hetsy met hulle moere of wasters al dan nie, vir die vervaardiging van remaanjaers van 'n soort gebruik in motorvoertuie	Volle reg	
	7318.16	01.06	61	Moere, vir die vervaardiging van remaanjaers van 'n soort gebruik in motorvoertuie	Volle reg	
	7318.22	01.06	66	Wasters, vir die vervaardiging van remaanjaers van 'n soort gebruik in motorvoertuie	Volle reg"	
				Deur na tariefpos No. 73.26 die volgende in te voeg:		
	"7326.90	01.06	62	Artikels van yster of staal, vir die vervaardiging van remaanjaers van 'n soort gebruik in motorvoertuie	Volle reg	
	7415.21	01.06	62	Wasters, vir die vervaardiging van remaanjaers van 'n soort gebruik in motorvoertuie	Volle reg"	
				Deur na tariefpos No. 8708.31 die volgende in te voeg:		
	"8708.39	01.06	63	Onderdele en bybehoorsels, vir die vervaardiging van remaanjaers van 'n soort gebruik in motorvoertuie	Volle reg"	

Opmerking.—Voorsiening word gemaak vir 'n korting van die volle reg op sekere goedere vir die vervaardiging van remaanjaers van 'n soort gebruik in motorvoertuie.

DEPARTMENT OF MANPOWER

No. R. 420 **19 March 1993**

LABOUR RELATIONS ACT, 1956

CANCELLATION OF GOVERNMENT NOTICE

OPTICAL INDUSTRY

I, Leon Wessels, Minister of Manpower, hereby in terms of section 48 (5) of the Labour Relations Act, 1956, cancel Government Notice No. R. 3313 of 11 December 1992 with effect from the date of publication of this notice.

L. WESSELS,
Minister of Manpower.

No. R. 421 **19 March 1993**

LABOUR RELATIONS ACT, 1956

OPTICAL INDUSTRY (355)

I, Leon Wessels, Minister of Manpower, hereby—

(a) in terms of section 48 (1) (a) of the Labour Relations Act, 1956, declare that the provisions of the Agreement which appears in the Schedule

DEPARTEMENT VAN MANNEKRAG

No. R. 420 **19 Maart 1993**

WET OP ARBEIDSVERHOUDINGE, 1956

INTREKKING VAN GOEWERMENSKENNISGEWING

OPTIESE NYWERHEID

Ek, Leon Wessels, Minister van Mannekrag, trek hierby kragtens artikel 48 (5) van die Wet op Arbeidsverhoudinge, 1956, Goewermentskennisgewing No. R. 3313 van 11 Desember 1992 in met ingang van die datum van publikasie van hierdie kennisgewing.

L. WESSELS,
Minister van Mannekrag.

No. R. 421 **19 Maart 1993**

WET OP ARBEIDSVERHOUDINGE, 1956

OPTIESE NYWERHEID

Ek, Leon Wessels, Minister van Mannekrag, verklaar hierby—

(a) kragtens artikel 48 (1) (a) van die Wet op Arbeidsverhoudinge, 1956, dat die bepalings van die Ooreenkoms wat in die Bylae hiervan verskyn

hereto and which relates to the Undertaking, Industry, Trade or Occupation referred to in the heading to this notice shall be binding, with effect from the date of publication of this notice and for the period ending 31 December 1995 upon the employers' organisation and the trade union which entered into the said Agreement and upon the employers and employees who are members of the said organisation or union; and

(b) in terms of section 48 (1) (b) of the said Act declare that the provisions of the said Agreement, excluding those contained in clauses 1 (1) (a), 2, 8 (2) (e), 27, 28, 29 and 32 shall be binding, with effect from the date of publication of this notice and for the period ending 31 December 1995 upon all employers and employees, other than those referred to in paragraph (a) of this notice, who are engaged or employed in the said Undertaking, Industry, Trade or Occupation in the areas specified in clause 1 of the said Agreement.

L. WESSELS,
Minister of Manpower.

SCHEDULE

INDUSTRIAL COUNCIL FOR THE OPTICAL INDUSTRY

AGREEMENT

in accordance with the provisions of the Labour Relations Act, 1956, made and entered into by and between the

South African Optical Employers' Assocation

(hereinafter referred to as the "employers" or the "employers' organisation"), of the one part, and the

Optical Workers' Union

(hereinafter referred to as the "employees" or the "trade union"), of the other part,

being the parties to the Industrial Council for the Optical Industry.

1. SCOPE OF APPLICATION OF AGREEMENT

(1) The terms of this Agreement shall be observed in the Optical Industry—

(a) by all employers who are members of the employers' organisation and by all employees who are members of the trade union, who are respectively engaged and employed in that Industry;

(b) in the Republic of South Africa.

(2) Notwithstanding the provisions of subclause (1), the terms of this Agreement shall apply to all employers and employees in the Optical Industry in the Republic of South Africa.

2. PERIOD OF OPERATION OF AGREEMENT

This Agreement shall come into operation on such date as may be fixed by the Minister of Manpower in terms of section 48 of the Act and shall remain in force for the period ending 31 December 1995, or for such period as may be determined by him.

en betrekking het op die Onderneming, Nywerheid, Bedryf of Beroep in die opskrif by hierdie kennisgewing vermeld met ingang van die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 31 Desembər 1995 eindig, bindend is vir die werkgewersorganisasie en die vakverenging wat genoemde Ooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasie of vereniging is; en

(b) kragtens artikel 48 (1) (b) van genoemde Wet dat die bepalings van die genoemde Ooreenkoms, uitgesonderd dié vervat in klousules 1 (1) (a), 2, 8 (2) (e), 27, 28, 29 en 32 met ingang van die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 31 Desember 1995 eindig, bindend is vir alle ander werkgewers en werknemers as dié genoem in paragraaf (a) van hierdie kennisgewing wat betrokke is by of in diens is in genoemde Onderneming, Nywerheid, Bedryf of Beroep in die gebiede in klousule 1 van die genoemde Ooreenkoms gespesifiseer.

L. WESSELS,
Minister van Mannekrag.

BYLAE

NYWERHEIDSRAAD VIR DIE OPTIESE NYWERHEID

OOREENKOMS

ooreenkomstig die bepalings van die Wet op Arbeidsverhoudinge, 1956, gesluit deur en aangegaan tussen die

South African Optical Employers' Assocation

(hierna die "werkgewers" of die "werkgewersorganisasie" genoem), aan die een kant, en die

Optical Workers' Union

(hierna die "werknemers" of die "vakvereniging" genoem), aan die ander kant,

wat die partye is by die Nywerheidsraad vir die Optiese Nywerheid.

1. TOEPASSINGSBESTEK VAN OOREENKOMS

(1) Hierdie Ooreenkoms moet in die Optiese Nywerheid nagekom word—

(a) deur alle werkgewers wat lede is van die werkgewersorganisasie en deur alle werknemers wat lede is van die vakvereniging, en wat onderskeidelik betrokke is by en in diens is in daardie Nywerheid;

(b) in die Republiek van Suid-Afrika.

(2) Ondanks die bepalings van subklousule (1) is hierdie Ooreenkoms van toepassing op alle werkgewers en werknemers in die Optiese Nywerheid in die Republiek van Suid-Afrika.

2. GELDIGHEIDSDUUR VAN OOREENKOMS

Hierdie Ooreenkoms tree in werking op die datum wat die Minister van Mannekrag kragtens artikel 48 van die Wet vasstel en bly van krag vir die tydperk wat op 31 Desember 1995 eindig, of vir die tydperk wat hy bepaal.

3. DEFINITIONS

Any expression used in this Agreement which is defined in the Labour Relations Act, 1956, shall have the same meaning as in the Act, and any reference to an Act shall include any amendment of such Act, and unless the contrary intention appears, words importing the masculine gender shall include females; further, unless inconsistent with the context—

"Act" means the Labour Relations Act, 1956;

"artisan" means an employee who is engaged in work normally performed by a skilled artisan, and for the purposes of this definition the expression "skilled artisan" means a person who has served his apprenticeship in a trade designated or deemed to have been designated under the Manpower Training Act, 1981, or who holds a certificate issued or deemed to have been issued to him by the Registrar of Manpower Training and conferring artisan status on him in terms of that Act;

"bona fide optometric practice" means a practice carried on by an optometrist registered with the South African Medical and Dental Council to practise optometry;

"casual employee" means an employee who is employed by the same employer on not more than three days in any week;

"chargehand" means an employee who is responsible for the supervision of the work of Grade I and/or Grade II and/or Grade III employees: Provided that he shall not be required to supervise an excessive number of employees of the same class;

"clerical staff" means employees who are engaged in work pertaining to normal office duties and includes filing clerks, general office clerks, typists, computer operators, telephonists, receptionists, bookkeepers, accounts clerks, personnel officers, personal assistant secretaries, administrative clerks, despatch clerks, invoice clerks, etc;

"Council" or **"Industrial Council"** means the Industrial Council for the Optical Industry;

"driver of a motor vehicle, including a motor cycle" means an employee who is engaged in driving a motor-driven vehicle for the purpose of delivery of goods or transporting of staff, and includes all periods of driving, any time spent by the driver on work connected with the vehicle or the load and all periods during which he is obliged to remain at his post in readiness to drive;

"emergency work" means any work which, owing to any cause such as fire, a storm, an accident, an epidemic, an act of violence, theft or a breakdown of machinery, must be done without delay;

"establishment" means any premises in connection with which one or more employees are engaged in the Optical Industry as hereinafter defined;

"foreman" means an employee responsible for the supervision of the word of chargehands and employees working under their direction;

"Grade I employee" means an employee—

(a) who is engaged in less than seven of the operations but more than three of the operations listed under the definition "optical mechanic qualified" (for Rx laboratories); or

(b) who is engaged in any one or more of the following operations:

(i) Former making;

3. WOORDOMSKRYWING

Enige uitdrukking wat in hierdie Ooreenkoms gebruik en in die Wet op Arbeidsverhoudinge, 1956, omskryf word, het dieselfde betekenis as in daardie Wet, en waar daar van 'n wet melding gemaak word, omvat dit alle wysigings van sodanige wet, en tensy die teenoorgestelde bedoeling blyk, sluit woorde wat die manlike geslag aandui ook vrou in, voorts onbestaanbaar met die sinsverband, beteken—

"Wet" die Wet op Arbeidsverhoudinge, 1956;

"ambagsman" 'n werknemer wat werk doen wat gewoonlik deur 'n geskoolde ambagsman verrig word, en by die toepassing van hierdie omskrywing beteken die uitdrukking "geskoolde ambagsman" iemand wat sy leertyd uitgedien het in 'n ambag wat kragtens die Wet op Mannekragopleiding, 1981, aangewys is of geag word daarkragtens aangewys te wees, of wat in besit is van 'n sertifikaat wat aan hom uitgereik is of geag word aan hom uitgereik te wees deur die Registrateur van Mannekragopleiding en wat ambagsmanstatus aan hom verleen ingevolge daardie Wet;

"bona fide optometriese praktyk" 'n praktyk uitgeoefen deur 'n optometris wat by die Suid-Afrikaanse Geneeskundige en Tandheelkundige Raad geregistreer is om in optometrie te praktiseer;

"los werknemer" 'n werknemer wat hoogstens drie dae in enige week by dieselfde werkgewer in diens is;

"onderbaas" 'n werknemer wat verantwoordelik is vir die toesig oor die werk van werknemers graad I en/of graad II en/of graad III: Met dien verstande dat daar nie van hom vereis word om oor 'n buitensporige getal werknemers van dieselfde klas toesig te hou nie;

"klerklike personeel" werknemers wat werk verrig wat betrekking het op gewone kantoordienste, en omvat dit liasseerklerke, algemene kantoorklerke, tiksters, rekenaarbedieners, telefoniste, ontvangsdames, boekhouers, rekeningklerke, personeelbeamptes, persoonlike assistentsekretarisse, administrasieklerke, versendingsklerke, faktuurklerke, ens.;

"Raad" of **"Nywerheidsraad"** die Nywerheidsraad vir die Optiese Nywerheid;

"drywer van 'n motorvoertuig, insluitende 'n motorfiets" 'n werknemer wat 'n motoraangedrewe voertuig dryf vir die aflewering van goedere of die vervoer van personeel, en omvat dit alle tydperke wat hy dryf, enige tyd wat die drywer bestee aan werk in verband met die voertuig of die vrag en alle tydperke wat hy verplig is om op sy pos te bly, gereed om te dryf;

"noodwerk" enige werk wat weens 'n oorsaak soos 'n brand, 'n storm, 'n ongeluk, 'n epidemie, 'n gewelddaad, diefstal of die onklaarraking van masjinerie, sonder versuim verrig moet word;

"bedryfsinrigting" 'n perseel in verband waarmee een of meer werknemers in diens is in die Optiese Nywerheid soos hierna omskryf;

"voorman" 'n werknemer wat verantwoordelik is vir die toesig oor die werk van onderbase en werknemers wat onder hulle leiding werk;

"Werknemer Graad I" 'n werknemer—

(a) wat minder as sewe maar meer as drie van die werksaamhede gelys onder die omskrywing "optiese meganikus, gekwalifiseer" verrig (vir Rx-laboratoriums); of

(b) wat enigeen of meer van die volgende werksaamhede verrig:

(i) Lenspatrone maak;

(ii) fitting pre-cut lenses into frames;

(iii) finishing, filing, adjusting, glazing, checking and inspecting frames and/or component parts to prescribed standards;

(iv) bottling and handling of ophthalmic solutions; or

(v) who is employed as a assembler engaged in the assembling the outers of spectacle cases and holders; or

(vi) who is employed as a framer, engaged in operating a hand-operated machine for the clamping of metal frames to spectacle cases and holders;

"Grade II employee" means an employee—

(a) who is engaged in one or more of the following repetitive operations:

(i) Cutting glass and/or plastic lenses by hand and/or power-driven machines to preset shapes and sizes;

(ii) bevelling of lenses to pre-guaged sizes and shapes by persons attending to the operating of machines;

(iii) drilling, riveting, hinging, fitting, glueing and assembling by hand and/or power-driven tools component parts necessary for frames and/or spectacle cases or holders;

(iv) polishing frames and/or component parts by use of power-driven buffing wheels;

(v) delivering messages, goods or parcels on foot or by bicycle or other hand or foot-propelled vehicle, mechanical or otherwise;

(vi) selecting or sorting stencils, printing labels or other printed matter and stencilling or stamping printed matter onto spectacle cases by means of hand-operated aparatus; or

(b) cutting pre-determined patterns from plastic or other raw material for spectacle cases or holders prior to assembling;

"Grade III employee" means an employee—

(a) who is engaged on one or more of the following operations:

(i) Loading or unloading;

(ii) packing and/or despatching of goods from stores;

(iii) oiling or greasing of machines;

(iv) cleaning lenses and/or frames;

(v) cleaning articles and/or packing articles singly and/or collectively into containers and/or boxes;

(vi) assembling component parts;

(vii) assembling wooden boxes or containers of any description by hand or otherwise;

(viii) assisting on delivery vehicles;

(ix) branding, stamping or stencilling or affixing labels to bales, boxes, drums or other packages or containers by hand for transport or delivery;

(x) carrying, moving or stacking goods and/or other movable property of any description;

(xi) cleaning or washing containers, furniture, machines, plant, premises, tools, utensils, vehicles and/or other articles;

(xii) cutting cardboard and/or other materials by hand;

(xiii) folding printed matter by hand or machine, for enveloping mail;

(ii) vooraf gesnyde lense in rame pas;

(iii) rame en/of onderdele volgens voorgeskrewe standaarde afwerk, vyl, verstel, verglaas, nagaan en ondersoek;

(iv) optalmiese oplossings bottel en hanteer; of

(v) wat in diens is as 'n monteur wat die buitekante van brilhuisies en -houers monteer; of

(vi) wat in diens is as 'n raamwerker wat 'n handgewerkte masjien bedien vir die vasklem van metaalrame aan brilhuisies en -houers;

"werknemer graad II" 'n werknemer—

(a) wat een of meer van die volgende herhalingswerksaamhede verrig:

(i) Glas- en/of plastieklense met die hand en/of kragmasjiene volgens voorafgestelde fatsoene en groottes sny;

(ii) die afskuinsing van lense volgens voorafgemete groottes en fatsoene deur persone wat masjiene bedien;

(iii) onderdele wat benodig word vir rame en/of brilhuisies of -houers met die hand en/of kraggereedskap boor, vasklink, skarnier, pas, vaslym en inmekaarsit;

(iv) rame en/of onderdele met gebruikmaking van kragpolyswiele poleer;

(v) boodskappe, goedere of pakkette te voet of per fiets of ander hand- of voetaangedrewe voertuig, meganies of ander, aflewer;

(vi) sjablone, druketikette of ander drukwerk uitkies of sorteer en drukwerk met behulp van handgewerkte apparaat op brilhuisies sjabloneer of stempel; of

(b) uitsny van vooraf bepaalde patrone uit plastiek of 'n ander grondstof vir brilhuisies of -houers voor montering daarvan;

"werknemer graad III" 'n werknemer—

(a) wat een of meer van die volgende werksaamhede verrig:

(i) Op- of aflaai;

(ii) goedere vanuit winkels verpak of versend;

(iii) masjiene olie of ghries;

(iv) lense en/of rame skoonmaak;

(v) artikels skoonmaak en/of artikels afsonderlik en/of gesamentlik in houers en/of dose verpak;

(vi) onderdele inmekaarsit;

(vii) houtkiste of houers van watter aard ook al met die hand of andersins inmekaarsit;

(viii) op afleweringsvoertuie help;

(xi) bale, dose, dromme of ander pakkette of houers met die hand vir vervoer of aflewering van 'n handelsmerk voorsien, stempel of sjabloneer of etikette daarop aanbring;

(x) goedere en/of ander roerende eiendom van watter aard ook al dra, verskuif of opstapel;

(xi) houers, meubels, masjiene, uitrusting, persele, gereedskap, werktuie voertuie en/of ander artikels skoonmaak of was;

(xii) karton en/of ander materiaal met die hand sny;

(xiii) drukwerk met die hand of met 'n masjien vou, of pos in koeverte of ander omhulsels sit;

(xiv) removing refuse for disposal;

(xv) making tea and/or other beverages and the serving thereof;

(xvi) opening and/or cleaning of bales, boxes, drums and/or tins by hand;

(xvii) assembling, cleaning, polishing, packing for despatch; or

(b) who is employed as a table hand, engaged in trimming and finishing of spectacle cases or holders; or

(c) who is employed as a watchman;

"hourly wage" means—

(a) in respect of a casual employee, the daily wage divided by eight;

(b) in respect of an employee other than a casual employee, the weekly wage payable to him in pursuance of his contract of employment, divided by the number of working hours for the week agreed upon in the said contract;

(c) in respect of a monthly paid employee, the monthly wage payable to him in pursuance of his contract of employment, divided by the number of working hours for the month agreed upon in the said contract;

"machine minder" or **"maintenance man"** or **"handyman"** means an employee, other than an artisan, who is enaged in making minor repairs or adjustments to machinery and/or setting up fully automatic or semi-automatic machines or equipment used directly in the manufacture of products of an establishment related to the Optical Industry, and/or minor repairs to buildings;

"optical Industry" or **"Industry"** means the industry in which employers and their employees are associated for the purpose of carrying on the manufacture and/or assembly and/or packing of one or all of the following commodities:

(a) Spectacle and sunglass frames of every description;

(b) ophthalmic lenses, contact lenses and sunglass lenses to prescription or otherwise;

(c) artificial eyes;

(d) optical instruments, optical equipment and optical safety equipment;

(e) optical accessories, including spectacle chains, spectacle materials and ophthalmic solutions;

(f) spectacle cases and holders of every description, but excluding the manufacturing thereof; and

includes the performance of administrative and clerical duties incidental to the above-mentioned;

"optical mechanic learner" or **"learner"** means an employee who under the supervision of an optical mechanic qualified, is employed in learning not less than seven of the operations detailed in the definition "optical mechanic qualified", including computing lens power and lens generating, and who has had less than three years' experience;

"optical mechanic qualified" means an employee, other than a learner or Grade 1 employee, who performs computing of lens power and lens generating and five or more of the following operations in the Industry, and who is proficient in all facets of Rx laboratory, optical instrument technology and optical safety equipment:

(a) Lens marking;

(b) former making;

(xiv) vullis vir wegdoening verwyder;

(xv) tee en/of ander dranke maak en dit bedien;

(xvi) bale, dose, dromme en/of blikke met die hand oopmaak en/of skoonmaak;

(xvii) inmekaarsit, skoonmaak, polering of verpakking vir versending; of

(b) wat in diens is as 'n tafelwerker wat brilhuisies of -houers afwerk en tooi; of

(c) wat in diens is as 'n wag;

"uurloon"—

(a) met betrekking tot 'n los werknemer, die dagloon gedeel deur agt;

(b) met betrekking tot 'n werknemer, uitgesonderd 'n los werknemer, die weekloon aan hom betaalbaar ooreenkomstig sy dienskontrak gedeel deur die getal werkure vir die week waaroor daar in genoemde kontrak ooreengekom is;

(c) met betrekking tot 'n werknemer wat maandeliks betaal word, die maandloon aan hom betaalbaar ooreenkomstig sy dienskontrak gedeel deur die getal werkure vir die maand waaroor in genoemde kontrak ooreengekom is;

"masjienoppasser" of **"onderhoudsman"** of **"faktotum"**, 'n werknemer, uitgesonderd 'n ambagsman, wat kleiner herstelwerk of verstellings aan masjinerie verrig en/of wat voloutomatiese of halfoutomatiese masjiene of uitrusting opstel wat regstreeks gebruik word by die vervaardiging van produkte van 'n bedryfsinrigting verbandhoudend met die Optiese Nywerheid, en/of wat kleiner herstelwerk aan geboue verrig;

"optiese Nywerheid" of **"Nywerheid"** die nywerheid waarin werkgewers en hul werknemers met mekaar geassosieer is vir die vervaardiging en/of inmekaarsit en/of verpakking van een van of al die volgende handelsartikels:

(a) Bril- en sonbrilrame van watter aard ook al;

(b) oftalmiese lense, kontaklense en sonbrillense volgens voorskrif of andersins;

(c) kunsoë;

(d) optiese instrumente, optiese toerusting en optiese veiligheidstoerusting;

(e) optiese bybehore, met inbegrip van brilkettings, brilmateriale en oftalmiese oplossings;

(f) brilhuisies en -houers van watter aard ook al, maar uitgesonderd die vervaardiging daarvan;

en omvat dit die verrigting van administratiewe en klerklike dienste wat met die bovermelde gepaard gaan;

"optiese meganikus, leerling" of **"leerling"** 'n werknemer wat onder toesig van 'n optiese meganikus, gekwalifiseer, in diens is om minstens sewe van die werksaamhede uiteengesit in die omskrywing "optiese meganikus, gekwalifiseer" aan te leer, met inbegrip van die berekening van lenssterkte en lensbewerking, en wat minder as drie jaar ondervinding het;

"optiese megnikus, gekwalifiseer" 'n werknemer, uitgesonderd 'n leerling of werknemer graad I, wat die berekening van lenssterkte en lensbewerking asook vyf of meer van ondervermelde werksaamhede in die Nywerheid verrig, en wat bekwaam is in alle fasette van 'n Rx-laboratorium, optiese instrumenttegnologie en optiese veiligheidstoerusting:

(a) Lense merk;

(b) lenspatrone maak;

(c) cutting;
(d) fitting;
(e) edging;
(f) hardening;
(g) mounting;
(h) assembling;
(i) drilling of lenses;
(j) job checking;
(k) blocking;
(l) roughing;
(m) smoothing;
(n) polishing;

"piece-work" means any system under which an employee's remuneration is based on the quantity or output of work done;

"prescription department" means any department of an establishment in which a prescription is made up;

"prescription work" means the manufacturing of spectacle lenses and the assembling of spectacle frames and lenses to prescription;

"repetitive work" means work performed by an employee constantly engaged on one or more repetitive processes and/or operations;

"roughing" means the grinding of ophthalmic lenses to prescription;

"short-time" means a temporary reduction in the number of ordinary hours of work due to slackness or the exigencies of trade, shortage of material, a general breakdown of plant or machinery caused by accident or other unforeseen emergency, unforeseen contingencies and/or circumstances beyond the employer's control or stocktaking in an establishment or section thereof;

"supervisor" means an employee who is responsible for the control and supervision of production within an establishment and who excercises control over all employees in such an establishment or departments of such an establishment and who is responsible for the efficient performance by them of their duties;

"uniform" means an article or articles of wearing apparel distinctive in design and colour;

"wage" means that portion of the remuneration payable in money to an employee in respect of the ordinary hours of work prescribed in clause 11: Provided that if an employer regularly pays an employee in respect of such ordinary hours of work an amount higher than that prescribed in clause 4, it means such higher amount;

"watchman" means an employee who is engaged in guarding premises, buildings, gates, vehicles or other property;

"workshop" means the area in which machinery or equipment is used, and in which area staff are employed, for the purpose of assembling and/or fitting all optical lenses, frames or other accessories relating to the Optical Industry.

4. REMUNERATION

(1) The following minimum wages shall be paid per week to the undetermentioned classes of employees:

(c) snywerk;
(d) passing;
(e) randslyping;
(f) verharding;
(g) montering;
(h) inmekaarsit;
(i) lense boor;
(j) werk nagaan;
(k) blokwerk;
(l) ruslyping;
(m) fynslyping;
(n) polering;

"stukwerk" 'n stelsel waarvolgens 'n werknemer se besoldiging gegrond word op die hoeveelheid werk wat verrig is of die werkprestasie;

"voorskrifafdeling" 'n afdeling van 'n bedryfsinrigting waarin 'n voorskrif opgemaak word;

"voorskrifwerk" die vervaardiging van brillense en die inmekaarsit van brilrame en -lense volgens voorskrif;

"herhalingswerk" die werk verrig deur 'n werknemer wat voortdurend werk verrig in een of meer herhalende prosesse en/of werksaamhede;

"ruslyping" die slyp van oftalmiese lense volgens voorskrif;

"korttyd" 'n tydelike vermindering van die getal gewone werkure weens 'n slapte in of die vereistes van die bedryf, 'n tekort aan materiaal, die algemene onklaarraking van uitrusting of masjinerie weens 'n ongeluk of ander onvoorsiene noodtoestand of onvoorsiene gebeurlikhede en/of omstandighede buite beheer van die werkgewer, of voorraadopname in 'n bedryfsinrigting of seksie daarvan;

"toesighouer" 'n werknemer wat verantwoordelik is vir die beheer en toesig oor produksie in 'n bedryfsinrigting en wat beheer uitoefen oor alle werknemers in so 'n bedryfsinrigting of afdelings van so 'n bedryfsinrigting en wat daarvoor verantwoordelik is dat hulle hul pligte doeltreffend uitvoer;

"uniform" 'n kledingstuk of stukke wat volgens ontwerp en kleur onderskei kan word;

"loon" die gedeelte van die besoldiging wat in geld aan 'n werknemer betaalbaar is ten opsigte van die gewone werkure by klousule 11 voorgeskryf: Met dien verstande dat indien 'n werkgewer 'n werknemer ten opsigte van sodanige gewone werkure gereeld 'n hoër bedrag betaal as wat by klousule 4 voorgeskryf word, dit sodanige hoër bedrag beteken;

"wag" 'n werknemer wat persele, geboue, hekke, voertuie of ander eiendom bewaak;

"werkswinkel" die gebied waarin masjinerie of toerusting gebruik word, en waarin personeel werksaam is, met die doel om alle optiese lense, rame of ander bybehore wat betrekking het op die Optiese Nywerheid inmekaar te sit en/of te pas.

4. BESOLDIGING

(1) Die volgende minimum weekloon moet aan onderstaande klasse werknemers betaal word:

	With effect from the date of publication
	R
Foreman	563,00
Supervisor	273,87
Chargehand	230,87
Grade I employee	211,96
Grade II employee	167,76
Grade III employee	155,44
Machine minder or maintenance man or handyman	257,38
Artisan	482,55
Optical mechanic, qualified	482,55
Optical mechanic, learner:	
First year	225,21
Second year	289,51
Third year	386,10
Driver, all categories	226,09
Clerical staff	211,98
Watchmen	155,44

(2) ***Casual employees:*** The following minimum wages shall be paid to casual employees:

(a) In the case of those employees for whom a rising scale of remuneration is prescribed, one fifth of the highest weekly remuneration prescribed for an employee performing the same class of work as the casual employee is required to perform, for each day or part of a day of employment;

(b) in the case of all other employees, one fifth of the weekly remuneration prescribed for an employee performing the same class of work as the casual employee is required to perform, for each day or part of a day employment.

(3) Nothing in this Agreement shall operate to reduce the wages being paid to an employee on the date on which this Agreement comes into operation.

5. PIECE-WORK, TASK-WORK AND INCENTIVE BONUS SYSTEMS

(1) The giving out by employers, or the performance by employees, of work on a piece-work or task-work basis is prohibited.

(2) Notwithstanding the provisions of subclause (1), it shall be permissible, by mutual agreement between any individual employer and his employees, to introduce and to operate a system of incentive payments: Provided that—

(i) permission in writing is previously obtained from the Council before such system is instituted;

(ii) the remuneration and other monetary benefits accruing to employees shall not be less than those prescribed in clause 4 of this Agreement; and

(iii) that the other provisions of this Agreement are adhered to in every respect.

Any dispute arising out of the operation of this subclause shall be submitted by either party to the Council for decision.

6. DIFFERENTIAL WAGES

An employer who requires or permits a member of one class of his employees to perform at any time, either in addition to or in substitution for his won work, work of another class for which a higher rate of pay is prescribed, shall pay such employee at the higher rate of pay in respect of the whole day on which such work has performed, irrespective of the time spent on the work for which the higher rate of pay applies.

7. BASIS OF CONTRACT

The basis of contract shall be weekly or may be monthly if mutually agreed upon between employer and employee.

	Met ingang van die datum van publikasie
	R
Voorman	563,00
Toesighouer	273,87
Onderbaas	230,87
Werknemer graad I	211,96
Werknemer graad II	167,76
Werknemer graad III	155,11
Masjienoppasser of onderhoudsman of faktotum	257,38
Ambagsman	482,55
Optiese meganikus, gekwalifiseer	482,55
Optiese meganikus, leering:	
Eerste jaar	225,21
Tweede jaar	289,51
Derde jaar	386,10
Drywer, alle kategorieë	226,09
Klerklike personeel	211,98
Wag	155,44

(2) ***Los werknemers:*** Die volgende minimum lone moet aan los werknemers betaal word:

(a) In die geval van werknemers vir wie 'n stygende besoldigingskaal voorgeskryf word, een vyfde van die hoogste weeklikse besoldiging voorgeskryf vir 'n werknemer wat dieselfde klas werk verrig as wat van die los werknemer vereis word, vir elke werkdag of gedeelte van 'n werkdag;

(b) in die geval van alle ander werknemers, een vyfde van die weeklikse besoldiging voorgeskryf vir 'n werknemer wat dieselfde klas werk verrig as wat van die los werknemer vereis word, vir elke werkdag of gedeelte van 'n werkdag.

(3) Niks in hierdie Ooreenkoms mag die uitwerking hê dat die loon wat aan 'n werknemer betaal word op die datum waarop hierdie Ooreenkoms in werking tree, verminder word nie.

5. STUKWERK, TAAKWERK EN AANSPORINGS-BONUSSTELSEL

(1) Die uitbesteding deur werkgewers of die verrigting deur werknemers, van werk op 'n stukwerk- of taakwerkgrondslag word verbied.

(2) Ondanks subklousule (1) is dit toelaatbaar dat 'n individuele werkgewer en sy werknemers onderling ooreenkom om 'n stelsel van aansporingsbetalings in te voer en daarvolgens te werk: Met dien verstande dat—

(i) skriftelike toestemming vooraf by die Raad verkry word voordat sodanige stelsel ingevoer word;

(ii) die besoldiging en ander geldelike voordele wat werknemers toekom, nie minder moet wees as wat by klousule 4 van hierdie Ooreenkoms voorgeskryf word nie; en

(iii) dat die ander bepalings van hierdie Ooreenkoms in elke opsig nagekom word.

'n Geskil wat uit die werking van hierdie subklousule ontstaan, moet deur enigeen van die partye vir beslissing aan die Raad voorgelê word.

6. DIFFERENSIËLE LONE

'n Werkgewer wat van 'n lid van een klas van sy werknemers vereis of hom toelaat om te eniger tyd, hetsy benewens of in plaas van sy eie werk, werk van 'n ander klas te verrig waarvoor 'n hoër loon voorgeskryf word, moet aan sodanige werknemer die hoër loon betaal ten opsigte van die hele dag waarop sodanige werk verrig is, ongeag die tyd wat bestee is aan die werk waarop die hoër loon van toepassing is:

7. KONTRAKGRONDSLAG

Die kontrakgrondslag moet weekliks wees of kan maandeliks wees indien die werkgewer en die werknemer onderling daartoe ooreengekom het.

8. PAYMENT OF REMUNERATION

(1) The pay-day of any establishment shall be before the closing hour of the establishment on the day following the last working day of the week or month of the establishment.

(2) No deduction of any description shall be made from remuneration due to an employee, other than the following:

(a) Where an employee is absent from work other than on the instructions of his employer or on account of stickness, an amount proportionate to the period of his absence and calculated on the basis of the total remuneration which such employee was receiving in respect of his ordinary hours of work at the time thereof;

(b) where short time has been introduced in any establishment, a deduction in respect of each hour of such short time of an amount equivalent to the employee's hourly wage: Provided that no deduction may be made in respect of the first hour of such short time necessitated by shortage of material or orders, or in respect of the first two hours of such short time necessitated by breakdown of machinery or plant;

(c) with the written permission of the employee, any voluntary contributions to saving funds or tea or sports clubs;

(d) where an employer is legally or by order of any competent court required or permitted to make payments for or on behalf of any employee, any amount so required or permitted;

(e) subscriptions payable to the Optical Workers' Union, which shall be deducted in terms of clause 32; and

(f) levies in terms of clause 23.

(3) All payments to employees shall be made in sealed envelopes which shall be retained by the employee and which shall bear the following information on the envelope or on a slip enclosed therein:

The name of the employer and the name and factory number of the employee, the *rate of pay*, the number of hours worked, details of overtime separately, details of the amount earned, details of all deductions made from such amount, the amount of net wages contained in the envelope and the week or month in respect of which wages are paid.

9. PROPORTION OR RATIO OF EMPLOYEES

(1) An employer shall employ an optical mechanic, qualified, before a learner or a Grade I employee is employed, and where one or more than one optical mechanic qualified, is employed the following ratio of learners and/or Grade I employees to optical mechanics, qualified, shall not be exceeded:

Optical mechanic(s) qualified	*Learner(s)*	*Grade I employees*
1	1	6
2	2	12
3	3	18
4	4	24
5	5	30
6	6	36
7	7	42
8	8	48

(2) In every prescription department where six or more employees are employed, one shall be designated foreman and paid accordingly, and where any section of such establishment employs six or more employees, one employee in such section shall be designated foreman: Provided that in any branch of an establishment where the branch manager is an optical mechanical, qualified, such branch manager may be deemed to be a foreman.

8. BETALING VAN BESOLDIGING

(1) Die betaaldag van 'n bedryfsinrigting is voor die sluitingsuur van die bedryfsinrigting op die dag na die bedryfsinrigting se laaste werkdag van die week of maand;

(2) Geen bedrag hoegenaamd mag van die besoldiging wat aan 'n werknemer verskuldig is, afgetrek word nie, uitgesonderd die volgende:

(a) Waar 'n werknemer van sy werk afwesig is, behalwe op las van sy werkgewer of weens siekte, 'n bedrag eweredig met die tydperk van sy afwesigheid en bereken op die grondslag van die totale besoldiging wat sodanige werknemer ten tyde daarvan ten opsigte van sy gewone werkure ontvang het;

(b) waar korttyd in 'n bedryfsinrigting ingevoer is, ten opsigte van elke uur van sodanige korttyd 'n bedrag gelyk aan die werknemer se uurloon: Met dien verstande dat geen bedrag afgetrek mag word nie ten opsigte van die eerste uur van sodanige korttyd wat deur 'n tekort aan materiaal of bestellings genoodsaak is, of ten opsigte van die eerste twee uur van sodanige korttyd, wat deur die onklaarraking van masjinerie of uitrusting genoodsaak is;

(c) met die skriftelike toestemming van die werknemer, vrywillige bydraes tot spaarfondse of tee- of sportklubs;

(d) waar daar van 'n werkgewer regtens of op las van 'n bevoegde hof vereis of hy aldus toegelaat word om betalings vir of namens 'n werknemer te doen, 'n bedrag aldus vereis of toegelaat;

(e) ledegeld betaalbaar aan die Optical Workers' Union, wat ingevolge klousule 32 afgetree moet word; en

(f) heffings ingevolge klousule 23.

(3) Alle betalings aan werknemers moet in verseëlde koeverte gedoen word wat deur die werknemers behou word en wat onderstaande inligting op die koevert, of op 'n strokie ingeslote daarin, moet hê:

Die naam van die werkgewer en die naam en fabrieksnommer van die werknemer, die loonskraal, die getal ure gewerk, besonderhede van oortyd afsonderlik, besonderhede van die bedrag wat verdien is, besonderhede van alle bedrae afgetrek van sodanige bedrag, die bedrag van die netto loon in die koeverte en die week of maand ten opsigte waarvan die loon betaal word.

9. GETALSVERHOUDING VAN WERKNEMERS

(1) 'n Werkgewer moet 'n optiese meganikus, gekwalifiseer, in diens neem voordat 'n leerling of 'n werknemer graad I in diens geneem word, en waar een of meer as een optiese meganikus, gekwalifiseer, in diens geneem word, moet die verhouding van leerlinge en/of werknemers graad I tot optiese meganikusse, gekwalifiseer hoogstens soos volg wees:

Optiese meganikus(se) gekwalifiseer	*Leerling(e)*	*Werknemers graad I*
1	1	6
2	2	12
3	3	18
4	4	24
5	5	30
6	6	36
7	7	42
8	8	48

(2) In elke voorskrifafdeling waar ses of meer werknemers werksaam is, moet een as voorman aangewys en dienooreenkomstig betaal word, en waar 'n seksie van sodanige bedryfsinrigting ses of meer werknemers in diens het, moet een werknemer in sodanige seksie as voorman aangewys word: Met dien verstande dat in enige tak van 'n bedryfsinrigting waar die takbestuurder 'n optiese meganikus, gekwalifiseer is, sodanige takbestuurder geag kan word 'n voorman te wees.

(3) Every employer shall forward to the Secretary of the Council not later than the 15th day of each month a list of the employees in his employ in all branches of his establishment on the last pay-day of his establishment in the month preceding the month in which the return is rendering giving the name, sex, race and occupation and the rate of pay to which the employee is entitled.

(4) No employer, owner, partner or director shall be included for the purpose of proportion or ratio, except that where there is more than one employer or owner or partner or director may apply to the Council for a certificate of exemption from the provisions of this clause, and upon his satisfying the Council that he has completed the period of learnership required under this Agreement and furnishes an affidavit to the effect that he is employed wholly or mainly in the workshop as an optical mechanic, qualified, the Council may grant such exemption.

10. OUTWORK

No work of any description shall be done other than in an establishment registered under clause 14 of this Agreement.

11. HOURS OF WORK, ORDINARY AND OVERTIME

(1) The ordinary hours of work for an employee, other than a casual employee or a watchman, shall not exceed—

(a) 45 hours in any week from Monday to Friday inclusive;

(b) nine hours in any day.

(2) In the case of a casual employee, the ordinary hours of work shall not exceed eight hours in any day.

(3) ***Meal intervals:*** An employer shall not require or permit his employee to work for more than five hours continuously without an uninterrupted interval of at least one hour: Provided that—

(i) if such interval is for longer than one hour, any period in excess of one hour shall be deemed to be ordinary hours of work;

(ii) periods of work interrupted by intervals of less than one hour shall be deemed to be continuous.

(4) ***Rest intervals:*** An employer shall grant to each of his employees, other than an employee engaged in delivering messages or goods, or guarding premises or goods by day, a rest of not less than 10 minutes as near as practicable to the middle of each morning and each afternoon work period during which the employee shall not be required or permitted to perform any work, and such interval shall be deemed to be part of the ordinary hours of work.

(5) ***Hours of work to be consecutive:*** Save as provided in subclauses (3) and (4), all hours of work shall be consecutive.

(6) All time worked in excess of the number of ordinary daily or weekly hours of work prescribed in subclauses (1) and (2) shall be deemed to be overtime.

(7) ***Limitation of overtime:*** An employer shall not, except in an emergency, require his employees to work overtime unless he has given at least four hours' notice of such intention.

Except in cases of emergency, employees so working shall not be required or permitted to work overtime for more than 10 hours in any week: Provided that no employer shall require or permit a female employee to work overtime—

(a) on more than three consecutive days;

(b) on more than 60 days in any year;

(3) Elke werkgewer moet voor of op die 15de dag van elke maand aan die Sekretaris van die Raad 'n lys stuur van die werknemers wat in alle takke van sy bedryfsinrigting in sy diens was op die laaste betaaldag van sy bedryfsinrigting in die maand voor die maand waarin die opgawe verstrek word, in welke opgawe die naam, geslag, ras en beroep en die loon waarop die werknemer geregtig is, gemeld word.

(4) Geen werkgewer, eienaar, vennoot of direkteur word vir die doeleindes van getalsverhouding ingesluit nie, maar as daar meer as een werkgewer of eienaar of vennoot of direkteur is, kan slegs een werkgewer of eienaar of vennoot of direkteur by die Raad aansoek doen om 'n sertifikaat waarin vrystelling van die bepalings van hierdie klousule verleen word, en wanneer sodanige werkgewer of eienaar of vennoot of direkteur die Raad daarvan oortuig dat hy die leertyd wat ingevolge hierdie Ooreenkoms vereis word, uitgedien het en 'n beëdigde verklaring voorlê ten effekte dat hy uitsluitlik of hoofsaaklik in die werkwinkel as 'n optiese meganikus, gekwalifiseer, werksaam is, kan die Raad sodanige vrystelling verleen.

10. BUITEWERK

Geen buitewerk hoegenaamd mag elders gedoen word nie as in 'n bedryfsinrigting wat ingevolge klousule 14 van hierdie Ooreenkoms geregistreer is.

11. WERKURE, GEWONE EN OORTYD

(1) Die gewone werkure van 'n werknemer, uitgesonderd 'n los werknemer of 'n wag, mag hoogstens soos volg wees:

(a) 45 uur in 'n week van Maandag tot en met Vrydag;

(b) nege uur op 'n dag.

(2) In die geval van 'n los werknemer mag die gewone werkure hoogstens agt uur op enige dag wees.

(3) ***Etenspouses:*** 'n Werkgewer mag nie van sy werknemer vereis of hom toelaat om meer as vyf uur aaneenlopend sonder 'n ononderbroke pouse van minstens een uur te werk nie: Met dien verstande dat—

(i) indien sodanige pouse langer as een uur is, enige tydperk langer as een uur geag word gewone werkure te wees;

(ii) werktydperke wat deur pouses van minder as een uur onderbreek word, geag word aaneenlopend te wees.

(4) ***Ruspouses:*** 'n Werkgewer moet aan elkeen van sy werknemers, uitgesonder 'n werknemer wat boodskappe of goedere aflewer of persele of goedere bedags bewaak, 'n ruspouse van minstens 10 minute so na doenlik aan die middel van elke oggend- en elke namiddagwerktydperk toestaan waartydens daar nie van die werknemer vereis of hy nie toegelaat mag word om enige werk te verrig nie, en sodanige ruspouse word geag deel te wees van die gewone werkure.

(5) ***Werkure moet agtereenvolgend wees:*** Behoudens subklousules (3) en (4) moet alle werkure agtereenvolgend wees.

(6) Alle werktyd wat die getal gewone daaglikse of weeklikse werkure voorgeskryf by subklousules (1) en (2) te bowe gaan, word geag oortyd te wees.

(7) ***Beperking van oortyd:*** 'n Werkgewer mag nie, behalwe in 'n noodgeval, van sy werknemers vereis om oortyd te werk nie tensy hy minstens vier uur kennis van sodanige voorneme gegee het.

Behalwe in noodgevalle, mag daar nie van werknemers wat aldus werk, vereis of mag hulle nie toegelaat word om meer as 10 uur in 'n week oortyd te werk nie: Met dien verstande dat geen werkgewer van 'n vroulike werknemer vereis of haar toelaat om soos volg oortyd te werk nie:

(a) Op meer as drie agtereenvolgende dae;

(b) op meer as 60 dae in 'n jaar;

(c) in excess of two hours per day;

(d) after completion of her ordinary working hours for more than one hour on any day, unless the employer has—

(i) given notice thereof to such employee before midday; or

(ii) provided such employee with an adequate meal before she has to commence overtime; or

(iii) paid to such employee an allowance of not less than R6,00 in sufficient time to enable the employee to obtain a meal before the overtime is due to commence;

(e) between 18:00 and 06:00.

(8) ***Saving:*** The provisions of this clause shall not apply to a watchman: Provided that the watchman shall not be required—

(i) to work for more than 12 hours per day;

(ii) to work for more than 72 hours per week;

(iii) to work on more than six days in any one week:

Provided further that the employer may require his watchman to work on the seventh day of the week and shall pay the watchman in addition to his weekly wage an amount equal to two sixths of such weekly wage in respect of work done on such seventh day.

12. PAYMENT FOR OVERTIME AND WORK ON SUNDAYS AND PUBLIC HOLIDAYS

(1) Payment for overtime and work performed on Sundays and statutory public holidays shall be made at the following minimum rates:

(a) Overtime to be calculated at the rate of one and a half times the hourly wage for each hour or part of an hour so worked on weekdays including Saturdays;

(b) time worked on Sunday or on any public holiday referred to in clause 16 shall not be deemed to be part of the ordinary hours of work or overtime and shall be paid for as follows:

(i) In the case of an employee, other than a casual employee, at either—

(aa) double his daily wage for time worked up to nine hours and in addition double his hourly wage for time worked in excess of nine hours; or

(ab) one and a half times his hourly wage for each hour or part of an hour so worked and in addition grant to him, within seven days of such Sunday or public holiday, one day's leave of absence, and pay to him in respect thereof not less than his hourly wage multiplied by nine;

(ii) in the case of a casual employee, at double his daily wage for time worked up to eight hours and in addition double his hourly wage for time worked in excess of eight hours, the hourly wage to be calculated at one eighth of the daily wage.

(c) meer as twee uur per dag;

(d) na voltooiing van haar gewone werkure, meer as een uur op 'n dag, tensy die werkgewer—

(i) voor die middag kennis daarvan aan sodanige werknemer gegee het; of

(ii) aan sodanige werknemer 'n voldoende maaltyd verskaf het voordat sy met oortydwerk moet begin; of

(iii) aan sodanige werknemer 'n toelae van minstens R6,00 betyds betaal het om die werknemer in staat te stel om 'n ete te bekom voordat met oortydwerk begin moet word;

(e) tussen die ure 18:00 en 06:00.

(8) ***Voorbehoudsbepaling:*** Hierdie klousule is nie op 'n wag van toepassing nie: Met dien verstande dat daar nie van die wag vereis word nie—

(i) om langer as 12 uur per dag te werk;

(ii) om langer as 72 uur per week te werk;

(iii) om op meer as ses dae in 'n enkele week te werk:

Met dien verstande voorts dat die werkgewer van sy wag kan vereis om op die sewende dag van die week te werk en die wag benewens sy weekloon 'n bedrag gelyk aan twee sesdes van sodanige weekloon moet betaal ten opsigte van werk op sodanige sewende dag verrig.

12. BETALING VIR OORTYDWERK EN WERK OP SONDAE EN OPENBARE VAKANSIEDAE

(1) Betaling vir oortydwerk en werk verrig op Sondae en statutêre openbare vakansiedae moet teen die volgende minimum tariewe gedoen word:

(a) Oortyd moet bereken word teen een en 'n half maal die uurloon vir elke uur of gedeelte van 'n uur aldus gewerk op weekdae, met inbegrip van Saterdae;

(b) tyd gewerk op Sondag of op 'n openbare vakansiedag in klousule 16 bedoel, word nie geag deel van die gewone werkure of oortyd te wees nie en daarvoor moet soos volg betaal word:

(i) In die geval van 'n werknemer, uitgesonderd 'n los werknemer, teen—

(aa) óf dubbel sy dagloon vir tyd gewerk tot 'n maksimum van nege uur en daarbenewens dubbel sy uurloon vir tyd langer as nege uur gewerk;

(ab) een en 'n half maal sy uurloon vir elke uur of gedeelte van 'n uur aldus gewerk en daarbenewens moet aan hom binne sewe dae na sodanige Sondag of openbare vakansiedag een dag se afwesigheidsverlof toegestaan word en moet aan hom ten opsigte daarvan minstens sy uurloon, vermenigvuldig met nege, betaal word;

(ii) in die geval van 'n los werknemer, teen dubbel sy dagloon vir tyd gewerk tot 'n maksimum van agt uur en daarbenewens dubbel sy uurloon vir tyd langer as agt uur gewerk, welke uurloon bereken moet word teen een agste van die dagloon.

(2) No employee shall, without his consent, be required to work—

(a) overtime; or

(b) on a Sunday; or

(c) on a statutory public holiday.

(3) No employee shall be dismissed or prejudiced in his employment by reason of his refusal to work overtime or on a Sunday or a statutory public holiday.

13. OUTWORK

No employer in the Industry shall give out any work to be manufactured or processed except in an establishment registered in terms of clause 14 of this Agreement, nor shall he require or permit any employee to perform any work in the Industry other than in an establishment provided, maintained and controlled by the employer.

14. REGISTRATION OF ESTABLISHMENT

Every employer occupying an establishment in which any operations in the Industry are carried on shall within one month from the date on which this Agreement comes into operation, and every person who becomes an employer after that date shall within one month from the date of commencement of operations by him, notify in writing the Secretary of the Council of the address of the premises in which such establishment is located, the name of the owner or names of the partners or, in case of a limited liability company, the names of the secretary and directors, and the registered number of the establishment under the Machinery and Occupational Safety Act, 1983. The Secretary of the Council shall thereupon issue to such an employer a certificate of registration which shall bear in addition to its own registered number, the registered number of the establishment according to the registration certificate issued by the Inspector of Factories under the Machinery and Occupational Safety Act, 1983. In the event of a change in the staff of a partnership or the secretary or directors of a limited liability company or in the ownership of the establishment or any change of address of the establishment the secretary at the Council shall be notified of such change or changes within 14 days of the date of change.

15. OPTICAL MECHANICS AND LEARNERS

(1) Before any employer may employ an optical mechanic, learner, he shall satisfy the Council that his establishment contains sufficient plant, machinery and equipment for the successful training of the learner and that the establishment has as a minimum of the following for each or either section:

(a) Surfacing—spherical surfacer, cylinder surfacer, spherical polisher;

(b) fitting—lensometer, edger, cutter, drill;

(c) all supplementary tools required for efficient performance of his work.

(2) Provided the Council has assured itself that the provisions of clauses 9 (1) and 15 (1) of this Agreement are satisfactory, it shall permit an employer to engage an optical mechanic, learner as provided for in clause 9 (1).

(3) In the event of a change in the ratio as set out in clause 9 (1) being detrimental to the learner, such permission shall be withdrawn.

(2) Daar mag van geen werknemer vereis word nie om sonder sy toestemming—

(a) oortyd te werk; of

(b) op 'n Sondag te werk; of

(c) op 'n statutêre openbare vakansiedag te werk.

(3) Geen werknemer mag ontslaan of in sy diens benadeel word nie weens sy weiering om oortyd óf op 'n Sondag óf 'n statutêre openbare vakansiedag te werk.

13. BUITEWERK

Geen werkgewer in die Nywerheid mag vervaardigings- of prosesseerwerk uitbestee nie, behalwe aan 'n bedryfsinrigting wat ingevolge klousule 14 van hierdie Ooreenkoms geregistreer is, en hy mag ook nie van 'n werknemer vereis of hom toelaat om werk in die Nywerheid te verrig nie, uitgesonderd in 'n bedryfsinrigting wat deur die werkgewer verskaf, in stand gehou en beheer word.

14. REGISTRASIE VAN BEDRYFSINRIGTING

Elke werkgewer wat 'n bedryfsinrigting okkupeer waarin enige werksaamhede van die Nywerheid verrig word, moet binne een maand vanaf die datum waarop hierdie Ooreenkoms in werking tree, en elke persoon wat na daardie datum 'n werkgewer word, moet binne een maand vanaf die datum waarop hy met werksaamhede begin, die Sekretaris van die Raad skriftelik in kennis stel van die adres van die perseel waarin sodanige bedryfsinrigting geleë is, die naam van die eienaar of die name van die vennote of, in die geval van 'n maatskappy met beperkte aanspreeklikheid, die name van die sekretaris en die direkteure, en die geregistreerde nommer van die bedryfsinrigting ingevolge die Wet op Masjinerie en Beroepsveiligheid, 1983. Die Sekretaris van die Raad moet dan aan sodanige werkgewer 'n registrasiesertifikaat uitreik wat, benewens sy eie registrasienommer, die registrasienommer van die bedryfsinrigting dra soos dit voorkom op die registrasiesertifikaat wat deur die Inspekteur van Fabrieke ingevolge die Wet op Masjinerie en Beroepsveiligheid, 1983, uitgereik is. In die geval van 'n verandering in die personeel van 'n vennootskap of van die sekretaris of direkteure van 'n maatskappy met beperkte aanspreeklikheid of van eienaar van die bedryfsinrigting of 'n adresverandering van die bedryfsinrigting, moet die Sekretaris van die Raad binne 14 dae vanaf die datum van verandering verwittig word van sodanige verandering of veranderings.

15. OPTIESE MEGANIKUSSE EN LEERLINGE

(1) Voordat 'n werkgewer 'n optiese meganikus, leerling, in diens neem, moet hy die Raad daarvan oortuig dat daar voldoende toestelle, masjinerie en uitrusting in sy bedryfsinrigting is vir die suksesvolle opleiding van die leerling en dat die bedryfsinrigting 'n minimum van die volgende vir elke seksie of albei seksies het:

(a) Vlakslyping—sferiese vlakslyper, silindervlakslyper, sferiese poleerder;

(b) passing—lensometer, randslyper, snyer, boor;

(c) alle aanvullende gereedskap wat vir die doeltreffende verrigting van sy werk nodig is.

(2) Mits die Raad hom daarvan vergewis het dat daar op bevredigende wyse aan klousules 9 (1) en 15 (1) van hierdie Ooreenkoms voldoen word, moet hy 'n werkgewer toelaat om 'n optiese meganikus, leerling, in diens te neem soos by klousule 9 (1) bepaal.

(3) Ingeval 'n verandering in die getalsverhouding soos uiteengesit in klousule 9 (1) vir die leerling nadelig is, moet sodanige toestemming ingetrek word.

16. ANNUAL LEAVE AND PUBLIC HOLIDAYS

(1) An employer shall grant to each of his employees in respect of each completed year of employment with him leave of absence on full pay at the rate of remuneration the employee was receiving immediately before the commencement of such leave as follows:

(a) In the case of a watchman, three consecutive weeks;

(b) in the case of every other employee, 15 consecutive working days: Provided that—

(i) an employer shall grant five additional consecutive working days' leave of absence on full pay to any employee who has worked continuously for him for not less than five consecutive years;

(ii) the period of leave prescribed in this subclause shall not be concurrent with paid sick leave or with notice of termination of service or with any period during which an employee is undergoing military service in pursuance of the Defence Act, 1957;

(iii) if any public holiday referred to in subclause (7) falls within the period of leave prescribed in this clause, such holiday shall be added to the said period as a further period of leave of absence on full pay.

(2) The leave referred to in subclause (1) shall be granted at a time to be fixed by the employer: Provided that—

(i) an employer may require or permit his employee to take his annual leave before the completion of the year of employment to which it relates;

(ii) if such leave has not been granted earlier, it shall be granted within two months of the completion of the year of employment to which it relates.

(3) The remuneration in respect of annual leave referred to in subclause (1) shall be paid on the last working day before the date of the commencement of such leave.

(4) Upon termination of employment the employer shall pay to an employee his full pay in respect of any period of leave which has accrued to him but was not granted, and—

(a) in the case of a foreman and an optical mechanic, qualified, one and a half day's pay; and

(b) in the case of all other employees, one day's pay,

in respect of each completed month of employment with the employer after the date on which he last became entitled to leave in terms of subclause (1) or in the case of an employee who has been employed for less than 12 months, after the date of commencement of his employment.

(5) Any period during which an employee—

(a) is on leave in terms of subclause (1); or

(b) undergoes military service under the Defence Act, 1957; or

(c) is absent from work on the instructions or at the request of the employer; or

(d) is absent due to illness: Provided that such absence shall not exceed 30 days during any 12 months of service,

shall be deemed to be employment for the purpose of subclause (1).

16. JAARLIKSE VERLOF EN OPENBARE VAKANSIEDAE

(1) 'n Werkgewer moet aan elkeen van sy werknemers ten opsigte van elke voltooide jaar diens by hom, afwesigheidsverlof met volle betaling teen die besoldigingskaal wat die werknemer onmiddellik voor die aanvang van sodanige verlof ontvang het, soos volg toestaan:

(a) In die geval van 'n wag, drie agtereenvolgende weke;

(b) in die geval van alle ander werknemers, 15 agtereenvolgende werkdae: Met dien verstande dat—

(i) 'n werkgewer vyf addisionele agtereenvolgende werkdae afwesigheidsverlof met volle betaling aan 'n werknemer moet toestaan wat minstens vyf agtereenvolgende jaar ononderbroke vir hom gewerk het;

(ii) die verloftydperk voorgeskryf by hierdie subklousule nie mag saamval nie met betaalde siekteverlof of met 'n kennisgewingstermyn vir diensbeëindiging of met enige tydperk waartydens 'n werknemer militêre diens ingevolge die Verdedingswet, 1957, ondergaan;

(iii) indien 'n openbare vakansiedag in subklousule (7) bedoel, binne die tydperk van verlof val wat by hierdie klousule voorgeskryf word, sodanige vakansiedag by genoemde tydperk bygetel moet word as 'n verdere tydperk van afwesigheidsverlof met volle betaling.

(2) Die verlof in subklousule (1) bedoel, moet toegestaan word op 'n tyd wat die werkgewer vasstel: Met dien verstande dat—

(i) 'n werkgewer van sy werknemer kan vereis of hom kan toelaat om sy jaarlikse verlof te neem voor die voltooiing van die diensjaar waarop dit betrekking het;

(ii) indien sodanige verlof nie vroeër toegestaan is nie, dit toegestaan moet word binne twee maande na voltooiing van die diensjaar waarop dit betrekking het.

(3) Die besoldiging ten opsigte van jaarlikse verlof in subklousule (1) bedoel, moet op die laaste werkdag voor die aanvangsdatum van sodanige verlof betaal word.

(4) By diensbeëindiging moet die werkgewer aan 'n werknemer sy volle besoldiging betaal ten opsigte van enige tydperk van verlof wat hom toekom maar nie aan hom toegestaan is nie, en—

(a) in die geval van 'n voorman en 'n optiese meganikus, gekwalifiseer, een en 'n half dag se loon; en

(b) in die geval van alle ander werknemers, een dag se loon,

ten opsigte van elke voltooide maand diens by die werkgewer na die datum waarop hy laas op verlof ingevolge subklousule (1) geregtig geword het, of, in die geval van 'n werknemer wat minder as 12 maande in diens was, na die datum van sy diensaanvaarding.

(5) Enige tydperk wat 'n werknemer—

(a) kragtens subklousule (1) met verlof is; of

(b) ingevolge die Verdedigingswet, 1957, militêre diens doen; of

(c) van sy werk afwesig is op las of op versoek van die werkgewer; of

(d) afwesig is weens siekte: Met dien verstande dat sodanige afwesigheid hoogstens 30 dae gedurende 'n tydperk van 12 maande diens beloop,

word by die toepassing van subklousule (1) geag diens te wees.

(6) For the purposes of this clause the period of employment shall be deemed to commence from—

(a) the date on which the employee entered the employer's service; or

(b) the date on which the employee last became entitled to leave,

whichever is the later.

(7) In addition to the annual leave referred to in subclause (1), an employer shall grant to all his employees leave of absence on full pay on all statutory public holidays: Provided that an employee may, with his consent, be required to work on any such day.

17. TERMINATION OF EMPLOYMENT

(1) An employer or an employee who wishes to terminate the contract of employment shall—

(a) in the case of a weekly paid employee, give not less than one week's written notice; and

(b) in the case of a monthly paid employee give not less than two weeks' written notice,

to terminate the contract, or an employer or an employee may terminate the contract without notice by paying the employee or paying or forfeiting to the employer, as the case may be, in lieu of such notice not less than—

(i) in the case of one week's notice, the weekly wage which the employee is receiving at the date of such termination;

(ii) in the case of two weeks' notice, the proportion of the monthly wage which the employee is receiving at the date of such termination, calculated by dividing the monthly wage by four and one third and by multiplying the figure arrived at by two:

Provided that this shall not affect—

(i) the right of an employer or an employee to terminate the contract without notice for any cause recognised by law as sufficient;

(ii) any written agreement between an employer and his employee which provides for a period of notice of equal duration on both sides and longer than that prescribed in this clause;

(iii) the operation of any forfeiture or penalties which by law may be applicable in respect of desertion by any employee.

(2) Where there is an agreement in terms of proviso (ii) to subclause (1), the payment or forfeiture in lieu of notice shall correspond to the period of notice agreed upon.

(3) The notice prescribed in cubclause (1) shall—

(a) in the case of a weekly paid employee, be given and take effect on any working day of the week;

(b) in the case of a monthly paid employee, be given and take effect on any working day of the month:

Provided that—

(i) the period of notice shall not run concurrently with, nor shall notice be given during, an employee's absence on leave granted in terms of clause 16, or an employee's absence on military service under the Defence Act, 1957;

(6) By die toepassing van hierdie klousule word die tydperk van diens geag te begin op—

(a) die datum waarop die werknemer by die werkgewer in diens getree het; of

(b) die datum waarop die werknemer laas op verlof geregtig geword het,

en wel op die jongste van die twee datums.

(7) Benewens die jaarlikse verlof in subklousule (1) bedoel, moet 'n werkgewer aan al sy werknemers afwesigheidsverlof met volle betaling toestaan op alle statutêre openbare vakansiedae: Met dien verstande dat daar van 'n werknemer vereis kan word om met sy toestemming op so 'n dag te werk.

17. DIENSBEËINDIGING

(1) 'n Werkgewer of 'n werknemer wat die dienskontrak wil beëindig, moet—

(a) in die geval van 'n werknemer wat weekliks besoldig word, minstens een week skriftelik kennis gee; en

(b) in die geval van 'n werknemer wat maandeliks besoldig word, minstens twee weke skriftelik kennis gee,

van die beëindiging van die kontrak, of 'n werkgewer of 'n werknemer kan die kontrak sonder kennisgewing beëindig deur, in plaas van sodanige kennisgewing, minstens die volgende aan die werknemer te betaal of aan die werkgewer te betaal of te verbeur, na gelang van die geval:

(i) In die geval van een week kennisgewing, die weekloon wat die werknemer op die datum van sodanige beëindiging ontvang;

(ii) in die geval van twee weke kennisgewing, die gedeelte van die maandloon wat die werknemer op die datum van sodanige beëindiging ontvang, bereken deur die maandloon deur vier en een derde te deel en die resultaat met twee te vermenigvuldig:

Met dien verstande dat die volgende nie hierdeur geraak word nie:

(i) Die reg van 'n werkgewer of 'n werknemer om die kontrak om 'n regsgeldige rede sonder kennisgewing te beëindig;

(ii) 'n skriftelike ooreenkoms tussen 'n werkgewer en sy werknemer waarin voorsiening gemaak word vir 'n kennisgewingstermyn wat vir albei partye ewe lank is en langer is as dié wat by hierdie klousule voorgeskryf word;

(iii) die werking van enige verbeuring of boetes wat regtens van toepassing mag wees ten opsigte van 'n werknemer wat dros.

(2) Waar daar 'n ooreenkoms ingevolge voorbehoudsbepaling (ii) van subklousule (1) bestaan, moet die betaling of verbeuring in plaas van kennisgewing eweredig wees aan die kennisgewingstermyn waaroor daar ooreengekom is.

(3) Die kennisgewing by subklousule (1) voorgeskryf, moet—

(a) in die geval van 'n werknemer wat weekliks besoldig word, op enige werkdag van die week geskied en van krag word;

(b) in die geval van 'n werknemer wat maandeliks besoldig word, op enige werkdag van die maand geskied en van krag word:

Met dien verstande dat—

(i) die kennisgewingstermyn nie mag saamval nie met en kennis nie gegee mag word nie gedurende 'n werknemer se afwesigheid met verlof ingevolge klousule 16, of 'n werknemer se afwesigheid weens militêre diens ingevolge die Verdedigingswet, 1957;

(ii) notice shall not be given during an employee's absence from work through illness, provided the period of absence does not exceed 30 days in the aggregate in a calendar year or, in the case of confinement, 12 weeks.

18. PREMIUMS

No premium shall be charged to an employee or accepted from an employee by an employer for the training of such employee.

19. PROHIBITION OF EMPLOYMENT

An employer shall not employ any person under the age of 15 years.

20. EXISTING CONTRACTS

Any contract of service in operation at the date of commencement of this Agreement or concluded subsequent to such date shall be not less favourable than the provisions of this Agreement.

21. CERTIFICATE OF SERVICE

(1) Every employer shall, on termination of employment by an employee, other than a casual employee, complete in triplicate a certificate of service in a form prescribed by the Council. The original shall be handed to the employee, the duplicate shall be forwarded to the Secretary of the Council within seven days and the triplicate shall be retained by the employer.

(2) An employer shall, before engaging an employee for work who has previously been employed in the Industry, require such employ to produce a certificate of service issued in terms of subclause (1) together with a certificate of experience issued by the Secretary of the Council which shall be in a form prescribed by the Council.

(3) Every employer shall, within 14 days of the engagement of an employee, complete and forward to the Secretary of the Council the engagement form as prescribed by the Council together with the certificate of experience handed to him by the employee.

22. EXEMPTIONS

(1) Subject to the proviso to section 51 (3) of the Act, the Council may grant to or in respect of any employer or employee exemption from any of the provisions of this Agreement.

(2) The Council shall fix the conditions subject to which such exemption is granted and the period during which it shall operate, and may after one week's notice in writing to the person concerned, withdraw such exemption: Provided that no exemption shall be granted to permit a female employee to be employed—

(i) between 18:00 and 06:00; and

(ii) after 13:00 on more than five days in any week, except for the purpose of performing work which is necessitated by an emergency.

(3) The Secretary of the Council shall issue to every person exempted in accordance with the provisions of this clause, a licence signed by him, setting out—

(a) the full name of the person concerned;

(b) the provisions of the Agreement from which exemption is granted;

(c) the conditions fixed in terms of the provisions of subclause (2) subject to which such exemption is granted; and

(d) the period during which the exemption shall operate.

(ii) kennis nie gegee mag word nie gedurende 'n werknemer se afwesigheid van die werk weens siekte, mits die tydperk van afwesigheid altesaam hoogstens 30 dae in 'n kalenderjaar of, in die geval van 'n bevalling, 12 weke beloop.

18. PREMIES

'n Werkgewer mag geen premie van 'n werknemer vra of aanneem vir die opleiding van sodanige werknemer nie.

19.VERBOD OP INDIENSNEMING

'n Werkgewer mag niemand onder die ouderdom van 15 jaar in diens neem nie.

20. BESTAANDE KONTRAKTE

'n Dienskontrak wat op die datum van inwerkingtreding van hierdie Ooreenkoms van krag is of wat na sodanige datum aangegaan word, mag nie minder gunstig wees as die bepalings van hierdie Ooreenkoms nie.

21. DIENSSERTIFIKAAT

(1) Elke werkgewer moet by die diensbeëindiging van 'n werknemer, uitgesonderd 'n los werknemer, 'n dienssertifikaat in 'n vorm deur die Raad voorgeskryf, in drievoud invul. Die oorspronklike moet aan die werknemer oorhandig word, die duplikaat moet binne sewe dae aan die Sekretaris van die Raad gestuur word en die triplikaat moet deur die werkgewer bewaar word.

(2) 'n Werkgewer moet, voordat hy 'n werknemer in diens neem wat voorheen in die Nywerheid werksaam was, van sodanige werknemer vereis om 'n dienssertifikaat te toon wat ooreenkomstig subklousule (1) uitgereik is, tesame met 'n sertifikaat van ondervinding wat deur die Sekretaris van die Raad uitgereik is en wat in 'n vorm deur die Raad voorgeskryf is.

(3) Elke werkgewer moet binne 14 dae na die indiensneming van 'n werknemer die indiensnemingsvorm soos deur die Raad voorgeskryf, invul en dit, tesame met die sertifikaat van ondervinding wat die werknemer aan hom oorhandig het, aan die Sekretaris van die Raad stuur.

22. VRYSTELLINGS

(1) Behoudens die voorbehoudsbepaling van artikel 51 (3) van die Wet, kan die Raad aan of ten opsigte van 'n werkgewer of 'n werknemer vrystelling van enige van die bepalings van hierdie Ooreenkoms verleen.

(2) Die Raad moet die voorwaardes bepaal waarop sodanige vrystelling verleen word asook die tydperk waartydens dit van krag sal wees, en kan na een week se skriftelike kennisgewing aan die betrokke persoon sodanige vrystelling intrek: Met dien verstande dat geen vrystelling verleen mag word nie ten einde 'n vroulike werknemer toe te laat—

(i) om tussen 18:00 en 06:00 te werk; en

(ii) om na 13:00 op meer as vyf dae in 'n week te werk, behalwe met die doel om werk te verrig wat deur 'n noodgeval genoodsaak word.

(3) Die Sekretaris van die Raad moet aan elke persoon wat ooreenkomstig hierdie klousule vrygestel word, 'n sertifikaat uitreik wat hy onderteken en waarin die volgende vermeld word:

(a) Die volle naam van die betrokke persoon;

(b) die bepalings van die Ooreenkoms waarvan vrystelling verleen word;

(c) die voorwaardes ingevolge subklousule (2) bepaal waarop sodanige vrystelling verleen word; en

(d) die tydperk waartydens die vrystelling van krag is.

(4) The Secretary of the Council shall—

(a) number consecutively all licences issued; and

(b) retain a copy of each licence issued.

(5) Where any exemption is applied for affecting the conditions of employment of any employee, such application for exemption must be submitted in writing to the Secretary of the Council duly signed by the employer and employee affected.

(6) Every employer shall observe the provisions of any licence of exemption issued in terms of this clause.

23. COUNCIL FUNDS

(1) The funds of the Council, which shall be vested in and administered by the Council, shall be provided in the following manner:

From the wage, as set out in clause 4, paid to the employee the employer shall make the deductions set out hereunder and add a like amount to be contributed by himself: R1,00 per week.

The total amount payable shall be forwarded by the employer to the Secretary of the Council not later than the 14th day of the month following the month in which the contributions fall due, under cover of a form prescribed by the Council.

24. SICKNESS AND SICK LEAVE AND MATERNITY LEAVE

(1) After three months' consecutive service with the same employer, such employer shall grant to an employee who is absent from work through sickness or accident not caused by his own negligence or misconduct, other than an accident compensable under the Workmen's Compensation Act, 1941, 12 working days' sick leave in the aggregate during any one year of employment with him, and shall pay to him in respect of each working day thereof an amount of not less than one fifth of the weekly wage which he was receiving immediately before the commencement of such sick leave: Provided that the employer may require his employee to produce, in respect of each period of absence for which payment is claimed, a certificate signed by a registered medical practitioner showing the nature of the employee's illness and certifying that he was unfit for work:

Provided further, that the employer may require his employee to notify him within three days of such absence and to produce, in respect of each period of absence for which payment is claimed, a certificate signed by a registered medical practitioner showing the nature of the employee's illness and certifying that he was unfit for work.

(2) ***Maternity leave:*** Pregnant employees, who have been in the employ of the same employer for not less than 12 consecutive months, shall be entitled to unpaid leave of not more than 12 consecutive weeks:

Provided that the employer may require the employee to produce in respect of the period of absence a medical certificate signed by a registered medical practitioner.

25. UNIFORMS AND OVERALLS

(1) An employer shall provide free of charge, and maintain in clean and proper condition, uniforms and overalls, which shall remain the property of the employer.

(4) Die Sekretaris van die Raad moet—

(a) alle sertifikate wat uitgereik word, agtereenvolgens nommer; en

(b) 'n afskrif van elke sertifikaat wat uitgereik word, bewaar.

(5) Waar aansoek gedoen word om 'n vrystelling wat die diensvoorwaardes van 'n werknemer raak, moet sodanige aansoek om vrystelling skriftelik en behoorlik deur die betrokke werkgewer en werknemer onderteken, aan die Sekretaris van die Raad voorgelê word.

(6) Elke werkgewer moet die bepalings van 'n vrystelling-sertifikaat wat ooreenkomstig hierdie klousule uitgereik is, nakom.

23. FONDSE VAN DIE RAAD

(1) Die fondse van die Raad, wat berus by en geadministreer word deur die Raad, word op die volgende manier verskaf:

Die werkgewer moet van die lone, soos in klousule 4 uiteengesit, betaalbaar aan werknemers ondervermelde bedrag aftrek en 'n gelyke bedrag daarby voeg wat hy as werkgewer moet bydra: R1,00 per week.

Die totale bedrag betaalbaar, moet voor of op die 14de dag van die maand wat volg op die maand waarin die bydraes betaalbaar is, deur die werkgewer aan die Sekretaris van die Raad gestuur word, vergesel van in 'n vorm deur die Raad voorgeskryf.

24. SIEKTE EN SIEKTEVERLOF EN KRAAMVERLOF

(1) Na drie maande ononderbroke diens by dieselfde werkgewer moet sodanige werkgewer aan 'n werknemer wat van die werk afwesig is weens siekte of 'n ongeluk wat nie deur sy eie nalatigheid of wangedrag veroorsaak is nie, behalwe 'n ongeluk wat kragtens die Ongevallewet, 1941, vergoedingspligtig is siekteverlof van altesaam 12 werkdae gedurende 'n enkele jaar diens by hom toestaan, en aan hom ten opsigte van elke werkdag daarvan 'n bedrag betaal van minstens een vyfde van die weekloon wat hy onmiddellik voor die aanvang van sodanige siekteverlof ontvang het: Met dien verstande dat die werkgewer van sy werknemer kan vereis om ten opsigte van elke tydperk van afwesigheid waarvoor betaling gevra word, 'n sertifikaat voor te lê wat deur 'n geregistreerde geneesheer onderteken is en waarin die aard van die werknemer se siekte vermeld word en gesertifiseer word dat hy ongeskik vir werk is:

Met dien verstande voorts dat die werkgewer van sy werknemer kan vereis om hom binne drie dae na sodanige afwesigheid daarvan te verwittig en om ten opsigte van elke tydperk van afwesigheid waarvoor betaling gevra word, 'n sertifikaat voor te lê wat deur 'n geregistreerde geneesheer onderteken is en waarin die aard van die werknemer se siekte vermeld word en gesertifiseer word dat hy ongeskik vir werk is.

(2) ***Kraamverlof:*** Swanger werknemers wat minstens 12 agtereenvolgende maande by dieselfde werkgewer in diens was, is geregtig op onbetaalde verlof van hoogstens 12 agtereenvolgende weke:

Met dien verstande dat die werkgewer van die werknemer kan vereis om ten opsigte van die tydperk van afwesigheid 'n mediese sertifikaat voor te lê wat deur 'n geregistreerde geneesheer onderteken is.

25. UNIFORMS EN OORPAKKE

(1) 'n Werkgewer moet uniforms en oorpakke, wat die eiendom van die werkgewer bly, gratis verskaf en in 'n skoon en goeie toestand hou.

33. ULTRA VIRES

Should any of the provisions of this Agreement be declared *ultra vires* by any competent court of law, the remaining provisions of the Agreement shall be deemed to be the Agreement and shall remain in force for the unexpired portion of the Agreement.

34. INSURANCE OF EMPLOYEES' PERSONAL EFFECTS

Every employer shall insure and keep insured with a well-established and reputable fire insurance company each and every one of his employees for whom wages and conditions of employment are prescribed in this Agreement, against the loss or damage to his cloting and personal effects caused by fire upon the premises of the employer, such loss or damage arising out of each such fire for the purpose of such insurance to be limited to R50,00 in respect of each employee.

Signed at Johannesburg, on behalf of the parties, this 8th day of October 1992.

G. JUGMANS,
Chairman of the Council.

C. A. PAUL,
Secretary of the Council.

No. R. 422 **19 March 1993**

LABOUR RELATIONS ACT, 1956

MOTOR TRANSPORT UNDERTAKING (GOODS): AMENDMENT OF MAIN AGREEMENT

I, Leon Wessels, Minister of Manpower, hereby—

(a) in terms of section 48 (1) (a) of the Labour Relations Act, 1956, declare that the provisions of the Agreement (hereinafter referred to as the Amending Agreement) which appears in the Schedule hereto and which relates to the Undertaking, Industry, Trade or Occupation referred to in the heading to this notice, shall be binding, with effect from the first Monday after the date of publication of this notice and for the period ending 31 December 1993, upon the employers' organisation and the trade unions which entered into the Amending Agreement and upon the employers and employees who are members of the said organisation or unions; and

(b) in terms of section 48 (1) (b) of the said Act declare that the provisions of the Amending Agreement, excluding those contained in clause 1 (1) (a), shall be binding, with effect from the first Monday after the date of publication of this notice and for the period ending 31 December 1993, upon all employers and employees, other than those referred to in paragraph (a) of this notice, who are engaged or employed in the said Undertaking, Industry, Trade or Occupation in the areas specified in clause 1 of the Amending Agreement.

L. WESSELS,
Minister of Manpower.

33. ULTRA VIRES

Indien enige van die bepalings van hierdie Ooreenkoms deur 'n bevoegde geregshof *ultra vires* verklaar word, word die oorblywende bepalings van die Ooreenkoms geag die Ooreenkoms te wees en bly dit van krag vir die onverstreke duur van die Ooreenkoms.

34. VERSEKERING VAN WERKNEMERS SE PERSOONLIKE BESITTINGS

Elke werkgewer moet elkeen van sy werknemers vir wie lone en diensvoorwaardes in hierdie Ooreenkoms voorgeskryf word, by 'n goed gevestigde en agtenswaardige brandversekeringsmaatskappy verseker en verseker hou teen die verlies of beskadiging van sy klerasie en persoonlike besittings weens brand op die perseel van die werkgewer. Sodanige verlies of skade wat voortspruit uit elke sodanige brand word vir die doel van sodanige versekering beperk tot R50,00 ten opsigte van elke werknemer.

Namens die partye op hede die 8ste dag van Oktober 1992 te Johannesburg onderteken.

G. JUGMANS,
Voorsitter van die Raad.

C. A. PAUL,
Sekretaris van die Raad.

No. R. 422 **19 Maart 1993**

WET OP ARBEIDSVERHOUDINGE, 1956

MOTORVERVOERONDERNEMING (GOEDERE): WYSIGING VAN HOOFOOREENKOMS

I, Leon Wessels, Minister van Mannekrag, verklaar hierby—

(a) kragtens artikel 48 (1) (a) van die Wet op Arbeidsverhoudinge, 1956, dat die bepalings van die Ooreenkoms (hierna die Wysigingsooreenkoms genoem) wat in die Bylae hiervan verskyn en betrekking het op die Onderneming, Nywerheid, Bedryf of Beroep in die opskrif by hierdie kennisgewing vermeld, met ingang van die eerste Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 31 Desember 1993 eindig, bindend is vir die werkgewersorganisasie en die vakverenigings wat die Wysigingsooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasie of verenigings is; en

(b) kragtens artikel 48 (1) (b) van genoemde Wet dat die bepalings van die Wysigingsooreenkoms, uitgesonderd dié vervat in klousule 1 (1) (a) met ingang van die eerste Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 31 Desember 1993 eindig, bindend is vir alle ander werkgewers en werknemers as dié genoem in paragraaf (a) van hierdie kennisgewing wat betrokke is by of in diens is in genoemde Onderneming, Nywerheid, Bedryf of Beroep in die gebiede in klousule 1 van die Wysigingsooreenkoms gespesifiseer.

L. WESSELS,
Minister van Mannekrag.

(2) In order to maintain such uniforms and overalls in clean condition, the employer may launder them or may enter into a mutual arrangement with his employees whereby the employees launder their uniforms and oversalls in their own time upon payment to them of the following amounts in respect of each:

	Per week
Laundering a dust coat or a white coat.....	R2,00 each
Laundering a boiler suit.....	R2,00 each

26. ADMINISTRATION OF AGREEMENT

The Council shall be the body responsible for the administration of this Agreement and may issue expressions of opinion not inconsistent with its provisions for the guidance of the employers and the employees.

27. ORGANISATION OF EMPLOYEES

An employer shall permit Optical Workers' Union officials admission to factory grounds and/or rest rooms or, where no such grounds or rest rooms are available, entrance to his establishment, for the purpose of carrying on Optical Workers' Union organisation.

28. AGENTS

The Council shall appoint one or more specified persons as agents to assist it in giving effect to the tems of this Agreement. Every employer shall permit such agent to inspect premises and institute such enquiries, inspect such records and interrogate such persons as may be necessary for this purpose, and every person interrogated shall be required to furnish such information to the best of his knowledge.

29. OPTICAL WORKERS' UNION REPRESENTATIVES ON THE COUNCIL

Employers shall give to any of their employees who are representatives on the Council every reasonable facility to attend to their duties in connection with the work of the Council.

30. INTERPRETATION OF AGREEMENT

In the event of a dispute arising from the meaning or interpretation of any definition, expression or other clauses of this Agreement the meaning assigned to such definition, interpretation or any other clause of the Agreement by the Industrial Council shall be accepted as the correct interpretation.

31. EXHIBITION OF AGREEMENT

Every employer shall keep exhibited in his establishment in a place readily accessible to his employees, a legible copy of this Agreement in both official languages, in the form prescribed in the regulations under the Act.

32. SUBSCRIPTIONS TO TRADE UNION

(1) Every employer shall deduct from the wages of those of his employees, other than casual employees, who are members of the trade union, the contributions payable to such trade union in terms of the constitution of the trade-union concerned.

All amounts payable in terms of this clause shall be paid by the employer month by month, and not later than the 14th day of each month following that in respect of which they are due, to the Secretary of the Council. When making such payment the employer shall furnish a statement in the form prescribed by the Council.

(2) For the purposes of this clause, the Council shall advise every employer of the amount of the contribution which is to be deducted from time to time in terms of the constitution of the trade union.

(2) Ten einde sodanige uniforms en oorpakke in 'n skoon toestand te hou, kan die werkgewer hulle was en stryk of kan hy 'n onderlinge reëling met sy werknemers aangaan waarvolgens die werknemers hul uniforms en oorpakke in hul eie tyd was en stryk teen betaling aan hulle van die volgende bedrae ten opsigte van elkeen:

	Per week
Was en stryk van 'n stofjas of 'n wit jas	R2,00 elk
Was en stryk van 'n ketelpak.....	R2,00 elk

26. ADMINISTRASIE VAN OOREENKOMS

Die Raad is die liggaam wat vir die administrasie van hierdie Ooreenkoms verantwoordelik is en kan vir die leiding van die werkgewers en die werknemers meningsuitings uitreik wat nie met die bepalings hiervan onbestaanbaar is nie.

27. ORGANISASIE VAN WERKNEMERS

'n Werkgewer moet aan beamptes van die Optical Workers' Union toegang verleen tot die fabrieksterrein en/of -ruskamers of, indien sodanige terrein of ruskamer nie beskikbaar is nie, toegang verleen tot sy bedryfsinrigting ten einde organisasiewerk vir die Optical Workers' Union te verrig.

28. AGENTE

Die Raad moet een of meer aangewese persone as agente aanstel om hom te help met die uitvoering van hierdie Ooreenkoms. Elke werkgewer moet sodanige agent toelaat om die perseel te inspekteer en die navrae te doen, die registers na te gaan en die persone te ondervra wat vir hierdie doel nodig is, en elkeen wat ondervra word, moet sodanige inligting na sy beste wete verstrek.

29. VERTEENWOORDIGERS VAN DIE OPTICAL WORKERS' UNION IN DIE RAAD

Werkgewers moet aan enige van hul werknemers wat as verteenwoordigers in die Raad dien elke redelike fasiliteit verskaf ten einde hul pligte in verband met die werk van die Raad uit te voer.

30. INTERPRETASIE VAN OOREENKOMS

In die geval van 'n geskil wat ontstaan uit die betekenis of uitleg van enige woordomskrywing, uitdrukking of ander klousules van hierdie Ooreenkoms, moet die betekenis deur die Nywerheidsraad aan sodanige woordomskrywing, uitleg of ander klousule van die Ooreenkms toegeken as die korrekte uitleg aanvaar word.

31. VERTONING VAN OOREENKOMS

Elke werkgewer moet in sy bedryfsinrigting in 'n plek wat vir sy werknemers maklik toeganglik is 'n leesbare afskrif van hierdie Ooreenkoms vertoon in albei amptelike tale en in die vorm voorgeskryf in die regulasies kragtens die Wet.

32. LEDEGELD AAN VAKVERENIGING

(1) Elke werkgewer moet van die lone van diegene van sy werknemers, uitgesonderd los werknemers, wat lede van die vakvereniging is, die bydraes aftrek wat aan sodanige vakvereniging betaalbaar is ingevolge die konstitusie van die betrokke vakvereniging.

Alle bedrae betaalbaar ingevolge hierdie klousule moet maandeliks voor of op die 14de dag van elke maand wat volg op die maand ten opsigte waarvan hulle betaalbaar is, deur die werkgewer aan die Sekretaris van die Raad betaal word. Wanneer die werkgewer sodanige betaling doen, moet hy 'n opgawe verskaf in die vorm deur die Raad voorgeskryf.

(2) By die toepassing van hierdie klousule moet die Raad elke werkgewer laat weet wat die bedrag is van die bydrae wat van tyd tot tyd ingevolge die konstitusie van die vakvereniging afgetrek moet word.

Numsa devises sophisticated strategy

W/Mail 19/3-25/3/93.

355

The country's biggest trade union has unveiled a three-year bargaining strategy, including wide-ranging proposals, instead of the annual wage and working conditions demands.

By **FERIAL HAFFAJEE**

THE National Union of Metalworkers of South Africa's three-year bargaining strategy, unveiled this week, is an eloquent symbol of a changing trade union movement.

The country's largest union has placed itself at the cutting edge of the four sectors across which it organises and adopted ambitions usually reserved for the captains of industry.

"The objective (of Numsa) is to modernise the industry, while protecting employment, developing skills and career paths and developing world-class manufacturing."

Instead of the annual bargaining round, the union has tabled a wide variety of proposals with deadlines staggered over the next three years. It has also tabled a demand for inflation-based increases over the next three years and added the rider that real wages should have increased 15 percent by 1994.

Numsa is looking to close wage differentials — the union believes that no worker should earn less than 60 percent of the artisan pay rates. Some workers in the motor industry earn 16 percent of the artisan rate.

"We now see negotiations as a process, rather than as an annual event," says Numsa national bargaining secretary Les Kettledas. "Every year we picked some targets and through a 'hit and miss' process tried to win some benefits for our members."

He also says many proposals were entrusted to "sub-committees which became dumping grounds".

Instead of reducing the union's capability for strike action, the staggered targets make it easier for the union to organise, believes Kettledas. "We will be able to determine from time to time on which issues we will deadlock."

Key features of the new strategy are Numsa's efforts to streamline the grading system and link it to skills, career paths and remuneration, and to provide employment security.

"It's an integrated package which in addition provides productivity, quality, and efficiency in the industry and is crucial for its development," believes Kettledas.

Numsa proposed that there should be only five grades across all industries, that workers' skills be assessed according to these grades and that new wage rates be set in place.

This will enable workers to progress along a career path and will entail added responsibility — or multi-skilling — for workers. Training will also be linked to industry education and training boards.

The union has also attempted to put almost identical benefit demands to employers in the motor, engineering, auto and tyre industries. It plans to negotiate the following:

- To unite all the pension funds in the different sectors into "single sector-wide schemes" and to do the same with racially based medical benefit schemes by this time next year.
- To negotiate disability support equivalent to 60 percent of workers' wages.
- To secure six months' maternity leave for women and to reduce working hours to 40 a week by 1996.

The union has also proposed bilateral working groups to restructure the industry by investigating production, export incentive programmes, regional policy and industry co-operation initiatives.

Bargaining committees have been cut down and mandate and report back procedures fine-tuned to ensure that fissures don't develop between the leadership and rank-and-file of the union because of its growing sophistication.

The union also agreed that the house agreements in the engineering industry — separate agreements in specific companies — should become part of the main (wage and working) agreement by July this year and proposed that the auto, tyre and motor-component manufacturing sectors merge by 1996.

Star 26/3/93

500 000 jobs lost over last 3 years

(365)

By Michael Chester

The total number of jobs wiped out by the recession in the past three years has climbed to 500 000, according to estimates released in Johannesburg yesterday.

Foundation for African Business and Consumer Services (Fabcos) statistics show that no fewer than 5 900 companies have been liquidated.

Fabcos president Jabu Mabuza said the growing toll of casualties made it crucial that the business sector pushed ahead with a dynamic economic agenda rather than stand holding its breath while awaiting a political settlement.

The urgency of economic action, he said, was underlined by the surge in unemployment since 1989 — with 340 000 jobs axed in the formal business sector, 130 000 jobs lost due to the recession and drought in the agricultural sector, and jobs cut by 30 000 in the informal sector.

Problems were compounded by the arrival of 1 million more school-leavers on the job market in three years of economic decline.

Mabuza was addressing business leaders at the formal launch of a new publication compiled by the Consultative Business Movement (CBM) entitled "Managing Change — a guide to the role of business in the transition."

"The issue business needs to face is sheer survival," he said. "Yet even now most of us are waiting for a miracle from political talks at the World Trade Centre.

"Even if our prayers are answered and the politicians set a firm agenda and schedule for negotiations, that alone will not provide a solution to the problems that face business, nor automatically provide answers to poverty, economic decline, violence and crime.

"The new CBM publication is a warning bell that if business cannot see beyond the immediate economic exigencies and take a long term view, we may stand to lose it all. Businesses that insist on 'business as usual' will struggle to survive in a radically new environment."

Action was vital to broaden the ownership and management base of business to ensure black economic empowerment.

"If political enfranchisement is not backed with economic enfranchisement we will be heading for an extremely volatile and dangerous situation," he added.

"In the forthcoming election, people will not only be voting for a political system, they will also be voting for an economic system."

Political analyst and academic Dr Van Zyl Slabbert, who also spoke at the launch, agreed that only by broadening the base of business and management structures would South Africa address its four main problems: economic growth, redistribution, political legitimacy and social stability.

BYLAE

Die Bylae by Goewermentskennisgewing No. R. 2477 van 16 November 1984, soos gewysig by Goewermentskennisgewings Nos. R. 1138 van 13 Junie 1986, R. 616 van 27 Maart 1987, R. 2852 van 31 Desember 1987, R. 1804 van 9 September 1988, R. 20 van 13 Januarie 1989, R. 256 van 24 Februarie 1989, R. 400 van 1 Maart 1991, R. 966 van 10 Mei 1991, R. 2490 en R. 2491 van 18 Oktober 1991, R. 2654 van 8 November 1991 en R. 442 van 5 Februarie 1992, R. 2892 van 16 Oktober 1992 en R. 3304 van 11 Desember 1992, word hierby gewysig deur item 7 (a) deur die volgende item te vervang:

"7. (a) (i) Enige raad, komitee, kommissie of ander liggaam by of kragtens die een of ander wet ingestel:

President, Direkteur, Voorsitter, Senior Hoofbestuurder, Hoofbestuurder, Hoofbestuurder: Korporatiewe Dienste, Adjunkhoofbestuurder, Assistenthoofbestuurder, Streekbestuurder, Bestuurder, Administratiewe en Finansiële Bestuurder, Bestuurder: Administrasie, Assistentbestuurder, Hoof: Regsdienste, Hoof Uitvoerende Beampte, Uitvoerende Beampte, Adjunk Uitvoerende Beampte, Hoof Administratiewe Beampte, Senior Administratiewe Beampte, Administratiewe Beampte, Hoofaktuaris, Hoofproduksiebemarkingsbeampte, Registrateur, Lid, Sekretaris, Hoofrekenmeester, Assistenthoofrekenmeester, Senior Rekenmeester, Rekenmeester, Inspekteur, Afdelingshoof, Komiteeklerk, Amptenare met die rang van Afdelingsbestuurder en hoër. Republiek.

(ii) Enige plaaslike owerheid soos omskryf in artikel 1 van die Wet op die Besoldiging van Stadsklerke, 1984 (Wet No. 115 van 1984):

(aa) enige verkose of benoemde lid van 'n plaaslike owerheid; Republiek.

(bb) enige beampte—

(i) wat op die tweede hoogste posvlak in die diens van 'n plaaslike owerheid is wat ingevolge bogemelde Wet of vir die doeleindes van enige ander wet as die laagste gegraad plaaslike owerheid gradeer is; of Republiek.

(ii) in die diens van 'n plaaslike owerheid is en wat 'n pos beklee ten opsigte waarvan die minimum salariskerf gelyk is aan, of hoër is as, die maksimum salaris wat ingevolge artikel 12 (1) (a) (ii) van bogemelde Wet of ingevolge enige ander wet, aan 'n beampte in subitem (i) genoem, betaal kan word.".

DEPARTMENT OF MANPOWER

No. R. 464 **26 March 1993**

LABOUR RELATIONS ACT, 1956

MOTOR INDUSTRY: AMENDMENT OF MOTOR INDUSTRY MEDICAL AID FUND AGREEMENT

I, Leon Wessels, Minister of Manpower, hereby in terms of section 48 (1) (a) of the Labour Relations Act, 1956, declare that the provisions of the Agreement (hereinafter referred to as the Amending Agreement) which appears in the Schedule hereto and which relates to the Undertaking, Industry, Trade or Occupation referred to in the heading to this notice, shall be binding with effect from the second Monday after the date of publication and for the period ending 30 June 1993 upon the employers' organisations and the trade unions which entered into the Amending Agreement and upon the employers and employees who are members of the said organisations or unions.

L. WESSELS,

Minister of Manpower.

DEPARTEMENT VAN MANNEKRAG

No. R. 464 **26 Maart 1993**

WET OP ARBEIDSVERHOUDINGE, 1956

MOTORNYWERHEID: WYSIGING VAN MEDIESE HULPFONDSOOREENKOMS VIR DIE MOTORNYWERHEID

Ek, Leon Wessels, Minister van Mannekrag, verklaar hierby kragtens artikel 48 (1) (a) van die Wet op Arbeidsverhoudinge, 1956, dat die bepalings van die Ooreenkoms (hierna die Wysigingsooreenkoms genoem) wat in die Bylae hiervan verskyn en betrekking het op die Onderneming, Nywerheid, Bedryf of Beroep in die opskrif by hierdie kennisgewing vermeld, met ingang van die tweede Maandag na die datum van publikasie en vir die tydperk wat op 30 Junie 1993 eindig bindend is vir die werkgewersorganisasies en die vakverenigings wat die Wysigingsooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasies of verenigings is.

L. WESSELS,

Minister van Mannekrag.

SCHEDULE

THE NATIONAL INDUSTRIAL COUNCIL FOR THE MOTOR INDUSTRY

MOTOR INDUSTRY MEDICAL AID FUND

AGREEMENT

in accordance with the provisions of the Labour Relations Act, 1956, made and entered into by and between the

South African Motor Industry Employers' Association

and the

South African Vehicle Builders' and Repairers' Association

(hereinafter referred to as the "employers" or the "employers' organisations"), of the one part, and the

Motor Industry Employees' Union of South Africa,

the

Motor Industry Staff Association

and the

National Union of Metalworkers of South Africa

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

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

to amend the Motor Industry Medical Aid Fund Agreement, published under Government Notice No. R. 1598 of 30 July 1982 and amended and extended by Government Notices Nos. R. 2300 of 21 October 1983, R. 772 of 19 April 1984, R. 1319 of 21 June 1985, R. 2843 of 27 December 1985, R. 1330 of 27 June 1986, R. 362 of 20 February 1987, R. 972 of 30 April 1987, R. 1108 of 22 May 1987, R. 1804 of 21 August 1987, R. 747 of 22 April 1988, R. 1490 of 29 June 1990, R. 3137 of 20 December 1991, R. 1667 of 19 June 1992 and R. 3219 of 27 November 1992.

1. SCOPE OF APPLICATION OF AGREEMENT

(1) The terms of this agreement shall be observed in the regions defined in the Agreement published under Government Notice No. R. 1598 of 30 July 1982 by all employers in the Motor Industry who are members of the employers' organisations and by all employees in the said Industry who are members of the Motor Industry Employees' Union of South Africa and the Motor Industry Staff Association and apprentice members of the Motor Industry Combined Workers' Unions.

(2) Notwithstanding the provisions of subclause (1), the terms of this Agreement shall apply in respect of apprentices and their employers but only in so far as such application is not inconsistent with the provisions of the Manpower Training Act, 1981, or any regulation made thereunder or any contract entered into in terms thereof.

2. CLAUSE 9: BENEFITS

Insert the following new subclauses:

"(3) (a) The rejections for the reason 'exceeded benefits or limits' referred to in paragraph 8.6 of the agreement between the Fund and Medikredit SA (Proprietary) Limited that are for the account of the Fund shall be recovered from the employee concerned in terms of this clause.

BYLAE

DIE NASIONALE NYWERHEIDSRAAD VIR DIE MOTORNYWERHEID

MEDIESE HULPFONDS VIR DIE MOTORNYWERHEID

OOREENKOMS

ooreenkomstig die Wet op Arbeidsverhoudinge, 1956, gesluit deur en aangegaan tussen die

South African Motor Industry Employers' Association

en die

South African Vehicle Builders' and Repairers' Association

(hierna die "werkgewers" of die "werkgewersorganisasies" genoem), aan die een kant, en die

Motor Industry Employees' Union of South Africa,

die

Motor Industry Staff Association

en die

National Union of Metalworkers of South Africa

(hierna die "werknemers" of die "vakverenigings" genoem), aan die ander kant,

wat die partye is by die Nasionale Nywerheidsraad vir die Motornywerheid,

tot wysiging van die Ooreenkoms vir die Mediese Hulpfonds vir die Motornywerheid gepubliseer by Goewermentskennisgewing No. R. 1598 van 30 Julie 1982, soos gewysig en verleng by Goewermentskennisgewings Nos. R. 2300 van 21 Oktober 1983, R. 772 van 19 April 1984, R. 1319 van 21 Junie 1985, R. 2843 van 27 Desember 1985, R. 1330 van 27 Junie 1986, R. 362 van 20 Februarie 1987, R. 972 van 30 April 1987, R. 1108 van 22 Mei 1987, R. 1804 van 21 Augustus 1987, R. 747 van 22 April 1988, R. 1490 van 29 Junie 1990, R. 3137 van 20 Desember 1991, R. 1667 van 19 Junie 1992 en R. 3219 van 27 November 1992.

1. TOEPASSINGSBESTEK VAN OOREENKOMS

(1) Hierdie Ooreenkoms moet in die streke omskryf in die Ooreenkoms gepubliseer by Goewermentskennisgewing No. R. 1598 van 30 Julie 1982, nagekom word deur alle werkgewers in die Motornywerheid wat lede is van die werkgewersorganisasies en deur alle werknemers in genoemde Nywerheid wat lede is van die Motor Industry Employees' Union of South Africa en die Motor Industry Staff Association en vakleerlinglede van die Motor Industry Combined Workers' Union.

(2) Ondanks subklousule (1), is hierdie Ooreenkoms op vakleerlinge en op hul werkgewers van toepassing maar slegs vir sover dit nie onbestaanbaar is nie met die Wet op Mannekragopleiding, 1981, of 'n regulasie wat daarkragtens uitgevaardig is of 'n kontrak wat daarkragtens aangegaan is.

2. KLOUSULE 9: BYSTAND

Voeg die volgende nuwe subklousules in:

"(3) (a) Die verwerpings om die rede 'oorskryding van voordele of perke' bedoel in paragraaf 8.6 van die ooreenkoms tussen die Fonds en Medikredit SA (Eiendoms) Beperk wat vir die rekening van die Fonds is, word ingevolge hierdie klousule op die betrokke werknemer verhaal.

(b) The Fund shall in writing specify the following information to the employer of such employee, whereupon the employer shall deduct the amount so specified in accordance with the provisions of clauses 5, 6 and 8 (1) (c) and (3) (b) of this Agreement:

(i) The name of the employee;

(ii) the amount by which the claim submitted exceeded the benefits or limits;

(iii) particulars of the claim submitted by the employee and rejected in terms of clause 9 (6) of the agreement with Medikredit SA (Proprietary) Limited.

(c) For the purposes of clause 5 (a), (b) and (c) the particulars shall be furnished with regard to those members referred to in paragraphs (a) and (b) above.

(4) The deductions referred to in subclause (3) (b) may be made from one or more payments of earnings or leave pay, but no one deduction may exceed 20% of the payment from which it is deducted. Such deduction not exceeding 20% shall be over and above the limit referred to in clause 5 (12) of Division A of the Main Agreement.

(5) Any employee who is dissatisfied with a deduction in terms of subclauses (3) (b) and (4) shall have the right of appeal in terms of and according to clause 14 of this Agreement.".

Signed at Johannesburg, on behalf of the parties, this 5th day of November 1992.

T. NIEUWOUDT,
President of the Council.

C. S. ROBERTS,
Vice-President of the Council.

B. G. DU PREEZ,
General Secretary of the Council.

No. R. 499 **26 March 1993**

LABOUR RELATIONS ACT, 1956

INDUSTRIAL COUNCIL FOR THE FURNITURE MANUFACTURING INDUSTRY, WESTERN CAPE: EXTENSION OF TRAINING FUND AGREEMENT

I, Dennis van der Walt, Director: Labour Relations, duly authorised thereto by the Minister of Manpower, hereby in terms of section 48 (4) (a) (i) of the Labour Relations Act, 1956, extend the period fixed in Government Notice No. R. 1812 of 25 August 1989 by a further period ending 30 June 1993.

D. VAN DER WALT,
Director: Labour Relations.

No. R. 511 **26 March 1993**

MANPOWER TRAINING ACT, 1981

ACCREDITATION OF THE AUTOMOBILE MANUFACTURING INDUSTRY EDUCATION AND TRAINING BOARD

The Automobile Manufacturing Industry Education and Training Board has in terms of section 12B (1) of the Manpower Training Act, 1981, submitted to the

(b) Die Fonds moet onderstaande inligting skriftelik aan die werkgewer van sodanige onderstaande inligting skriftelik aan die werkgewer van sodanige werknemer verstrek, waarna die werkgewer die bedrag aldus verstrek, ooreenkomstig klousules 5, 6 en 8 (1) (c) en (3)(b) van hierdie Ooreenkoms aftrek:

(i) Die naam van die werknemer;

(ii) die bedrag waarmee die ingediende eis die voordele of perke oorskry;

(iii) besonderhede van die eis wat deur die werknemer ingedien en kragtens klousule 9 (6) van die ooreenkoms met Medikrediet SA (Eiendoms) Beperk verwerp is.

(c) Vir die doeleindes van klousule 5 (a), (b) en (c) moet die besonderhede verstrek word ten opsigte van die lede bedoel in paragrawe (a) en (b) hierbo.

(4) Die bedrae bedoel in subklousule (3) (b) kan van een of meer loon- of vakansiegeldbetalings afgetrek word, maar geen enkele aftrekking mag meer as 20% van die betaling waarvan dit afgetrek word bedra nie. So 'n aftrekking wat nie 20% oorskry nie, is bo en behalwe die perk bedoel in klousule 5 (12) van Afdeling A van die Hoofooreenkoms.

(5) Enige werknemer wat ontevrede is met 'n aftrekking kragtens subklousules (3) (b) en (4), het die reg van appèl kragtens en ooreenkomstig klousule 14 van hierdie Ooreenkoms.".

Namens die partye op hede die 5de dag van November 1992 te Johannesburg onderteken.

T. NIEUWOUDT,
President van die Raad.

C. S. ROBERTS,
Visepresident van die Raad.

B. G. DU PREEZ,
Hoofsekretaris van die Raad.

No. R. 499 **26 Maart 1993**

WET OP ARBEIDSVERHOUDINGE, 1956

NYWERHEIDSRAAD VIR DIE MEUBELNYWERHEID, WES-KAAP: VERLENGING VAN OPLEIDINGSFONDSOOREENKOMS

Ek, Dennis van der Walt, Direkteur: Arbeidsverhoudinge, behoorlik daartoe gemagtig deur die Minister van Mannekrag, verleng hierby kragtens artikel 48 (4) (a) (i) van die Wet op Arbeidsverhoudinge, 1956, die tydperk vasgestel in Goewermentskennisgewing No. R. 1812 van 25 Augustus 1989 met 'n verdere tydperk wat op 30 Junie 1993 eindig.

D. VAN DER WALT,
Direkteur: Arbeidsverhoudinge.

No. R. 511 **26 Maart 1993**

WET OP MANNEKRAGOPLEIDING, 1981

AKKREDITERING VAN DIE AUTOMOBILE MANUFACTURING INDUSTRY EDUCATION AND TRAINING BOARD

Die Automobile Manufacturing Industry Education and Training Board het kragtens artikel 12B (1) van die Wet op Mannekragopleiding, 1981, sy konstitusie,

No. R. 513 **26 March 1993**

LABOUR RELATIONS ACT, 1956

FURNITURE MANUFACTURING INDUSTRY, WESTERN CAPE: AMENDMENT OF MAIN AGREEMENT

I, Leon Wessels, Minister of Manpower, hereby—

(a) in terms of section 48 (1) (a) of the Labour Relations Act, 1956, declare that the provisions of the Agreement (hereinafter referred to as the Amending Agreement) which appears in the Schedule hereto and which relates to the Undertaking, Industry, Trade or Occupation referred to in the heading to this notice, shall be binding with effect from the date of publication of this notice and for the period ending 30 June 1993 upon the employers' organisation and the trade union which entered into the Amending Agreement and upon the employers and employees who are members of the said organisation or union; and

(b) in terms of section 48 (1) (b) of the said Act, declare that the provisions of the Amending Agreement, excluding those contained in clause 1 (1) (a) shall be binding, with effect from the date of publication of this notice and for the period ending 30 June 1993 upon all employers and employees, other than those referred to in paragraph (a) of this notice, who are engaged or employed in the said Undertaking, Industry, Trade or Occupation in the areas specified in clause 1 of the Amending Agreement.

L. WESSELS,
Minister of Manpower.

SCHEDULE

INDUSTRIAL COUNCIL FOR THE FURNITURE MANUFACTURING INDUSTRY OF THE WESTERN CAPE

AGREEMENT

in accordance with the provisions of the Labour Relations Act, 1956, made and entered into by and between the

Cape Furniture Manufacturers' Association

(hereinafter referred to as the "employers" or the "employers' organisation"), of the one part, and the

National Union of Furniture and Allied Workers of South Africa

(hereinafter referred to as the "employees" or the "trade union"), of the other part,

being the parties to the Industrial Council for the Furniture Manufacturing Industry of the Western Cape,

to amend the Main Agreement of the Council published under Government Notice No. R. 2458 of 28 November 1986, as amended and renewed by Government Notices Nos. R. 381 of 4 March 1988, R. 1841 of 9 September 1988, R. 2573 of 23 December 1988, R. 1744 of 11 August 1989, R. 1151 of 25 May 1990, R. 286 of 15 February 1991, R. 899 of 26 April 1991 and R. 1296 of 8 May 1992.

No. R. 513 **26 Maart 1993**

WET OP ARBEIDSVERHOUDINGE, 1956

MEUBELNYWERHEID, WES-KAAPLAND: WYSIGING VAN HOOFOOREENKOMS

Ek, Leon Wessels, Minister van Mannekrag, verklaar hierby—

(a) kragtens artikel 48 (1) (a) van die Wet op Arbeidsverhoudinge, 1956, dat die bepalings van die Ooreenkoms (hierna die Wysigingsooreenkoms genoem) wat in die Bylae hiervan verskyn en betrekking het op die Onderneming, Nywerheid, Bedryf of Beroep in die opskrif by hierdie kennisgewing vermeld, met ingang van die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 30 Junie 1993 eindig, bindend is vir die werkgewersorganisasie en die vakvereniging wat die Wysigingsooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasie of vereniging is; en

(b) kragtens artikel 48 (1) (b) van genoemde Wet, dat die bepalings van die Wysigingsooreenkoms, uitgesonderd dié vervat in klousule 1 (1) (a), met ingang van die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 30 Junie 1993 eindig, bindend is vir alle ander werkgewers en werknemers as dié genoem in paragraaf (a) van hierdie kennisgewing wat betrokke is by of in diens is in genoemde Onderneming, Nywerheid, Bedryf of Beroep in die gebiede in klousule 1 van die Wysigingsooreenkoms gespesifiseer.

L. WESSELS,
Minister van Mannekrag.

BYLAE

NYWERHEIDSRAAD VIR DIE MEUBELNYWERHEID VAN WES-KAAPLAND

OOREENKOMS

ooreenkomstig die Wet op Arbeidsverhoudinge, 1956, gesluit deur en aangegaan tussen die

Cape Furniture Manufacturers' Association

(hierna die "werkgewers" of die "werkgewersorganisasie" genoem), aan die een kant, en die

National Union of Furniture and Allied Workers of South Africa

(hierna die "werkgewers" of die "vakvereniging" genoem), aan die ander kant,

wat die partye is by die Nywerheidsraad vir die Meubelnywerheid van Wes-Kaapland,

tot wysiging van die Hoofooreenkoms van die Raad gepubliseer by Goewermentskennisgewing No. R. 2458 van 28 November 1986, soos gewysig en hernieu by Goewermentskennisgewings Nos. R. 381 van 4 Maart 1988, R. 1841 van 9 September 1988, R. 2573 van 23 Desember 1988, R. 1744 van 11 Augustus 1989, R. 1151 van 25 Mei 1990, R. 286 van 15 Februarie 1991, R. 899 van 26 April 1991 en R. 1296 van 8 Mei 1992.

(355)

PART I

PROVISIONS APPLICABLE TO THE INDUSTRY THROUGHOUT THE AREAS COVERED BY THE AGREEMENT, UNLESS THE CONTRARY IS STATED

1. SCOPE OF APPLICATIONS OF AGREEMENT

(1) The terms of this Agreement shall be observed in the Furniture Manufacturing Industry of the Western Cape—

(a) by all employers who are members of the employers' organisation and by all employees who are members of the trade union, and who are engaged and employed in the Industry, respectively; and

(b) in the Magisterial District of Beaufort West, Bellville, Bredasdorp, Caledon, Calvinia, Carnarvon, Ceres, Clanwilliam, Fraserburg, Goodwood, Heidelberg (C.P.), Hermanus, Hopefield, Kuils River, Ladismith, Laingsburg, Malmesbury, Montagu, Moorreesburg, Namaqualand, Paarl, Piketberg, Prince Albert, Riversdale, Robertson, Simon's Town, Somerset West, Stellenbosch, Strand, Sutherland, Swellendam, The Cape, Tulbagh, Vanrhynsdorp, Victoria West, Vredendal, Wellington, Williston, Worcester, Wynberg, Barkly West, Britstown, De Aar, Gordonia, Hay, Herbert, Hopetown, Kenhardt, Kimberley, Kuruman and that portion of the Magisterial District of Postmasburg which, prior to the publication of Government Notice No. 1254 of 27 June 1975, fell within the Magisterial District of Kuruman, but excluding that portion of the Magisterial District of Kuruman which, prior to the publication of Government Notice No. 1314 of 28 August 1964, fell within the Magisterial District of Postmasburg, Philipstown and Prieska.

(2) Notwithstanding the provisions of subclause (1), the terms of this Agreement shall—

(a) only apply to employees for whom wages are prescribed in this Agreement and to the employers of such employees;

(b) apply to apprentices in so far as they are not inconsistent with the provisions of the Manpower Training Act, 1981, or any contract entered into or any condition fixed thereunder.

(3) Notwithstanding the provisions of subclauses (1) and (2), only the provisions of this Agreement as contained in clauses 18, 21, 24 and 38 (2) shall apply to an employer for as long as such employer—

(a) carries on not more than one business with the scope or application of this Agreement; and

(b) employs in or in connection with such business a maximum of four employees: Provided that in calculating the number of employees a working employer shall be deemed to be employed: Provided further that where such employer elects voluntarily to contribute to any of the funds administered by the Council, all the provisions of this Agreement shall apply to such employer.

2. CLAUSE 3: DEFINITIONS

Substitute the following for the definition of "casual employee":

" 'casual employee' means an employee performing the operations specified in clause 13 of Part II of this Agreement and who is employed by the same employer on not more than three days in any one week for a period not exceeding three months.".

3. CLAUSE 10: OVERTIME

(1) In subclause (1) (e), in the sixth line, substitute the word "four" for the word "two".

DEEL I

BEPALINGS VAN TOEPASSING OP DIE NYWERHEID ORAL IN DIE GEBIEDE GEDEK DEUR DIE OOREENKOMS, TENSY DIE TEENOORGESTELDE VERMELD WORD

1. TOEPASSINGSBESTEK VAN OOREENKOMS

(1) Hierdie Ooreenkoms moet in die Meubelnywerheid van Wes-Kaapland nagekom word—

(a) deur alle werkgewers wat lede van die werkgewersorganisasie is en deur alle werknemers wat lede van die vakvereniging is, en wat onderskeidelik by die Nywerheid betrokke en daarin werksaam is; en

(b) in die landdrosdistrikte Beaufort-Wes, Bellville, Bredasdorp, Caledon, Calvinia, Carnarvon, Ceres, Clanwilliam, Die Kaap, Fraserburg, Goodwood, Heidelberg (K.P.), Hermanus, Hopefield, Kuilsrivier, Ladismith, Laingsburg,Malmesbury,Montagu,Moorreesburg,Namakwaland, Paarl, Piketberg, Prins Albert, Riversdale, Robertson, Simonstad, Somerset-Wes, Stellenbosch, Strand, Sutherland, Swellendam, Tulbagh, Vanrhynsdorp, Victoria-Wes, Vredendal, Wellington, Williston, Worcester, Wynberg, Barkly-Wes, Britstown, De Aar, Gordonia, Hay, Herbert, Hopetown, Kenhardt, Kimberley, Kuruman en die gedeelte van die landdrosdistrik Postmasburg wat voor die publikasie van Goewermentskennisgewing No. 1254 van 27 Junie 1975 in die landdrosdistrik Kuruman geval het, maar uitgesonderd die gedeelte van die landdrosdistrik Kuruman wat voor die publikasie van Goewermentskennisgewing No. 1314 van 28 Augustus 1964 in die landdrosdistrik Postmasburg geval het, Philipstown en Prieska.

(2) Ondanks subklousule (1), is hierdie Ooreenkoms van toepassing—

(a) slegs op werknemers vir wie lone by hierdie Ooreenkoms voorgeskryf word en op die werkgewers van sodanige werknemers;

(b) op vakleerlinge vir sover dit nie onbestaanbaar is nie met die Wet op Mannekragopleiding, 1981, of 'n kontrak wat daarkragtens aangegaan of 'n voorwaarde wat daarkragtens vasgestel is.

(3) Ondanks subklousules (1) en (2) is slegs die bepalings van hierdie Ooreenkoms soos vervat in klousules 18, 21, 24 en 38 (2) van toepassing op 'n werkgewer solank as wat daardie werkgewer—

(a) hoogstens een besigheid binne die toepassingsbestek van hierdie Ooreenkoms bedryf; en

(b) in of in verband met sodanige besigheid 'n maksimum van vier werknemers in diens het: Met dien verstande dat by die berekening van die aantal werknemers 'n werkende werkgewer geag word 'n werknemer te wees: Met dien verstande voorts dat waar sodanige werkgewer verkies om vrywillig by te dra tot enige van die fondse wat deur die Raad geadministreer word, al die bepalings van hierdie Ooreenkoms op sodanige werkgewer van toepassing is.

2. KLOUSULE 3: WOORDOMSKRYWING

Vervang die omskrywing van "los werknemer" deur die volgende:

" 'los werknemer' 'n werknemer wat die werksaamhede vermeld in klousule 13 van Deel II van hierdie Ooreenkoms verrig en wat nie langer nie as drie dae in enige enkele week vir 'n tydperk van hoogstens drie maande by dieselfde werkgewer in dien is.".

3. KLOUSULE 10: OORTYDWERK

(1) In subklousule (1) (e), in die sewende reël, vervang die woord "twee" deur die woord "vier".

(2) Substitute the following for subclause (2):

"(2) *Sunday work:* An employer shall—

(a) either notify the Council in writing of his intention to perform on a Sunday; or

(b) notify the Council in writing that he has performed work on a Sunday within seven days of such work being performed.".

4. CLAUSE 13: HOLIDAYS AND THE HOLIDAY AND BONUS FUND

(1) In subclause (10), in the third line of the paragraph following paragraph (c), delete the words "and bonus".

(2) In subclause (10) (i), in the second line, substitute the word "three" for the word "six".

5. CLAUSE 34: BASIS OF PAYMENT

Substitute the following for clause 34:

"(1) Notwithstanding anything to the contrary contained in this Agreement and subject to subclause (2), payment for all work done shall be at the rate prescribed for the operation or operations performed, and shall not be based upon the technical skill or qualification of the employee concerned.

(2) An employee promoted by his employer to learn and perform the operations specified in clauses 4, 5, 7 and 8 of Part II of this Agreement in order to gain work experience, shall be paid as follows:

(i) For the first four weeks he shall be paid the wage prescribed for the operation which he performed before promotion.

(ii) Thereafter, in addition to the wage referred to in paragraph (i) above, he shall be paid 50% of the difference between the wages prescribed for the operations performed before and after promotion.

(iii) After eight weeks, he shall be paid the wage prescribed for the operation to which he was promoted.

(3) An employee promoted in terms of this clause shall be on a trial period for 60 days after promotion.".

6. CLAUSE 35: NIGHT SHIFT WORK

(1) Delete subclause (2).

(2) Renumber subclauses (3), (4) and (5), to read subclauses (2), (3) and (4).

7. CLAUSE 36: SUBSISTENCE ALLOWANCE

In paragraphs (a), (b) and (c) substitute the expressions "R11,25", "R12,75" and "R15,00" for the expressions "R7,50", "R8,50" and "R10,00", respectively.

8. CLAUSE 37: HOURLY RATE

(1) In subclause (1), in the second line, delete the expression "caretakers or watchmen or".

(2) Delete subclause (2).

(3) Renumber subclauses (3) and (4) to read subclauses (2) and (3).

9. CLAUSE 38: MONTHLY STATEMENT

Insert the following new subclause (3):

"(3) Any monies received by the Council from an employer as payment in terms of subclause (1) shall, taking into account all amounts then owing to the Council by that employer, in the sole direction of the Council, be allocated to and set off—

(a) against such amounts as have, at the date of such payment, been owing to the Council for the longest period of time, regardless of the intention of or any indication given by the said employer at the time of payment in respect of allocation of such payment; or

(2) Vervang subklousule (2) deur die volgende:

"(2) *Sondagwerk:* 'n Werkgewer moet—

(a) óf die Raad skriftelik in kennis stel van sy voorneme om werk op 'n Sondag te doen; óf

(b) die Raad skriftelik in kennis stel dat hy werk op 'n Sondag gedoen het, en wel binne sewe dae nadat sodanige werk gedoen is.".

4. KLOUSULE 13: VAKANSIEDAE EN DIE VAKANSIE- EN BONUSFONDS

(1) In subklousule (10), in die derde reël van die paragraaf wat op paragraaf (c) volg, skrap die uitdrukking "en -bonus".

(2) In subklousule (10) (i), in die tweede reël, vervang die woord "ses" deur die woord "drie".

5. KLOUSULE 34: GRONDSLAG VAN BESOLDIGING

Vervang klousule 34 deur die volgende:

"(1) Ondanks andersluidende bepalings van hierdie Ooreenkoms en behoudens subklousule (2), moet betaling vir alle werk verrig geskied teen die skaal voorgeskryf vir die werksaamheid of werksaamhede verrig, en moet dit nie gebaseer word op die tegniese bedrewenheid of kwalifikasie van die betrokke werknemer nie.

(2) 'n Werknemer wat deur sy werkgewer bevorder word om die werksaamhede vermeld in klousules 4, 5, 7 en 8 van Deel II van hierdie Ooreenkoms te leer en te verrig ten einde werkervaring op te doen, moet soos volg vergoed word:

(i) Die eerste vier weke moet hy die loon betaal word wat voorgeskryf word vir die werksaamheid wat hy voor die bevordering verrig het.

(ii) Daarna moet hy, benewens die loon bedoel in paragraaf (i) hierbo, 50% betaal word van die verskil tussen die lone voorgeskryf vir die werksaamhede wat voor en na die bevordering verrig is.

(iii) Na agt weke moet hy die loon betaal word wat voorgeskryf word vir die werksaamheid waartoe hy bevorder is.

(3) 'n Werknemer wat kragtens hierdie klousule bevorder word, moet na die bevordering 'n proeftydperk van 60 dae deurloop.".

6. KLOUSULE 35: NAGSKOFWERK

(1) Skrap subklousule (2).

(2) Hernommer subklousules (3), (4) en (5) tot subklousules (2), (3) en (4).

7. KLOUSULE 36: ONDERHOUDSTOELAE

In paragrawe (a), (b) en (c) vervang die uitdrukkings "R7,50", "R8,50" en "R10,00" deur onderskeidelik die uitdrukkings "R11,25", "R12,75" en "R15,00".

8. KLOUSULE 37: UURLOON

(1) In subklousule (1), in die tweede reël, skrap die uitdrukking "opsigters of wagte of".

(2) Skrap subklousule (2).

(3) Hernommer subklousules (3) en (4) tot subklousules (2) en (3).

9. KLOUSULE 38: MAANDSTAAT

Voeg die volgende nuwe subklousule (3) in:

"(3) Enige gelde wat deur die Raad van 'n werkgewer ontvang word as betaling ingevolge subklousule (1) moet, met inagneming van alle bedrae wat dan deur daardie werkgewer aan die Raad verskuldig is, na die uitsluitlike goeddunke van die Raad toegewys en verreken word—

(a) teen die bedrae wat op die datum van sodanige betaling vir die langste tydperk aan die Raad verskuldig is, ongeag die oogmerk van of enige aanduiding gegee deur gemelde werkgewer ten tyde van die betaling, ten opsigte van die toewysing van sodanige betaling; of

(b) on a *pro rata* basis, against any amounts owing to the Council.".

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10. CLAUSE 46: COMPASSIONATE LEAVE

Substitute the following for clause 46:

"An employee shall be entitled to two days' paid leave per annum on the death of any of the following members of his family:

(i) a parent;

(ii) a child; or

(iii) a spouse:

Provided that proof of death is furnished to the employer's satisfaction.".

11. Insert the following new clause after clause 47:

"48. CASUAL EMPLOYEES

(1) Casual employees shall be employed in the following ratio:

One casual employee for the first five employees in receipt of the wage specified in clause 13 of Part II of this Agreement, and an additional one for every additional five employees in receipt of the wage specified in the above clause, at any particular establishment.

(2) No employer shall employ a casual employee for longer than three months.".

12. PART II

(1) Substitute the expressions "For the period ending 92-12-31" and "From 93-01-01" for the expressions "For the period ending 91-06-30" and "From 91-07-01", wherever latter expressions occur in Part II.

(2) In clause 1, delete the expressions "R227,50" and "R274,50" and insert the expressions "R302,00" and "R304,00" under the headings "For the period ending 92-12-31" and "From 93-01-01", respectively.

(3) In clause 4, delete the expressions "R195,00" and "R235,00" and insert the expressions "R253,00" and "R258,00" under the headings "For the period ending 92-12-31" and "From 93-01-01", respectively.

(4) In clauses 5 and 7, delete the expressions "R177,00" and "R217,00" and insert the expressions "R233,00" and "R239,00" under the headings "For the period ending 92-12-31" and "From 93-01-01", respectively.

(5) In clauses (6) (1) to (16) inclusive, 6 (18) to (31) inclusive and 9, delete the expressions "R160,00" and "R200,00" and insert the expressions "R215,00" and "R220,00" under the headings "For the period ending 92-12-31" and "From 93-01-01", respectively.

(6) In clause 6 (17), delete the expressions "R162,00" and "R202,00" and insert the expressions "R217,00" and "R222,00" under the headings "For the period ending 92-12-31" and "From 93-01-01", respectively.

(7) In clauses 8 and 11, delete the expressions "R167,00" and "R207,00" and insert the expressions "R227,00" and "R233,00" under the headings "For the period ending 92-12-31" and "From 93-01-01", respectively.

(8) In clause 13, add the following new subclause (64):

"assisting the mattress-maker in the operation of a deep (top) quilting machine.".

(b) op 'n *pro rata*-grondslag, teen enige bedrae wat aan die Raad verskuldig is.".

10. KLOUSULE 46: DEERNISVERLOF

Vervang klousule 46 deur die volgende:

"'n Werknemer is geregtig op twee dae betaalde verlof per jaar met die oorlye van enige van die volgende lede van sy gesin:

(i) 'n ouer;

(ii) 'n kind; of

(iii) 'n gade:

Met dien verstande dat bewys van die oorlye tot bevrediging van die werkgewer gelewer word.".

11. Voeg die volgende nuwe klousule in na klousule 47:

"48. LOS WERKNEMERS

(1) Los werknemers moet in die volgende getalsverhouding aangestel word:

Een los werknemer vir die eerste vyf werknemers wat die loon voorgeskryf by klousule 13 van Deel II van hierdie Ooreenkoms ontvang, en nog een vir elke bykomende vyf werknemers wat die loon voorgeskryf, by enige bepaalde bedryfsinrigting.

(2) Geen werkgewer mag 'n los werknemer langer as drie maande in diens hê nie.".

12. DEEL II

(1) Vervang die uitdrukkings "Vir die tydperk wat op 91-06-30 eindig" en "Vanaf 91-07-01", waar dit ook al voorkom in Deel II, deur die uitdrukkings "Vir die tydperk wat op 92-12-31 eindig" en "Vanaf 93-03-01".

(2) In klousule 1, skrap die uitdrukkings "R227,50" en "R274,50" en voeg die uitdrukkings "R302,00" en "R304,00" in onder onderskeidelik die opskrifte "Vir die tydperk wat op 92-12-31 eindig" en "Vanaf 93-01-01".

(3) In klousule 4, skrap die uitdrukkings "R195,00" en "R235,00" en voeg die uitdrukkings "R253,00" en "R258,00" in onder onderskeidelik die opskrifte "Vir die tydperk wat op 92-12-31 eindig" en "Vanaf 93-01-01".

(4) In klousule 5 en 7, skrap die uitdrukkings "R177,00" en "R217,00" en voeg die uitdrukkings "R233,00" en "R239,00" in onder onderskeidelik die opskrifte "vir die tydperk wat op 92-12-31 eindig" en "Vanaf 93-01-01".

(5) In klousule 6 (1) tot en met (16), 6 (18) tot en met (31) en 9, skrap die uitdrukkings "R160,00" en "R200,00" en voeg die uitdrukkings "R215,00" en "R220,00" in onder onderskeidelik die opskrifte "vir die tydperk wat op 92-12-31 eindig" en "Vanaf 93-01-01".

(6) In klousule 6 (17), skrap die uitdrukkings "R162,00" en "R202,00" en voeg die uitdrukkings "R217,00" en "R222,00" in onder onderskeidelik die opskrifte "Vir die tydperk wat op 92-12-31 eindig" en "Vanaf 93-01-01".

(7) In klousule 8 en 11, skrap die uitdrukkings "R167,00" en "R207,00" en voeg die uitdrukkings "R227,00" en "R233,00" in onder onderskeidelik die opskrifte "Vir die tydperk wat op 92-12-31 eindig" en "Vanaf 93-01-01".

(8) In klousule 13, voeg die volgende nuwe subklousule (64) by:

"die matrasmaker help om 'n dieptopdeurstikmasjien te bedien.".

(9) In clause 13, substitute the following for the provisions preceding subclause (1):

"Employees engaged in all or any of the operations referred to hereunder shall be paid as follows:

For the period ending 92-12-31

If employed in the Industry for six months or more, a wage of not less than R211,00 per week;

if employed in the Industry for less than six months, a wage of not less than R169,00 per week for the first six months of employment in the Industry. Thereafter, a wage of not less than R211,00 per week.

From 93-01-01

If employed in the Industry for six months or more, a wage of not less than R216,00 per week;

if employed in the Industry for less than six months, a wage of not less than R169,00 per week for the first six months of employment in the Industry. Thereafter, a wage of not less than R216,00 per week.

Note: Any previous period(s) of employment in the Industry which can be verified shall be recognised for purposes of this clause.".

(10) Substitute the following for clause 14:

"14. Employees employed—

	For the period ending 92-12-31	*From 93-01-01*
	Per week	*Per week*
	R	*R*
(1) in welding other than spot welding	302,00	304,00
(2) in spot welding	222,00	228,00
(3) in maintenance of machinery	302,00	304,00
(4) as despatch clerk, storeman, timekeeper	222,00	228,00
(5) as caretaker, watchman	222,00	228,00
(6) as driver of a motor vehicle the unladen mass of which is over 4 540 kg according to licence	242,00	247,00
(7) as driver of a motor vehicle the unladen mass of which, together with the unladen mass of any trailer or trailers, does not exceed 4 540 kg according to licence	231,00	236,00
(8) as driver of a forklift vehicle	215,00	220,00
(9) in connection with any processes in the construction of spring interiors and/or spring units and the manufacture of their component parts	215,00	220,00".

(11) In clause 15, delete the expressions "R631,00" and "R804,00" and insert the expressions "R864,00" and "R885,00" under the headings "For the period ending 92-12-31" and "From 93-01-01", respectively.

13. PART III

In subclause (1), substitute the expression "day he travels to work and on which he works at least four hours" for the expression "ordinary working day on which he works at least four hours".

Dated 11 September 1992.

V. SEBBA,
Chairman.

P. DAMPIES,
Vice-Chairman.

I. KENNEY,
Secretary.

(9) In klousule 13, vervang die bepalings wat subklousule (1) voorafgaan deur die volgende:

"Werknemers in diens vir al of enige van die werksaamhede hieronder gemeld, moet soos volg besoldig word:

Vir die tydperk wat op 92-12-31 eindig

Indien ses maande of langer werksaam in die Nywerheid, 'n loon van minstens R211,00 per week;

indien minder as ses maande werksaam in die Nywerheid, 'n loon van minstens R169,00 per week vir die eerste ses maande diens in die Nywerheid. Daarna, 'n loon van minstens R211,00 per week.

Vanaf 93-01-01

Indien ses maande of langer werksaam in die Nywerheid, 'n loon van minstens R216,00 per week;

indien minder as ses maande werksaam in die Nywerheid, 'n loon van minstens R169,00 per week vir die eerste ses maande diens in die Nywerheid. Daarna, 'n loon van minstens R216,00 per week.

Let Wel: Enige vorige tydperk(e) diens in die Nywerheid wat bevestig kan word, moet vir die toepassing van hierdie klousule erken word.".

(10) Vervang klousule 14 deur die volgende:

"14. Werknemers in diens—

	Vir die tydperk wat op 92-12-31 eindig	*Vanaf 93-01-01*
	Per week	*Per week*
	R	*R*
(1) vir sweiswerk, uitgesonderd puntsweiswerk	302,00	304,00
(2) vir puntsweiswerk	222,00	228,00
(3) vir onderhoud van masjienerie	302,00	304,00
(4) as versendingsklerk, magasynman, tydhouer	222,00	228,00
(5) as opsigter, wag	222,00	228,00
(6) as drywer van 'n motorvoertuig waarvan die onbelaste massa volgens lisensie meer as 4 540 kg is	242,00	247,00
(7) as drywer van 'n motorvoertuig waarvan die onbelaste massa, saam met die onbelaste massa van 'n sleepwa of sleepwaens, volgens lisensie hoogstens 4 540 kg is	231,00	236,00
(8) as drywer van 'n vurkhyswa	215,00	220,00
(9) in verband met enige prosesse by die bou van veerbinnewerk en/of veereenhede en die vervaardiging van hul samestellende dele	215,00	220,00".

(11) In klousule 15, skrap die uitdrukkings "R631,00" en "R804,00" en voeg die uitdrukkings "R864,00" en "R885,00" in onder onderskeidelik die opskrifte "Vir die tydperk wat op 92-12-31 eindig" en "Vanaf 93-01-01".

13. DEEL III

In subklousule (1), vervang die uitdrukking "gewone werkdag waarop hy minsens vier uur werk" deur die uitdrukking "dag wat hy werk toe ry en waarop hy minstens vier uur werk".

Gedateer 11 September 1992.

V. SEBBA,
Voorsitter.

P. DAMPIES,
Ondervoorsitter.

I. KENNEY,
Sekretaris.

Star 31/3/93

20% increase - steel union

The National Union of Steel and Allied Workers yesterday demanded a 20 percent wage increase across the board for their members. This is in line with the recent demand of the much larger National Union of Metalworkers of South Africa for inflation-based increases, as well as a 15 percent real increase in wages by 1994.

DEPARTMENT OF MANPOWER

No. R. 534 **2 April 1993**

LABOUR RELATIONS ACT, 1956

FURNITURE MANUFACTURING INDUSTRY, WESTERN CAPE: RENEWAL OF PROVIDENT FUND AGREEMENT

I, Dennis van der Walt, Director: Labour Relations, duly authorised thereto by the Minister of Manpower, hereby, in terms of section 48 (4) (a) (ii) of the Labour Relations Act, 1956, declare the provisions of Government Notices, Nos R. 2013 of 11 July 1969, R. 421 of 15 March 1974, R. 74 of 16 January 1976, R. 2043 of 14 September 1979, R. 838 of 30 April 1982, R. 2597 of 30 November 1984, R. 1231 of 20 June 1986, R. 239 of 17 February 1989, R. 2119 of 29 September 1989, R. 2411 of 4 October 1991, R. 2661 of 8 November 1991 and R. 3389 of 24 December 1992, to be effective from the date of publication of this notice and for the period ending 31 December 1993.

D. VAN DER WALT,
Director: Labour Relations.

No. R. 549 **2 April 1993**

LABOUR RELATIONS ACT, 1956

CANCELLATION OF GOVERNMENT NOTICE

IRON, STEEL ENGINEERING AND METALLURGICAL INDUSTRY: RE-ENACTMENT OF REGISTRATION AND ADMINISTRATION EXPENSES AGREEMENT

I, Leon Wessels, Minister of Manpower, hereby, in terms of section 48 (5) of the Labour Relations Act, 1956, cancel Government Notice No. R. 2 of 3 January 1992, with effect from the first Monday after the date of publication of this notice.

L. WESSELS,
Minister of Manpower.

No. R. 550 **2 April 1993**

LABOUR RELATIONS ACT, 1956

IRON, STEEL, ENGINEERING AND METALLURGICAL INDUSTRY: RE-ENACTMENT OF REGISTRATION AND ADMINISTRATION EXPENSES AGREEMENT

I, Leon Wessels, Minister of Manpower, hereby—

(a) in terms of section 48 (1) (a) of the Labour Relations Act, 1956, declare that the provisions of the Agreement which appears in the Schedule hereto and which relates to the Undertaking, Industry, Trade or Occupation referred to in the heading to this notice, shall be binding, with effect from the first Monday after the date of publication of this notice and for the period ending 31 March 1995, upon the employers' organi-

DEPARTEMENT VAN MANNEKRAG

No. R. 534 **2 April 1993**

WET OP ARBEIDSVERHOUDINGE, 1956

MEUBELNYWERHEID, WES-KAAPLAND: HERNUWING VAN VOORSORGFONDSOOREENKOMS

Ek, Dennis van der Walt, Direkteur: Arbeidsverhoudinge, behoorlik daartoe gemagtig deur die Minister van Mannekrag, verklaar hierby, kragtens artikel 48 (4) (a) (ii) van die Wet op Arbeidsverhoudinge, 1956, dat die bepalings van Goewermentskennisgewings Nos. R. 2013 van 11 Julie 1969, R. 421 van 15 Maart 1974, R. 74 van 16 Januarie 1976, R. 2043 van 14 September 1979, R. 838 van 30 April 1982, R. 2597 van 30 November 1984, R. 1231 van 20 Junie 1986, R. 239 van 17 Februarie 1989, R. 2119 van 29 September 1989, R. 2411 van 4 Oktober 1991, R. 2661 van 8 November 1991 en R. 3389 van 24 Desember 1992 van krag is vanaf die datum van publikasie van hierdie kennisgewing vir die tydperk wat op 31 Desember 1993 eindig.

D. VAN DER WALT,
Direkteur: Arbeidsverhoudinge.

No. R. 549 **2 April 1993**

WET OP ARBEIDSVERHOUDINGE, 1956

INTREKKING VAN GOEWERMENTS-KENNISGEWING

YSTER-, STAAL-, INGENIEURS- EN METALLURGIESE NYWERHEID: HERBEKRAGTIGING VAN REGISTRASIE- EN ADMINISTRASIEFONDSOOREENKOMS

Ek, Leon Wessels, Minister van Mannekrag, trek hierby, kragtens artikel 48 (5) van die Wet op Arbeidsverhoudinge, 1956, Goewermenskennisgewing No. R. 2 van 3 Januarie 1992 in met ingang van die eerste Maandag na die datum van publikasie van hierdie kennisgewing.

L. WESSELS,
Minister van Mannekrag.

No. R. 550 **2 April 1993**

WET OP ARBEIDSVERHOUDINGE, 1956

YSTER-, STAAL-, INGENIEURS- EN METALLURGIESE NYWERHEID: HERBEKRAGTIGING VAN REGISTRASIE- EN ADMINISTRASIEFONDSOOREENKOMS

Ek, Leon Wessels, Minister van Mannekrag, verklaar hierby—

(a) kragtens artikel 48 (1) (a) van die Wet op Arbeidsverhoudinge, 1956, dat die bepalings van die Ooreenkoms wat in die Bylae hiervan verskyn en betrekking het op die Onderneming, Nywerheid, Bedryf of Beroep in die opskrif by hierdie kennisgewing vermeld, met ingang van die eerste Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 31 Maart 1995 eindig, bindend is vir die

sations and the trade unions which entered into the said Agreement and upon the employers and employees who are members of the said organisations or unions; and

(b) in terms of section 48 (1) (b) of the said Act, declare that the provisions of the said Agreement, excluding those contained in clauses 1 (1) (b), 2 and 3, shall be binding, with effect from the first Monday after the date of publication of this notice and for the period ending 31 March 1995, upon all employers and employees, other than those referred to in paragraph (a) of this notice, who are engaged or employed in the said Undertaking, Industry, Trade or Occupation in the areas specified in clause 1 of the said Agreement.

L. WESSELS,
Minister of Manpower.

SCHEDULE

NATIONAL INDUSTRIAL COUNCIL FOR THE IRON, STEEL, ENGINEERING AND METALLURGICAL INDUSTRY

REGISTRATION AND ADMINISTRATION EXPENSES

AGREEMENT

in accordance with the provisions of the Labour Relations Act, 1956, made and entered into by and between the

Association of Electric Cable Manufacturers of South Africa
Border Engineering Industries Association
Bright Bar Association
Cape Engineers' and Founders' Association
Constructional Engineering Association (South Africa)
Covered Conductor Manufacturers' Association
Domestic Appliance Manufacturers' Association of South Africa
Electrical Engineering and Allied Industries Association
Electronics and Telecommunications Industries Association
Ferror Alloy Producers' Association
Fire Protection Industries Association of South Africa
Gate and Fence Association
Hand Tool Manufacturers' Association
Iron and Streel Producers' Association of South Africa
Lift Engineering Association of South Africa
Light Engineering Industries Association of South Africa
Materials Handling Association
Natal Engineering Industries Association
Non-Ferrous Metal Industries Association of South Africa
Plastics Manufacturers' Association of South Africa
Plumbers and Engineers Brassware Manufacturers' Association
Port Elizabeth Engineers' Association

werkgewersorganisasies en die vakverenigings wat genoemde Ooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasies of verenigings is; en

(b) kragtens artikel 48 (1) (b) van genoemde Wet, dat die bepalings van genoemde Ooreenkoms, uitgesonderd dié vervat in klousules 1 (1) (b), 2 en 3, met ingang van die eerste Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 31 Maart 1995 eindig, bindend is vir alle ander werkgewers en werknemers as dié genoem in paragraaf (a) van hierdie kennisgewing wat betrokke is by of in diens is in genoemde Onderneming, Nywerheid, Bedryf of Beroep in die gebiede in klousule 1 van genoemde Ooreenkoms gespesifiseer.

L. WESSELS,
Minister van Mannekrag.

BYLAE

NASIONALE NYWERHEIDSRAAD VIR DIE YSTER-, STAAL-, INGENIEURS- EN METALLURGIESE NYWERHEID

REGISTRASIE- EN ADMINISTRASIEFONDS

OOREENKOMS

ooreenkomstig die Wet op Arbeidsverhoudinge, 1956, gesluit deur en aangegaan tussen die

Association of Electric Cable Manufacturers of South Africa
Border Engineering Industries Association
Bright Bar Association
Cape Engineers' and Founders' Association
Constructional Engineering Association (South Africa)
Covered Conductor Manufacturers' Association
Domestic Appliance Manufacturers' Association of South Africa
Electrical Engineering and Allied Industries Association
Electronics and Telecommunications Industries Association
Ferror Alloy Producers' Association
Fire Protection Industries Association of South Africa
Gate and Fence Association
Hand Tool Manufacturers' Association
Iron and Streel Producers' Association of South Africa
Lift Engineering Association of South Africa
Light Engineering Industries Association of South Africa
Materials Handling Association
Natal Engineering Industries Association
Non-Ferrous Metal Industries Association of South Africa
Plastics Manufacturers' Association of South Africa
Plumbers and Engineers Brassware Manufacturers' Association
Port Elizabeth Engineers' Association

Pressure Vessel Manufacturers' Association of South Africa

Radio, Appliance and Television Association of South Africa

Refrigeration and Air Conditioning Manufacturers' and Suppliers' Association

Sheetmetal Industries Association of South Africa

S.A. Association of Shipbuilders and Repairers

S.A. Electro-Plating Industries Association

S.A. Engineers' and Founders' Association

S.A. Fasteners Manufacturers' Association

S.A. Industrial Refrigeration and Air Conditioning Contractors' Association

S.A. Pump Manufacturers' Association

S.A. Radio and Television Manufacturers' Association

S.A. Reinforced Concrete Engineers' Association

S.A. Tube Makers' Association

S.A. Valve and Actuator Manufacturers' Association

S.A. Wire and Wire Rope Manufacturers' Association

(hereinafter referred to as the "employers" or the "employers' organisations"), of the one part, and the

Amalgamated Engineering Union of South Africa

Amalgamated Society of Woodworkers of South Africa

Engineering Industrial and Mining Workers' Union of South Africa

Iron Moulders' Society of South Africa

Metal and Electrical Workers' Union of S.A.

Mine Workers' Union

National Union of Metalworkers of South Africa

Radio, Television, Electronics and Allied Workers' Union

S.A. Boilermakers' Iron and Steel Workers', Shipbuilders' and Welders' Society

S.A. Electrical Workers' Association

S.A. Yster-, Staal- en Verwante Nywerhede-Unie

Steel, Engineering and Allied Workers' Union of S.A.

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

being the parties to the National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industry.

PART 1

GENERAL

1. SCOPE OF APPLICATION OF AGREEMENT

(1) The terms of this Agreements shall be observed—

(a) throughout the Republic of South Africa; and

(b) by all the employers and employees in the Iron, Steel, Engineering and Metallurgical Industries who are members of the employers' organisations and the trade unions respectively.

(2) Notwithstanding the provisions of subsection (1), the terms of this Agreement shall not apply to—

(a) the manufacture, for sale, of standard high-speed cutting tools made from high-speed steel by means of plant and/or equipment and/or methods specifically adapted and/or designed for production by repetitive processes, in the Magisterial Districts of Johannesburg, Boksburg, Vereeniging and Pietermaritzburg;

Pressure Vessel Manufacturers' Association of South Africa

Radio, Appliance and Television Association of South Africa

Refrigeration and Air Conditioning Manufacturers' and Suppliers' Association

Sheetmetal Industries Association of South Africa

S.A. Association of Shipbuilders and Repairers

S.A. Electro-Plating Industries Association

S.A. Engineers' and Founders' Association

S.A. Fasteners Manufacturers' Association

S.A. Industrial Refrigeration and Air Conditioning Contractors' Association

S.A. Pump Manufacturers' Association

S.A. Radio and Television Manufacturers' Association

S.A. Reinforced Concrete Engineers' Association

S.A. Tube Makers' Association

S.A. Valve and Actuator Manufacturers' Association

S.A. Wire and Wire Rope Manufacturers' Association

(hierna die "werkgewers" of die "werkgewersorganisasies" genoem), aan die een kant, en die

Amalgamated Engineering Union of South Africa

Amalgamated Society of Woodworkers of South Africa

Engineering Industrial and Mining Workers' Union of South Africa

Iron Moulders' Society of South Africa

Metal and Electrical Workers' Union of S.A.

Mine Workers' Union

National Union of Metalworkers of South Africa

Radio, Television, Electronics and Allied Workers' Union

S.A. Boilermakers' Iron and Steel Workers', Shipbuilders' and Welders' Society

S.A. Electrical Workers' Association

S.A. Yster-, Staal- en Verwante Nywerhede-Unie

Steel, Engineering and Allied Workers' Union of S.A.

(hierna die "werknemers" of die "vakverenigings" genoem), aan die ander kant,

wat die partye is by die Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid.

DEEL 1

ALGEMEEN

1. TOEPASSINGSBESTEK VAN OOREENKOMS

(1) Hierdie Ooreenkoms moet nagekom word—

(a) oral in die Republiek van Suid-Afrika; en

(b) deur alle werkgewers en werknemers in die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerhede wat lede is van onderskeidelik die werkgewersorganisasies en die vakverenigings.

(2) Ondanks subklousule (1), is hierdie Ooreenkoms nie van toepassing nie op—

(a) die vervaardiging, vir verkoop, van standaardsnelsnygereedskap gemaak van sneldraaistaal deur middel van masjinerie en/of uitrusting en/of metodes wat spesiaal aangepas en/of ontwerp is vir produksie deur herhalingsprosesse, in die landdrosdistrikte Johannesburg, Boksburg, Vereeniging en Pietermaritzburg;

(b) the installation, maintenance and repair of electrical equipment referred to in paragraph (b) of the definition "Electrical Engineering Industry" in section 3 of Part 1 of the Agreement published under Government Notice No. R. 1329 of 27 June 1980, in the Provinces of the Cape of Good Hope and the Orange Free State;

(c) assembling, servicing, installation, maintenance and/or repair of appliances, equipment, machines, devices and apparatus, whether utilising manual, photographic, mechanical, electrical, electrostatic or electronic principles, or any combination of such principles, that are primarily intended for use in accounting and/or business and/or calculating and/or office and/or educational procedures;

(d) the Venetian Blind and Allied Products Manufacturing Industry in the Province of the Transvaal;

(e) the installation and/or repair of burglar and/or other similar alarm systems in the Provinces of the Cape of Good Hope and the Orange Free State;

(f) the Locksmithing Trade in the Magisterial Districts of Benoni, Boksburg, Durban, Germiston, Johannesburg, Krugersdorp, Lower Umfolozi, Pinetown, Port Elizabeth, Pretoria, Randburg, Roodepoort, Springs and The Cape;

(g) the production, for sale, of welding electrodes by means of plant and/or equipment and/or methods specifically adapted and/or designed for production by repetitive processes, in the Magisterial Districts of Brits, Germiston, Kempton Park and Pretoria;

(h) the installation and/or repair and/or servicing of radios and/or refrigerators and/or domestic electrical appliances in the Provinces of the Cape of Good Hope and the Orange Free State;

(i) (i) the manufacture by mass production methods from sheetmetal of a gauge not heavier than 2,108 mm of—

(aa) commercial, plain or lithographed containers for packaging of general merchandise, but excluding the manufacture of such containers by any person for the packaging of his own products,

(ab) bottle, jar and other container closures;

(ac) plain or lithographed metal toys;

(ad) plain or lithographed display tablets;

(ii) the manufacture of plain or lithographed rigid and/or collapsible tubes for non-ferrous metal slugs. For the purposes of this subparagraph, "rigid tube" shall mean a container;

[For the purposes of subparagraphs (i) and (ii) a "container" shall mean a plain or lithographed article designed for the packaging, for transport or sale, of products and capable of being closed by means of a lid or cap or any other type of closure.];

(j) the manufacture from tinplate of a gauge not exceeding 0,416 mm of trunks and other containers designed to hold personal effects, sporting kits, tools and documents, and other lines manufactured principally from such tinplate.

(3) Notwithstanding the provisions of subsection (1), the terms of this Agreement shall apply to—

(a) apprentices only in so far as they are not inconsistent with the provisions of the Manpower Training Act, 1981, or any contract entered into or any conditions fixed thereunder; and

(b) die installering, onderhoud en herstel van elektriese uitrusting bedoel in paragraaf (b) van die omskrywing "Elektrotegniese Ingenieursnywerheid" in klousule 3 van Deel 1 van die Ooreenkoms gepubliseer by Goewermentskennisgewing No. R. 1329 van 27 Junie 1980, in die provinsies die Kaap die Goeie Hoop en die Oranje-Vrystaat;

(c) die monteer, versiening, installering, onderhoud en/of herstel van toestelle, uitrusting, masjiene, werktuie en apparaat, hetsy dit van hand-, fotografiese, meganiese, elektriese, elektrostatiese of elektroniese beginsels of 'n kombinasie van sodanige beginsels gebruik maak, wat in die eerste plek bedoel is vir gebruik by rekeningkunde- en/of sake- en/of berekenings- en/of kantoor- en/of opvoedkundige prosedures;

(d) die Vervaardigingsnywerhede vir Hortjiesblinders en Verwante Produkte in die provinsie Transvaal;

(e) die installering en/of herstel van dief- en/of ander soortgelyke alarmstelsels in die provinsies die Kaap die Goeie Hoop en die Oranje-Vrystaat;

(d) die Slotmakerybedryf in die landdrosdistrikte Benoni, Boksburg, Die Kaap, Durban, Germiston, Johannesburg, Krugersdorp, Lower Umfolozi, Pinetown, Port Elizabeth, Pretoria, Randburg, Roodepoort en Springs;

(g) die produksie, vir verkoop, van sweiselektrodes deur middel van masjinerie en/of uitrusting en/of metodes wat spesiaal aangepas en/of ontwerp is vir produksie deur herhalingsprosesse, in die landdrosdistrikte Brits, Germiston, Kempton Park en Pretoria;

(h) die installering en/of herstel en/of versiering van radio's en/of koelkaste en/of huishoudelike elektriese toestelle in die provinsies die Kaap die Goeie Hoop en die Oranje-Vrystaat;

(i) (i) die vervaardiging deur middel van massaproduksiemetodes uit plaatmetaal met 'n dikte van hoogstens 2,108 mm van—

(aa) kommersiële, gewone of gelitografeerde houers vir die verpakking van algemene handelsware, maar nie die vervaardiging van sodanige houers deur iemand vir die verpakking van sy eie produkte nie;

(ab) deksels vir bottels, flesse en ander houers;

(ac) gewone of gelitografeerde metaalspeelgoed;

(ad) gewone of gelitografeerde vertoontablette;

(ii) die vervaardiging van gewone of gelitografeerde vaste en/of voubare buise uit nie-ysterhoudende metaalklompe. Vir die toepassing van hierdie subparagraaf beteken "vaste buis" 'n houer;

[Vir die toepassing van subparagrawe (i) en (ii) beteken 'n "houer" 'n gewone of gelitografeerde artikel wat ontwerp is vir die verpakking van produkte wat vervoer of verkoop moet word en wat met 'n deksel of doppie of ander soort prop toegemaak kan word.];

(j) die vervaardiging uit tinplaat met 'n dikte van hoogstens 0,416 mm van koffers en ander houers wat ontwerp is om persoonlike besittings, sportuitrusting, gereedskap en dokumente te bevat, en van ander ware wat hoofsaaklik uit sodanige tinplaat vervaardig is.

(3) Ondanks subklousule (1) is hierdie Ooreenkoms van toepassing op—

(a) vakleerlinge slegs vir sover dit nie onbestaanbaar is nie met die Wet op Mannekragopleiding, 1981, of met 'n kontrak daarkragtens aangegaan of voorwaardes daarkragtens vasgestel; en

(b) trainees under training in terms of section 30 of the Manpower Training Act, 1981, only in so far as they are not inconsistent with the provisions of that Act or any conditions fixed thereunder.

2. PERIOD OF OPERATION OF AGREEMENT

This Agreement shall come into operation on such date as may be fixed by the Minister of Manpower in terms of section 48 of the Labour Relations Act, 1956, and shall remain in force until 31 March 1995 or for such period as the Minister may determine.

3. SPECIAL PROVISIONS

The provisions contained in section 2 of Part IV of the Agreement published under Government Notice No. R.1552 of 27 July 1984, as amended, extended and re-enacted by Government Notices Nos. R. 230 of 8 February 1985, R. 1578 of 19 July 1985, R. 1003 of 23 May 1986, R. 1743 of 22 August 1986, R. 1799 of 21 August 1987, R. 1232 of 24 June 1988, R. 248 of 17 February 1989, R. 1916 of 1 September 1989, R. 1829 of 3 August 1990, R. 793 of 19 April 1991 and R. 2 of 3 January 1992 (hereinafter referred to as the Former Agreement), and as amended, extended, renewed and re-enacted from time to time, shall apply to employers and employees.

4. GENERAL PROVISIONS

The provisions contained in Parts I, II and III and sections 1 and 3 of Part IV of the former Agreement (as amended, extended and re-enacted from time to time) shall apply to employers and employees.

PART II

5. SECTION 1: CONTRIBUTIONS

(1) Substitute the following for the existing subsection (2) (a) (i):

"(i) 17 cents per week in respect of employees engaged on work classified below Rate DD in terms of the Main Agreement or, where such classification is not applicable, in receipt of an hourly rate of R6,69 or less;".

(2) Substitute the following for the existing subsection (2) (a) (ii):

"(ii) 32 cents per week in respect of employees engaged on work classified at Rate DD or above in terms of the Main Agreement or, where such classification is not applicable, in receipt of an hourly rate in excess of R6,69.".

(3) Substitute the following for subsection (3):

"(3) In any establishment in which the total amount payable to the Council in terms of subsection (2) (a) and (b) hereof amounts to less than R17 per month, the employer shall make up the amount to R17 and forward that amount to the Council each month.".

(4) Re-number subsection (6) (a) (iv) to read (6) (a) (v).

(5) Insert the following new subsection (6) (a) (iv):

"(iv) In the event of the Council incurring any costs or becoming obliged to pay any collection commission by reason of the falure of the employer to make any payment on or before the due date, the employer shall then be liable to pay forthwith all such costs of whatever nature as between attorney and client and all such collection commission.".

Signed at Johannesburg, for and on behalf of the parties this 4th day of February 1993.

A. B. BENN,
Chairman.

B. ANGUS,
Member.

D. G. LEVY,
General Secretary.

(b) kwekelinge wat opgelei word kragtens artikel 30 van die Wet op Mannekragopleiding, 1981, slegs vir sover dit nie onbestaanbaar is nie met daardie Wet of met voorwaardes daarkragtens vasgestel.

2. GELDIGHEIDSDUUR VAN OOREENKOMS

Hierdie Ooreenkoms tree in werking op die datum wat deur die Minister van Mannekrag kragtens artikel 48 van die Wet op Arbeidsverhoudinge, 1956, vasgestel word en bly van krag tot 31 Maart 1995 of vir die tydperk wat die Minister bepaal.

3. SPESIALE BEPALINGS

Klousule 2 van Deel IV van die Ooreenkoms gepubliseer by Goewermentskennisgewing No. R. 1552 van 27 Julie 1984, soos gewysig, verleng en herbekragtig by Goewermentskennisgewings Nos. R. 230 van 8 Februarie 1985, R. 1578 van 19 Julie 1985, R. 1003 van 23 Mei 1986, R. 1743 van 22 Augustus 1986, R. 1799 van 21 Augustus 1987, R. 1232 van 24 Junie 1988, R. 248 van 17 Februarie 1989, R. 1916 van 1 September 1989, R. 1829 van 3 Augustus 1990, R. 793 van 19 April 1991 en R. 2 van 3 Januarie 1992 (hierna die Vorige Ooreenkoms genoem), en soos van tyd tot tyd gewysig, verleng, hernieu en herbekragtig, is van toepassing op werkgewers en werknemers.

4. ALGEMENE BEPALINGS

Dele I, II en III en klousules 1 en 3 van Deel IV van die vorige Ooreenkoms (soos van tyd tot tyd gewysig, verleng en herbekragtig) is van toepassing op werkgewers en werknemers.

DEEL II

5. KLOUSULE 1: BYDRAES

(1) Vervang die bestaande subklousule (2) (a) (i) deur die volgende:

"(i) 17 sent per week ten opsigte van werknemers wat werk verrig wat ingevolge die Hoofooreenkoms laer as Loon DD geklassifiseer is, of, waar sodanige klassifikasie nie van toepassing is nie, 'n uurloon van R6,69 of minder ontvang;".

(2) Vervang die bestaande subklousule (2) (a) (ii) deur die volgende:

"(ii) 32 sent per week ten opsigte van werknemers wat werk verrig wat ingevolge die Hoofooreenkoms as Loon DD of hoër geklassifiseer is, of, waar sodanige klassifikasie nie van toepassing is nie, 'n uurloon van meer as R6,69 ontvang.".

(3) Vervang subklousule (3) deur die volgende:

"(3) In 'n bedryfsinrigting waarin die totale bedrag wat ingevolge subklousule (2) (a) en (b) hiervan aan die Raad betaalbaar is, minder is as R17 per maand, moet die werkgewer die bedrag aanvul tot R17 en daardie bedrag elke maand aan die Raad stuur.".

(4) Hernommer subklousule (6) (a) (iv) tot (6) (a) (v).

(5) Voeg die volgende nuwe subklousule (6) (a) (iv) in:

"(iv) In die geval waar die Raad enige koste aangaan of dit vir hom verpligtend word om enige invorderingskommissie te betaal weens die versuim van die werkgewer om enige betaling voor of op die betaaldatum te doen, is die werkgewer daarvoor aanspreeklik om onverwyld al sodanige koste van watter aard ook al soos tussen prokureur en kliënt en al sodanige invorderingskommissie te betaal.".

Namens die partye op hede die 4de dag van Februarie 1993 te Johannesburg onderteken.

A. B. BENN,
Voorsitter.

B. ANGUS,
Lid.

D. G. LEVY,
Hoofsekretaris.

Women call on Coetsee

Staff Reporter

THE Women's Bureau of South Africa (WBSA) has called on Justice Minister Mr Kobie Coetsee to address discriminatory practices against women and urged a review of tax regulations, particularly for married women.

Executive director Ms Margaret Lessing called on the minister to abolish a number of exemptions in his draft bill on the Promotion of Equal Opportunities and to establish the proposed Equal Opportunities Commission as early as possible.

In a statement, the WBSA recommended that this commission give immediate attention to introducing a separate act to eliminate discriminatory practices.

"It was our second report to the minister and we hope it will guide him and his department in the final draft he will present to Parliament."

The report criticised the minister's "unchecked powers" in specifying the types of work which could give a sex requirement.

Da Gama workers on pay strike

W/Mail 2/4-7/4/93

By FERIAL HAFFAJEE

A STRIKE by 2 500 workers at three Da Gama textile plants in the eastern Cape is adding fuel to the call for a national industrial council in the textile industry.

The South African Clothing and Textile Workers' Union (Sactwu) this week pointed out that there are huge wage discrepancies in the industry and that this is giving some companies an unfair edge.

As an example, Sactwu this week showed that workers of a grade at Da Gama (spinners who are paid R125 a week) earn half the wages of their colleagues on the same grade at the Frame clothing company in Natal (R250 a week).

Employees on strike are demanding a R40 increase backdated to January, a 10 percent allowance on night shift and a service bonus of 50c a week for every year of services.

Sactwu also claims Da Gama's East London plant pays the lowest textile wages in the country and says the strike has won it new members.

The company initially offered a six percent or R10 increase across the board, whichever is the greater. Workers rejected the offer and the company subsequently decreased their offer by 50c and will continue to do so for every week that workers remain on strike.

Da Gama financial director Nick Pietersma acknowledged the company's employees are "paid less", yet he added: "To the best of my knowledge we are the only textile company that is making money."

Any such member shall be reimbursed by the Fund for any liability incurred by him in defending any proceedings, whether civil or criminal, arising out of an allegation involving bad faith in which judgment is given in his favour or in which he is acquitted.

13. Dissolution of the Scheme

Upon termination of the Scheme, the assets of the Fund shall be transferred to the Board for disposal in accordance with clause 16 of its constitution.

14. Exemptions

14.1 The Minister of Manpower, or any officer in the service of the Department of Manpower to whom any power to grant exemption from a training scheme in terms of section 47 of the Act has been granted, may grant exemption from any provision of clause 7 of the Scheme after consultation with the Board.

14.2 Any application for exemption shall be lodged with the Printing, Newspaper and Packaging Industries Training Board at P.O. Box 2500, Bellville, 7535, which shall forward such application together with the recommendation of the Board to the Director-General: Manpower.

No. R. 596 **8 April 1993**

LABOUR RELATIONS ACT, 1956

CANCELLATION OF GOVERNMENT NOTICES

INDUSTRIAL COUNCIL FOR THE CLOTHING INDUSTRY, CAPE: PROVIDENT FUND AGREEMENT

I, Leon Wessels, Minister of Manpower, hereby, in terms of section 48 (5) of the Labour Relations Act, 1956, cancel Government Notices Nos. R. 1234 of 30 May 1991 and R. 2510 of 4 September 1992 with effect from the first Monday after the date of publication of this notice.

L. WESSELS,
Minister of Manpower.

No. R. 597 **8 April 1993**

LABOUR RELATIONS ACT, 1956

CLOTHING INDUSTRY, CAPE: RE-ENACTMENT OF PROVIDENT FUND AGREEMENT

I, Leon Wessels, Minister of Manpower, hereby—

(a) in terms of section 48 (1) (a) of the Labour Relations Act, 1956, declare that the provisions of the Agreement which appears in the Schedule hereto and which relates to he Undertaking, Industry, Trade or Occupation referred to in the heading to this notice, shall be binding, with effect from the first Monday after the date of publication of this notice and for the period ending 30 June 1993, upon the employers' organisations and the trade union which entered into the said Agreement and upon the employers and employees who are members of the said organisations or union; and

Enige sodanige lid moet deur die Fonds vergoed word vir enige aanspreeklikheid opgeloop deur hom in die verdediging van enige vervolging, hetsy siviel of strafregtelik, voortspruitend uit 'n bewering dat hy in kwader trou opgetree het en waarin regspraak in sy guns gelewer word of waarvan hy vrygespreek word.

13. Ontbinding van die Skema

By beëindiging van die Skema moet die bates van die Fonds na die Raad oorgedra word vir aanwending ooreenkomstig klousule 16 van die Raad se konstitusie.

14. Vrystellings

14.1 Die Minister van Mannekrag, of enige beampte in diens van die Departement van Mannekrag aan wie die bevoegdheid gedelegeer is om vrystelling van 'n opleidingskema ingevolge artikel 47 van die Wet te verleen, kan na oorleg met die Raad vrystelling verleen van enige bepaling van klousule 7 van die Skema.

14.2 Enige aansoek om vrystelling moet by die Opleidingsraad vir die Druk-, Nuusblad- en Verpakkingsnywerhede, Posbus 2500, Bellville, 7535, ingedien word, wat sodanige aansoek tesame met die Raad se aanbeveling moet deurstuur aan die Direkteur-generaal: Mannekrag.

No. R. 596 **8 April 1993**

WET OP ARBEIDSVERHOUDINGE, 1956

INTREKKING VAN GOEWERMENTS-KENNISGEWINGS

NYWERHEIDSRAAD VIR DIE KLERASIENYWERHEID, KAAP: VOORSORGFONDSOOREENKOMS

Ek, Leon Wessels, Minister van Mannekrag, trek hierby, kragtens artikel 48 (5) van die Wet op Arbeidsverhoudinge, 1956, Goewermentskennisgewings Nos. R. 1234 van 30 Mei 1991 en R. 2510 van 4 September 1992 in met ingang van die eerste Maandag na die datum van publikasie van hierdie kennisgewing.

L. WESSELS,
Minister van Mannekrag.

No. R. 597 **8 April 1993**

WET OP ARBEIDSVERHOUDINGE, 1956

KLERASIENYWERHEID, KAAP: HERBEKRAGTIGING VAN VOORSORGFONDSOOREENKOMS

Ek, Leon Wessels, Minister van Mannekrag, verklaar hierby—

(a) kragtens artikel 48 (1) (a) van die Wet op Arbeidsverhoudinge, 1956, dat die bepalings van die Ooreenkoms wat in die Bylae hiervan verskyn en betrekking het op die Onderneming, Nywerheid, Bedryf of Beroep in die opskrif by die kennisgewing vermeld, met ingang van die eerste Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 30 Junie 1993 eindig, bindend is vir die werkgewersorganisasies en die vakvereniging wat genoemde Ooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasies of vereniging is; en

(b) in terms of section 48 (1) (b) of the said Act, declare that the provisions of the said Agreement, excluding those contained in clauses 1 (1) (a), 2 and 3 shall be binding, with effect from the first Monday after the date of publication of this notice and for the period ending 30 June 1993, upon all employers and employees, other than those referred to in paragraph (a) of this notice, who are engaged or employed in the said Undertaking, Industry, Trade or Occupation in the areas specified in clause 1 of the said Agreement.

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L. WESSELS,

Minister of Manpower.

SCHEDULE

INDUSTRIAL COUNCIL FOR THE CLOTHING INDUSTRY (CAPE)

PROVIDENT FUND AGREEMENT

in accordance with the provisions of the Labour Relations Act, 1956, made and entered into by and between the

Cape Clothing Manufacturers' Association

the

Cape Knitting Industry Association

and the

Garment Manufacturers' Association of the Western Cape

(hereinafter referred to as the "employers" or the "employers' organisations"), of the one part, and the

South African Clothing and Textile Workers' Union

(hereinafter referred to as the "employees" or the "trade union"), of the other part,

being the parties to the Industrial Council for the Clothing Industry (Cape).

1. SCOPE OF APPLICATION

(1) The terms of this Agreement shall be observed in the Clothing Industry—

(a) by the employers and employees who are members of the employers' organisations and the trade union, respectively, and who are engaged or employed in the Industry;

(b) in the Magisterial Districts of—

(i) The Cape, Simon's Town, Bellville, Goodwood, Somerset West, Strand and George, on the operations set forth in paragraphs (a) and or (b) of the definition "Clothing Industry" in clause 3 of the Agreement published under Government Notice No. R. 678 of 31 March 1983;

(ii) Malmesbury, in respect of that part of the Industry in which employers and employees are associated for the making of all classes of women's and girls' wear, including parts of such garments and cloth belts;

(iii) Wynberg, on the operations set forth in paragraphs (a) and/or (b) and/or (c) of the definition "Clothing Industry" in clause 3 of the said Agreement.

(b) kragtens artikel 48 (1) (b) van genoemde Wet, dat die bepalings van die genoemde Ooreenkoms, uitgesonderd dié vervat in klousules 1 (1) (a), 2 en 3 met ingang van die eerste Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 30 Junie 1993 eindig, bindend is vir alle ander werkgewers en werknemers as dié genoem in paragraaf (a) van hierdie kennisgewing wat betrokke is by of in diens is in genoemde Onderneming, Nywerheid, Bedryf of Beroep in die gebiede in klousule 1 van die genoemde Ooreenkoms gespesifiseer.

L. WESSELS,

Minister van Mannekrag.

BYLAE

NYWERHEIDSRAAD VIR DIE KLERASIENYWERHEID (KAAP)

VOORSORGFONDSOOREENKOMS

ooreenkoms die Wet op Arbeidsverhoudinge, 1956, gesluit deur die aangegaan tussen die

Cape Clothing Manufacturers' Association

die

Cape Knitting Industry Association

en die

Garment Manufacturers' Association of the Western Cape

(hierna die "werkgewers" of the "werkgewersorganisasies" genoem), aan die een kant, en die

South African Clothing and Textile Workers' Union

(hierna die "werknemers" of the "vakvereniging" genoem), aan die ander kant,

wat die partye is by die Nywerheidsraad vir die Klerasienywerheid (Kaap).

1. TOEPASSINGSBESTEK

(1) Hierdie Ooreenkoms moet in die Klerasienywerheid nagekom word—

(a) deur die werkgewers en werknemers wat lede van onderskeidelik die werkgewersorganisasies en die vakvereniging is en wat by die Nywerheid betrokke of daarin werksaam is;

(b) in die landdrosdistrikte—

(i) Die Kaap, Simonstad, Bellville, Goodwood, Somerset-Wes, Strand en George, ten opsigte van die werksaamhede uiteengesit in paragrawe (a) en/of (b) van die omskrywing "Klerasienywerheid" in klousule 3 van die Ooreenkoms gepubliseer by Goewermentskennisgewing No. R. 678 van 31 Maart 1983;

(ii) Malmesbury, ten opsigte van die gedeelte van die Nywerheid waarin die werkgewers en die werknemers met mekaar geassosieer is vir die maak van alle klasse kledingstukke vir vroue en meisies, met inbegrip van gedeeltes van sodanige kledingstukke en lapgordels;

(iii) Wynberg, ten opsigte van die werksaamhede uiteengesit in paragrawe (a) en/of (b) en/of (c) van die omskrywing "Klerasienywerheid" in klousule 3 van genoemde Ooreenkoms.

(2) Notwithstanding the provisions of subclause (1), the terms of this Agreement shall—

(a) apply only in respect of employees for whom wages are prescribed in the Main Agreement, the Knitting Division Agreement and the Country Areas Agreement;

(b) not apply to employees and working directors whose wages are more than the amount referred to in clause 1 (2) (b) of the Main Agreement of the Council.

(3) Notwithstanding the provisions of subclauses (1) and (2), the terms of this Agreement shall apply in respect of employees and working directors who were contributors as at the date of coming into operation of this Agreement.

2. PERIOD OF OPERATION OF AGREEMENT

This Agreement shall come into operation on a date to be fixed by the Minister of Manpower in terms of section 48 (1) of the Act and shall remain in force for the period ending 30 June 1993 or for such period as may be determined by him.

3. SPECIAL PROVISIONS

The provisions of clause 16 of the Agreement published under Government Notice No. R. 678 of 31 March 1983, as extended, renewed and amended by Government Notice Nos. R. 2719 of 15 December 1983, R. 2434 of 9 November 1984, R. 2671 of 7 December 1984, R. 1065 of 30 May 1986, R. 2338 of 14 November 1986, R. 253 of 6 February 1987, R. 1463 of 22 July 1988, R. 2070 of 14 October 1988, R. 2455 of 2 December 1988, R. 2529 of 17 November 1989, R. 2866 of 7 December 1990, R. 1234 of 30 May 1991 and R. 2510 of 4 September 1992

(hereinafter referred to as the "Former Agreement") as further extended, renewed and amended from time to time, shall apply to employers and employees.

4. GENERAL PROVISIONS

The provisions contained in clauses 3 to 15, 17 and 18 of the Former Agreement, as further extended, renewed and amended from time to time, shall apply to employers and employees.

5. CLAUSE 6 OF THE FORMER AGREEMENT: CONTRIBUTIONS

Substitute the following for subclause (1):

"(1) *Employees' ordinary contributions:* Every employer shall, save as provided in clause 1 (2) (b) of this Agreement, each week deduct from the wages of each of his employees (hereinafter referred to as 'contributor') who has worked during any week, irrespective of the time so worked, an amount equal to 2,0 per cent of his actual basic wage rate and for such purposes a fraction of a cent shall be regarded as one cent when assessing the rate of contributions payable by the contributor and his employer in terms of this clause.

For the purposes of the Fund in assessing the amount of benefits in terms of clause 9 of this Agreement, the employees' ordinary contributions shall be as determined by the Agreement published under Government Notice No. R. 678 of 31 March 1983 or the corresponding provisions of any agreement superseding that Agreement:

Provided that no deductions shall be made from the wages of any contributor who has reached the age of 65 years or has retired from the Fund at an earlier age.".

Signed at Salt River, on behalf of the parties, this 16th day of March 1993.

W. F. ALEXANDER,
Chairperson of the Council.

H. MOF,
Vice-Chairperson of the Council.

J. N. VAUGHAN,
Secretary of the Council.

(2) Ondanks subklousule (1) is hierdie Ooreenkoms—

(a) van toepassing slegs ten opsigte van werknemers vir wie lone in die Hoofooreenkoms, die Ooreenkoms vir die Brei-afdeling en die Ooreenkoms vir die Platteland voorgeskryf word;

(b) nie van toepassing nie op werknemers en werkende direkteure wie se lone meer bedra as die bedrag bedoel in klousule 1 (2) (b) van die Hoofooreenkoms van die Raad.

(3) Ondanks subklousules (1) en (2) is hierdie Ooreenkoms van toepassing ten opsigte van werknemers en werkende direkteure wat bydraers was op die datum van inwerkingtreding van hierdie Ooreenkoms.

2. GELDIGHEIDSDUUR VAN OOREENKOMS

Hierdie Ooreenkoms tree in werking op die datum wat die Minister van Mannekrag kragtens artikel 48 (1) van die Wet vasstel, en bly van krag vir die tydperk eindigende 30 Junie 1993 of vir die tydperk wat hy bepaal.

3. SPESIALE BEPALINGS

Die bepalings soos vervat in klousule 16 van die Ooreenkoms gepubliseer by Goewermentskennisgewing No. R. 678 van 31 Maart 1983, soos verleng, hernieu en gewysig is deur Goewermentskennisgewings Nos. R. 2719 van 15 Desember 1983, R. 2434 van 9 November 1984, R. 2671 van 7 Desember 1984, R. 1065 van 30 Mei 1986, R. 2338 van 14 November 1986, R. 253 van 6 Februarie 1987, R. 1463 van 22 Julie 1988, R. 2070 van 14 Oktober 1988, R. 2455 van 2 Desember 1988, R. 2529 van 17 November 1989, R. 2866 van 7 Desember 1990, R. 1234 van 30 Mei 1991 en R. 2510 van 4 September 1992

(hierna die "Vorige Ooreenkoms" genoem) soos verder verleng, hernieu en gewysig van tyd tot tyd, is van toepassing op sowel werkgewers as werknemers.

4. ALGEMENE BEPALINGS

Die bepalings soos vervat in klousules 3 tot 15, 17 en 18 van die Vorige Ooreenkoms soos verder verleng, hernieu en gewysig van tyd tot tyd, is van toepassing op sowel werkgewers as werknemers.

5. KLOUSULE 6 VAN DIE VORIGE OOREENKOMS: BYDRAES

Vervang subklousule (1) deur die volgende:

"(1) *Werknemers se gewone bydraes:* Elke werkgewer moet, behoudens klousule 1 (2) (b) van hierdie Ooreenkoms, elke week van die loon van elke van sy werknemers (hierna 'bydraer' genoem) wat gedurende 'n week gewerk het, ongeag die tydsduur aldus gewerk, 'n bedrag aftrek gelyk aan 2,0 persent van sy werklike basiese loon, en vir sodanige doeleindes word 'n breuk van 'n sent as een sent beskou by die vasstelling van die bydraetarief wat ingevolge hierdie klousule deur die bydraer en sy werkgewer betaalbaar is.

Wanneer vir die doeleindes van die Fonds, die bedrag van die bystand ingevolge klousule 9 van hierdie Ooreenkoms vasgestel word, is die werknemers se gewone bydraes soos bepaal by die Ooreenkoms gepubliseer by Goewermentskennisgewing No. R. 678 van 31 Maart 1983 of die ooreenstemmende bepalings van 'n ooreenkoms wat daardie Ooreenkoms vervang:

Met dien verstande dat geen bedrae van die loon van 'n bydraer wat die ouderdom van 65 jaar bereik het of wat op 'n vroeër ouderdom uit die fonds getree het, afgetrek mag word nie.".

Namens die partye op hede die 16de dag van Maart 1993 te Soutrivier onderteken.

W. F. ALEXANDER,
Voorsitter van die Raad.

H. MOF,
Ondervoorsitter van die Raad.

J. N. VAUGHAN,
Sekretaris van die Raad.

within the Magisterial District of Kuils River, Goodwood and Durban, including that portion of the Magisterial District of Chatsworth which, prior to the publication of Government Notice No. 501 of 8 March 1985, fell within the Magisterial District of Durban, but excluding those portions of the Magisterial District of Durban which, prior to the publication of Government Notices Nos. 1939 and 2067 of 10 September 1982 and 1 October 1982, respectively, fell within the Magisterial District of Inanda: Provided further that on the operations set forth in paragraph (8) of the definition of "Industry" or "Leather Industry" in clause 3 of the said Agreement it shall be observed only in the Magisterial Districts of Bellville, including that portion of the Magisterial District of Bellville which, subsequent to the publication of Government Notice No. 1683 of 7 August 1987, falls within the Magisterial District of Kuils River, Germiston, Goodwood, Johannesburg, Middelburg (Transvaal), Pretoria, Roodepoort and The Cape.

(2) Notwithstanding te provisions of subclause (1), the terms of this Agreement shall, however, apply only to those employees for whom wages are prescribed in any of the Main Agreements of the Council.

2. CLAUSE 5: COUNCIL FUNDS

In subclause (1), substitute the expression "36c" for the expression "26c".

This Agreement is signed at Port Elizabeth, on behalf of the parties this 29th day of October 1992.

D. J. F. LINDE,
Member of the Council.

K. N. MOODLEY,
Member of the Council.

L. M. VAN LOGGERENBERG,
General Secretary of the Council.

No. R. 640 **23 April 1993**

LABOUR RELATIONS ACT, 1956

MILLINERY INDUSTRY (TRANSVAAL): RENEWAL OF AGREEMENT

I, Leon Wessels, Minister of Manpower, hereby, in terms of section 48 (4) (a) (ii) of the Labour Relations Act, 1956, declare the provisions of Government Notices No. R. 2477 of 19 November 1982, R. 1898 of 31 August 1984, R. 1807 of 29 August 1986 and R. 727 of 5 April 1991, to be effective from the date of publication of this notice and for the period ending 30 June 1993.

L. WESSELS,
Minister of Manpower.

No. R. 641 **23 April 1993**

LABOUR RELATIONS ACT, 1956

MILLINERY INDUSTRY (TRANSVAAL): AMENDMENT OF AGREEMENT

I, Leon Wessels, Minister of Manpower, hereby—

(a) in terms of section 48 (1) (a) of the Labour Relations Act, 1956, declare that the provisions of the Agreement (hereinafter referred to as the Amending Agreement) which appears in the

Durban, met inbegrip van die gedeelte van die landdrosdistrik Chatsworth wat voor die publikasie van Goewermentskennisgewing No. 501 van 8 Maart 1985 binne die landdrosdistrik Durban geval het, maar uitgesonderd die gedeeltes van die landdrosdistrik Durban wat voor die publikasie van Goewermentskennisgewings Nos. 1939 en 2067 van onderskeidelik 10 September 1982 en 1 Oktober 1982 binne die landdrosdistrik Inanda geval het: Voorts met dien verstande dat in verband met die werksaamhede uiteengesit in paragraaf (8) van die omskrywing "Nywerheid" of "Leernywerheid" in klousule 3 van genoemde Ooreenkoms, dit nagekom moet word net in die landdrosdistrikte Bellville, met inbegrip van die gedeelte van die landdrosdistrik Bellville wat na die publikasie van Goewermentskennisgewing No. 1683 van 7 Augustus 1987 binne die landdrosdistrik Kuilsrivier val, Die Kaap, Germiston, Goodwood, Johannesburg, Middelburg (Transvaal), Pretoria en Roodepoort.

(2) Ondanks subklousule (1) is hierdie Ooreenkoms egter van toepassing slegs op dié werknemers vir wie lone in enige van die Hoofooreenkomste van die Raad voorgeskryf word.

2. KLOUSULE 5: FONDSE VAN DIE RAAD

In subklousule (1), vervang die uitdrukking "26c" deur die uitdrukking "36c".

Hierdie Ooreenkoms is namens die partye op hede die 29ste dag van Oktober 1992 te Port Elizabeth onderteken.

D. J. F. LINDE,
Lid van die Raad.

K. N. MOODLEY,
Lid van die Raad.

L. M. VAN LOGGERENBERG,
Hoofsekretaris van die Raad.

No. R. 640 **23 April 1993**

WET OP ARBEIDSVERHOUDINGE, 1956

HOEDENYWERHEID (TRANSVAAL): HERNUWING VAN OOREENKOMS

Ek, Leon Wessels, Minister van Mannekrag, verklaar hierby kragtens artikel 48 (4) (a) (ii) van die Wet op Arbeidsverhoudinge, 1956, dat die bepalings van Goewermentskennisgewings R. 2477 van 19 November 1982, R. 1898 van 31 Augustus 1984, R. 1807 van 29 Augustus 1986 en R. 727 van 5 April 1991, van krag is vanaf die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 30 Junie 1993 eindig.

L. WESSELS,
Minister van Mannekrag.

No. R. 641 **23 April 1993**

WET OP ARBEIDSVERHOUDINGE, 1956

HOEDENYWERHEID (TRANSVAAL): WYSIGING VAN OOREENKOMS

Ek, Leon Wessels, Minister van Mannekrag, verklaar hierby—

(a) kragtens artikel 48 (1) (a) van die Wet op Arbeidsverhoudinge, 1956, dat die bepalings van die Ooreenkoms (hierna die Wysigingsooreenkoms genoem) wat in die Bylae hiervan

Schedule hereto and which relates to the Undertaking, Industry, Trade or Occupation referred to in the heading to this notice, shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 30 June 1993, upon the employers' organisation and the trade union which entered into the Amending Agreement and upon the employers and employees who are members of the said organisation or union; and

(b) in terms of section 48 (1) (b) of the said Act, declare that the provisions of the Amending Agreement, excluding those contained in clause 1 (1) (b), shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 30 June 1993, upon all employers and employees, other than those referred to in paragraph (a) of this notice, who are engaged or employed in the said Undertaking, Industry, Trade or Occupation in the area specified in clause 1 of the Amending Agreement.

L. WESSELS,
Minister of Manpower.

SCHEDULE

INDUSTRIAL COUNCIL FOR THE MILLINERY INDUSTRY (TRANSVAAL)

AGREEMENT

in accordance with the provisions of the Labour Relations Act, 1956, made and entered into by and between the

Transvaal Headwear Manufacturers' Association

(hereinafter referred to as the "employers" or the "employers' organisation"), of the one part, and the

South African Clothing and Textile Workers Union

(hereinafter referred to as the "employees" or the "trade union"), of the other part,

being the parties to the Industrial Council for the Millinery Industry (Transvaal),

to amend the Agreement of the Council published under Government Notice No. R. 2477 of 19 November 1982, as renewed and amended by Government Notices Nos. R. 1897 and R. 1898 of 31 August 1984, R. 1359 of 4 July 1986, R. 1807 of 29 August 1986, R. 1558 of 5 August 1988 and R. 727 of 5 April 1991.

1. SCOPE OF APPLICATION OF AGREEMENT

(1) The terms of this Agreement shall be observed—

(a) in the Province of the Transvaal;

(b) by all employers who are members of the employers' organisation and are engaged in the Millinery Industry and by all employees who are members of the trade union and are employed in the said Industry.

(2) Notwithstanding the provisions of subclause (1), the terms of this Agreement shall only apply to and in respect of employees for whom wages are prescribed in clause 4 of the Agreement published under Government Notice No. R. 2477 of 19 November 1982, as amended, re-enacted, extended or renewed from time to time.

verskyn en betrekking het op die Onderneming, Nywerheid, Bedryf of Beroep in die opskrif by hierdie kennisgewing vermeld, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 30 Junie 1993 eindig, bindend is vir die werkgewersorganisasie en die vakvereniging wat die Wysigingsooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasie of vereniging is; en

(b) kragtens artikel 48 (1) (b) van genoemde Wet, dat die bepalings van die Wysigingsooreenkoms, uitgesonderd dié vervat in klousule 1 (1) (b) met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 30 Junie 1993 eindig, bindend is vir alle ander werkgewers en werknemers as dié genoem in paragraaf (a) van hierdie kennisgewing wat betrokke is by of in diens is in genoemde Onderneming, Nywerheid, Bedryf of Beroep in die gebied in klousule 1 van die Wysigingsooreenkoms gespesifiseer.

L. WESSELS,
Minister van Mannekrag.

BYLAE

NYWERHEIDSRAAD VIR DIE HOEDENYWERHEID (TRANSVAAL)

OOREENKOMS

ooreenkomstig die Wet op Arbeidsverhoudinge, 1956, gesluit deur en aangegaan tussen die

Transvaal Headwear Manufacturers' Association

(hierna die "werkgewers" of die "werkgewersorganisasie" genoem), aan die een kant, en die

South African Clothing and Textile Workers Union

(hierna die "werknemers" of die "vakvereniging" genoem), aan die ander kant,

wat die partye is by die Nywerheidsraad vir die Hoedenywerheid (Transvaal),

tot wysiging van die Ooreenkoms van die Raad gepubliseer by Goewermentskennisgewing No. R. 2477 van 19 November 1982, soos hernieu en gewysig by Goewermentskennisgewings Nos. R. 1897 en R. 1898 van 31 Augustus 1984, R. 1359 van 4 Julie 1986, R. 1807 van 29 Augustus 1986, R. 1558 van 5 Augustus 1988 en R. 727 van 5 April 1991.

1. TOEPASSINGSBESTEK VAN OOREENKOMS

(1) Hierdie Ooreenkoms moet nagekom word—

(a) in die provinsie Transvaal;

(b) deur alle werkgewers wat lede van die werkgewersorganisasie is en by die Hoedenywerheid betrokke is en deur alle werknemers wat lede van die vakvereniging is en in genoemde Nywerheid in diens is.

(2) Ondanks subklousule (1), is hierdie Ooreenkoms slegs van toepassing op en ten opsigte van werknemers vir wie lone voorgeskryf word by klousule 4 van die Ooreenkoms gepubliseer by Goewermentskennisgewing No. R. 2477 van 19 November 1982, soos van tyd tot tyd gewysig, herbekragtig, verleng of hernieu.

2. CLAUSE 3: DEFINITIONS

In subclause (1) in the definition "hourly wage" substitute the expression "41" for the expression "41¼".

3. CLAUSE 4: WAGES

Substitute the following for subclause (1):

"(1) Subject to the provisions of subclause (4) of this clause, the following minimum wages shall be paid per week by employers to the undermentioned classes of weekly-paid employees and such employees shall not accept less than such wages:

	Wage per week
	R
(a) Supervisor	439,25
(b) Milliner:	
(i) Unqualified:	
First year:	
First 13 weeks of experience	166,45
Second 13 weeks of experience	188,00
Third 13 weeks of experience	209,55
Fourth 13 weeks of experience	231,10
Second year:	
First 13 weeks of experience	252,65
Second 13 weeks of experience	274,20
Third 13 weeks of experience	295,75
Fourth 13 weeks of experience	317,30
(ii) Qualified	338,90
(c) Blocker:	
(i) Unqualified:	
First 13 weeks of experience	186,25
Second 13 weeks of experience	210,70
Third 13 weeks of experience	235,15
Fourth 13 weeks of experience	259,60
(ii) Qualified	284,00
(d) Machine operator, Grade I:	
(i) Unqualified:	
First 13 weeks of experience	166,45
Second 13 weeks of experience	192,20
Third 13 weeks of experience	217,95
Fourth 13 weeks of experience	243,70
(ii) Qualified	269,40
(e) Machine operator, Grade II, and chopper-out:	
(i) Unqualified:	
First 13 weeks of experience	166,45
Second 13 weeks of experience	212,75
(ii) Qualified	262,40
(f) Trimmer or stitcher:	
(i) Unqualified:	
First 13 weeks of experience	166,45
Second 13 weeks of experience	180,85
Third 13 weeks of experience	195,25
Fourth 13 weeks of experience	209,65
(ii) Qualified	224,00
(g) Boiler attendant and watchman	244,45
(h) Driver and part-time driver of a motor vehicle, the unladen mass of which together with the unladen mass of any trailer or trailers drawn by such a vehicle—	
(a) does not exceed 2 268 kg	284,00
(b) exceeds 2 268 kg	319,20
(i) General worker/labourer	219,60".

2. KLOUSULE 3: WOORDOMSKRYWING

In subklousule (1), in die omskrywing "uurloon", vervang die uitdrukking "41¼" deur die uitdrukking "41".

3. KLOUSULE 4: LONE

Vervang subklousule (1) deur die volgende:

"(1) Behoudens subklousule (4) van hierdie klousule, moet onderstaande minimum lone per week deur werkgewers aan ondergenoemde klasse weekliks besoldigde werknemers betaal word, en mag sodanige werknemers nie laer lone as onderstaande aanneem nie:

	Loon per week
	R
(a) Toesighouer	439,25
(b) Hoedemaker:	
(i) Ongekwalifiseer:	
Eerste jaar:	
Eerste 13 weke ondervinding	166,45
Tweede 13 weke ondervinding	188,00
Derde 13 weke ondervinding	209,55
Vierde 13 weke ondervinding	231,10
Tweede jaar:	
Eerste 13 weke ondervinding	252,65
Tweede 13 weke ondervinding	274,20
Derde 13 weke ondervinding	295,75
Vierde 13 weke ondervinding	317,30
(ii) Gekwalifiseer	338,90
(c) Blokker:	
(i) Ongekwalifiseer:	
Eerste 13 weke ondervinding	186,25
Tweede 13 weke ondervinding	210,70
Derde 13 weke ondervinding	235,15
Vierde 13 weke ondervinding	259,60
(ii) Gekwalifiseer	284,00
(d) Masjienbediener graad I:	
(i) Ongekwalifiseer:	
Eerste 13 weke ondervinding	166,45
Tweede 13 weke ondervinding	192,20
Derde 13 weke ondervinding	217,95
Vierde 13 weke ondervinding	243,70
(ii) Gekwalifiseer	269,40
(e) Masjienbediener graad II, en uitsnyer:	
(i) Ongekwalifiseer:	
Eerste 13 weke ondervinding	166,45
Tweede 13 weke ondervinding	212,75
(ii) Gekwalifiseer	262,40
(f) Tooier of stikker:	
(i) Ongekwalifiseer:	
Eerste 13 weke ondervinding	166,45
Tweede 13 weke ondervinding	180,85
Derde 13 weke ondervinding	195,25
Vierde 13 weke ondervinding	209,65
(ii) Gekwalifiseer	224,00
(g) Ketelbediener en wag	244,45
(h) Drywer en deeltydse drywer van 'n motorvoertuig waarvan die onbelaste massa, tesame met die onbelaste massa van 'n sleepwa of -waens wat deur so 'n voertuig getrek word—	
(a) hoogstens 2 268 kg is	284,00
(b) meer as 2 268 kg is	319,20
(i) Algemene werker/arbeider	219,60".

4. CLAUSE 9: HOURS OF WORK AT ORDINARY RATES OF PAY

Substitute the following paragraph (a) of subclause (1):

"(a) to work for more than 41 hours, excluding lunch intervals, in any one week;".

5. CLAUSE 14: PAID HOLIDAYS

In subclause (1) delete the expression "Kruger Day" and insert the expression "21 March" after the expression "New Year's Day".

6. CLAUSE 16: TERMINATION OF EMPLOYMENT

Substitute the following for subparagraph (1) of paragraph (b) of subclause (1):

"(i) 24 weeks from the date of leaving the establishment for confinement;".

7. CLAUSE 26: MEDICAL BENEFIT SOCIETY

(1) In subclause (2) (a) delete the "(a)".

(2) Delete subclause (2) (b).

(3) In subclause (3) (a), substitute the expression "R1,25" for the expression "75c".

8. CLAUSE 27: SLACK PAY FUND

In subclause (3), substitute the expression "10c" for the expression "4c".

9. CLAUSE 28: PROVIDENT FUND

(1) In subclause (7), substitute the expression "R4,00" for the expression "R2,00".

(2) In paragraph (a) of subclause (7), substitute the expression "R4,00" for the expression "R2,00".

10. CLAUSE 33: LONG SERVICE AND RETRENCHMENT BENEFITS

Substitute the following for clause 33:

"33. LONG-SERVICE AND RETRENCHMENT BENEFITS

Where an employee is retrenched or where his services are terminated by his employer other than for causes recognised by law as fair, or terminated by the employee or employer on account of old age, permanent disability or death of the employee whilst still in employment, the employer shall pay to the employee or his estate an amount of termination pay in respect of his continuous period of service with the employer as determined from the following table:

5 years' service—5 weeks' wages
6 years' service—6 weeks' wages
7 years' service—7 weeks' wages
8 years' service—8 weeks' wages
9 years' service—9 weeks' wages
10 years' service—10 weeks' wages
11 years' service—10 weeks and 1 day's wages
12 years' service—10 weeks and 2 days' wages
13 years' service—10 weeks and 3 days' wages
14 years' service—10 weeks and 4 days' wages
15 years' service—11 weeks' wages
16 years' service—11 weeks and 1 day's wages
17 years' service—11 weeks and 2 days' wages
18 years' service—11 weeks and 3 days' wages
19 years' service—11 weeks and 4 days' wages
20 years' service—12 weeks' wages:

Provided that the provisions of this clause shall not operate to reduce or nulify the provisions of clause 13 (1) or (4) of the Agreement or any other amounts that may be due to the employee on termination of service.".

4. KLOUSULE 9: WERKURE TEEN GEWONE BESOLDIGING

Vervang paragraaf (a) van subklousule (1) deur die volgende:

"(a) Langer as 41 uur, uitgesonderd etenspouses, in 'n enkele week;".

5. KLOUSULE 14: VAKANSIEDAE MET BESOLDIGING

In subklousule (1), skrap die uitdrukking "Krugerdag" en voeg na die uitdrukking "Nuwejaarsdag" die uitdrukking "21 Maart" in.

6. KLOUSULE 16: DIENSBEËINDIGING

Vervang subparagraaf (1) van paragraaf (b) van subklousule (1) deur die volgende:

"(i) 24 weke duur vanaf die datum waarop die bedryfsinrigting vir 'n bevalling verlaat word;".

7. KLOUSULE 26: MEDIESE BYSTANDSVERENIGING

(1) In subklousule (2) (a) skrap die "(a)".

(2) Skrap subklousule (2) (b).

(3) In subklousule (3) (a), vervang die uitdrukking "75c" deur die uitdrukking "R1,25".

8. KLOUSULE 27: SLAPTEBESOLDIGINGSFONDS

In subklousule (3), vervang die uitdrukking "4c" deur die uitdrukking "10c".

9. KLOUSULE 28: VOORSORGFONDS

(1) In subklousule (7), vervang die uitdrukking "R2,00" deur die uitdrukking "R4,00".

(2) In subklousule (7) (a) vervang die uitdrukking "R2,00" deur die uitdrukking "R4,00".

10. KLOUSULE 33: LANGDIENS- EN AFDANKINGSVOORDELE

Vervang klousule 33 deur die volgende:

"33. LANGDIENS- EN AFDANKINGSVOORDELE

Waar 'n werknemer weens personeelvermindering afgedank word, of waar sy dienste deur sy werkgewer beëindig word behalwe om redes wat regtens as billik erken word, of deur die werknemer of werkgewer beëindig word weens hoë ouderdom, permanente ongeskiktheid of die dood van die werknemer terwyl nog in diens, moet die werkgewer aan die werknemer of sy boedel 'n diensbeëindigingsbedrag betaal ten opsigte van sy aaneenlopende tydperk diens by die werkgewerd, soos bepaal volgens onderstaande tabel:

5 jaar diens—5 weke se loon
6 jaar diens—6 weke se loon
7 jaar diens—7 weke se loon
8 jaar diens—8 weke se loon
9 jaar diens—9 weke se loon
10 jaar diens—10 weke se loon
11 jaar diens—10 weke en 1 dag se loon
12 jaar diens—10 weke en 2 dae se loon
13 jaar diens—10 weke en 3 dae se loon
14 jaar diens—10 weke en 4 dae se loon
15 jaar diens—11 weke se loon
16 jaar diens—11 weke en 1 dag se loon
17 jaar diens—11 weke en 2 dae se loon
18 jaar diens—11 weke en 3 dae se loon
19 jaar diens—11 weke en 4 dae se loon
20 jaar diens—12 weke se loon

Met dien verstande dat die bepalings van hierdie klousule nie die uitwerking mag hê nie dat die bepalings van klousule 13 (1) of (4) van die Ooreenkoms of enige ander bedrae wat aan die werknemer by diensbeëindiging verskuldig is, verminder word of ongeldig gemaak word.".

(10) Notwithstanding the provisions of subclause (9), the Management Committee may decide to deposit all moneys received for the Fund to the account of the Council. In that event, the moneys required shall be paid out by cheques signed by the same signatories as those who sign the cheques of the Council. Separate accounts shall be kept in the Council's books for the Funds.

(11) All administrative and liquidation expenses shall be a charge against the Fund.

(12) A public accountant, who shall be appointed by the Council and whose remuneration shall be determined by the Council and paid by the Fund, shall audit the accounts of the Fund at least once annually and, not later than 30 June in each year, prepare a statement showing—

(a) all moneys received—

(i) in terms of subclause (3) hereof;

(ii) from any other sources; and

(b) expenditure incurred under all headings during the 12 months ended 30 June preceding, together with a balance sheet showing the assets and liabilities of the Fund as at that date. True copies of the audited statement and balance sheet, countersigned by the Chairman of the Council, and the auditor's report thereon, shall thereafter lie for inspection at the office of the Council. Certified copies of the statement, the balance sheet and the auditor's report shall as soon as possible, but not later than three months after the close of the period covered thereby, be transmitted by the Council to the Industrial Registrar.

(13) Disbursements from the Fund shall cease whenever the amount to the credit of the Fund falls below R100 and shall not recommence until the amount in question increases above R200.".

Signed at Johannesburg, on behalf of the parties, this 1st day of July 1992.

S. I. JAFFE,
Chairman of the Council.

T. A. MABENA,
Member of the Council.

H. D. BROOKSTEIN,
Deputy Secretary of the Council.

No. R. 642 **23 April 1993**

LABOUR RELATIONS ACT, 1956

DEMARCATION DETERMINATION: NATIONAL INDUSTRIAL COUNCIL FOR THE IRON, STEEL, ENGINEERING AND METALLURGICAL INDUSTRY

I, Leon Wessels, Minister of Manpower, hereby notified in terms of section 76 (7) of the Labour Relations Act, 1956, that the Industrial Court, under powers vested in it by section 76 (6) of the said Act, has made the Determination appearing in the Schedule hereto.

SCHEDULE

DETERMINATION IN TERMS OF SECTION 76 OF THE LABOUR RELATIONS ACT: IRON, STEEL, ENGINEERING AND METALLURGICAL INDUSTRY

The Industrial Court, having read the representations filed and having considered the evidence heard by it, determines the questions in respect of which

(10) Ondanks die bepalings van subklousule (9) kan die Bestuurskomitee besluit om alle geld wat vir die Fonds ontvang word, in die Raad se rekening te stort. In daardie geval moet die geld wat nodig is, uitbetaal word per tjek onderteken deur dieselfde ondertekenaars as dié wat die tjeks van die Raad onderteken. Afsonderlike rekenings moet vir die Fonds in die Raad se boeke gehou word.

(11) Alle administrasie- en likwidasiekoste kom ten laste van die Fonds.

(12) 'n Openbare rekenmeester, wat deur die Raad aangestel word en wie se besoldiging deur die Raad vasgestel en deur die Fonds betaal word, moet die rekenings van die Fonds minstens een keer per jaar ouditeer en voor of op 30 Junie elke jaar 'n staat verstrek wat die volgende toon—

(a) Alle gelde ontvang

(i) kragtens subklousule (3) hiervan;

(ii) uit alle ander bronne; en

(b) uitgawes onder alle hoofde aangegaan gedurende die 12 maande geëindig die voorafgaande 30 Junie, tesame met 'n balansstaat wat die bates en laste van die Fonds op daardie datum toon. Ware afskrifte van die geouditeerde staat en balansstaat, medeonderteken deur die Voorsitter van die Raad, en die ouditeur se verslag daaroor, moet daarna op die kantoor van die Raad ter insae lê. Gewaarmerkte afskrifte van die staat, die balansstaat en die ouditeur se verslag moet so gou moontlik, maar uiterlik drie maande na die einde van die tydperk wat daardeur gedek word, deur die Raad aan die Nywerheidsregistrateur gestuur word.

(13) Uitbetalings deur die Fonds word gestaak wanneer die bedrag in die krediet van die Fonds minder as R100 beloop en word nie hervat nie voordat die betrokke bedrag tot meer as R200 vermeerder het.".

Namens die partye op hede die 1ste dag van Julie 1992 te Johannesburg onderteken.

S. I. JAFFE,
Voorsitter van die Raad.

T. A. MABENA,
Lid van die Raad.

H. D. BROOKSTEIN,
Ondersekretaris van die Raad.

No. R. 642 **23 April 1993**

WET OP ARBEIDSVERHOUDINGE, 1956

AFBAKENINGVASSTELLING: NASIONALE NYWERHEIDSRAAD VIR DIE YSTER-, STAAL-, INGENIEURS- EN METALLURGIESE NYWERHEID

Ek, Leon Wessels, Minister van Mannekrag, maak ingevolge artikel 76 (7) van die Wet op Arbeidsverhoudinge, 1956, bekend dat die Nywerheidshof, kragtens die bevoegdheid aan hom verleen by artikel 76 (6) van genoemde Wet, die Vasstelling gemaak het wat in die Bylae hiervan verskyn.

BYLAE

VASSTELLING INGEVOLGE ARTIKEL 76 VAN DIE WET OP ARBEIDSVERHOUDINGE: YSTER-, STAAL-, INGENIEURS- EN METALLURGIESE NYWERHEID

Die Nywerheidshof stel, nadat hy die vertoë wat ingedien is, gelees het en die getuienis wat hy aangehoor het, oorweeg het, die vrae ten opsigte

Survey of African employee benefits

B/DAM 28/4/93

LINDA ENSOR

CAPE TOWN — Old Mutual has prepared itself for the move by SA corporates into Africa by undertaking a major comparative survey of employee benefit schemes in 11 countries.

Old Mutual assistant GM Henk Beets said the aim of the survey was to enable the life assurer to provide a consultancy service for companies planning to set up operations in other African countries.

The completed survey — which covers Botswana, Egypt, Lesotho, Nigeria, Kenya, Swaziland, Zimbabwe, Malawi, Zambia, Namibia and SA — would be expanded to incorporate other African, and possibly European countries, and would be updated every two months to take account of new developments.

Beets said business decisions demanded a careful analysis of local conditions and arrangements, and the employment environment.

"In the case of employee benefits, it is crucial to have a thorough understanding of relevant legislation, employment practices, the investment environment and foreign exchange regulations. Only then can an effective and coherent employee benefits strategy be developed."

He said the survey would prove an invaluable guide to companies poised to expand into Africa, adding that SA could learn valuable lessons from Africa in terms of social security, health care and housing systems. Systems specific to Third World conditions where the average income per capita was low had to be found.

Beets said it was more feasible to extend employee benefits in the context of an AIDS epidemic, as unlike individual life assurance products, rates were reassessed on an annual basis to reflect the claims experience.

Comparing the social security schemes in Kenya, Egypt and SA, the researchers found that in Kenya and Egypt national social security funds were funded by employers and employees whereas in SA the social old age pensions were funded from tax revenues. The benefits offered in Egypt and Kenya were far more comprehensive than in SA.

More emphasis was given in these African countries to private sector funding for social service benefits.

Beets said the advantage of a compulsory national contributory scheme was that it was a more explicit form of taxation than income tax and led to a greater sense of ownership and responsibility on the part of the contributor.

Union protest at Pick 'n Pay

B/Day 29/4/93.

MEMBERS of the SA Commercial, Catering and Allied Workers' Union (Saccawu) protested outside about 30 Pick 'n Pay southern Transvaal stores yesterday.

The protest was against proposed retrenchments as well as a deadlock in wage negotiations.

At least 5 000 workers also marched on a new Pick 'n Pay store at The Bridge development in Johannesburg. They handed a letter of demand to a general manager in which their demands were outlined.

Pick 'n Pay's human resources director Rene de Wet said a stalemate on the retrenchment issue was reached in January when the union refused to agree to job flexibility and multiskilling.

De Wet said the company had indicated to the union the need to restructure to cut down on excess staff numbers in certain stores. However, the details of the staff reduction exercise were still to be agreed upon with the union.

ERICA JANKOWITZ

In a meeting on Tuesday Pick 'n Pay tabled its unchanged final wage offer of a R155 across-the-board increase, he said. This represented an 11,9% increase on the average rate of pay — above the less than 10% growth in retail sales.

De Wet said although sales figures had fallen off dramatically the company had not revised its pay offer.

At the same meeting the union proposed a R160 across-the-board increase but withdrew its demand for a full 13th cheque.

Meanwhile, a Saccawu spokesman said the union had not received all ballot papers from the strike ballot conducted at Checkers last week. Industrial action was planned following the company's unilateral cancellation of a recognition agreement.

He said all branches had been advised to submit papers and a count was expected to be conducted early next week.

Agreement on pay

AGREEMENT was reached between Pick 'n Pay and the SA Commercial, Catering and Allied Workers' Union on wages for all fulltime employees, with an across-the-board increase of R160 a month, Pick 'n Pay announced in Cape Town yesterday. The average wage of weekly paid employees will rise by 12,3% to R1 463 a month in terms of the settlement, while the minimum starting wages for new employees will be raised to R1 040 a month.

B 1015 m. 30/4/93

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NEWS IN BRIEF

Demand for 15% rise

THE Food and Allied Workers' Union demanded a 15% across-the-board increase at a preliminary round of wage negotiations with SA Breweries this week. Traditionally these negotiations, which affect about 12 000 workers, set the trend for wage settlements in the food sector and have an effect on wage bargaining in other industries.

BUSINESS DAY 30/4/93 3

(355)

Relations Act, 1956, declare the provisions of Government Notices Nos. R. 1133 of 8 June 1984, R. 107 of 16 January 1987, R. 2635 of 27 November 1987, R. 394 of 23 February 1990, R. 818 of 13 March 1992 and R. 2248 of 7 August 1992, to be effective from the date of publication of this notice and for the period ending 31 December 1993.

D. VAN DER WALT,
Director: Labour Relations.

No. R. 703 **30 April 1993**

LABOUR RELATIONS ACT, 1956

CANVAS AND ROPEWORKING INDUSTRY (CAPE: RENEWAL OF MAIN AGREEMENT

I, Leon Wessels, Minister of Manpower, hereby, in terms of section 48 (4) (a) (ii) of the Labour Relations Act, 1956, declare the provisions of Government Notices Nos. R. 484 of 11 March 1983, R. 1935 of 31 August 1984, R. 42 of 4 January 1985, R. 709 of 18 April 1987, R. 1293 of 12 June 1987, R. 254 of 16 February 1990, R. 2307 of 28 September 1990, R. 2296 of 20 September 1991 and R. 1687 of 19 June 1992, to be effective from the date of publication of this notice and for the period ending 31 Desember 1993.

L. WESSELS,
Minister of Manpower.

No. R. 704 **30 April 1993**

LABOUR RELATIONS ACT, 1956

CANVAS AND ROPEWORKING INDUSTRY (CAPE): AMENDMENT OF MAIN AGREEMENT

I, Leon Wessels, Minister of Manpower, hereby—

(a) in terms of section 48 (1) (a) of the Labour Relations Act, 1956, declare that the provisions of the Agreement (hereinafter referred to as the Amending Agreement) which appears in the Schedule hereto and which relates to the Undertaking, Industry, Trade or Occupation referred to in the heading to this notice, shall be binding, with effect from the date of publication of this notice and for the period ending 31 December 1993, upon the employers' organisation and the trade union which entered into the Amending Agreement and upon the employers and employees who are members of the said orgainsation or union; and

(b) in terms of section 48 (1) (b) of the said Act, declare that the provisions of the Amending Agreement, excluding those contained in clause 1 (1) (b), shall be binding, with effect from the date of publication of this notice and for the period ending 31 December 1993, upon all employers and employees, other than those referred to in paragraph (a) of this notice, who are engaged or employed in the said Undertaking, Industry, Trade or Occupation in the areas specified in clause 1 of the Amending Agreement.

L. WESSELS,
Minister of Manpower.

(a) (ii) van die Wet op Arbeidsverhoudinge, 1956, dat die bepalings van Goewermentskennisgewings Nos. R. 1133 van 8 Junie 1984, R. 107 van 16 Januarie 1987, R. 2635 van 27 November 1987, R. 394 van 23 Februarie 1990, R. 818 van 13 Maart 1992 en R. 2248 van 7 Augustus 1992, van krag is vanaf die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 31 Desember 1993 eindig.

D. VAN DER WALT,
Direkteur: Arbeidsverhoudinge.

No. R. 703 **30 April 1993**

WET OP ARBEIDSVERHOUDINGE, 1956

STEILDOEK- EN TOUWERKNYWERHEID (KAAP): HERNUWING VAN HOOFOOREENKOMS

Ek, Leon Wessels, Minister van Mannekrag, verklaar hierby kragtens artikel 48 (4) (a) (ii) van die Wet op Arbeidsverhoudinge, 1956, dat die bepalings van Goewermentskennisgewings Nos. R. 484 van 11 Maart 1983, R. 1935 van 31 Augustus 1984, R. 42 van 4 Januarie 1985, R. 709 van 19 April 1986, R. 1293 van 12 Junie 1987, R. 254 van 16 Februarie 1990, R. 2307 van 29 Setember 1990, R. 2286 van 20 September 1991 en R. 1687 van 19 Junie 1992, van krag is vanaf die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 31 Desember 1993 eiendig.

L. WESSELS,
Minister van Mannekrag.

No. R. 704 **30 April 1993**

WET OP ARBEIDSVERHOUDINGE, 1956

SEILDOEK- EN TOUWERKNYWERHEID (KAAP): WYSIGING VAN HOOFOOREENKOMS

Ek, Leon Wessels, Minister van Mannekrag, verklaar hierby—

(a) kragtens artikel 48 (1) (a) van die Wet op Arbeidsverhoudinge, 1956, dat die bepalings van die Ooreenkoms (hierna die Wysigingsooreenkoms genoem) wat in die Bylae hiervan verskyn en betrekking het op die Onderneming, Nywerheid, Bedryf of Beroep in die opskrif by hierdie kennisgewing vermeld, met ingang van die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 31 Desember 1993 eindig, bindend is vir die werkgewersorganisasie en die vakvereniging wat die Wysigingsooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasie of vereniging is; en

(b) kragtens artikel 48 (1) (b) van genoemde Wet, dat die bepalings van die Wysigingsooreenkoms, uitgesonderd dié vervat in klousule 1 (1) (b) met ingang van die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 31 Desember 1993 eindig, bindend is vir alle ander werkgewers en werknemers as dié genoem in paragraaf (a) van hierdie kennisgewing wat betrokke is by of in diens is in genoemde Onderneming, Nywerheid, Bedryf of Beroep in die gebiede in klousule 1 van die Wysigingsooreenkoms gespesifiseer.

L. WESSELS,
Minister of Mannekrag.

SCHEDULE

INDUSTRIAL COUNCIL FOR THE CANVAS AND ROPE-WORKING INDUSTRY (CAPE)

AGREEMENT

in accordance with the provisions of the Labour Relations Act, 1956, made and entered into by and between the

Cape Canvas and Ropeworking Association

(hereinafter, referred to as the "employers" or the "employees' organisation"), of the one part, and the

S.A. Canvas and Ropeworkers' Union (Cape)

(hereinafter referred to as the "employees" or the "trade union"), of the other part,

being the parties to the Industrial Council for the Canvas and Ropeworking Industry (Cape),

to amend the Main Agreement published under Government Notice No. R. 484 of 11 March 1983, as renewed and amended by Government Notices Nos. R. 1934 and R. 1935 of 31 August 1984, R. 42 of 4 January 1985, R. 708 and R. 709 of 18 April 1986, R. 604 of 20 March 1987, R. 1293 of 12 June 1987, R. 253 and R. 254 of 16 February 1990, R. 2306 and R. 2307 of 28 September 1990, R. 2285 and R. 2286 of 20 September 1991 and R. 1686 and R. 1687 of 19 June 1992.

1. AREA AND SCOPE OF APPLICATION OF AGREEMENT

(1) The terms of this Agreement shall be observed—

(a) in the municipal area of Cape Town as it existed on 23 August 1968;

(b) by all members of the employers' organisation who are engaged in the Canvas and Ropeworking Industry and by all members of the trade union who are employed in the said Industry.

(2) Notwithstanding the provisions of subclause (1), the terms of this Agreement shall only apply in respect of employees for whom wages are prescribed in clause 4 of the Agreement published under Government Notice No. R. 484 of 11 March 1983.

2. CLAUSE 4: WAGES

(1) Substitute the following for subclause (1) (a):

"(1) (a) The minimum weekly wages that shall be paid to the undermentioned classes of employees shall be as follows:

Emplyees, other than casual employees:

Category	From the date of publication to 30 June 1993	From the first Pay-week in July 1993
	R	R
I	186,07	193,51
II—		
first six months of experience.....	199,75	207,74
thereafter	218,02	226,74
III—		
first six months of experience.....	226,21	235,26
thereafter	238,46	247,99

BYLAE

NYWERHEIDSRAAD VIR DIE SEILDOEK- EN TOUWERKNYWERHEID (KAAP)

OOREENKOMS

ooreenkomstig die Wet op Arbeidsverhoudinge, 1956, gesluit deur en aangegaan tussen die

Cape Canvas and Ropeworking Association

(hierna die "werkgewers" of die werkgewersorganisasie" genoem), aan die een kant, en die

S.A. Canvas and Ropeworkers' Union (Cape)

(hierna die "werknemers" of die "vakvereniging" genoem), aan die ander kant,

wat die partye is by die Nywerheidsraad vir die Seildoek-en Touwerknywerheid (Kaap),

tot wysiging van die Hoofooreenkoms, gepubliseer by Goewermentskennisgewing No. R. 484 van 11 Maart 1983, soos hernieu en gewysig by Goewermentskennisgewings Nos. R. 1934 en R. 1935 van 31 Augustus 1984, R. 42 of 4 Januarie 1985, R. 708 en R. 709 van 18 April 1986, R. 604 van 20 Maart 1987, R. 1293 van 12 Junie 1987, R. 253 en R. 254 van 16 February 1990, R. 2306 van R. 2307 van 28 September 1990, R. 2285 en R. 2286 van 20 September 1991 en R. 1686 en R. 1687 van 19 Junie 1992.

1. BEBIED EN TOEPASSINGSBESTEK VAN OOREENKOMS

(1) Hierdie Ooreenkoms moet nagekom word—

(a) in die munisipale gebied van Kaapstad soos dit op 23 Augustus 1968 bestaan het;

(b) deur alle lede van die werkgewersorganisasie wat by die Seildoek- en Touwerknywerheid betrokke is, en deur alle lede van die vakvereniging wat in genoemde Nywerheid in diens is.

(2) Ondanks subklousule (1) is hierdie Ooreenkoms van toepassing slegs ten opsigte van werknemers vir wie lone voorgeskryf word by klousule 4 van die Ooreenkoms gepubliseer by Goewermentskennisgewing No. R. 484 van 11 Maart 1983.

2. KLOUSULE 4: LONE

(1) Vervang subklousule (1) (a) deur die volgende:

"(1) (a) Die minimum weeklone wat aan ondergenoemde klasse werknemers betaal moet word, is soos volg:

Werknemers, uitgesonderd los werknemers:

Kategorie	Vanaf die datum van publikasie tot 30 Junie 1993	Vanaf die eerste betaal-week in Julie 1993
	R	R
I	186,07	193,51
II—		
eerste ses maande ondervinding..	199,75	207,74
daarna.....	218,02	226,74
III—		
eerste ses maande ondervinding..	226,21	235,26
daarna.....	238,46	247,99

Category	From the date of publication to 30 June 1993	From the first Pay-week in July 1993
	R	R
IV—		
first six months of experience.....	256,79	267,06
thereafter	282,73	294,04
V—		
first six months of experience.....	314,84	327,43
thereafter	364,96	360,84
VI.....	434,09	451,45".

(2) Substitute the following for subclause (2):

"(2) *Minimum increases:* Any employee, other than than a casual employee, falling within any of the employment categories II to VI, who immediately prior the coming into operation of this Agreement was in receipt of a higher wage than that prescribed for an employee of his wage category shall receive an increase equal to 6 per cent and 4 per cent of his actual weekly wage as from the date of publication of this Agreement and 1 July 1993, respectively.".

Signed at Cape Town on behalf of the parties, this 10th day of February 1993.

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S. SIMPSON,
Chairman.
J. HEEGER,
Vice-chairman.
K. L. BARNES,
Secretary.

No. R. 705 **30 April 1993**

LABOUR RELATIONS ACT, 1956

MILLINERY INDUSTRY (CAPE): RENEWAL OF MAIN AGREEMENT

I, Leon Wessels, Minister of Manpower, hereby in terms of section 48 (4) (a) (ii) of the Labour Relations Act, 1956, declare the provisions of Government Notices Nos. R. 1162 of 8 June 1979, R. 1043 of 28 May 1982, R. 1289 of 17 June 1983, R. 2298 of 21 October 1983, R. 1701 of 10 August 1984, R. 298 of 15 February 1985, R. 1171 of 13 June 1986, R. 502 of 6 March 1987, R. 2048 of 7 October 1988, R. 406 of 1 March 1991 and R. 3142 of 20 December 1991, to be effective from the date of publication of this notice and for the period ending 30 June 1993.

L. WESSELS,
Minister of Manpower.

No. R 706 **30 April 1993**

LABOUR RELATIONS ACT, 1956

MILLINERY INDUSTRY (CAPE): AMENDMENT OF MAIN AGREEMENT

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I, Leon Wessels, Minister of Manpower, hereby—

(a) in terms of section 48 (1) (a) of the Labour Relations Act, 1956, declare that the provisions of the Agreement (hereinafter referred to as the Amending Agreement) which appears in the

Kategorie	Vanaf die datum van publikasie tot 30 Junie 1993	Vanaf die eerste betaal-week in Julie 1993
	R	R
IV—		
eerste ses maande ondervinding..	256,79	267,06
daarna.....	282,73	294,04
V—		
eerste ses maande ondervinding..	314,84	327,43
daarna.....	346,96	360,84
VI.....	434,09	451,45".

(2) Vervang subklousule (2) deur die volgende:

"(2) *Minimum verhoging:* 'n Werknemer, uitgesonderd 'n los werknemer, wat in enige van die dienskategorieë II tot VI val en wat onmiddellik voor die inwerkingtreding van hierdie Ooreenkoms 'n hoër loon ontvang het as dié wat vir 'n werknemer in sy loonkategorie voorgeskryf is, moet vanaf die datum van publikasie van hierdie Ooreenkoms en vanaf 1 Julie 1993 'n verhoging gelyk aan onderskeidelik 6 persent en 4 persent van sy werklike weekloon kry.".

Namens die partye op hede die 10de dag van Februarie 1993 te Kaapstad onderteken.

S. SIMPSON,
Voorsitter.
J. HEEGER,
Ondervoorsitter.
K. L. BARNES,
Sekretaris.

No. R. 705 **30 April 1993**

WET OP ARBEIDSVERHOUDINGE, 1956

HOEDENYWERHEID (KAAP): HERNUWING VAN HOOFOOREENKOMS

Ek, Leon Wessels, Minister van Mannekrag, verklaar hierby kragtens artikel 48 (4) (a) (ii) van die Wet op Arbeidsverhoudinge, 1956, dat die bepalings van Goewermentskennisgewings Nos. R. 1162 van 8 Junie 1979, R. 1043 van 28 Mei 1982, R. 1289 van 17 Junie 1983, R. 2298 van 21 Oktober 1983, R. 1701 van 10 Augustus 1984, R. 298 van 15 Februarie 1985, R. 1171 van 13 Junie 1986, R. 502 van 6 Maart 1987, R. 2048 van 7 Oktober 1988, R. 406 van 1 Maart 1991 en R. 3142 van 20 Desember 1991, van krag is vanaf die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 30 Junie 1993 eindig.

L. WESSELS,
Minister van Mannekrag.

No. R. 706 **30 April 1993**

WET OP ARBEIDSVERHOUDINGE, 1956

HOEDENYWERHEID (KAAP): WYSIGING VAN HOOFOOREENKOMS

Ek, Leon Wessels, Minister van Mannekrag, verklaar hierby—

(a) kragtens artikel 48 (1) (a) van die Wet op Arbeidsverhoudinge, 1956, dat die bepalings van die Ooreenkoms (hierna die Wysigingsooreenkoms genoem) wat in die Bylae hiervan

Schedule hereto and which relates to the Undertaking, Industry, Trade or Occupation referred to in the heading to this notice, shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 30 June 1993, upon the employers' organisation and the trade union which entered into the Amending Agreement and upon the employers and employees who are members of the said organisation or union; and

(b) in terms of section 48 (1) (b) of the said Act, declare that the provisions of the Amending Agreement, excluding those contained in clause 1 (1), shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 30 June 1993, upon all employers and employees, other than those referred to in paragraph (a) of this notice, who are engaged or employed in the said Undertaking, Industry, Trade or Occupation in the areas specified in clause 1 of the Amending Agreement.

L. WESSELS,
Minister of Manpower.

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SCHEDULE

INDUSTRIAL COUNCIL FOR THE MILLINERY INDUSTRY (CAPE)

AGREEMENT

in accordance with the provisions of the Labour Relations Act, 1956, made and entered into by and between the

Millinery Association (Cape)

(hereinafter referred to as the "employers" or the "employers' organisation"), of the one part, and

The South African Clothing and Textile Workers' Union

(hereinafter referred to as the "employees" or the "trade union"), of the other part,

being the parties to the Industrial Council for the Millinery Industry (Cape),

to amend the Main Agreement of the Council, published under Government Notice No. R. 1162 of 8 June 1979, as amended and renewed by Government Notices Nos. R. 1043 and R. 1044 of 28 May 1982, R. 1288 and R. 1289 of 17 June 1983, R. 2297 and R. 2298 of 21 October 1983, R. 1700 and R. 1701 of 10 August 1984, R. 2794 of 21 December 1984, R. 298 of 15 February 1985, R. 1171 of 13 June 1986, R. 177 of 30 January 1987, R. 502 of 6 March 1987, R. 2048 of 7 October 1988, and R. 405 and R. 506 of 1 March 1991, and R. 3141 and R. 3142 of 20 December 1991.

1. SCOPE OF APPLICATION OF AGREEMENT

The terms of this Agreement shall be observed in the Millinery Industry—

(1) by all employers who are members of the employers' organisation and by all employees who are members of the trade union;

(2) in the Magisterial Districts of The Cape and Wynberg, in those portions of the Magisterial Districts of Bellville and Somerset West which, prior to 9 March 1973 (Government Notice No. 173 of 9 February 1973), fell within the Magisterial Districts of The Cape and Wynberg, and in any portion of the Magisterial District of Goodwood which, prior to the publication of Government Notice No. 723 of 26 April 1974, fell within the Magisterial District of Belville but which, prior to 9 March 1973 (Government Notice No. 173 of 9 February 1973), fell within the Magisterial District of Wynberg, but excluding that portion of the Magisterial District of The Cape which, prior to the publication of Government Notice No. 1559 of 24 October 1958, fell within the Magisterial District of Wynberg.

verskyn en betrekking het op die Onderneming, Nywerheid, Bedryf of Beroep in die opskrif by hierdie kennisgewing vermeld, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 30 Junie 1993 eindig, bindend is vir die werkgewersorganisasie en van die vakvereniging wat die Wysigingsooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasie of vereniging is; en

(b) kragtens artikel 48 (1) (b) van genoemde Wet, dat die bepalings van die Wysigingsooreenkoms, uitgesonderd dié vervat in klousule 1 (1) met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 30 Junie 1993 eindig, bindend is vir alle ander werkgewers en werknemers as dié genoem in paragraaf (a) van hierdie kennisgewing wat betrokke is by of in diens is in genoemde Onderneming, Nywerheid, Bedryf of Beroep in die gebiede in klousule 1 van die Wysigingsooreenkoms gespesifiseer.

L. WESSELS,
Minister van Mannekrag.

BYLAE

NYWERHEIDSRAAD VIR DIE HOEDENYWERHIED (KAAP)

OOREENKOMS

ooreenkomstig die Wet op Arbeidsverhoudinge, 1956, gesluit deur en nagegaan tussen die

Millinery Association (Cape)

(hierna die "werkgewers" of die "werkgewersorganisasie" genoem), aan die een kant, en

The South African Clothing and Textile Workers' Union

(hierna die "werknemers" of die "vakvereniging genoem), aan die ander kant,

wat die partye is by die Nywerheidsraad vir die Hoedenywerheid (Kaap),

tot wysiging van die Hoofooreenkoms van die Raad, gepubliseer by Goewermentskennisgewing No. R. 1162 van 8 Junie 1979, soos gewysig en hernieu by Goewermentskennisgewings Nos. R. 1043 en R. 1044 van 28 Mei 1982, R. 1288 en R. 1289 van 17 Junie 1983, R. 2297 en R. 2298 van 21 Oktober 1983, R. 1700 en R. 1701 van 10 Augustus 1984, R. 2794 van 21 Desember 1984, R. 298 van 15 Februarie 1985, R. 1171 van 13 Junie 1986, R. 177 van 30 Januarie 1987,R. 502 van 6 Maart 1987, R. 2048 van 7 Oktober 1988, R. 405 en R. 406 van 1 Maart 1991, en R. 3141 en R. 3142 van 20 Desember 1991.

1. TOEPASSINGSBESTEK VAN OOREENKOMS

Hierdie Ooreenkoms moet in die Hoedenywerheid nagekom word—

(1) deur alle werkgewers wat lede van die werkgewersorganisasie is en deur alle werknemers wat lede van die vakvereniging is;

(2) in die landdrosdistrikte Die Kaap en Wynberg, in die gedeeltes van die landdrosdistrikte Bellville en Somerset-Wes wat voor 9 Maart 1973 (Goewermentskennisgewing No. 173 van 9 Februarie 1973) binne die landdrosdistrikte Die Kaap en Wynberg geval het, en in enige gedeelte van die landdrosdistrik Goodwood wat voor die publikasie van Goewermentskennisgewing No. 723 van 26 April 1974 binne die landdrosdistrik Bellville maar vóór 9 Maart 1973 (Goewermentskennisgewing No. 173 van 9 Februarie 1973) binne die landdrosdistrik Wynberg geval het, maar uitgesonderd die gedeelte van die landdrosdistrik Die Kaap wat voor die publikasie van Goewermentskennisgewing No. 1559 van 24 Oktober 1958 binne die landdrosdistrik Wynberg geval het.

2. CLAUSE 4: WAGES

In subclause (1) substitute the following for the existing table:

	"Wages per week R
Supervisor	232,91
Milliner (qualified)	171,26
Unqualified, during the—	
First 26 weeks of experience	131,85
Second 26 weeks of experience	141,83
Third 26 weeks of experience	142,36
Fourth 26 weeks of experience	150,06
Fifth 26 weeks of experience	157,77
Sixth 26 weeks of experiece	165,50
Thereafter, as for 'qualified'	171,26
Blocker (qualified)	196,32
Unqualified, during the—	
First 26 weeks of experience	131,85
Second 26 weeks of experience	150,06
Third 26 weeks of experience	165,50
Fourth 26 weeks of experience	180,91
Thereafter, as for 'qualified'	196,32
Chopper-out, trimmer, packer, plain sewer (qualified)	161,62
Unqualified, during the—	
First 26 weeks of experience	131,85
Second 26 weeks of experience	140,43
Third 26 weeks of experience	151,04
Thereafter, as for 'qualified'	161,62
Machinist (qualified)	173,19
Unqualified, during the—	
First 26 weeks of experience	131,85
Second 26 weeks of experience	146,21
Third 26 weeks of experience	159,69
Thereafter, as for 'qualified'	173,19
Grade I employee (qualified)	157,77
Unqualified, during the—	
first 26 weeks of experience	131,85
second 26 weeks of experience	138,52
third 26 weeks of experience	148,13
Thereafter, as for 'qualified'	157,77
General worker	*159,69*
Motor vehicle driver—	
(a) driving a motor vehicle with an unladen mass up to and including 2 268 kg	205,94
(b) driving a motor vehicle with an unladen mass exceeding 2 268 kg	217,50
Watchman	234,85
Beginner's wage	131,85".

Signed at Cape Town, on behalf of the parties, this 17th day of December 1992.

A. KELLER,
Chairman.

J. WILLIAMS,
Vice-Chairman.

K. BARNES,
Secretary.

2. KLOUSULE 4: LONE

In subklousule (1) vervang die bestaande tabel deur die volgende:

	"Lone per week R
Toesighouer	232,91
Hoedemaker (gekwalifiseer)	171,26
Ongekwalifiseer, gedurende die—	
eerste 26 weke ondervinding	131,85
tweede 26 weke ondervinding	141,83
derde 26 weke ondervinding	142,36
vierde 26 weke ondervinding	150,06
vyfde 26 weke ondervinding	157,77
sesde 26 weke ondervinding	165,50
Daarna, soos vir 'gekwalifiseer'	171,26
Blokker (gekwalifiseer)	196,32
Ongekwalifiseer, gedurende die—	
eerste 26 weke ondervinding	131,85
tweede 26 weke ondervinding	150,06
derde 26 weke ondervinding	165,50
vierde 26 weke ondervinding	180,91
Daarna, soos vir 'gekwalifiseer'	196,32
Uitsnyer, opmaker, verpakker, gewone naaldwerker (gekwalifiseer)	161,62
Ongekwalifiseer, gedurende die—	
eerste 26 weke ondervinding	131,85
tweede 26 weke ondervinding	140,43
derde 26 weke ondervinding	151,04
Daarna, soos vir 'gekwalifiseer'	161,62
Masjienwerker (gekwalifiseer)	173,19
Ongekwalifiseer, gedurende die—	
eerste 26 weke ondervinding	131,85
tweede 26 weke ondervinding	146,21
derde 26 weke ondervinding	159,69
Daarna, soos vir 'gekwalifiseer'	173,19
Werknemer graad 1 (gekwalifiseer)	157,77
Ongekwalifiseer, gedurende die—	
eerste 26 weke ondervinding	131,85
tweede 26 weke ondervinding	138,52
derde 26 weke ondervinding	148,13
Daarna, soos vir 'gekwalifiseer'	157,77
Algemene werker	*159,69*
Motorvoertuigdrywer—	
(a) wat 'n motorvoertuig met 'n onbelaste massa van tot en met 2 268 kg dryf	205,94
(b) wat 'n motorvoertuig met 'n onbelaste massa van meer as 2 268 kg dryf	217,50
Wag	234,85
Beginnersloon	131,85".

Namens die partye, op hede die 17de dag van Desember 1992 te Kaapstad onderteken.

A. KELLER,
Voorsitter.

J. WILLIAMS,
Ondervoorsitter.

K. BARNES,
Sekretaris.

Saccawu in wage deal

Sowetan 30/4/93

PICK 'n Pay and the SA Commercial, Catering and Allied Workers Union reached an agreement yesterday on wages for all full-time workers with an across-the-board increase of R160 a month.

The supermarket chain announced that the average wage for weekly-paid employees would increase by 12,3 percent to R1 463 a month, while the minimum starting wage for new workers would rise to R1 040 a month.

■ Workers get increase:

Pick 'n Pay general manager of industrial relations, Mr Frans van der Walt, said it was important to recognise that this was a "generous package in view of the depressed economy and low average wage increases currently being offered by other employers". — *Sapa.*

1 nation

Star 3/5/93

Boost for Pick 'n Pay staff

Agreement has been reached between Pick 'n Pay and the South African Commercial, Catering and Allied Workers' Union on wages for all full-time employees, with an across-the-board increase of R160 a month.

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Toddler drowns in pool

SCHEDULE

Definition

1. In this Schedule "the Regulations" shall mean the regulations published under Government Notice No. R. 1653 of 10 September 1976, as amended, and any word to which a meaning has been assigned in the Regulations and the Associated Institutions Pension Fund Act, 1963, shall bear that meaning.

2. If a member retires or is retired or discharged on or after 2 July 1992 and on or before 1 August 1992, that is with the last working day being 1 July 1992 up to and including 31 July 1992, in accordance with the provisions of regulations 15 (1) and 15A of the Regulations, such member's pensionable emoluments for the purpose of the calculation of his benefits in accordance with the Regulations, shall be deemed to be the pensionable emoluments to which he would have been entitled should his service have terminated on 2 August 1992.

Date of commencement

3. The provisions of this Schedule shall be deemed to have come into effect on **1 July 1992.**

No. R. 737 (4880) (355) **7 May 1993**

REGULATIONS MADE UNDER THE TEMPORARY EMPLOYEES PENSION FUND ACT, 1979

The Minister of Finance has in terms of section 8 of the Temporary Employees Pension Fund Act, 1979 (Act No. 75 of 1979), made the regulations contained in the Schedule.

SCHEDULE

Definition

1. In this Schedule "the Regulations" shall mean the regulations published under Government Notice No. R. 2099 of 21 September 1979, as amended, and any word to which a meaning has been assigned in the Regulations and the Temporary Employees Pension Fund Act, 1979 shall bear that meaning.

2. If a member retires or is retired or discharged on or after 2 July 1992 and on or before 1 August 1992, that is with the last working day being 1 July 1992 up to and including 31 July 1992, in accordance with the provisions of regulation 9 (1) of the Regulations, such member's pensionable emoluments for the purpose of the calculation of his benefits in accordance with the Regulations, shall be deemed to be the pensionable emoluments to which he would have been entitled should his service have terminated on 2 August 1992.

Date of commencement

3. The provisions of this Schedule shall be deemed to have come into effect on **1 July 1992.**

BYLAE

Woordomskrywing

1. In hierdie Bylae beteken "die Regulasies" die regulasies afgekondig by Goewermentskennisgewing No. R. 1653 van 10 September 1976, soos gewysig, en het 'n woord waaraan in die Regulasies en die Wet op die Pensioenfonds vir Geassosieerde Inrigtings, 1963, 'n betekenis geheg is, daardie betekenis.

2. Indien 'n lid op of na 2 Julie 1992 en voor of op 1 Augustus 1992 uit diens tree of afgedank of ontslaan word, dit wil sê met die laaste werkdag 1 Julie 1992 en voor of op 31 Julie 1992, ingevolge die bepalings van regulasies 15 (1) en 15A van die Regulasies, word sodanige lid se pensioengewende verdienste vir doeleindes van die berekening van sy voordele ingevolge die Regulasies, geag die pensioengewende verdienste te wees waarop die lid geregtig sou gewees het indien sy diens op 2 Augustus 1992 beëindig sou gewees het.

Datum van inwerkingtreding

3. Die bepalings van hierdie Bylae word geag op **1 Julie 1992** in werking te getree het.

No. R. 737 **7 Mei 1993**

REGULASIES UITGEVAARDIG KRAGTENS DIE WET OP DIE PENSIOENFONDS VIR TYDELIKE WERKNEMERS, 1979

Die Minister van Finansies het kragtens artikel 8 van die Wet op die Pensioenfonds vir Tydelike Werknemers, 1979 (Wet No. 75 van 1979), die regulasies vervat in die Bylae uitgevaardig.

BYLAE

Woordomskrywing

1. In hierdie Bylae beteken "die Regulasies" die regulasies afgekondig by Goewermentskennisgewing No. R. 2099 van 21 September 1979, soos gewysig, en het 'n woord waaraan in die Regulasies en die Wet op die Pensioenfonds vir Tydelike Werknemers, 1979, 'n betekenis geheg is, daardie betekenis.

2. Indien 'n lid op of na 2 Julie 1992 en voor of op 1 Augustus 1992 uit diens tree of afgedank of ontslaan word, dit wil sê met die laaste werkdag 1 Julie 1992 en voor of op 31 Julie 1992, ingevolge die bepalings van regulasie 9 (1) van die Regulasies, word sodanige lid se pensioengewende verdienste vir doeleindes van die berekening van sy voordele ingevolge die Regulasies, geag die pensioengewende verdienste te wees waarop die lid geregtig sou gewees het indien sy diens op 2 Augustus 1992 beëindig sou gewees het.

Datum van inwerkingtreding

3. Die bepalings van hierdie Bylae word geag op **1 Julie 1992** in werking te getree het.

Labourers' pay above inflation

Political Staff

LABOURERS won average settlements of 13,9% at the end of last year and the beginning of 1993, above the inflation rate of 10,2%, the Labour Research Service (LRS) reported yesterday.

During this period, labourers earned an average wage of R243 a week. Labourers in the paper, printing and packaging industry were the highest paid at R323 a week and the lowest paid labourers were in the hotel and catering industry, LRS said.

CT 13/5/93

FM 14/5/93.
EMPLOYEE BENEFITS
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Farming Africa

Old Mutual's drive into Africa will be led by its employee benefits division. Botswana is high on the list of countries where it wants to do business. The Cape-based life assurer has always been cautious about expansion. Assistant GM Henk Beets says the office has tended to follow where South Africans go — originally north to the goldfields, then to what was Rhodesia and to Zambia and Kenya.

The office in Kenya has been immobilised by local legislation for 20 years but is now being reactivated. Old Mutual also has a subsidiary in the Channel Islands, a small operation used to keep a window open on world assurance and investment trends.

Beets this week showed the results of a survey conducted by Old Mutual on labour

FM 14/5/93.
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practice, essential economic ~~data and~~ employee benefit laws in 11 African countries. Compiled as a guide, the research contrasts these practices with SA business traditions. Beets says it is designed partly to prepare SA business for employee benefit practices to the north. In Zambia, for instance, employers must provide housing or contribute a housing allowance equal to 25% of basic pay. In Egypt, employees and employers must contribute to the national health system.

Old Mutual expects a return from providing consultancy services on conditions in various countries. Considering the disparity of labour laws in Africa and the opportunities these present for innovative insurance products, Old Mutual can be expected to register as a life underwriter in some territories. Yet, with the Aids problem, it will not be enthusiastic about individual life business. Beets confirms his interest in Botswana but will not be drawn on whether any registration proposals have been made. ■

Freeze managers' pay, says chamber

LINDA ENSOR

CAPE TOWN — A freeze should be placed on all remuneration paid to directors and managers in public and private enterprises until workers were granted increases at least in line with inflation rate.

This was suggested by Cape Town Chamber of Commerce president Herbert Hirsch in his presidential address at the chamber's AGM yesterday.

"The suggestion that remuneration of directors and top management should be performance related should also receive more serious consideration in those enterprises where this system does not already pertain," Hirsch said.

He proposed also that instead of negotiated retrenchment packages, more managements should seek to negotiate short time at reduced wages if necessary. For this to succeed management would have to display a willingness to take a considerable cut in their own salaries.

Hirsch urged the private sector to put pressure on all the parties at the negotiating table to ensure that a transitional executive council was established, an election date announced and a government of national unity established as a matter of urgency.

He said he found several sources of optimism in SA at present including the progress made in negotiations and the release of the normative economic model.

New style brings labour conflict to Checkers' floor

B/Day 17/5/93.

ERICA JANKOWITZ and ALAN FINE

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INDUSTRIAL relations in the retail sector are undergoing a sea-change as management reshuffles in the big three chains interact with a trade union which lurches between pragmatism and ultra-left-wing posturing.

The retailers are Pick 'n Pay, OK Bazaars and Shoprite/Checkers; the union is the SA Commercial, Catering and Allied Workers' Union (Saccawu).

Union-management relationships are likely to remain least affected at Pick 'n Pay, primarily because René de Wet became joint MD with Gareth Ackerman after the retirement of Hugh Herman at the end of April. De Wet is Pick 'n Pay's former human resources director who pioneered the group's relationship with Saccawu.

From around 1983, De Wet built what was to become a healthy relationship with Saccawu. His main initial task was to transform Raymond Ackerman's paternalistic, though benevolent, attitude towards labour into a modern industrial relationship. Thereafter, following an unpleasant wage strike in 1986, Pick 'n Pay was able to use its commercial success to become by far the highest payer of the big three and avoid the endemic conflict afflicting its competitors.

The current threat of 3 500 retrenchments, the first in the company's history, is mainly a function of an uncompromising union stand over management's proposal for flexible work arrangements as an alternative to the layoffs. So far the union has refused to display the kind of flexibility shown, for example, by the NUM in times of crisis. However, the threat may yet be sufficient to galvanise Saccawu into seeking agreement on the issue. The parties are due to meet today in an attempt to thrash out a solution.

Saccawu's main foe over the past 10 years has been OK Bazaars. The relationship has been highly adversarial. Aside from dozens of wildcat strikes there have been three nationwide strikes — a particularly bitter and violent one in 1988. Until 1992, each annual wage round went into dispute before resolution.

This, however, appears all to have changed since Gordon Hood's replacement by Mervyn Serebro at the beginning of this year.

The management reshuffle was followed in short order by an intensive relationship-building exercise conducted by the Independent Mediation Service of SA and substantial wage increases this year despite the company's poor performance.

The move seems to have paid off as wage negotiations between OK and Saccawu ended amicably on May 7, with agreements reached in record, five-day negotiations. However, both sides agree it's early days and the new-found positive relationship still has to be cemented.

Management maintains the generous wage increases have been awarded because workers are the most important part of its business.

Exactly the opposite process has occurred at Checkers since the group's takeover by Christo Wiese's Pepkor and the creation of Shoprite/Checkers, where last week Saccawu members embarked on countrywide industrial action.

The old Saccawu-Checkers relationship was often stormy, but this was due mainly to Checkers' poor commercial performance and lack of resources which made it an inferior employer in terms of wage levels.



☐ WIESE

The previous management tried to compensate by attempting to build a co-operative relationship with the union. The industrial relations atmosphere and culture has now changed markedly.

The immediate issue which triggered the strike was the company's cancellation of the recognition agreement which regulated the Saccawu-Checkers relationship before the Pepkor takeover. However, Saccawu spokesman Jeremy Daphne said this move had been the "final straw" in a long list of grievances.

These include a wave of store closures and retrenchments where, he said, insufficient notice was given for the union to intervene constructively, and a 10% wage reduction proposal at last year's negotiations. This "novel approach" angered the union as the company's stated policy of reaching parity between Checkers and Shoprite conditions of employment and salary scales was never envisaged to mean Checkers personnel having to accept wage cuts.

"We have a long history with Pepkor dating back to the '70s," Daphne says. "Over the years management has consistently displayed an unyielding approach to industrial relations and is conservative and even racist in its attitude."

One indication which supports the union's accusations that Shoprite/Checkers is operating to outdated standards is management's refusal to reply to union allegations. In the early days of unionisation, in the '70s, when unions began to learn the value of propaganda, managements tended to refuse to participate in the media debate in the hope that they would avoid unwelcome publicity. They eventually changed when it did not work. But Shoprite/Checkers is returning to the tactics of the '70s.

Daphne says that since Pepkor bought Checkers at the end of 1991 and the merger of Shoprite and Checkers, management has adopted a much more hardline approach. In fact, only one senior Checkers personnel man is still in the management structure. Pepkor, he says, is perceived as "challenging established industrial relations practice and attempting to spread unenlightened precedents".

This, he argues, is evidenced by Shoprite's technical and legalistic approach to labour relations. Daphne cited the group's acceptance of the all-comers approach as being directly opposed to the union's majoritarian approach: "It is the union's prerogative to establish joint bargaining forums and not up to the company to impose a change to established bargaining practice."

However, it would appear to be not only the company which is adopting this inflexible line. The union also is refusing to budge from its stand on certain issues. For example, the company has proposed a compromise on the issue of joint bargaining. It suggested that negotiations take place separately, but on consecutive days so as to cut down on time and costs. But Saccawu maintains an inflexible approach to the setting of dates, which will render this proposal meaningless.

The dispute over the recognition agreement is a curious one. The new company structure would seem to justify a management request for changes to the old Saccawu-Checkers agreement. However, a combination of a new, more adversarial management style, combined with a union which tends towards intransigence became an explosive mixture.

It is a moot point whether the union will be able to sustain a strike over an issue of little immediate material importance to workers. A recognition dispute, although important to the union bureaucracy, nowadays does not have the same resonance as a wage dispute on the shop floor.

Daphne maintains, however, that workers' ill-feeling towards management runs deep because of events preceding this dispute, and that the strike will be well supported.

'Wages too high for SA to compete globally'

CT 20/5/93

Business Editor

SA is "a suburb of the global village," Basil Hersov, chairman of Anglovaal and President of the Institute of Directors (IoD) said in Cape Town yesterday.

And SA companies must be prepared to meet international competition as tariff barriers fall, if they are to survive even in our own domestic market.

Hersov told the Western Cape branch of the IoD that this meant that "we will, as a nation, have to focus our attention on productivity and cost competitiveness."

It was unpopular to say so, but wages in SA were too high for current levels of productivity and meant that this country could not compete with countries such as India.

"In the SA context, with our unemployment levels, we just cannot afford the present relatively high minimum wages and low productivity if we hope to survive as a world trader.

"Fortunately, in the past few months, even the trade union movements are beginning to grasp the unpleasant reality that half a loaf is better than no bread at all, and hopefully this trend will gain momentum in the future. I am not advocating starvation wages, nor sweated labour, and definitely not union bashing.

"But we do see the urgent need for an improved work ethic and higher productivity, and ways must be found to communicate this to the labour force and to train them accordingly.

"If a man wants to work, surely one of the basic freedoms is to allow him to work at whatever level he is prepared to accept, rather than forcing his replacement with expensive automated plant.

"Nor can we use such expensive imported plant for only a few hours a day. To be properly used, we must move to two and three shifts and weekend working"

Hersov said this did not mean more working hours per person, "but three times the number of employees — and then we could get our costs to competitive levels where we could export this additional product."

LABOUR

Ugly dispute just up your street

By FERIAL HAFFAJEE

A NATIONAL strike over recognition at Checkers/Shoprite is deteriorating into one of the ugliest industrial conflicts this year. It is also one of the biggest, involving about 10 000 workers at 160 stores.

Striking workers in the Transvaal were sjambokked, teargassed and arrested when police removed them from shops they planned to sleep in on Monday night.

Picketers were arrested this week, and the union has asked the National Peace Secretariat to monitor the two-week-old strike.

Workers were evicted from 19 stores in the Transvaal by the police, more than 300 were arrested on trespass charges and 19 injured strikers had to be hospitalised in Barberton, Ridgeway and Randburg.

The gulf between Checkers/Shoprite management and the South African Commercial, Catering and Allied Workers' Union (Saccawu) is growing.

The union says it has offered to halt industrial action for two days and take the recognition dispute to mediation. The company has refused.

In its first communication, Checkers/Shoprite management said that Saccawu members represented "less than a third of the 18 000-strong labour force".

It said two strike ballots at the grocery chain "displayed massive irregularities" and that the strike was unlawful. Police had been called in to evict workers sleeping-in at stores because of "hygiene considerations".

Checkers/Shoprite added that the recognition agreement it had with Saccawu provided for termination with three months notice from both sides.

Another major dispute is looming in the public service sector when teachers — members of the South African Democratic Teachers' Union — begin a national strike on Monday. They are protesting against retrenchments and a five percent increase they had no part in negotiating.

Postal negotiations are also likely to end in dispute.

But negotiations in bigger sectors should be concluded without incident. The structure of metal industry negotiations has been overhauled into three working groups each dealing with a specific issue.

"In the past we had a huge meeting and made speeches at one another," said Brian Angus of the Steel and Engineering Industries Federation of South Africa (Seifsa) this week. "The atmosphere is much less confrontational now and initial prospects are good," he said.

But he added that employers would find it difficult to negotiate a three-year increase with the National Union of Metalworkers of South Africa (Numsa) — one of the union's key demands.

Seifsa has agreed to reduce the number of job grades in the industry to nine and employers are receptive to Numsa's education and training demands.

Negotiations in the clothing industry also look promising. A South African Clothing and Textile Workers' Union (Sactwu) representative said workers received increases of 12,5 percent on average.

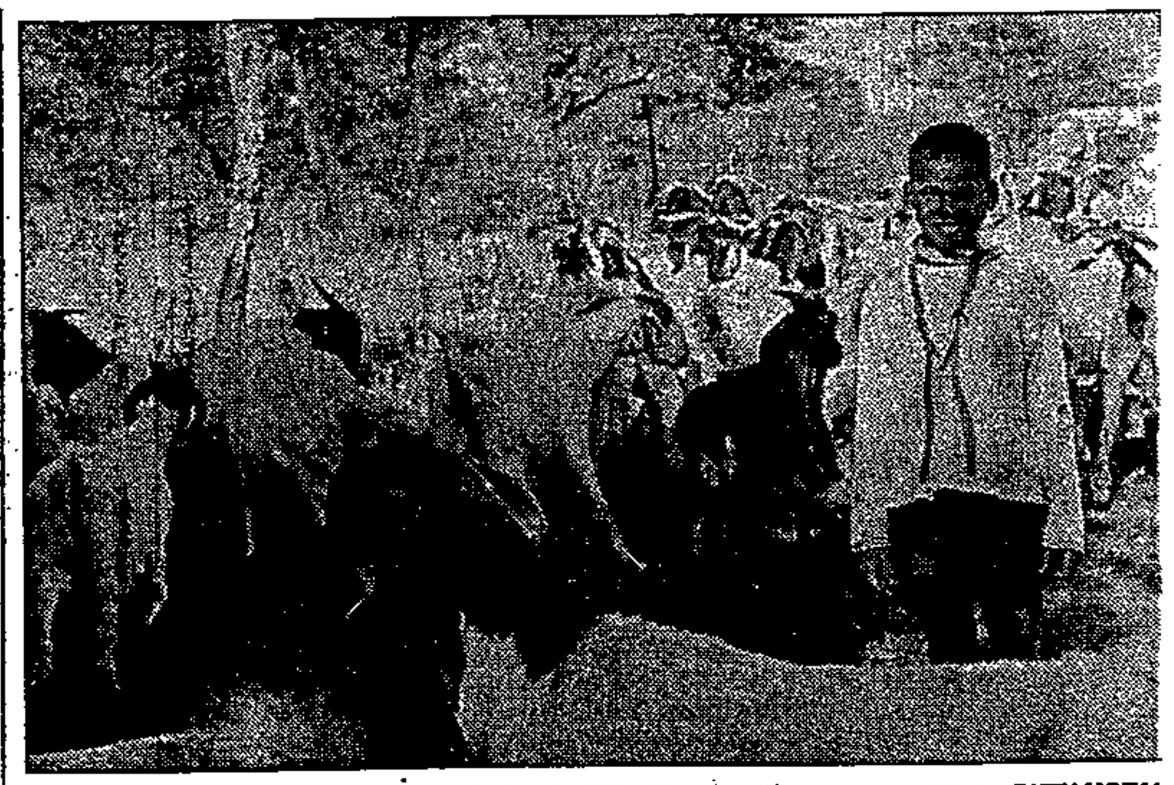
A major breakthrough was the recognition of the union as an equal partner on the clothing industry training board. A mass dismissal at four textile plants of the Da Gama company has been successfully reversed.

All workers were reinstated and they received 13 percent increases. The union also signed up 273 new members.

"It was one of the most successful strikes in a long time," said Sactwu media officer Shahied Teladia.

But, a potentially serious dispute is looming in the tanning industry. Sactwu official Mark Bennett said employers were trying to smash the industrial council by insisting on negotiating work conditions at plant level. Tanning employers also want to negotiate wages at plant level next year, he said.

Mining industry negotiations begin on Monday.



Different approach ... Farms cannot be treated like the shop floor Photo: RUTH MOTAL

No. R. 884 **21 May 1993**

LABOUR RELATIONS ACT, 1956

MOTOR INDUSTRY: EXTENSION OF MOTOR INDUSTRY MEDICAL AID FUND AGREEMENT

I, Dennis van der Walt, Director: Labour Relations, duly authorised thereto by the Minister of Manpower, hereby, in terms of section 48 (4) (a) (i) of the Labour Relations Act, 1956, extend the periods fixed in Government Notices Nos. R. 1598 of 30 July 1982, R. 2300 of 21 October 1983, R. 772 of 19 April 1984, R. 1319 of 21 June 1985, R. 2843 of 27 December 1985, R. 1330 of 27 June 1986, R. 362 of 20 February 1987, R. 972 of 30 April 1987, R. 1108 of 22 May 1987, R. 1804 of 21 August 1987, R. 747 of 22 April 1988, R. 1490 of 29 June 1990, R. 3137 of 20 December 1991, R. 1667 of 19 June 1992, R. 3219 of 27 November 1992 and R. 464 of 26 March 1993, by a further period ending 30 June 1994.

D. VAN DER WALT,
Director: Labour Relations.

No. R. 885 **21 May 1993**

LABOUR RELATIONS ACT, 1956

MOTOR INDUSTRY: EXTENSION OF MICWU MEDICAL FUND AGREEMENT

I, Dennis van der Walt, Director: Labour Relations, duly authorised thereto by the Minister of Manpower, hereby, in terms of section 48 (4) (a) (i) of the Labour Relations Act, 1956, extend the periods fixed in Government Notices Nos. R. 1599 of 30 July 1982, R. 2796 of 31 December 1982, R. 1451 of 1 July 1983, R. 974 of 30 April 1987, R. 1802 of 21 August 1987, R. 750 of 22 April 1988, R. 252 of 17 February 1989, R. 1755 of 27 July 1990, R. 2567 of 25 October 1991 and R. 1666 of 19 June 1992, by a further period ending 30 June 1994.

D. VAN DER WALT,
Director: Labour Relations.

No. R. 886 355 **21 May 1993**

LABOUR RELATIONS ACT, 1956

NEW TYRE MANUFACTURING INDUSTRY: RE-ENACTMENT OF AGREEMENT

I, Leon Wessels, Minister of Manpower, hereby—

(a) in terms of section 48 (1) (a) of the Labour Relations Act, 1956, declare that the provisions of the Agreement which appears in the Schedule hereto and which relates to the undertaking, Industry, Trade or Occupation referred to in the heading to this notice, shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 30 June 1993, upon the employers' organisation and the trade unions which entered into the said Agreement and upon the employers and employees who are members of the said organisation or unions; and

No. R. 884 **21 Mei 1993**

WET OP ARBEIDSVERHOUDINGE, 1956

MOTORNYWERHEID: VERLENGING VAN MEDIESE HULPFONDSOOREENKOMS VIR DIE MOTORNYWERHEID

Ek, Dennis van der Walt, Direkteur: Arbeidsverhoudinge, behoorlik daartoe gemagtig deur die Minister van Mannekrag, verleng hierby, kragtens artikel 48 (4) (a) (i) van die Wet op Arbeidsverhoudinge, 1956, die tydperke vasgestel in Goewermentskennisgewings Nos. R. 1598 van 30 Julie 1982, R. 2300 van 21 Oktober 1983, R. 772 van 19 April 1984, R. 1319 van 21 Junie 1985, R. 2843 van 27 Desember 1985, R. 1330 van 27 Junie 1986, R. 362 van 20 Februarie 1987, R. 972 van 30 April 1987, R. 1108 van 22 Mei 1987, R. 1804 van 21 Augustus 1987, R. 747 van 22 April 1988, R. 1490 van 29 Junie 1990, R. 3137 van 20 Desember 1991, R. 1667 van 19 Junie 1992, R. 3219 van 27 November 1992 en R. 464 van 26 Maart 1993, met 'n verdere tydperk wat op 30 Junie 1994 eindig.

D. VAN DER WALT,
Direkteur: Arbeidsverhoudinge.

No. R. 885 **21 Mei 1993**

WET OP ARBEIDSVERHOUDINGE, 1956

MOTORNYWERHEID: VERLENGING VAN MICWU-MEDIESEFONDSOOREENKOMS

Ek, Dennis van der Walt, Direkteur: Arbeidsverhoudinge, behoorlik daartoe gemagtig deur die Minister van Mannekrag, verleng hierby, kragtens artikel 48 (4) (a) (i) van die Wet op Arbeidsverhoudinge, 1956, die tydperke vasgestel in Goewermentskennisgewings Nos. R. 1599 van 30 Julie 1982, R. 2796 van 31 Desember 1982, R. 1451 van 1 Julie 1983, R. 974 van 30 April 1987, R. 1802 van 21 Augustus 1987, R. 750 van 22 April 1988, R. 252 van 17 Februarie 1989, R. 1755 van 27 Julie 1990, R. 2567 van 25 Oktober 1991 en R. 1666 van 19 Junie 1992, met 'n verdere tydperk wat op 30 Junie 1994 eindig.

D. VAN DER WALT,
Direkteur: Arbeidsverhoudinge.

No. R. 886 **21 Mei 1993**

WET OP ARBEIDSVERHOUDINGE, 1956

NUWE BUITEBANDVERVAARDIGINGSNYWERHEID: HERBEKRAGTIGING VAN OOREENKOMS

Ek, Leon Wessels, Minister van Mannekrag, verklaar hierby—

(a) kragtens artikel 48 (1) (a) van die Wet op Arbeidsverhoudinge, 1956, dat die bepalings van die Ooreenkoms wat in die Bylae hiervan verskyn en betrekking het op die Onderneming, Nywerheid, Bedryf of Beroep in die opskrif by hierdie kennisgewing vermeld, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 30 Junie 1993 eindig, bindend is vir die werkgewersorganisasie en die vakverenigings wat genoemde Ooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasie of vereniging is; en

(b) in terms of section 48 (1) (b) of the said Act, declare that the provisions of the said Agreement, excluding those contained in clauses 1 (1) (a), 2, 3, 16, 17, 18 en 19 shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 30 June 1993 upon all employers and employees, other than those referred to in paragraph (a) of this notice, who are engaged or employed in the said Undertaking, Industry, Trade or Occupation in the areas specified in clause 1 of the said Agreement.

L. WESSELS,
Minister of Manpower.

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SCHEDULE

INDUSTRIAL COUNCIL FOR THE NEW TYRE MANUFACTURING INDUSTRY

AGREEMENT

in accordance with the provisions of the Labour Relations Act, 1956, made and entered into by and between

The New Tyre Manufacturers' Employers' Association

(hereinafter referred to as the "employers" or the "employers' organisation"), of the one part, and the

S.A. Yster-, Staal- en Verwante Nywerhede-Unie

and the

National Union of Metalworkers of South Africa

(hereinafter referred to as the "employees" or the "trade unions"), of the other part.

being the parties to the Industrial Council for the New Tyre Manufacturing Industry.

1. SCOPE OF APPLICATION

(1) The terms of this Agreement shall be observed in the New Tyre Manufacturing Industry —

(a) by all employers and employees who are members of the employers' organisation and the trade unions, respectively;

(b) in the Magisterial Districts of Port Elizabeth and Uitenhage.

(2) Notwithstanding the provisions of subclause (1), the provisions of this Agreement shall—

(a) apply to apprentices only in so far as they are not inconsistent with the provisions of or any conditions fixed under the Manpower Training Act, 1981;

(b) not apply to a chargehand, clerk, despatch clerk, factory clerk, first aid attendant, foreman or storeman who is either remunerated on a monthly basis or whose remuneration is calculated on an hourly basis or on a montly basis and who enjoys all staff privileges.

(3) For the purposes of this Ageement, the weekly wage rate of apprentices prescribed under the Manpower Training Act, 1981, shall be taken to the weekly wage, and the hourly rate shall be the weekly wage divided by 45.

2. PERIOD OF OPERATION OF AGREEMENT

This Agreement shall come into operation on a date to be fixed by the Minister of Manpower in terms of section 48 (1) of the Act and shall remain in force for the period ending 30 June 1993 or for such period as may be determined by him.

(b) kragtens artikel 48 (1) (b) van genoemde Wet, dat die bepalings van genoemde Ooreenkoms, uitgesonderd dié vervat in klousules 1 (1) (a), 2, 3, 16, 17, 18 en 19 met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 30 Junie 1993 eindig, bindend is vir alle ander werkgewers en werknemers as dié genoem in paragraaf (a) van hierdie kennisgewing wat betrokke is by of in diens is in genoemde Onderneming, Nywerheid, Bedryf of Beroep in die gebiede in klousule 1 van genoemde Ooreenkoms gespesifiseer.

L. WESSELS,
Minister van Mannekrag.

BYLAE

NYWERHEIDSRAAD VIR DIE NUWE BUITEBAND-VERVAARDIGINGSNYWERHEID

OOREENKOMS

ooreenkomstig die Wet op Arbeidsverhoudinge, 1956, gesluit deur en aangegaan tussen

The New Tyre Manufacturers' Employers' Association

(hierna die "werkgewers" of die "werkgewersorganisasie" genoem), aan die een kant en die

S.A. Yster-, Staal- en Verwante Nywerhede-Unie

en die

National Union of Metalworkers of South Africa

(hierna die "werknemers" of die "vakverenigings" genoem), aan die ander kant,

wat die partye is by die Nywerheidsraad vir die Nuwe Buitebandvervaardigingsnywerheid.

1. TOEPASSINGSBESTEK

(1) Hierdie Ooreenkoms moet in die Nuwe Buitebandvervaardigingsnywerheid nagekom word—

(a) deur alle werkgewers en werknemers wat lede van onderskeidelik die werkgewersorganisasie en die vakverenigings is;

(b) in die landdrosdistrikte Port Elizabeth en Uitenhage

(2) Ondanks subklousule (1), is hierdie Ooreenkoms—

(a) van toepassing op vakleerlinge slegs vir sover dit nie onbestaanbaar is met die bepalings van of voorwaardes gestel ingevolge die Wet op Mannekragopleiding, 1981, nie;

(b) nie van toepassing nie op 'n onderbaas, klerk, versendingsklerk, fabrieksklerk, eerstehulp-bediener, voorman of magasyn wat óf op 'n maandelikse grondslag beloon word óf wie se besoldiging op 'n uurlikse grondslag of op 'n maandelikse grondslag bereken word en wat alle personeelvoordele geniet.

(3) Vir die toepassing van hierdie ooreenkoms word die weekloon van vakleerlinge wat ingevolge die Wet op Mannekragopleiding, 1981, voorgeskryf word, geag die weekloon te wees en is die uurloon die weekloon gedeel deur 45.

2. GELDIGHEIDSDUUR VAN OOREENKOMS

Hierdie Ooreenkoms tree in werking met ingang van 'n datum wat die Minister van Mannekrag kragtens artikel 48 (1) van die Wet vasstel en bly van krag vir die tydperk eindigende 30 Junie 1993, of vir die tydperk wat hy bepaal.

3. SPECIAL PROVISIONS

The provisions of clauses 5 (4) (b) and 17 of the Agreement published under Government Notice R. 336 of 20 February 1981 as amended and renewed by Government Notices Nos. R. 2339 and R. 2340 of 29 October 1982, R. 309 and R. 310 of 15 February 1985, R. 2580 of 15 November 1985, R. 634 and R. 635 of 27 March 1987, R. 1751 of 14 August 1987, R. 352 and R. 353 of 3 March 1989 and R. 1431 of 22 May 1992 (hereinafter referred to as the "Former Agreement"), shall apply to employers and employees.

4. GENERAL PROVISIONS

The provisions contained in clauses 3 to 5 (4) (a), 5 (4) (c) to 16 and 18 to 23 of the Former Agreement shall apply to employers and employees.

5. CLAUSE 3 OF THE FORMER AGREEMENT: DEFINITIONS

(1) Under the definition of "Council" substitute the expression "Industrial Council for the New Tyre Manufacturing Industry" for the expression "Industrial Council for the Tyre and Rubber Manufacturing Industry, Eastern Province".

(2) Under the definition of "emergency work", substitute the expression "Autonet" for the expression "South African Transport Services" wherever it occurs.

(3) Under the definition of "establishment" substitute the expression "New Tyre Manufacturing Industry" for the expression "Tyre and Rubber Manufacturing Industry".

6. CLAUSE 4 OF THE FORMER AGREEMENT: REMUNERATION

(1) Substitute the following for subclause (1):

"(1) The minimum wage which an employer shall pay to each member of the undermentioned classes of his employees shall be as set out hereunder:

		Cents per hour
(a)	Rate A employee	979
(b)	Rate B employee	651
(c)	Rate C employee	596
(d)	Rate D employee	568
(e)	Rate E employee	560
(f)	Rate F employee	555
(g)	Rate G employee	552
(h)	Rate H employee	550:

Provided that any newly hired employee or any employee transferred from one job classification or operation to another shall be required to serve a probationary period in the job classification or operation for which he has been hired or to which he has been transferred.

(i) *Apprentice:* An apprentice shall be paid not less than the wage prescribed under the Manpower Training Act, 1981, for the trade in which he is indentured.

(j) *Casual labourer:* 417 cents per hour.

(k) *Casual employee:* Except as provided for in subparagraph (i), a casual employee shall be paid in respect of every day of his employment not less than the hourly rate for the class of work on which he is engaged, multiplied by seven and a half in respect of an employee engaged on a three-shift system and nine in respect of an employee engaged on a two-shift or one-shift system: Provided that if a casual employee is required to work for a period of not more than four consecutive hours on any day his wage may be reduced to his hourly rate multiplied by four.

3. SPESIALE BEPALINGS

Die bepalings soos vervat in klousules 5 (4) (b) en 17 van die Ooreenkoms gepubliseer by Goewermentskennisgewing No. R. 336 van 20 Februarie 1981 soos gewysig en hernieu. deur Goewermentskennisgewings R. 2339 en R. 2340 van 29 Oktober 1982, R. 309 en R. 310 van 15 Februarie 1985, R. 2580 van 15 November 1985, R. 634 en R. 635 van 27 Maart 1987, R. 1751 van 14 Augustus 1987, R. 352 en R. 353 van 3 Maart 1989 en R. 1431 van 22 Mei 1992 (hierna die "Vorige Ooreenkoms" genoem) is van toepassing op werkgewers en werknemers.

4. ALGEMENE BEPALINGS

Die bepalings soos vervat in klousules 3 tot 5 (4) (a), 5 (4) (c) tot 16 en 18 tot 23 van die Vorige Ooreenkoms is van toepassing op sowel werkgewers as werknemers.

5. KLOUSULE 3 VAN DIE VORIGE OOREENKOMS: WOORDOMSKRYWING

(1) In die woordomskrywing "Raad" vervang die uitdrukking "Nywerheidsraad vir die Buitebband- en Rubbernywerheid Oostelike Provinsie" deur die uitdrukking "Nywerheidsraad vir die Nuwe Buitebandvervaardigingsnywerheid".

(2) In die woordomskrywing "noodwerk" vervang die uitdrukking "Suid-Afrikaanse Vervoerdienste" deur die uitdrukking "autonet", waar dit ook al voorkom.

(3) In die woordomskrywing "bedryfsinrigting" vervang die uitdrukking "Nywerheidsraad vir die Buiteband- en Rubbernywerheid Oostelike Provinsie" deur die uitdrukking "Nuwe Buiteband vervaardigingsnywerheid."

6. KLOUSULE 4 VAN DIE VORIGE OOREENKOMS: BESOLDIGING

(1) Vervang subklousule (1) deur die volgende:

"(1) Die minimum loon wat 'n werkgewer aan elke lid van genoemde klasse van sy werknemers moet betaal, is soos volg uiteengesit:

		Sente per uur
(a)	Loon A-werknemer	979
(b)	Loon B-werknemer	651
(c)	Loon C-werknemer	596
(d)	Loon D-werknemer	568
(e)	Loon E-werknemer	560
(f)	Loon F-werknemer	555
(g)	Loon G-werknemer	552
(h)	Loon H-werknemer	550:

Met dien verstande dat 'n pasaangestelde werknemer of 'n werknemer wat oorgeplaas word van een werkklassifikasie of werksaamheid na 'n ander, 'n proeftyd moet aflê in die werkklassifikasie of werksaamheid waarvoor hy aangestel is of waarheen hy oorgeplaas is.

(i) *Vakleerling:* 'n Vakleerling moet minstens dié loon betaal word wat ingevolge die Wet op Mannekragopleiding, 1981, voorgeskryf word vir die ambag waarvoor hy ingeboek is.

(j) *Los arbeider:* 417 sent per uur.

(k) *Los werknemer:* Behoudens subparagraaf (i) moet 'n los werknemer vir elke dag diens minstens die uurloon betaal word vir die klas werk wat hy verrig, vermenigvuldig met sewe en 'n half in die geval van 'n werknemer wat volgens 'n drieskofstelsel werk, en met nege in die geval van 'n werknemer wat volgens 'n twee- of eenskofstelsel werk: Met dien verstande dat as daar van 'n los werknemer vereis word om op 'n bepaalde dag hoogstens vier agtereenvolgende ure te werk, sy loon verminder kan word tot by sy uurloon, vermenigvuldig met vier.".

(l) The employers shall pay with effect from the date of coming into operation of this Agreement, the following across the board wage increases on actual wages:

(a) Rates B to H inclusive: R1,13 per hour;

(b) Rate A: 12 per cent.

(2) In subclause 4 (a) (iii), substitute the expression "20" for the expression "15".

(3) In subclause 4 (b), substitute the expression "5 per cent, 10 per cent or 20 per cent" for the expression "10 per cent or 15 per cent".

7. CLAUSE 6 OF THE FORMER AGREEMENT: HOURS OF WORK, ORDINARY AND OVERTIME, AND PAYMENT FOR OVERTIME

In subclause (10), substitute the expressions "R12" and "R240" for the expressions "R7" and "R140" respectively.

8. CLAUSE 7 OF THE FORMER AGREEMENT: ANNUAL AND SERVICE LEAVE

(1) Substitute the following for subclause (1) (a):

"(1) (a) An employer shall grant to an employee paid annual leave of not less than three weeks and three days, of which not less than two weeks shall be granted during a period commencing not later than 24 December and three days of which shall be scheduled to be taken on 21 March, 16 June and 2 January, respectively: Provided that an employee who does not take annual leave in December each year may accumulate a maximum of 180 hours' leave for which pay shall be accumulated at the wage rate applicable at the time of accumulation.".

(2) In subclause (1) (c), insert the following subparagraphs (iv) and (v) after subparagraph (iii):

"(iv) on completion of 20 years' continuous service, six calendar days' leave pay;

(v) on completion of 25 years' continuous service, seven calendar days' leave pay.".

9. CLAUSE 8 OF THE FORMER AGREEMENT: ANNUAL BONUS

In subclause (4), insert the following paragraph (e) after paragraph (d):

"(e) to an employee performing national service in terms of the Defence Act, 1957.".

10. CLAUSE 10 OF THE FORMER AGREEMENT: PUBLIC HOLIDAYS AND SUNDAYS

(1) In subclause (1), insert the expression "Workers' Day" after the expression "Family Day".

(2) In subclause (3), insert the expression "Workers' Day" after the expression "Family Day".

(3) Insert the following new subclause:

"(3) *(bis)* Whenever New Year's Day, Good Friday, Family Day, Worker's Day, Ascension Day, the Day of the Vow, Christmas Day, Day of Goodwill or Republic Day fall on a Sunday, an employee who works on such days, in addition to being paid as prescribed in subclause (5) (a), shall be paid at his hourly rate for the ordinary working hours he would have been paid if the holiday had fallen within the period Monday to Friday, inclusive:

Provided that a watchman who works on such days, in addition to his ordinary remuneration, shall be paid at his hourly rate for the ordinary hours he would have been paid if the holiday had fallen within the period Monday to Friday, inclusive.".

(l) Met ingang van die datum van inwerkingtreding van hierdie Ooreenkoms, moet die werkgewers die volgende deur-die-bank-verhogings op werklike lone betaal:

(a) Graad B tot en met H: R1,13 per uur;

(b) Graad A: 12 persent.

(2) In subklousule 4 (a) (iii), vervang die uitdrukking "15" deur die uitdrukking "20".

(3) In subklousule 4 (b), vervang die uitdrukking "10 persent of 15 persent" deur die uitdrukking "5 persent, 10 persent of 20 persent".

7. KLOUSULE 6 VAN DIE VORIGE OOREENKOMS: WERKURE, GEWONE EN OORTYD-, EN BETALING VIR OORTYDWERK

In subklousule (10), vervang die uitdrukkings "R7" en "140" deur onderskeidelik die uitdrukkings "R12" en "R240".

8. KLOUSULE 7 VAN DIE VORIGE OOREENKOMS: JAARLIKSE EN DIENSVERLOF

(1) Vervang subklousule (1) (a) deur die volgende:

"(1) (a) 'n Werkgewer moet aan 'n werknemer jaarlikse verlof met besoldiging toestaan van minstens drie weke en drie dae, waarvan minstens twee weke toegestaan moet word gedurende 'n tydperk wat voor of op 24 Desember begin, en waarvan drie dae op onderskeidelik 21 Maart, 16 Junie en 2 Januarie geneem moet word: Met dien verstande dat 'n werknemer wat nie sy jaarlikse verlof elke jaar in Desember neem nie, 'n maksimum van 180 uur verlof kan laat ophoop waarvoor betaling opgehoop moet word teen die loonskaal van toepassing ten tyde van die ophoping.".

(2) In subklousule (1) (c), voeg die volgende subparagrawe (iv) en (v) in na subparagraaf (iii):

"(iv) by voltooiing van 20 jaar se aaneenlopende diens, ses kalenderdae verlofbesoldiging;

(v) by voltooiing van 25 jaar se aaneenlopende diens, sewe kalenderdae verlofbesoldiging.".

9. KLOUSULE 8 VAN DIE VORIGE OOREENKOMS: JAARLIKSE BONUS

In subklousule (4), voeg die volgende paragraaf (e) in na paragraaf (d):

"(e) aan 'n werknemer wat ingevolge die Verdedigingswet, 1957, militêre diens moet ondergaan.".

10. KLOUSULE 10 VAN DIE VORIGE OOREENKOMS: OPENBARE VAKANSIEDAE EN SONDAE

(i) In subklousule (1), voeg die uitdrukking "Werkersdag" in na die uitdrukking "Gesinsdag".

(2) In subklousule (3), voeg die uitdrukking "Werkersdag" in na die uitdrukking "Gesinsdag".

(3) Voeg die volgende nuwe subklousule in:

"(3) *(bis)* Wanneer Nuwejaarsdag, Goeie Vrydag, Gesinsdag, Werkersdag, Hemelvaartsdag, Geloftedag, Kersdag, Welwillendheidsdag of Republiekdag op 'n Sondag val, moet 'n werknemer wat op sodanige dae werk, benewens die betaling wat hy ontvang soos voorgeskryf in subklousule (5) (a), sy uurloon betaal word vir die normale werksure waarvoor hy betaal sou word indien die vakansie binne die tydperk Maandag tot en met Vrydag geval het:

Met dien verstande dat 'n wag wat op sodanige dae werk, benewens sy normale besoldiging, sy uurloon betaal moet word vir die normale werksure waarvoor hy betaal sou geword het indien die vakansiedag binne die tydperk Maandag tot en met Vrydag geval het.".

11. CLAUSE 16 OF THE FORMER AGREEMENT: CONTRIBUTIONS TO THE EXPENSES OF THE COUNCIL

In subclause (2) substitute the expression "8c" for the expression "4c".

12. CLAUSE 20 OF THE FORMER AGREEMENT: REDUNDANCY/RETRENCHMENT

Substitute the following for subclause (9):

"(9) Compensation/Severance Payments:

(a) Employees who are selected for redundancy/retrenchment shall receive the standard termination of service conditions in addition to compensation as follows:

(i) For less than 10 year's, continuous service with the same employer, one week's pay for each completed year of service;

(ii) For 10 or more year's continuous service with the same employer, two week's pay for each completed year of service.

(b) A week's pay shall be as defined in clause 3 of the Agreement as the pay rate for normal contractual hours worked by the employee in the course of his duties.".

13. CLAUSE 22 OF THE FORMER AGREEMENT: COMPASSIONATE LEAVE

Substitute the following for the subclauses (1) and (2):

"(1) In the event of the death or terminal illness of a close relative, an employee shall be entitled to a maximum of three days' paid leave of absence per occasion: Provided that—

(i) such leave shall be limited to nine days every three years;

(ii) payment therefor shall be subject to documentary proof.

(2) In this regard, close relative shall mean mother, father, wife, husband, grandparent, mother-in-law, father-in-law, child and sibling of an employee.".

14. CLAUSE 23 OF THE FORMER AGREEMENT: MATERNITY LEAVE

Substitute the following for the existing clause:

"23. PARENTAL RIGHTS

(1) (a) *Maternity leave:* Such leave may be granted only to female employees and shall commence four weeks before the anticipated date of confinement and shall end eight weeks after the date of confinement and in the case of still birth, four weeks after the event.

(b) (1) The employee is required to advise the employer at least two months prior to the date of the commencement of the period of maternity leave that she wishes to take this option.

(ii) If no such option is exercised prior to this date, the employee's date of leaving shall be the date of termination of service.

(c) The employer cannot guarantee that such employee shall return to her original job and, if her original job should become redundant during the period of leave, she shall be given notice of redundancy on return from maternity leave.

(d) An employee shall receive her normal remuneration up to the date of commencement of the period of maternity leave and remuneration shall re-commence at the end of the period of maternity leave on the employee's return to work as scheduled:

Provided that during the period of maternity leave as provided for paragraph (a), she shall receive 30 per cent of her basic wage.

11. KLOUSULE 16 VAN DIE VORIGE OOREENKOMS: BYDRAES TOT DIE UITGAWES VAN DIE RAAD

In subklousule (2), vervang die uitdrukking "4c" deur die uitdrukking "8c".

12. KLOUSULE 20 VAN DIE VORIGE OOREENKOMS: OORTOLLIGHEID/AFDANKING

Vervang subklousule (9) deur die volgende:

"(9) Vergoeding/Uittredingbetaling:

(a) Werknemers wat vir oortolligheid/afdanking gekies word, moet, benewens vergoeding, die standaard-diensbeëindigingsvoorwaardes ontvang, soos volg:

(i) Vir minder as 10 jaar onafgebroke diens by dieselfde werkgewer, een week se loon vir elke jaar voltooide diens;

(ii) vir 10 of meer jaar onafgebroke diens by dieselfde werkgewer, twee weke se loon vir elke jaar voltooide diens.

(b) 'n Week se loon is soos omskryf in klousule 3 van die Ooreenkoms as die loontarief vir normale kontraktuele ure deur die werknemer gewerk by die uitvoering van sy pligte.".

13. KLOUSULE 22 VAN DIE VORIGE OOREENKOMS: DEERNISVERLOF

Vervang die bestaande klousule deur die volgende subklousules (1) en (2):

"(1) In die geval van die afsterwe of terminale siekte van 'n bloedverwant is 'n werknemer geregtig op 'n maksimum van drie dae se afwesigheidsverlof met besoldiging per geleentheid: Met dien verstande dat—

(i) sodanige verlof beperk moet wees tot nege dae elke drie jaar;

(ii) betaling daarvoor aan dokumentêre bewys onderworpe is.

(2) In hierdie verband, beteken 'bloedverwant', moeder, vader, vrou, man, grootouer, skoonmoeder, skoonvader, kind, broer of suster van 'n werknemer."

14. KLOUSULE 23 VAN DIE VORIGE OOREENKOMS: KRAAMVERLOF

Vervang die bestaande klousule deur die volgende:

"23. OUERLIKE REGTE

(1) (a) *Kraamverlof:* Sodanige verlof word slegs aan vroulike werknemers toegestaan en neem 'n aanvang vier weke voor die verwagte datum van die bevalling en eindig agt weke na die datum van die bevalling en in die geval van 'n doodgeboorte, vier weke daarna.

(b) (i) Die werknemer moet die werkgewer minstens twee maande voor die aanvangsdatum van die kraamverloftydperk in kennis stel dat sy van hierdie opsie gebruik wil maak.

(ii) As geen sodanige opsie voor hierdie datum uitgeoefen word nie, is die datum waarop die werknemer haar werk verlaat die datum van diensbeëindiging.

(c) Die werkgewer kan nie waarborg dat sodanige werknemer na haar oorspronklike werk sal kan terugkeer nie en indien haar oorspronklike werk gedurende haar afwesigheidsverlof oortollig word, moet sy kennis van oortolligheid gegee word by haar terugkeer van kraamverlof.

(d) 'n Werknemer ontvang haar gewone besoldiging tot die aanvangsdatum van die kraamverloftydperk en besoldiging begin weer aan die einde van die kraamverloftydperk by die werkgewer se terugkeer na die werk, soos bepaal:

Met dien verstande dat sy gedurende die kraamverloftydperk by paragraaf (a), voorgeskryf, 30 persent van haar basiese loon ontvang.

(e) During the period of maternity leave the employee shall not qualify for or accrue any benefits other than those specified in paragraph (d). Any general wage adjustments effected during the period of her maternity leave shall take effect only from the date of her return.

(f) During the period of the maternity leave the employer shall pay both the employer and employee portions of benefit contributions.

(g) Election of the option of maternity leave and the payment of the prescribed employee deductions shall ensure continuous service and continuity of membership of the pension, medical aid and annual bonus schemes only.

(h) Any replacement employed to cover for this approved period of absence shall be on a temporary basis and shall not qualify for any redundancy/retrenchment benefits on the return to work of the former employee.

(2) *Child Care:* Subject to documentary proof, an employee shall be entitled to one day's paid leave per year for the purpose of child care.".

15. Insert the following new clause after clause 23:

"24. PAP SMEAR

On request, the employer shall provide for a female employee to have one free Pap smear per year.".

16. Insert the following new clause after clause 24:

"25. PAYMENT OF WAGES DURING DETENTION UNDER SECURITY AND EMERGENCY LEGISLATION

An employer shall continue to pay an employee's weekly wages as defined in this Agreement and to maintain the employment relationship during detention without trial under the security and emergency legislation.".

17. Insert the following new clause after clause 25:

"26. USE OF TEMPORARY LABOUR

An employer shall not hire temporary labour for short-term absenteeism. Temporary labour shall be for longer periods of absence such as maternity leave, long-term illness, shutdown maintenance and short-term projects. An employer shall advise the unions of the temporary labour hired and of the reason for such hire.".

18. Insert the following new clause after clause 26:

"27. HIRE OF CONTRACTORS

An employer shall not dismiss any permanent employee as a result of the use of contractor staff. Where there is any impact on the hire of employees by the use of contractors, the employers shall consult with the unions prior to any contracting out of work.".

19. Add the following words immediately after clause 27:

"JOB SECURITY/JOB CREATION

In addition to the aforementioned Agreement the parties agree to the contents of the attached documents on Job Security/Job Creation (Annexure A) and Training (Annexure B).".

This Agreement signed at Port Elizabeth, on behalf of the parties, this 15th day of January 1993.

G. J. VAN DALEN,
Chairperson.

W. L. VOS,
Vice-Chairman.

B. J. WILSON,
Secretary.

(e) Gedurende die kraamverloftydperk kwalifiseer die werknemer nie vir enige voordele en val sodanige voordele haar nie toe nie, uitgesonderd die voordele by paragraaf (d) bepaal. Alle algemene loonaanpassings wat gedurende haar kraamverloftydperk gemaak word, word slegs van krag vanaf die datum van haar terugkeer.

(f) Gedurende die kraamverloftydperk moet die werkgewer aan sowel die werkgewer as die wernemer gedeeltes van voordelebydraes betaal.

(g) Die benutting van die kraamverlofopsie en die betaling van die voorgeskrewe werknemerbedrae afgetrek, moet onafgebroke diens en deurlopendheid van lidmaatskap van slegs die pensioen-, mediese hulp- en jaarlikse bonusskemas verseker.

(h) 'n Plaasvervanger wat in diens geneem word om vir hierdie goedgekeurde tydperk van afwesigheid in te staan, word op 'n tydelike grondslag aangestel en kwalifiseer nie vir enige oortolligheidafdankingsvoordele nie wanneer die vorige werknemer na haar werk terugkeer.

(2) *Kindersorg:* Onderworpe aan dokumentêre bewys is 'n werknemer geregtig op een dag verlof met besoldiging per jaar vir die doel van kindersorg.".

15. Voeg die volgende nuwe klousule in na klousle 23:

"24. PAPSMEER

Op versoek moet die werkgewer voorsiening daarvoor maak dat van 'n vroulike werknemer een gratis Papsmeer per jaar geneem word.".

16. Voeg die volgende nuwe klousule in na klousule 24:

"25. BETALING VAN LONE TYDENS AANHOUDING KRAGTENS SEKURITEITS- EN NOODWETGEWING

'n Werkgewer gaan voort om 'n werknemer se weeklikse loon, soos omskryf in hierdie Ooreenkoms, te betaal, en die inwerknemingsverhouding te handhaaf tydens aanhouding sonder verhoor kragtens die sekuriteits- en noodwetgewing.".

17. Voeg die volgende nuwe klousle in na klousule 25:

"26. GEBRUIK VAN TYDELIKE ARBEID

'n Werkgewer mag nie tydelike arbeid in diens neem vir korttermynafwesigheid nie. Tydelike arbeid is vir tydperke van langer afwesigheid soos kraamverlof, langtermynsiekte, fabrieksluitonderhoud en korttermynprojekte. 'n Werkgewer moet die vakverenigings in kennis stel van die tydelike arbeid wat in diens geneem is en die rede vir sodanige indiensneming.".

18. Voeg die volgende nuwe klousule in na klousule 26:

"27. HUUR VAN KONTRAKTEURS

'n Werkgewer mag nie 'n permanente werknemer afdank as gevolg van die gebruik van kontrakteurspersoneel nie. Waar daar enige impak op die indiensneming van werknemers is deur die gebruik van kontrakteurs, beraadslaag die werkgewers met die vakvereniging voordat enige uitkontraktering van werk plaasvind.".

19. Voeg die volgende woord in onmiddellik na klousule 27:

"WERKBEVEILIGING/WERKSKEPPING

Benewens voornoemde ooreenkoms gaan die partye akkoord met die inhoud van die aangehegte dokumente oor Werkbeveiliging/Werkskepping (Aanhangsel A) en Opleiding (Aanhangsel B).".

Hierdie Ooreenkoms is namens die partye op hede die 15de dag van Januarie 1993 te Port Elizabeth onderteken.

G. J. VAN DALEN,
Voorsitter.

W. L. VOS,
Ondervoorsitter.

B. J. WILSON,
Sekretaris.

3.4.3 The question of redundancy which may arise as a result of the closure of part or all of an operation will be dealt with in accordance with clause 20 of the Industrial Council Agreement.

3.4.4 Should any breach of the above undertakings (par. 3.2 and 3.3) occur, the shop stewards undertake to assist in resolving these at plant level. In the event of failure to maintain production tickets which is attributable to any plant-specific unprocedural/unlawful industrial action, and if the production loss remains unrecovered, the steps listed below will be followed:

(a) 48 hours for "in plant" discussions with shop stewards to agree as to arrangements for recovery—if this fails then;

(b) 48 hours for "in plant" discussions with union officials to agree as to arrangements for recovery—if this fails then;

(c) a further seven calendar days to resolve this at Industrial Council level, and if this fails then;

(d) a final further 48 hours to reach agreement,

failing which, the parties will be notified in writing of the immediate withdrawal of the retrenchment moratorium.

Recovery of production as referred to above or the maintenance of production tickets will be achieved by exploring the range of options available, which shall include but not be limited to changing of shift patterns, improved productivity, improved output, etc. or time worked in, in accordance with clause 6 (11), all as agreed at plant level.

ANNEXURE B

TRAINING

(1) The Industrial Council shall form a sub-committee consisting of up to eight employee representatives which shall, within the guiding principles below—

(a) Investigate and discuss training and education in the Industry and make recommendations thereon to the Industrial Council for approval;

(b) be set up immediately on conclusion of this Agreement;

(c) set priorities and an operational timetable.

(2) The committee shall be directed and guided by the following principles:

(a) Trade unions and employers have key roles to play in human resources development.

(b) Education and training initiatives should tie in with programmes for economic and industrial improvement in the New Tyre Manufacturing Industry.

3.4.3 Die kwessie van oortollige personeel wat die gevolg kan wees van die sluiting van 'n gedeelte van 'n werksaamheid of 'n hele werksaamheid word hanteer ooreenkomstig klousule 20 van die Nywerheidsraadooreenkoms.

3.4.4 Indien enige verbreking van bogenoemde verbintenisse (par. 3.2 en 3.3) plaasvind, onderneem die vakverenigingverteenwoordigers om te help om sodanige sake op fabrieksvlak te help oplos. In die geval van onvermoë om met produksiekaarte voort te gaan wat toegeskryf kan word aan enige fabriekspesifieke nie-prosessuele/onwettige nywerheidsaksie, en indien die produksieverlies onverhaal bly, word die volgende stappe gedoen:

(a) 48 uur word toegestaan vir fabrieksvlakbesprekings met vakvereniging-verteenwoordigers ten einde 'n ooreenkoms te bereik oor reëlings om te verhaal—indien dit misluk, dan;

(b) word 48 uur toegestaan vir fabrieksvlakbesprekings met vakvereniging-beamptes ten einde 'n ooreenkoms te bereik oor reëlings om te verhaal—indien dit misluk, dan;

(c) word 'n verdere sewe kalenderdae toegestaan om die saak op Nywerheidsraadvlak te besleg, en indien dit misluk, dan;

(d) word 'n finale verdere 48 uur toegestaan om 'n ooreenkoms te bereik,

indien hierdie stappe misluk, word die partye skriftelik in kennis gestel van die onmiddellike intrekking van die moratorium op personeelbesnoeiing.

Die verhaling van produksie soos hierbo bedoel of die voortsetting van produksiekaarte word bereik deur die ontleding van die reeks opsies beskikbaar, wat insluit maar nie beperk is tot die wysiging van skofstelsels, verbeterde produktiwiteit, verbeterde lewering, ens. of tyd wat ingewerk word, ooreenkomstig klousule 6 (11), alles soos op fabrieksvlak ooreengekom.

BYLAE B

OPLEIDING

(1) Die Nywerheidsraad moet 'n subkomitee stig bestaande uit tot agt werkgewer- en agt werknemerverteenwoordigers wat, binne onderstaande riglyne—

(a) ondersoek moet instel na opleiding en onderrig in die Nywerheid, dit moet bespreek en aanbevelings daaroor aan die Nywerheidsraad moet doen vir goedkeuring;

(b) onmiddellik na die afhandeling van hierdie Ooreenkoms in die lewe geroep moet word;

(c) prioriteite en 'n werkrooster moet opstel.

(2) Die komitee word deur onderstaande beginsels gerig en gelei:

(a) Vakverenigings en werkgewers het sleutelrolle te speel in die ontwikkeling van menslike hulpbronne.

(b) Onderrig- en opleidingsinisiatiewe behoort in te skakel in programme vir ekonomiese en industriële verbetering in die Nuwe Buitebandvervaardigingsnywerheid.

(c) The Industry accepts a responsibility to undertake and contribute to uplifting standards of education, including literacy and numeracy, to increase employees' skills.

(d) Employees who attend company approved and/or Industry Education and Training Board accredited education and training programmes shall receive their normal rate of pay for the duration of training courses scheduled during working hours.

(e) The parties acknowledge that the State, employers and trade unions have a role to play in training and education.

(f) Training must be continually updated to meet the needs of a changing economy.

(g) There should be clear links and bridges between formal education and industrial training systems and other education and training systems.

(h) Formal education should be free and compulsory to the highest level the economy can afford.

(i) Education and training should be available to all employees directly linked to defined needs, and in accordance with planned career paths.

(j) Training on a modular basis should be favoured and should be competency based and within an Industry framework. Such modules should be flexible and competency bases to allow for flexibility and transferability to benefit the Industry and economy.

(k) Wherever possible, training should provide portable skills, recognised in the Industry and in the workplace, and lay the foundation for further development.

(l) Education and training programmes must include a provision for recognising prior learning, however or wherever acquired, provided the skills can be verified.

(m) Education and training systems should include career paths for trainers.

(n) Adult basic education should be accommodated in the Industry's future training dispensation along the following lines:

(i) Trade unions should be involved in literacy training;

(ii) Courses should be capable of taking learners to nationally accepted standards.

(iii) Employers should provide facilities and support programmes for training of trainers within all principles stated here.

(o) All training and education activities shall be undertaken within the financial capabilities and constraints of the companies and the Industry. Training shall be arranged within the operational constraints and requirements of the companies and the Industry.

(c) Die Nywerheid aanvaar verantwoordelikheid om die opheffing van standaarde van onderrig, met inbegrip van lees-en-skryf-kennis en syferkennis, te onderneem en daartoe by te dra, ten einde werknemers se vaardighede te verhoog.

(d) Werknemers wat maatskappygoedgekeurde en/of onderrig- en opleidingsprogramme wat deur die Raad vir Bedryfsonderrig en -opleiding geakkrediteer is, bywoon, ontvang hul normale loon vir die duur van opleidingskursusse gedurende werksure.

(e) Die partye erken dat die Staat, werkgewers en vakverenigings 'n rol moet speel in opleiding en onderrig.

(f) Opleiding moet voortdurend bygewerk word om by die behoeftes van 'n veranderde ekonomie aan te pas.

(g) Daar moet duidelike skakeling en oorbrugging tussen formele onderrig en nywerheids-opleidingstelsels en ander onderrig-en opleidingstelsels wees.

(h) Formele onderrig moet gratis en verpligtend wees tot op die hoogste vlak wat die ekonomie kan bekostig.

(i) Onderrig en opleiding moet beskikbaar wees aan alle werknemers direk verbind met bepaalde behoeftes en in ooreenstemming met beplande beroepkeuses.

(j) Voorkeur moet gegee word aan opleiding op 'n modulêre basis, gebaseer op vaardigheid en binne 'n bedryfsnetwerk. Sodanige modules moet buigsaam en op vaardigheid gebaseer wees om voorsiening te maak vir buigsaamheid en oordraagbaarheid om die bedryf en die ekonomie te bevoordeel.

(k) Waar moontlik, moet opleiding verplaasbare vaardighede verskaf wat in die Nywerheid en in die werkplek erken word en sodoende die grondslag lê vir verdere ontwikkeling.

(l) Onderrig- en opleidingsprogramme moet voorsiening insluit om vroeëre opvoeding te erken, hoe of waar ook al verwerf, mits die vaardighede bewys kan word.

(m) Onderrig- en opleidingstelsels moet beplande beroepe vir opleiers insluit.

(n) Voorsiening vir basiese volwassene-onderrig moet in die Nywerheid se toekomstige opleidingstelsel ooreenkomstig die volgende riglyne gemaak word:

(i) Vakverenigingbetrokkenheid by lees-en-skryf-opleiding;

(ii) Kursusse moet leerlinge tot nasionaal aanvaarde standaarde kan bring.

(iii) Maatskappye moet geriewe en ondersteuningsprogramme voorsien vir die opleiding van opleiers binne die raamwerk van al die beginsels wat hierin genoem is.

(o) Alle opleidings- en onderrigaktiwiteite moet binne die finansiële vermoë en beperkings van die maatskappye en die Nywerheid onderneem word. Opleiding moet binne die bedryfsperke en vereistes van die maatskappye en die Nywerheid gereël word.

(p) Mutual agreement must be reached between the parties on the scope and content of the Industry education and training programmes.

(q) The actions of the proposed committee shall in no way inhibit training and education initiatives and programmes which address individual employer needs within the Industry framework.

(3) (a) The sub-committee shall investigate and propose the establishment of an Industry Education and Training Board composed of 50% employer and 50% trade union representation. Its functions would include the following:

(i) All matters of mutual interest relating to education and training.

(ii) Meeting on a regular basis and reporting to the Industrial Council.

(iii) Liaison with the Job Security/Job Creation Sub-committee to direct education and training to shortages and future Industry needs.

(iv) Development of Industry training standards within national guidelines to cover all employees.

(v) Co-ordination of the implementation of adult basic education programmes within national guidelines.

(vi) The monitoring and review of standards to ensure that training is up-to-date and relevant.

(vii) The establishment of links with educational institutions and community colleges.

(viii) The assessment of current training courses conducted at Industry and company level and accreditation of such training within Industry guidelines.

(b) The number of representatives should be limited to no more than eight employer and eight employee representatives. Experts to attend on ad hoc basis, to provide input.

(c) Representatives on the Industry Education and Training Board should be employed in the Industry or by parties to the Industrial Council.

(4) *Funding:* The parties agree that the Industrial Educational Training Board shall be financed from an initial contribution of R100 000 by the employers. Future funding shall be investigated by the sub-committee and recommendations shall be made to the Industrial Council.

(5) *Process:* The sub-committee and ultimately the Industry Education and Training Board members shall be requested to give effect to the principles, functions and funding guidelines agreed to here. They should advise the Industrial Council on a *modus operandi* for the Industry Education and Training Board and give attention to—

(a) steps to ensure that the Industry Education and Training Board is established before the end of November 1991;

(p) Onderlinge ooreenkoms moet tussen die partye bereik word oor die omvang en inhoud van die Nywerheid se onderrig- en opleidingsprogramme.

(q) Die optrede van die voorgestelde komitee moet geensins opleidings- en onderriginisiatiewe en -programme wat op individuele maatskappybehoeftes binne die Nywerheidsraamwerk gemik is, strem nie.

(3) (a) Die subkomitee moet ondersoek instel na die stigting, en sodanige stigting voorstel, van 'n Raad vir Nywerheidsonderrig en -opleiding wat bestaan uit 50% werkgewer-en 50% vakverenigingverteenwoordiging. Sy funksies sluit die volgende in:

(i) Alle sake van onderlinge belang met betrekking tot onderrig en opleiding.

(ii) Vergadering op 'n gereelde basis en verslagdoening aan die Nywerheidsraad.

(iii) Skakeling met die Subkomitee vir Werkbeveiliging/Werkskepping om onderrig en opleiding op tekorte en toekomstige Nywerheidsbehoeftes in te stel.

(iv) Die ontwikkeling van Nywerheidsopleidingstandaarde binne nasionale riglyne om alle werknemers te dek.

(v) Die Koördinering van die inwerkingstelling van basiese onderrigprogramme vir volwassenes binne nasionale riglyne.

(vi) Die monitor en hersiening van standaarde om te verseker dat opleiding by en relevant is.

(vii) Die daarstelling van bande met onderwysinstellings en gemeenskapskolleges.

(viii) Die waardebepaling van huidige opleidingskursusse op Nywerheids- en maatskappyvlak en akkreditering van sodanige opleiding binne nywerheidsriglyne.

(b) Die aantal verteenwoordigers word beperk tot nie meer as agt werkgewer- en agt werknemersverteenwoordigers nie. Deskundiges woon die vergaderings op 'n ad hoc-basis by om inset te verskaf.

(c) Verteenwoordigers in die Raad vir Nywerheidsonderrig en -opleiding moet in die nywerheid in diens wees of in diens wees van partye in die Nywerheidsraad verteenwoordig.

(4) *Fondse:* Die partye stem ooreen dat die Raad vir Nywerheidsonderrig en -opleiding gefinansier word deur 'n aanvangsbydrae van R100 000 deur die werkgewers. Toekomstige befondsing word deur die subkomitee ondersoek en aanbevelings word aan die Nywerheidsraad gemaak.

(5) *Metode:* Die subkomitee en uiteindelik die lede van die Raad vir Nywerheidsonderrig en -opleiding word versoek om uitvoering te gee aan die beginsels, funksies en funderingsriglyne waaroor hiermee ooreengekom is. Hulle adviseer die Nywerheidsraad oor 'n werkwyse vir die Raad vir Nywerheidsonderrig en -opleiding en gee aandag aan—

(a) stappe om te verseker dat die Raad vir Nywerheidsonderrig en -opleiding gestig word voor die einde van November 1991;

(b) communication of its proposals and functions to employers and employees in the Industry;

(c) the establishment of a committee to address a framework for career paths and training modules in the Industry by March 1992;

(d) regular reporting by the Industry Education and Training Board to the Industrial Council on training efforts occurring in the Industry.

DEPARTMENT OF HOME AFFAIRS

No. R. 883 **21 May 1993**

MARRIAGE ACT, 1961 (ACT No. 25 OF 1961)

FIRST AMENDMENT OF THE REGULATIONS IN TERMS OF THE MARRIAGE ACT

The Minister of Home Affairs has, in terms of section 38 of the Marriage Act, 1961 (Act No. 25 of 1961), made the regulations in the Schedule.

SCHEDULE

Definition

1. In this Schedule the expression "the Regulations" means the regulations in terms of the Marriage Act, 1961, published under Government Notice No. R. 2207 of 24 October 1986.

Insertion of regulations 5A, 5B, 5C and 5D in the Regulations

2. The following regulations are hereby inserted after regulation 5 of the Regulations:

"Marriage register

5A. The marriage register referred to in section 29A shall contain substantially the information prescribed on form BI-30.

Issuing of marriage certificates

5B. (1) The marriage officer who solemnizes a marriage shall, after the register referred to in section 29A (1) has been signed, issue to the parties, free of charge, a marriage certificate containing substantially the information prescribed on form BI-27, in respect of the marriage.

(2) The Director-General may on application issue—

(a) an abridged marriage certificate, containing substantially the information prescribed on form BI-41; or

(b) a full marriage certificate, containing substantially the information prescribed on form BI-36,

based on the particulars contained in a marriage register which is preserved by him under the Act or any other law, or of which the particulars are included in the population register mentioned in the Identification Act, 1986 (Act No. 72 of 1986), on receipt of—

(i) an amount of R12,00 in respect of an abridged marriage certificate; or

(ii) an amount of R24,00 in respect of a full marriage certificate.

(b) die mededeling van sy voorstelle en funksies aan werkgewers en werknemers in die Nywerheid;

(c) die stigting van 'n komitee om teen Maart 1992 'n raamwerk vir beplande beroepe en opleidingsmodules binne die Nywerheid daar te stel;

(d) gereelde verslagdoening deur die Raad vir Nywerheidsonderrig en -opleiding aan die Nywerheidsraad oor opleidingspogings in die Nywerheid.

DEPARTEMENT VAN BINNELANDSE SAKE

No. R. 883 **21 Mei 1993**

HUWELIKSWET, 1961 (WET No. 25 VAN 1961)

EERSTE WYSIGING VAN DIE REGULASIES KRAGTENS DIE HUWELIKSWET

Die Minister van Binnelandse Sake het kragtens artikel 38 van die Huwelikswet, 1961 (Wet No. 25 van 1961), die regulasies in die Bylae uitgevaardig.

BYLAE

Woordomskrywing

1. In hierdie Bylae beteken die uitdrukking "die Regulasies" die regulasies kragtens die Huwelikswet, 1961, afgekondig by Goewermentskennisgewing No. R. 2207 van 24 Oktober 1986.

Invoeging van regulasies 5A, 5B, 5C en 5D in die Regulasies

2. Die volgende regulasies word hierby na regulasie 5 van die Regulasies ingevoeg:

"Huweliksregister

5A. Die huweliksregister bedoel in artikel 29A moet wesenlik die besonderhede voorgeskryf op vorm BI-30 bevat.

Uitreiking van huweliksertifikate

5B. (1) Die huweliksbevestiger wat 'n huwelik voltrek, moet, nadat die register bedoel in artikel 29A (1) onderteken is, 'n huweliksertifikaat, wat wesenlik die besonderhede voorgeskryf op vorm BI-27 bevat, ten opsigte van die huwelik gratis aan die partye uitreik.

(2) Die Direkteur-generaal kan op aansoek—

(a) 'n verkorte huweliksertifikaat uitreik wat wesenlik die besonderhede voorgeskryf op vorm BI-41 bevat; of

(b) 'n volledige huweliksertifikaat uitreik wat wesenlik die besonderhede voorgeskryf op vorm BI-36 bevat,

gegrond op die besonderhede vervat in 'n huweliksregister wat kragtens die Wet of enige ander wet deur hom bewaar word of waarvan die besonderhede in die bevolkingsregister, vermeld in die Wet op Identifikasie, 1986 (Wet No. 72 van 1986), opgeneem is, uitreik by ontvangs van—

(i) 'n bedrag van R12,00 ten opsigte van 'n verkorte huweliksertifikaat; of

(ii) R24,00 ten opsigte van 'n volledige huweliksertifikaat.

ANNEXURE A

JOB SECURITY/JOB CREATION

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1. OBJECTIVES

The parties commit themselves to the following objectives:

1.1 The continued viability and competitiveness of the New Tyre Manufacturing Industry in order that it may compete in South Africa and world markets, and may provide stable employment, growth and improved performance.

1.2 To contribute to the development of the economy.

1.3 to develop markets locally, regionally and internationally.

1.4 To develop the Industry's human resources and to contribute to a general improvement in productivity.

1.5 To carefully consider the environmental impact of all aspects of the Industry.

1.6 To maintain existing employment levels and expand employment in the future.

2. PROCESS

In order to address these objectives, a subcommittee will be formed consisting of senior representatives of the Industrial Council parties. Its functions should be:

2.1 To meet on a regular basis;

2.2 to propose to the Industrial Council ways in which the board objectives may be achieved.

3. MINIMUM REQUIREMENTS

3.1 *Productivity*

The parties commit themselves to a programme of improving productivity and the future growth and viability of and job security within the Industry. Such a programme will encompass short, medium and long-term elements. Elements which can be dealt with immediately will be the subject of this Agreement; medium and long-term elements will be dealt with through the auspices of the Job Security/Job Creation Subcommittee and will be the subject of separated agreements.

3.2 *Standard Times*

3.2.1 To ensure the viability of the Industry and to compete in the South African and world markets, both the unions and employers commit to improving the stability, growth and performance of the Industry.

3.2.2 The employers and unions agree that working to existing standards is essential. In the event of an existing standard becoming the subject of dispute, the review procedure as contained in 3.2.3 will apply. The performance criteria for all operations in the Industry will be standard times. These standards will be determined in accordance with ILO methods.

BYLAE A

WERKBEVEILIGING/WERKSKEPPING

1. DOELSTELLINGS

Die partye verbind hul tot die volgende breë doelstellings:

1.1 Die voortgesette lewensvatbaarheid en mededingendheid van die Nuwe Buitelandvervaardigingnywerheid ten einde in Suid-Afrika en wêreldmarkte te kan meeding, en om bestendige werkverskaffing, groei en verbeterde verrigting daar te stel.

1.2 'n Bydrae te lewer tot die ontwikkeling van die ekonomie.

1.3 Die ontwikkeling van markte op plaaslike, streek- en internasionale vlak.

1.4 Die ontwikkeling van die Nywerheid se menslike hulpbronne en by te dra tot 'n algemene verbetering in produktiwiteit.

1.5 Die omsigtige oorweging van die omgewingsimpak van alle aspekte van die Nywerheid.

1.6 Die handhawing van die bestaande werkverskaffingsvlakke en die uitbreiding van toekomstige werkverskaffing.

2. METODE

Ten einde hierdie doelstellings te verwesenlik, word 'n subkomitee bestaande uit senior verteenwoordigers van alle partye in die Nywerheidsraad in die lewe geroep. Sy funksies is soos volg:

2.1 Om gereeld te vergader;

2.2 Om aan die Nywerheidsraad voorstelle te maak oor hoe die breë doelstellings verwesenlik kan word.

3. MINIMUM VEREISTES

3.1 *Produktiwiteit*

Die partye verbind hulle tot 'n program van produktiwiteitsverbetering, en die toekomstige groei en lewensvatbaarheid van en werkbeveiliging in die Nywerheid. Sodanige program bevat kort-, medium- en langtermynelemente. Elemente wat onmiddellik behandel kan word, is die onderwerp van hierdie Ooreenkoms; medium- en langtermynelemente sal onder beskerming van die Werkbeveiliging/Werkskeppingsubkomitee behandel word en sal die onderwerp van afsonderlike ooreenkomste wees.

3.2 *Standaardtye*

3.2.1 Ten einde die lewensvatbaarheid van die Nywerheid te verseker en om mee te ding in die Suid-Afrikaanse en wêreldmarkte, verbind sowel die vakverenigings as die werkgewers hulle tot die verbetering van die stabiliteit, groei en werkverrigting van die bedryf.

3.2.2 Die werkgewer en vakvereniging stem saam dat dit noodsaaklik is dat daar volgens bestaande standaarde gewerk word. In die geval waar 'n bestaande standaard die onderwerp van 'n geskil word, geld die hersieningsprosedure soos in 3.2.3 bevat. Die werkverrigtingsmaatstawe vir alle bedrywe in die Nywerheid is standaardtye. Hierdie standaarde word ooreenkomstig IAO-metodes bepaal.

3.2.3 Prior to the introduction of new or revised standards, the shop stewards and unions will be notified through the normal communication channels of each company of the requirements for changing these standards. The parties will be granted 15 working days from the date of notification of the need to revise or introduce a new work standard to consider the matter. An agreement on the new or revised standards shall be concluded within this period. In instances where these standards are not the subject of dispute, the employer may introduce the standard.

In the event of a dispute regarding the introduction of new or revised standards the parties may avail themselves of the normal dispute mechanisms. In order to expedite the resolution of the dispute the parties may, however, agree to the appointment of an accepted outside third party to assist in the resolution of such dispute.

3.2.4 Lasting agreement between the parties on standard times will be secured by the employers agreeing in principle to facilitate the training of one employee representative per plant as a qualified Industrial Engineer. Details of such arrangements must be concluded by the Job Security/Job Creation Subcommittee by 31 December 1992.

3.3 *Industry Viability*

In order to demonstrate their good faith and commitment to the growth and viability of the Industry, and to the protection of jobs, the parties commit themselves to—

3.3.1 the establishment of production tickets which will be discussed on a regular basis at plant level;

3.3.2 the full use of applicable industry procedures prior to industrial action;

3.3.3 the rescheduling and recovery of lost production due to plant-specific unlawful/unprocedural industrial action;

3.3.4 joint absenteeism reduction actions as agreed to and for implementation at plant level;

3.3.5 flexibility and overtime work to cover absentees and maintain production tickets;

3.3.6 all efforts and programmes aimed at improving quality standards at plant level.

3.4 *Retrenchment Moratorium*

The employers will impose a moratorium on retrenchments from 6 July 1992 to 30 June 1993, on which date the moratorium will cease and be of no further force or effect.

3.4.1 The moratorium will cover retrenchments only and will not cover any other form of termination.

3.4.2 During the period of the moratorium, lay-off, short-time, unpaid leave and any other actions may be utilised to avoid retrenchments.

3.2.3 Voor die inwerkingstelling van nuwe of hersiene standaarde, word die vakvereniging-verteenwoordigers en vakverenigings deur die gewone kommunikasiekanale van elke maatskappy van die vereistes om hierdie standaarde te wysig, in kennis gestel. Die partye word 15 werksdae toegestaan vanaf die datum van kennisgewing van die noodsaaklikheid om 'n werkstandaard te wysig of om 'n nuwe een in te voer om die saak te oorweeg. 'n Ooreenkoms oor die nuwe of hersiene standaarde moet binne hierdie tydperk bereik word. In 'n geval waar hierdie standaarde nie die onderwerp van 'n geskil is nie, kan die werkgewer die standaard instel.

In die geval van 'n geskil oor die instelling van nuwe of hersiene standaarde, kan die partye gebruik maak van die gewone geskilprosedures. Ten einde die beslegting van die geskil te bespoedig, kan die partye egter ooreenkom oor die aanstelling van 'n aanvaarde buitestaander/derde party om in die beslegting van sodanige geskil bystand te verleen.

3.2.4 'n Blywende ooreenkoms tussen die partye oor standaardtye sal bereik word as die werkgewers in beginsel instem om die opleiding te bevorder van een werknemer-verteenwoordiger per fabriek as 'n gekwalifiseerde Nywerheidsingenieur. Besonderhede van sodanige reëlings moet teen 31 Desember 1992 deur die Werkbeveiliging/Werkskeppingsubkomitee afgehandel word.

3.3 *Lewensvatbaarheid van die Nywerheid*

Ten einde hulle goeie trou en verbintenis tot die groei en lewensvatbaarheid van die Nywerheid en tot die beskerming van werksgeleenthede te toon, verbind die partye hulle tot—

3.3.1 die instelling van produksiekaarte, wat op 'n gereelde basis op fabrieksvlak bespreek sal word;

3.3.2 die volle benutting van toepaslike nywerheidsprosedures voor nywerheidsaksie;

3.3.3 die herskedulering van en opmaak vir verlore produksie te wyte aan onwettige/nieprosessuele nywerheidsaksie;

3.3.4 gemeenskaplike optrede om afwesigheid te verminder soos ooreengekom en vir uitvoering op fabrieksvlak;

3.3.5 buigsaamheid en oortydwerk om op te maak vir afwesiges en om met produksiekaarte voort te gaan;

3.3.6 alle pogings en programme gemik op die verbetering van gehaltestandaarde op fabrieksvlak.

3.4 *Moratorium op Personeelbesnoeiing*

Die werkgewers stel 'n moratorium op personeelbesnoeiing in werking vanaf 6 Julie 1992 tot 30 Junie 1993 op welke datum die moratorium beëindig word en van nul en gener krag sal wees.

3.4.1 Die moratorium is net van toepassing op personeelbesnoeiing en nie op enige ander vorm van diensbeëindiging nie.

3.4.2 Gedurende die tydsduur van die moratorium, kan tydelike ontslag, korttyd, onbetaalde verlof en enige ander optrede aangewend word om personeelbesnoeiing te voorkom.

3.4.3 The question of redundancy which may arise as a result of the closure of part or all of an operation will be dealt with in accordance with clause 20 of the Industrial Council Agreement.

3.4.4 Should any breach of the above undertakings (par. 3.2 and 3.3) occur, the shop stewards undertake to assist in resolving these at plant level. In the event of failure to maintain production tickets which is attributable to any plant-specific unprocedural/unlawful industrial action, and if the production loss remains unrecovered, the steps listed below will be followed:

(a) 48 hours for "in plant" discussions with shop stewards to agree as to arrangements for recovery—if this fails then;

(b) 48 hours for "in plant" discussions with union officials to agree as to arrangements for recovery—if this fails then;

(c) a further seven calendar days to resolve this at Industrial Council level, and if this fails then;

(d) a final further 48 hours to reach agreement,

failing which, the parties will be notified in writing of the immediate withdrawal of the retrenchment moratorium.

Recovery of production as referred to above or the maintenance of production tickets will be achieved by exploring the range of options available, which shall include but not be limited to changing of shift patterns, improved productivity, improved output, etc. or time worked in, in accordance with clause 6 (11), all as agreed at plant level.

ANNEXURE B

TRAINING

(1) The Industrial Council shall form a sub-committee consisting of up to eight employee representatives which shall, within the guiding principles below—

(a) investigate and discuss training and education in the Industry and make recommendations thereon to the Industrial Council for approval;

(b) be set up immediately on conclusion of this Agreement;

(c) set priorities and an operational timetable.

(2) The committee shall be directed and guided by the following principles:

(a) Trade unions and employers have key roles to play in human resources development.

(b) Education and training initiatives should tie in with programmes for economic and industrial improvement in the New Tyre Manufacturing Industry.

3.4.3 Die kwessie van oortollige personeel wat die gevolg kan wees van die sluiting van 'n gedeelte van 'n werksaamheid of 'n hele werksaamheid word hanteer ooreenkomstig klousule 20 van die Nywerheidsraadooreenkoms.

3.4.4 Indien enige verbreking van bogenoemde verbintenisse (par. 3.2 en 3.3) plaasvind, onderneem die vakverenigingverteenwoordigers om te help om sodanige sake op fabrieksvlak te help oplos. In die geval van onvermoë om met produksiekaarte voort te gaan wat toegeskryf kan word aan enige fabriekspesifieke nie-prosessuele/onwettige nywerheidsaksie, en indien die produksieverlies onverhaal bly, word die volgende stappe gedoen:

(a) 48 uur word toegestaan vir fabrieksvlakbesprekings met vakvereniging-verteenwoordigers ten einde 'n ooreenkoms te bereik oor reëlings om te verhaal—indien dit misluk, dan;

(b) word 48 uur toegestaan vir fabrieksvlakbesprekings met vakvereniging-beamptes ten einde 'n ooreenkoms te bereik oor reëlings om te verhaal—indien dit misluk, dan;

(c) word 'n verdere sewe kalenderdae toegestaan om die saak op Nywerheidsraadvlak te besleg, en indien dit misluk, dan;

(d) word 'n finale verdere 48 uur toegestaan om 'n ooreenkoms te bereik,

indien hierdie stappe misluk, word die partye skriftelik in kennis gestel van die onmiddellike intrekking van die moratorium op personeelbesnoeiing.

Die verhaling van produksie soos hierbo bedoel of die voortsetting van produksiekaarte word bereik deur die ontleding van die reeks opsies beskikbaar, wat insluit maar nie beperk is tot die wysiging van skofstelsels, verbeterde produktiwiteit, verbeterde lewering, ens. of tyd wat ingewerk word, ooreenkomstig klousule 6 (11), alles soos op fabrieksvlak ooreengekom.

BYLAE B

OPLEIDING

(1) Die Nywerheidsraad moet 'n subkomitee stig bestaande uit tot agt werkgewer- en agt werknemerverteenwoordigers wat, binne onderstaande riglyne—

(a) ondersoek moet instel na opleiding en onderrig in die Nywerheid, dit moet bespreek en aanbevelings daaroor aan die Nywerheidsraad moet doen vir goedkeuring;

(b) onmiddellik na die afhandeling van hierdie Ooreenkoms in die lewe geroep moet word;

(c) prioriteite en 'n werkrooster moet opstel.

(2) Die komitee word deur onderstaande beginsels gerig en gelei:

(a) Vakverenigings en werkgewers het sleutelrolle te speel in die ontwikkeling van menslike hulpbronne.

(b) Onderrig- en opleidingsinisiatiewe behoort in te skakel in programme vir ekonomiese en industriële verbetering in die Nuwe Buitebandvervaardigingsnywerheid.

Strike set to spread, Checkers warned

Star 24/5/93

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By Paul Bell
Labour Correspondent

The Shoprite/Checkers strike enters its 17th day today with indications that other unions could be called on to support the action if management does not respond within 72 hours.

SA Commercial, Catering and Allied Workers' Union (Saccawu) spokesman Jeremy Daphne said Cosatu had given the chain "72 hours to respond favourably to the union's demands, or the federation will engage all its affiliates in the dispute".

And in Hillbrow, Johannesburg, on Saturday ANC Youth League president Peter Mokaba, who attended a demonstration by Saccawu members outside the local Checkers branch, pledged the support of his organisation for the strikers.

"We will support any community action and shut down Checkers, if it comes to that," he is reported to have told several hundred Saccawu members.

The action began on May 8 in an effort to persuade the chain's management to reinstate a nine-year-old recognition agreement which management claims is outdated and inappropriate to conditions in the group since the Shoprite/Checkers merger more than a year ago.

The union claims management is trying to force it to accept joint wage bargaining with a minority union, the National Union of Distributive and Allied Workers.

Numsa proposals a blueprint for wage negotiations

PAT STONE

NUMSA's 1993 demands to the national bargaining forum of the motor manufacturers may well provide a blueprint for the future of wage negotiations in SA.

The demands are not, as has been reported, either moderate or insignificant. They do not indicate an acknowledgement by the labour movement that it is now destined to play a secondary role in society given that the political arena is no longer exclusively its domain. Nor do they reflect the structural economic weakness of the various industrial sectors in which Numsa seeks to improve working conditions.

Numsa prefaces its proposals by stating that it believes fundamental change is required in a negotiating relationship between employers and unions in the industry.

The union believes the basis of this relationship should be a set of broad objectives to restructure the industry for modernisation, world class manufacturing, job creation, employment security, human resource development and development of domestic and export markets.

Numsa then goes on to submit proposals for an integrated package of change to all segments of the industry which it seeks to conclude by June 30 1996.

The first set of proposals entitled "Wages, grading, skills and training, work organisation" holds few surprises. The concept of flattening the pay curve within companies is articulated through demands for the current differential between minimum rates and artisan rates of pay to be reduced from 50% to 20%. The whole issue of differentials within and between pay structures is the meat and drink of any industrial relations system. In SA terms it has possibly taken second place to the campaign for a living wage. However, with increasing emphasis on removal of discrimination, equal pay for work of equal value and redistribution of wealth, Numsa is highlighting a key ratio which will be used in future by many Cosatu unions.

With artisans remaining a relatively scarce resource, the unions can be assured that this will remain a highly convenient benchmark on which to establish wage ratios for their unskilled and semi-skilled members, who, if it was left exclusively to market forces, would be experiencing severe cutbacks in real earnings. The priority for the protection of real earnings is also demonstrated by Numsa's proposal for a 15% increase in real wages over the three year period to 1996.

Finally, on the pay issue, Numsa proposes that within three years all motor manufacturers should be paying the same wages per grade. To raise rates to the levels enjoyed by Mercedes-Benz workers would have differing implications from manufacturer to manufacturer. However, the principle of equal pay for work of equal value throughout an industry appears to be a principal Cosatu objective and will present employers with severe difficulties.

Employers will argue that to achieve world class manufacturing they must be free to control their own labour costs. The unions, in turn, will argue that competitive advantage should not be at the expense of worker exploitation but rather in the realms of better designs, working methods and marketing.

Numsa proposals do, in fact, recognise the need for changes to work organisation. They also acknowledge that such changes need to be negotiated and agreed at plant level. However, they believe that such changes should be negotiated only within the principles that all cost savings resulting from those changes should be applied collectively at plant level to all employees. Also, says Numsa, all changes in work organisation should be based on the principle of worker empowerment linked to a recognition of skills and matched by a process of skill development and flattening of management and supervisory structures.

The flattening of organisation structures is good management practice provided the quality of personnel ensures that it does not result in a loss of co-ordination and control.

A fairly novel approach on work organisation comes from Numsa with its proposal that work teams should elect on a rotational basis team leaders at agreed levels. Whether this extreme of industrial democracy will lead to world class manufacturing performance may be debatable in those quarters where the principle of selecting the most suitable person for a post still holds some value.

With the principle that all employees should share in award systems resulting from cost savings, some employers may be dubious. Whether employees should be rewarded for their co-operation in bringing about change or merely for the tasks they perform, is bound to be the nub of deep argument within any industrial relations system.

In the quest for improved efficiency, Numsa quite rightly concentrates on the whole issue of training and development of the human resource. Proposals for the industry training board to conduct a skills audit of the industry, the pooling of training resources and a clear definition of skills standards for each grade level, can only contribute to the planned development of human capital.

However, Numsa envisages that, once skills standards have been formulated by the training board, all workers will be entitled to a skills assessment based on the broad banded skills agreed and be accredited accordingly. This is not an unreasonable proposal. Numsa, not surprisingly, argues that workers should not be downgraded if skills assessments prove that they are lacking in the agreed skills, and proposes instead that they be given required training.

Of more concern to employers is the proposal that workers who have skills in excess of their grade, and who meet the agreed standards for a higher grade, be automatically upgraded and paid accordingly. This is linked to a proposal that workers be entitled to training — which would mean automatic improvement in their pay whether or not their new skills were being used.

While employer outrage is predictable, some deep thinking needs to be done to ensure that financial motivation accompany a skills upliftment programme.

Numsa and Cosatu philosophies on the procedural issues of bargaining units, bargaining structures and union membership are likely to strain relationships with employers the most. The Numsa proposals include a demand for the widening of the national bargaining forum to incorporate the motor component, vehicle body building, bus building and tyre sectors. Given the existing strains over national bargaining, such a proposal appears light years away from employer thinking.

Numsa proposals also incorporate various methods in which to increase the union's sphere of influence.

These are merely proposals. Nevertheless, they are well thought out, cohesive and clearly identify the style and nature of the industrial society the trade union and movement wishes to create.

Employers would be well advised to consider such philosophies and thinking in developing their own strategies as they seek to develop an acceptable face of capitalism against the major political change in the society in which they operate.

☐ Stone is senior partner at Andrew Levy and Associates. This is an edited version of an article in the latest edition of IR Data.

☐ Simon Barber is on leave until mid-June.

NOTICE 464 OF 1993

CUSTOMS AND EXCISE TARIFF APPLICATIONS: LIST 20/93

The following application concerning the Customs and Excise Tariff has been received by the Board on Tariffs and Trade. Any objections to or comments on this representation must be submitted to the Chairman, Board on Tariffs and Trade, Private Bag X753, Pretoria, 0001, within six weeks of the date of this notice. Attention is drawn to the fact that the rate of duty mentioned in the application is that requested by the applicant and that the Board may, depending on its findings, recommend a lower or higher rate of duty.

Rebate of the duty (in Schedule 3) on:

Knitted or crocheted fabrics interlined with neoprene rubber (closed cell), classifiable under tariff heading 59.06, for the manufacture of limb and body supports.

[BTT Ref: T5/2/11/9/1 (930029)

(H. Claassens)]

Applicant:

National Converter Industries (Pty) Ltd, P.O. Box 97, East London, 5200.

List 19/93 was published under General Notice 433 of 21 May 1993.

(28 May 1993)

KENNISGEWING 464 VAN 1993

DOEANE EN AKSYNSTARIEFAANSOEKE LYS 20/93

Onderstaande aansoek betreffende die Doeane- en Aksynstarief is deur die Raad op Tariewe en Handel ontvang. Enige beswaar teen of kommentaar op hierdie vertoë moet binne ses weke na die datum van hierdie kennisgewing aan die Voorsitter, Raad op Tariewe en Handel, Privaat Sak X753, Pretoria, 0001, gerig word. Die aandag word daarop gevestig dat die skale van reg wat in die aansoek genoem word, dié is wat deur die applikant aangevra is en dat die Raad, afhangende van sy bevindinge hoër of laer skale van reg mag aanbeveel.

Korting van die reg (in Bylae 3) op:

Brei- of hekelstowwe, met tussenvoerings van neopreenrubber (geslote sel), indeelbaar by tariefpos 59.06, vir die vervaardiging van ledemaat- en lyfstutte.

[RTH-verw: T5/2/11/9/1 (930029)

(H. Claassens)]

Applikant:

National Converter Industries (Pty) Ltd, Posbus 97, Oos-Londen, 5200.

Lys 19/93 is by Algemene Kennisgewing 433 van 21 Mei 1993 gepubliseer.

(28 Mei 1993)

BOARD NOTICES

BOARD NOTICE 54 OF 1993

ENGINEERING COUNCIL OF SOUTH AFRICA

AMENDMENT OF TARIFF OF FEES: ENGINEERING PROFESSION OF SOUTH AFRICA ACT, 1990 (ACT No. 114 OF 1990)

In terms of section 6 (4) of the Engineering Profession of South Africa Act, 1990 (Act No. 114 of 1990), the Engineering Council of South Africa hereby makes known that it has in terms of section 6 (1) (k) of the said Act, made the provisions in the Schedule hereto, and that the Minister of Public Works has approved such provisions.

The provisions contained in the Schedule, which specifically exclude Value-Added Tax from the amount on which fees are calculated but do provide for the addition of Value-Added Tax to the fee so calculated, shall come into effect on the date of publication hereof and shall further apply to all new projects as of that date.

Notice 1170 of 13 December 1991 and Board Notice 100 of 15 May 1992 are hereby withdrawn.

(28 May 1993)

RAADSKENNISGEWINGS

RAADSKENNISGEWING 54 VAN 1993

SUID-AFRIKAANSE RAAD VIR INGENIEURSWESE

WYSIGING VAN GELDETARIEF: DIE WET OP DIE INGENIEURSWESEPROFESSIE VAN SUID-AFRIKA, 1990 (WET No. 114 VAN 1990)

Kragtens artikel 6 (4) van die Wet op die Ingenieurswese-professie van Suid-Afrika, 1990 (Wet No. 114 van 1990), maak die Suid-Afrikaanse Raad vir Ingenieurswese hiermee bekend dat hy kragtens artikel 6 (1) (k) van genoemde Wet die voorsiening in die Bylae hiervan gemaak het, en dat die Minister van Openbare Werke sodanige voorsiening goedgekeur het.

Die bepalings vervat in die Bylae wat Belasting op Toegevoegde Waarde spesifiek uitsluit van die bedrag waarop die gelde bereken word maar wel voorsiening maak vir die byvoeging van Belasting op Toegevoegde Waarde op die gelde aldus bepaal, tree in werking op datum van publikasie hiervan en is verder van toepassing op alle nuwe projekte vanaf daardie datum.

Kennisgewing 1170 van 13 Desember 1991 en Raadskennisgewing 100 van 15 Mei 1992 word hierby ingetrek.

(28 Mei 1993)

SCHEDULE

1. In this Schedule "the Regulations" means the regulations promulgated under Government Notice No. R. 1113 of 11 June 1982, as amended by Government Notices Nos. R. 1638 of 30 July 1982, R. 1497 of 8 July 1983, R. 2396 of 2 November 1984, R. 1737 of 22 August 1986, R. 2590 of 23 December 1988, R. 480 of 15 June 1990, R. 2057 of 31 August 1990 and R. 2543 of 2 November 1990.

2. The Index to the Regulations is hereby amended—

(a) by the insertion, after "2.3.5", of the following heading:

"2.3.6 Levying of VAT";

(b) by the insertion, after "3.3.5", of the following heading:

"3.3.6 Levying of VAT"; and

(c) by the insertion, after "4.3.5", of the following heading:

"4.3.6 Levying of VAT".

3. Regulation 2 of the Regulations is hereby amended—

(a) by the substitution for regulations 2.3.1.1 of the following regulation:

"2.3.1.1 CIVIL AND STRUCTURAL ENGINEERING SERVICES.

The fee for the civil and structural engineering services shall be calculated as follows:";

(b) by the substitution for the table contained in regulation 2.3.1.1.1 of the following table:

"2.3.1.1.1 BASIC FEES

Where the cost of the works (VAT excluded)—		the fee shall be the sum of the primary fee stated in column 3 and the secondary fee calculated in terms of column 4	
exceeds— **(Column 1)**	but does not exceed— **(Column 2)**	Primary fee **(Column 3)**	Secondary fee: Calculated on the value in columns 1 and 2 at the following percentages **(Column 4)**
R	R	R	%
0	335 000	1 000	10,50
335 000	613 000	4 350	9,50
613 000	922 000	7 415	9,00
922 000	1 380 000	12 025	8,50
1 380 000	2 303 000	18 925	8,00
2 303 000	3 838 000	30 440	7,50
3 838 000	6 140 000	49 630	7,00
6 140 000	9 211 000	80 330	6,50
9 211 000	16 886 000	149 413	5,75
16 886 000	27 632 000	233 843	5,25
27 632 000	39 913 000	372 003	4,75
39 913 000	67 544 000	471 785	4,50
67 544 000		640 645	4,25";

(c) by the substitution for the table contained in regulation 2.3.1.1.2 of the following table:

"Where the cost of the reinforced concrete portion of the works including the cost of the relevant proportion of the preliminary and general items (and excluding VAT)—		the additional fee shall be the sum of the primary fee stated in column 3 and the secondary fee calculated in terms of column 4	
exceeds— **(Column 1)**	but does not exceed— **(Column 2)**	Primary fee **(Column 3)**	Secondary fee: Calculated on the value in columns 1 and 2 at the following percentages **(Column 4)**
R	R	R	%
0	3 380 000	0	3,40
3 380 000	5 063 000	8 450	3,15
5 063 000	6 753 000	21 108	2,90
6 753 000	11 358 000	37 990	2,65
11 358 000	16 886 000	100 459	2,10
16 886 000		184 889	1,60";

(d) by the substitution for the table contained in regulation 2.3.1.2.1.2 of the following table:

"Where the length of track—		the fee shall be the sum of the primary fee stated in column 3 and the secondary fee calculated in terms of column 4	
exceeds— **(Column 1)**	but does not exceed— **(Column 2)**	Primary fee **(Column 3)**	Rate of secondary fee calculated on the total length of the track **(Column 4)**
m	m	R	R/m
0	500	450	8,87
500	1 000	2 215	5,34
1 000	2 000	3 055	4,50
2 000	3 000	4 095	3,98
3 000	5 000	5 385	3,55
5 000	10 000	7 735	3,08
10 000	20 000	11 835	2,67
20 000	50 000	20 435	2,24
50 000		44 435	1,76";

(e) by the substitution for regulation 2.3.1.3 of the following regulation:

"2.3.1.3 MECHANICAL AND ELECTRICAL ENGINEERING SERVICES.

The fees for mechanical engineering services shall be calculated as follows:

Where the cost of the works (VAT excluded)—		the fee shall be the sum of the primary fee stated in column 3 and the secondary fee calculated in terms of column 4	
exceeds— **(Column 1)**	but does not exceed— **(Column 2)**	Primary fee **(Column 3)**	Secondary fee: Calculated on the value in columns 1 and 2 at the following percentages **(Column 4)**
R	R	R	%
0	346 000	1 100	10,50
346 000	565 000	4 560	9,50
565 000	864 000	7 385	9,00
864 000	1 436 000	11 705	8,50
1 436 000	2 294 000	18 385	8,00
2 294 000	4 017 000	30 355	7,50
4 017 000	5 746 000	50 440	7,00
5 746 000	8 632 000	79 170	6,50
8 632 000	20 090 000	143 910	5,75
20 090 000		244 360	5,25

The fee for electrical engineering services shall be calculated as follows:

Where the cost of the works (VAT excluded)—		the fee shall be the sum of the primary fee stated in column 3 and the secondary fee calculated in terms of column 4	
exceeds— **(Column 1)**	but does not exceed— **(Column 2)**	Primary fee **(Column 3)**	Secondary fee: Calculated on the value in columns 1 and 2 at the following percentages **(Column 4)**
R	R	R	%
0	314 000	1 000	10,50
314 000	510 000	4 140	9,50
510 000	775 000	6 690	9,00
775 000	1 291 000	10 565	8,50
1 291 000	2 073 000	17 020	8,00
2 073 000	3 622 000	27 385	7,50
3 622 000	5 178 000	45 495	7,00
5 178 000	7 780 000	71 385	6,50
7 780 000	18 106 000	129 735	5,75
18 106 000		220 265	5,25"; and

(f) by the insertion after regulation 2.3.5 of the following regulation:

"2.3.6 Levying of VAT

VAT must be added to the fee or remuneration calculated in terms of regulation 2.".

4. Regulation 3 of the Regulations is hereby amended—

(a) by the substitution for regulation 3.3.1.1 of the following regulation:

"3.3.1.1 STRUCTURAL AND CIVIL ENGINEERING SERVICES PERTAINING TO BUILDING PROJECTS.

In respect of works making normal demands on the time of the professional engineer, the fee shall be:

Where the cost of the works (VAT excluded)—		the fee shall be the sum of the primary fee stated in column 3 and the secondary fee calculated in terms of column 4	
exceeds— **(Column 1)**	but does not exceed— **(Column 2)**	Primary fee **(Column 3)**	Secondary fee: Calculated on the value in columns 1 and 2 at the following percentages **(Column 4)**
R	R	R	%
0	335 000	1 000	10,50
335 000	677 000	4 350	9,50
677 000	1 690 000	11 120	8,50
1 690 000	3 380 000	19 570	8,00
3 380 000	6 753 000	36 470	7,50
6 753 000	16 886 000	70 235	7,00
16 886 000		154 665	6,50"; and

(b) by the insertion after regulation 3.3.5 of the following regulation:

"3.3.6 Levying of VAT

VAT must be added to the fee or remuneration calculated in terms of regulation 3.".

5. Regulation 4 of the Regulations is hereby amended—

(a) by the substitution for the tables in regulation 4.3.1.1 of the following regulation:

"4.3.1.1 MECHANICAL AND ELECTRICAL ENGINEERING SERVICES

The fee for mechanical and electrical engineering work shall be calculated as follows:";

(b) by the substitution for regulation 4.3.1.1.1 of the following regulation:

"BASIC FEE—MECHANICAL

Where the cost of the works (VAT excluded)—		the fee shall be the sum of the primary fee stated in column 3 and the secondary fee calculated in terms of column 4	
exceeds— **(Column 1)**	but does not exceed— **(Column 2)**	Primary fee **(Column 3)**	Secondary fee: Calculated on the value in columns 1 and 2 at the following percentages **(Column 4)**
R	R	R	%
0	173 000	850	10,50
173 000	346 000	2 580	9,50
346 000	864 000	6 040	8,50
864 000	1 729 000	10 360	8,00
1 729 000	4 017 000	19 005	7,50
4 017 000	8 632 000	39 090	7,00
8 632 000		82 250	6,50

BASIC FEE—ELECTRICAL

Where the cost of the works (VAT excluded)—		the fee shall be the sum of the primary fee stated in column 3 and the secondary fee calculated in terms of column 4	
exceeds— **(Column 1)**	but does not exceed— **(Column 2)**	Primary fee **(Column 3)**	Secondary fee: Calculated on the value in columns 1 and 2 at the following percentages **(Column 4)**
R	R	R	%
0	154 000	800	10,50
154 000	314 000	2 340	9,50
314 000	775 000	5 480	8,50
775 000	1 556 000	9 355	8,00
1 556 000	3 622 000	17 135	7,50
3 622 000	7 780 000	35 245	7,00
7 780 000		74 145	6,50";

(c) by the substitution for the tables contained in regulation 4.3.3.3.1 of the following tables:

"MECHANICAL—

Where the cost of the works in the schedules of quantities (VAT excluded)—		the fee shall be the sum of the primary fee stated in column 3 and the secondary fee calculated in terms of column 4	
exceeds— (Column 1)	but does not exceed— (Column 2)	Primary fee (Column 3)	Secondary fee: Calculated on the value in columns 1 and 2 at the following percentages (Column 4)
R	R	R	%
0	346 000	0	3,15
346 000	1 729 000	865	2,90
1 729 000	4 582 000	5 188	2,65
4 582 000	9 164 000	12 060	2,50
9 164 000	13 812 000	25 806	2,35
13 812 000	20 681 000	39 619	2,25
20 681 000	—	70 640	2,10

"ELECTRICAL—

Where the cost of the works in the schedules of quantities (VAT excluded)—		the fee shall be the sum of the primary fee stated in column 3 and the secondary fee calculated in terms of column 4	
exceeds— (Column 1)	but does not exceed— (Column 2)	Primary fee (Column 3)	Secondary fee: Calculated on the value in columns 1 and 2 at the following percentages (Column 4)
R	R	R	%
0	314 000	0	3,15
314 000	1 556 000	785	2,90
1 556 000	4 133 000	4 675	2,65
4 133 000	8 259 000	10 874	2,50
8 259 000	12 448 000	23 263	2,35
12 448 000	18 641 000	35 711	2,25
18 641 000		63 672	2,10"; and

(d) by the insertion after regulation 4.3.5 of the following regulation:

"4.3.6 Levying of VAT

VAT must be added to the fee or remuneration calculated in terms of regulation 4.".

BYLAE

1. In hierdie Bylae beteken "die Regulasies" die regulasies afgekondig by Goewermentskennisgewing No. R. 1113 van 11 Junie 1982, soos gewysig by Goewermentskennisgewings Nos. R. 1638 van 30 Julie 1982,R. 1497 van 8 Julie 1983, R. 2396 van 2 November 1984, R. 1737 van 22 Augustus 1986, R. 2590 van 23 Desember 1988, R. 480 van 15 Junie 1990, R. 2057 van 31 Augustus 1990 en R. 2543 van 2 November 1990.

2. Die Inhoudsopgawe van die Regulasies word hierby gewysig—

(a) deur die volgende opskrif ná "2.3.5" in te voeg:

"2.3.6 Heffing van BTW";

(b) deur die volgende opskrif ná "3.3.5" in te voeg:

"3.3.6 Heffing van BTW"; en

(c) deur die volgende opskrif ná "4.3.5" in te voeg:

"4.3.6 Heffing van BTW".

DEPARTMENT OF MANPOWER

No. R. 892 **28 May 1993**

LABOUR RELATIONS ACT, 1956

ELECTRICAL INDUSTRY, NATAL: EXTENSION OF MEDICAL AID FUND AGREEMENT

I, Dennis van der Walt, Director: Labour Relations, duly authorised thereto by the Minister of Manpower, hereby, in terms of section 48 (4) (a) (i) of the Labour Relations Act, 1956, extend the periods fixed in Government Notices Nos. R. 1659 of 19 August 1988, R. 1214 of 9 June 1989, R. 396 of 23 February 1990, R. 1493 of 29 June 1990, R. 1872 of 10 August 1990, R. 1232 of 30 May 1991, R. 2048 of 23 August 1991, R. 2444 of 28 August 1992 and R. 309 of 26 February 1993, by a further period ending 30 June 1995.

D. VAN DER WALT,

Director: Labour Relations.

No. R. 893 **28 May 1993**

LABOUR RELATIONS ACT, 1956

CANCELLATION OF GOVERNMENT NOTICE

IRON, STEEL, ENGINEERING AND METALLURGICAL INDUSTRY: TECHNOLOGICAL FUND AGREEMENT

I, Leon Wessels, Minister of Manpower, hereby, in terms of section 48 (5) of the Labour Relations Act, 1956, cancel Government Notice No. R. 1800 of 2 August 1991 with effect from the second Monday after the date of publication of this notice.

L. WESSELS,

Minister of Manpower.

No. R. 894 **28 May 1993**

LABOUR RELATIONS ACT, 1956 (355)

IRON, STEEL, ENGINEERING AND METALLURGICAL INDUSTRY: RE-ENACTMENT OF THE TECHNOLOGICAL FUND AGREEMENT

I, Leon Wessels, Minister of Manpower, hereby, in terms of section 48 (1) (a) of the Labour Relations Act, 1956, declare that the provisions of the Agreement which appears in the Schedule hereto and which relates to the Undertaking, Industry, Trade or Occupation referred to in the heading to this notice, shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 30 June 1994 upon the employers' organisations and the trade unions which entered into the said Agreement and upon the employers and employees who are members of the said organisations or unions.

L. WESSELS,

Minister of Manpower.

DEPARTEMENT VAN MANNEKRAG

No. R. 892 **28 Mei 1993**

WET OP ARBEIDSVERHOUDINGE, 1956

ELEKTROTEGNIESE NYWERHEID, NATAL: VERLENGING VAN MEDIESE HULPFONDSOOREENKOMS

Ek, Dennis van der Walt, Direkteur: Arbeidsverhoudinge, behoorlik daartoe gemagtig deur die Minister van Mannekrag, verleng hierby, kragtens artikel 48 (4) (a) (i) van die Wet op Arbeidsverhoudinge, 1956, die tydperke vasgestel in Goewermentskennisgewings Nos. R. 1659 van 19 Augustus 1988, R. 1214 van 9 Junie 1989, R. 396 van 23 Februarie 1990, R. 1493 van 29 Junie 1990, R. 1872 van 10 Augustus 1990, R. 1232 van 30 Mei 1991, R. 2048 van 23 Augustus 1991, R. 2444 van 28 Augustus 1992 van R. 309 van 26 Februarie 1993, met 'n verdere tydperk wat op 30 Junie 1995 eindig.

D. VAN DER WALT,

Direkteur: Arbeidsverhoudinge.

No. R. 893 **28 Mei 1993**

WET OP ARBEIDSVERHOUDINGE, 1956

INTREKKING VAN GOEWERMENTSKENNISGEWING

YSTER-, STAAL-, INGENIEURS- EN METALLURGIESE NYWERHEID: TEGNOLOGIESE FONDSOOREENKOMS

Ek, Leon Wessels, Minister van Mannekrag, trek hierby, kragtens artikel 48 (5) van die Wet op Arbeidsverhoudinge, 1956, Goewermentskennsigewing No. R. 1800 van 2 Augustus 1991 in met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing.

L. WESSELS,

Minister van Mannekrag.

No. R. 894 **28 Mei 1993**

WET OP ARBEIDSVERHOUDINGE, 1956

YSTER-, STAAL-, INGENIEURS- EN METALLURGIESE NYWERHEID: HERBEKRAGTIGING VAN DIE TEGNOLOGIESE FONDSOOREENKOMS

Ek, Leon Wessels, Minister van Mannekrag, verklaar hierby, kragtens artikel 48 (1) (a) van die Wet op Arbeidsverhoudinge, 1956, dat die bepalings van die Ooreenkoms wat in die Bylae hiervan verskyn en betrekking het op die Onderneming, Nywerheid, Bedryf of Beroep, in die opskrif by hierdie kennisgewing vermeld, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 30 Junie 1994 eindig, bindend is vir die werkgewersorganisasies en die vakverenigings wat genoemde Ooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasies of verenigings is.

L. WESSELS,

Minister van Mannekrag.

SCHEDULE

NATIONAL INDUSTRIAL COUNCIL FOR THE IRON, STEEL, ENGINEERING AND METALLURGICAL INDUSTRY

(355)

TECHNOLOGICAL FUND AGREEMENT

in accordance with the provisions of the Labour Relations Act, 1956, made and entered into by and between the

Association of Electric Cable Manufacturers of South Africa

Border Engineering Industries Association

Bright Bar Association

Cape Engineers' and Founders' Association

Constructional Engineering Association (South Africa)

Covered Conductor Manufacturers' Association

Domestic Appliance Manufacturers' Association of South Africa

Electrical Engineering and Allied Industries Association

Electronics and Telecommunications Industries Association

Ferro Alloy Producers' Association

Fire Protection Industries Association of South Africa

Gate and Fence Association

Hand Tool Manufacturers' Association

Iron and Steel Producers' Association of South Africa

Lift Engineering Association of South Africa

Light Engineering Industries Association of South Africa

Materials Handling Association

Natal Engineering Industries Association

Non-Ferrous Metal Industries Association of South Africa

Plastics Manufacturers' Association of South Africa

Plumbers and Engineers Brassware Manufacturers' Association

Port Elizabeth Engineers' Association

Pressure Vessel Manufacturers' Association of South Africa

Radio, Appliance and Television Association of South Africa

Refrigeration and Air-Conditioning Manufacturers' and Suppliers' Association

Sheetmetal Industries Association of South Africa

S.A. Association of Shipbuilders and Repairers

S.A. Electro-Plating Industries Association

S.A. Engineers' and Founders' Association

S.A. Fasteners Manufacturers' Association

S.A. Industrial Refrigeration and Air-Conditioning Contractors' Association

S.A. Pump Manufacturers' Association

S.A. Radio and Television Manufacturers' Association

BYLAE

NASIONALE NYWERHEIDSRAAD VIR DIE YSTER-, STAAL-, INGENIEURS- EN METALLURGIESE NYWERHEID

TEGNOLOGIESEFONDSOOREENKOMS

ooreenkomstig die Wet op Arbeidsverhoudinge, 1956, gesluit deur en aangegaan tussen die

Association of Electric Cable Manufacturers of South Africa

Border Engineering Industries Association

Bright Bar Association

Cape Engineers' and Founders' Association

Constructional Engineering Association (South Africa)

Covered Conductor Manufacturers' Association

Domestic Appliance Manufacturers' Association of South Africa

Electrical Engineering and Allied Industries Association

Electronics and Telecommunications Industries Association

Ferro Alloy Producers' Association

Fire Protection Industries Association of South Africa

Gate and Fence Association

Hand Tool Manufacturers' Association

Iron and Steel Producers' Association of South Africa

Lift Engineering Association of South Africa

Light Engineering Industries Association of South Africa

Materials Handling Association

Natal Engineering Industries Association

Non-Ferrous Metal Industries Association of South Africa

Plastics Manufacturers' Association of South Africa

Plumbers and Engineers Brassware Manufacturers' Association

Port Elizabeth Engineers' Association

Pressure Vessel Manufacturers' Association of South Africa

Radio, Appliance and Television Association of South Africa

Refrigeration and Air-Conditioning Manufacturers' and Suppliers' Association

Sheetmetal Industries Association of South Africa

S.A. Association of Shipbuilders and Repairers

S.A. Electro-Plating Industries Association

S.A. Engineers' and Founders' Association

S.A. Fasteners Manufacturers' Association

S.A. Industrial Refrigeration and Air-Conditioning Contractors' Association

S.A. Pump Manufacturers' Association

S.A. Radio and Television Manufacturers' Association

S.A. Reinforced Concrete Engineers' Association

S.A. Tube Makers' Association (355)

S.A. Valve and Actuator Manufacturers' Association

S.A. Wire and Wire Rope Manufacturers' Association

(hereinafter referred to as the "employers" or the "employers' organisations"), of the one part, and the

Amalgamated Engineering Union of South Africa

Amalgamated Society of Woodworkers of South Africa

Engineering Industrial and Mining Workers' Union of South Africa

Iron Moulders' Society of South Africa

Metal and Electrical Workers' Union of South Africa

Radio, Television, Electronics and Allied Workers' Union

S.A. Boilermakers', Iron and Steel Workers', Shipbuilders' and Welders' Society

S.A. Electrical Workers' Association

S.A. Yster-, Staal- en Verwante Nywerhede-Unie

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

being the parties to the National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industry.

1. SCOPE OF APPLICATION OF AGREEMENT

The terms of this Agreement shall apply to and be observed throughout the Republic of South Africa, excluding the port and settlement of Walvis Bay, by all employers and employees in the Iron, Steel, Engineering and Metallurgical Industries who are members of the employers' organisations and the trade union, respectively.

2. PERIOD OF OPERATION

This Agreement shall come into operation on such date as may be fixed by the Minister of Manpower in terms of section 48 of the Labour Relations Act, 1956, and shall remain in force until 30 June 1994 or for such period as the Minister may determine.

3. GENERAL PROVISIONS

The provisions of clauses 3, 4 and 5 of the Agreement published under Government Notice No. R. 1334 of 27 June 1980, as re-enacted and amended by Government Notices Nos. R. 1377 of 1 July 1983, R. 227 of 8 February 1985, R. 2055 of 13 September 1985, R. 1001 of 23 May 1986, R. 1797 of 21 August 1987, R. 1500 of 29 June 1990 and R. 1800 of 2 August 1991 (hereinafter referred to as the "Former Agreement"), as further extended, renewed, amended and re-enacted from time to time, shall apply to employers and employees.

4. CLAUSE 4: SEIFSA TECHNOLOGICAL FUND

(1) Substitute the following for subclause (2):

"(2) As from the date of coming into operation of this Agreement, employrs shall pay monthly to the Fund, in respect of all their employees, as referred to in clause 3 of this Agreement, a contribution of 50 cents per employee.".

(2) Amend subclause (6) to read subclause (7).

S.A. Reinforced Concrete Engineers' Association

S.A. Tube Makers' Association

S.A. Valve and Actuator Manufacturers' Association

S.A. Wire and Wire Rope Manufacturers' Association

(hierna die "werkgewers" of die "werkgewersorganisasies" genoem), aan die een kant, en die

Amalgamated Engineering Union of South Africa

Amalgamated Society of Woodworkers of South Africa

Engineering Industrial and Mining Workers' Union of South Africa

Iron Moulders' Society of South Africa

Metal and Electrical Workers' Union of South Africa

Radio, Television, Electronics and Allied Workers' Union

S.A. Boilermakers', Iron and Steel Workers', Shipbuilders' and Welders' Society

S.A. Electrical Workers' Association

S.A. Yster-, Staal- en Verwante Nywerhede-Unie

(hierna die "werknemers" of die "vakverenigings" genoem), aan die ander kant,

wat die partye is by die Nasionale Nywerheidsraad vir die Yster-. Staal, Ingenieurs- en Metallurgiese Nywerheid.

1. TOEPASSINGSBESTEK VAN OOREENKOMS

Hierdie Ooreenkoms is van toepassing op en moet oral in die Republiek van Suid-Afrika, uitgesonderd die hawe en nedersetting van Walvisbaai, nagekom word deur alle werkgewers en werknemers in die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid wat lede van onderskeidelik die werkgewersorganisasies en die vakverenigings is.

2. GELDIGHEIDSDUUR

Hierdie Ooreenkoms tree in werking op die datum wat deur die Minister van Mannekrag kragtens artikel 48 van die Wet op Arbeidsverhoudinge, 1956, vasgestel word en bly van krag tot 30 Junie 1994 of vir die tydperk wat die Minister bepaal.

3. ALGEMENE BEPALINGS

Die bepalings soos vervat in klousules 3, 4 en 5 van die Ooreenkoms gepubliseer by Goewermentskennisgewing No. R. 1334 van 27 Junie 1980, soos herbekragtig en gewysig deur Goewermentskennisgewings Nos. R. 1377 van 1 Julie 1983, R. 227 van 8 Februarie 1985, R. 2055 van 13 September 1985, R. 1001 van 23 Mei 1986, R. 1797 van 21 Augustus 1987, R. 1500 van 29 Junie 1990 en R. 1800 van 2 Augustus 1991 (hierna die "Vorige Ooreenkoms" genoem) soos verder verleng, hernieu, gewysig en herbekragtig van tyd tot tyd, is van toepassing op sowel werkgewers as werknemers.

4. KLOUSULE 4: TEGNOLOGIESE FONDS SEIFSA

(1) Vervang subklousule (2) deur die volgende:

"(2) Vanaf die datum van inwerkingtreding van hierdie Ooreenkoms moet werkgewers maandeliks ten opsigte van al hulle werknemers, soos die waarna in klousule 3 van hierdie Ooreenkoms verwys word, 'n bydrae van 50 sent per werknemer in die Fonds stort.".

(2) Wysig subklousule (6) so dat dit subklousule (7) lui.

(3) Insert the following new subclause (6):

"(6) In the event of the Council incurring any costs or becoming obliged to pay any collection commission by reason of the failure of the employer to make any payment on or before the due date, the employer shall then be liable to pay forthwith all such costs of whatever nature as between attorney and client and all such collection commission.".

Signed at Johannesburg, for and on behalf of the parties, this 22nd day of March 1993.

B. NICHOLSON,

Member.

D. CARSON,

Member.

D. G. LEVY,

General Secretary.

No. R. 929 **28 May 1993**

LABOUR RELATIONS ACT, 1956

FURNITURE MANUFACTURING INDUSTRY, BORDER: AMENDMENT OF PROVIDENT FUND AGREEMENT

I, Leon Wessels, Minister of Manpower, hereby—

(a) in terms of section 48 (1) (a) of the Labour Relations Act, 1956, declare that the provisions of the Agreement (hereinafter referred to as the Amending Agreement) which appears in the Schedule hereto and which relates to the Undertaking, Industry, Trade or Occupation referred to in the heading to this notice, shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 20 March 1994, upon the employers' organisation and the trade union which entered into the Amending Agreement and upon the employers and employees who are members of the said organisation or union; and

(b) in terms of section 48 (1) (b) of the said Act, declare that the provisions of the Amending Agreement, excluding those contained in clause 1 (1) (a), shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 20 March 1994, upon all employers and employees, other than those referred to in paragraph (a) of this notice, who are engaged or employed in the said Undertaking, Industry, Trade or Occupation in the areas specified in clause 1 of the Amending Agreement.

L. WESSELS,

Minister of Manpower.

(3) Voeg die volgende nuwe subklousule (6) in:

"(6) In die geval waar die Raad enige koste aangaan of verplig word om enige invorderingskommissie te betaal weens die versuim van die werkgewer om enige betaling voor of op die betaaldatum te doen, is die werkgewer daarvoor aanspreeklik om onverwyld al sodanige koste van watter aard ook al soos tussen prokureur en kliënt en al sodanige invorderingskommissie te betaal.".

Namens die partye op hede die 22ste dag van Maart 1993 te Johannesburg onderteken.

B. NICHOLSON,

Lid.

D. CARSON,

Lid.

D. G. LEVY,

Hoofsekretaris.

No. R. 929 **28 Mei 1993**

WET OP ARBEIDSVERHOUDINGE, 1956

MEUBELNYWERHEID, GRENS: WYSIGING VAN VOORSORGFONDSOOREENKOMS

Ek, Leon Wessels, Minister van Mannekrag, verklaar hierby—

(a) kragtens artikel 48 (1) (a) van die Wet op Arbeidsverhoudinge, 1956, dat die bepalings van die Ooreenkoms (hierna die Wysigingsooreenkoms genoem) wat in die Bylae hiervan verskyn en betrekking het op die Onderneming, Nywerheid, Bedryf of Beroep in die opskrif by hierdie kennisgewing vermeld, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 20 Maart 1994 eindig, bindend is vir die werkgewersorganisasie en die vakvereniging wat die Wysigingsooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasie of vereniging is; en

(b) kragtens artikel 48 (1) (b) van genoemde Wet, dat die bepalings van die Wysigingsooreenkoms, uitgesonderd dié vervat in klousule 1 (1) (a), met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 20 Maart 1994 eindig, bindend is vir alle ander werkgewers en werknemers as dié genoem in paragraaf (a) van hierdie kennisgewing wat betrokke is by of in diens is in genoemde Onderneming, Nywerheid, Bedryf of Beroep in die gebiede in klousule 1 van die Wysigingsooreenkoms gespesifiseer.

L. WESSELS,

Minister van Mannekrag.

SCHEDULE (355)

BORDER INDUSTRIAL COUNCIL FOR THE FURNITURE MANUFACTURING INDUSTRY

PROVIDENT FUND AGREEMENT

in accordance with the provisions of the Labour Relations Act, 1956, made and entered into by and between the

Border Furniture Manufacturers' Association

(hereinafter referred to as the "employers" or the "employers' organisation"), of the one part, and the

National Union of Furniture and Allied Workers of South Africa

(hereinafter referred to as the "employees" or the "trade union"), of the other part,

being the parties to the Border Industrial Council for the Furniture Manufacturing Industry,

to amend the Provident Fund Agreement of the Council, published under Government Notice No. R. 913 of 26 April 1985 (hereinafter referred to as the Re-enacting Agreement) as amended and renewed by Government Notices Nos. R. 1455 of 11 July 1986, R. 952 of 30 April 1987, R. 1244 of 16 June 1989, R. 780 of 5 April 1990, R. 2084 of 31 August 1990, R. 926 of 27 March 1992, R. 1706 of 26 June 1992 and R. 353 of 5 March 1993.

1. SCOPE OF APPLICATION OF AGREEMENT

(1) The terms of this Agreement shall be observed in the Border Furniture Manufacturing Industry—

(a) by all employers who are members of the employers' organisation and by all employees who are members of the trade union, and who are engaged and employed, respectively, in the said Industry;

(b) within the Magisterial Districts of Albert, Aliwal North, East London (excluding those portions which, prior to the publication of Government Notices Nos. R. 1877 of 4 September 1981 and R. 1079 of 10 June 1988, fell within the Ciskei), Fort Beaufort (excluding that portion which, prior to the publication of Government Notice No. 1904 of 30 August 1985, fell within the Magisterial District of Stockenström), Queenstown (excluding that portion which, prior to the publication of Government Notice No. 1904 of 30 August 1985, fell within the Magisterial District of Stockenström) and Stutterheim.

(2) Notwithstanding the provisions of subclause (1), the terms of this Agreement shall apply—

(a) only to employees for whom minimum wages are prescribed in the Main Agreement;

(b) to apprentices only in so far as they are not inconsistent with the provisions of the Manpower Training Act, 1981, or any contract entered into or any condition fixed thereunder.

2. CLAUSE 7: CONTRIBUTIONS

(1) In subclause (2) substitute the expression "10th day" for the expression "seventh day", and add the following new paragraph after the expression "determine.":

"Should any amount due in terms of this clause not be received by the Council by the 10th day of the month following the month in respect of which it is payable, the employer shall pay interest on such amount or on such lesser amount as remains unpaid, calculated at the rate of two per cent per month or part thereof from such 10th day until the day upon which payment is actually received by the Council: Provided that the Council shall be entitled in its absolute discretion to waive payment of such interest or part thereof.".

BYLAE

NYWERHEIDSRAAD VIR DIE MEUBELNYWERHEID, GRENS

VOORSORGFONDSOOREENKOMS

ooreenkomstig die Wet op Arbeidsverhoudinge, 1956, gesluit deur en aangegaan tussen die

Border Furniture Manufacturers' Association

(hierna die "werkgewers" of die "werkgewersorganisasie" genoem), aan die een kant, en die

National Union of Furniture and Allied Workers of South Africa

(hierna die "werknemers" of die "vakvereniging" genoem), aan die ander kant,

wat die partye is by die Nywerheidsraad vir die Meubelnywerheid, Grens,

tot wysiging van die Raad se Voorsorgfondsooreenkoms, gepubliseer by Goewermentskennisgewing No. R. 913 van 26 April 1985 (hierna die Herbekragtigingsooreenkoms genoem) soos gewysig en hernieu by Goewermentskennisgewings Nos. R. 1455 van 11 Julie 1986, R. 952 van 30 April 1987, R. 1244 van 16 Junie 1989, R. 780 van 5 April 1990, R. 2084 van 31 Augustus 1990, R. 926 van 27 Maart 1992, R. 1706 van 26 Junie 1992 en R. 353 van 5 Maart 1993.

1. TOEPASSINGSBESTEK VAN OOREENKOMS

(1) Hierdie Ooreenkoms moet nagekom word in die Meubelnywerheid, Grens—

(a) deur alle werkgewers wat lede is van die werkgewersorganisasie en deur alle werknemers wat lede is van die vakvereniging, en wat onderskeidelik betrokke is by en werksaam is in genoemde Nywerheid;

(b) in die landdrosdistrikte Albert, Aliwal-Noord, Fort-Beaufort (uitgesonderd die gedeelte wat voor die publikasie van Goewermentskennisgewing No. 1904 van 30 Augustus 1985 in die landdrosdistrik Stockenström geval het), Oos-Londen (uitgesonderd die gedeeltes wat voor die publikasie van Goewermentskennisgewings Nos. R. 1877 van 4 September 1981 en R. 1079 van 10 Junie 1988 in die Ciskei geval het), Queenstown (uitgesonderd die gedeelte wat voor die publikasie van Goewermentskennisgewing No. 1904 van 30 Augustus 1985 in die landdrosdistrik Stockenström geval het) en Stutterheim.

(2) Ondanks subklousule (1) is hierdie Ooreenkoms van toepassing—

(a) slegs op werknemers vir wie minimum lone in die Hoofooreenkoms voorgeskryf word;

(b) op vakleerlinge slegs in sover dit nie onbestaanbaar is nie met die Wet op Mannekragopleiding, 1981, of met enige kontrak daarkragtens aangegaan of enige voorwaarde daarkragtens vasgestel.

2. KLOUSULE 7: BYDRAES

(1) In subklousule (2), vervang die uitdrukking "sewende dag" deur die uitdrukking "10de dag", en voeg die volgende nuwe paragraaf in na die uitdrukking "voorskryf.":

"Indien die Raad 'n bedrag verskuldig ingevolge hierdie klousule nie teen die 10de dag van die maand wat volg op die maand ten opsigte waarvan dit betaalbaar is, ontvang nie, moet die werkgewer op sodanige bedrag of op die kleiner bedrag wat onbetaal bly, rente betaal, bereken teen twee persent per maand of gedeelte daarvan vanaf sodanige 10de dag tot die dag waarop die Raad die betaling werklik ontvang: Met dien verstande dat die Raad geregtig is om na goeddunke die betaling van sodanige rente of 'n gedeelte daarvan kwyt te skeld.".

Signed at East London, on behalf of the parties, this 10th day of March 1993.

355

N. G. TERBLANCHE,
Chairman of the Council.

G. M. MANN,
Vice-Chairman of the Council.

W. J. CHERRY,
Secretary of the Council.

No. R. 930 **28 May 1993**

LABOUR RELATIONS ACT, 1956

MOTOR INDUSTRY: AMENDMENT OF MOTOR INDUSTRY MEDICAL AID FUND AGREEMENT

I, Leon Wessels, Minister of Manpower, hereby, in terms of section 48 (1) (a) of the Labour Relations Act, 1956, declare that the provisions of the Agreement (hereinafter referred to as the Amending Agreement), which appears in the Schedule hereto and which relates to the Undertaking, Industry, Trade or Occupation referred to in the heading to this notice, shall be binding, with effect from 31 May 1993 and for the period ending 30 June 1994 upon the employers' organisations and the trade unions which entered into the Amending Agreement and upon the employers and employees who are members of the said organisations or unions.

L. WESSELS,
Minister of Manpower.

SCHEDULE

THE NATIONAL INDUSTRIAL COUNCIL FOR THE MOTOR INDUSTRY

MOTOR INDUSTRY MEDICAL AID FUND AGREEMENT

in accordance with the provisions of the Labour Relations Act, 1956, made and entered into by and between the

South African Motor Industry Employers' Association

and the

South African Vehicle Builders' and Repairers' Association

(hereinafter referred to as the "employers" or the "employers' organisations"), of the one part, and the

Motor Industry Employees' Union of South Africa,

the

Motor Industry Staff Association

and the

National Union of Metalworkers of South Africa

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

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

to amend the Motor Industry Medical Aid Fund Agreement published under Government Notice No. R. 1598 of 30 July 1982, as amended and extended by Government Notices Nos. R. 2300 of 21 October 1983, R. 772 of 19 April 1984, R. 1319 of 21 June 1985, R. 2843 of 27 December 1985, R. 1330 of 27 June 1986, R. 362 of 20 February 1987, R. 972 of 30 April 1987, R. 1108 of 22 May 1987, R. 1804 of 21 August 1987, R. 747 of 22 April 1988, R. 1490 of 29 June 1990, R. 3137 of 20 December 1991, R. 1667 of 19 June 1992, R. 3219 of 27 November 1992 and R. 464 of 26 March 1993.

Namens die partye op hede die 10de dag van Maart 1993 te Oos-Londen onderteken.

N. G. TERBLANCHE,
Voorsitter van die Raad.

G. M. MANN,
Ondervoorsitter van die Raad.

W. J. CHERRY,
Sekretaris van die Raad.

No. R. 930 **28 Mei 1993**

WET OP ARBEIDSVERHOUDINGE, 1956

MOTORNYWERHEID: WYSIGING VAN MEDIESE HULPFONDSOOREENKOMS VIR DIE MOTORNYWERHEID

Ek, Leon Wessels, Minister van Mannekrag, verklaar hierby, kragtens artikel 48 (1) (a) van die Wet op Arbeidsverhoudinge, 1956, dat die bepalings van die Ooreenkoms (hierna die Wysigingsooreenkoms genoem), wat in die Bylae hiervan verskyn en betrekking het op die Onderneming, Nywerheid, Bedryf of Beroep in die opskrif by hierdie kennisgewing vermeld, met ingang van 31 Mei 1993 en vir die tydperk wat op 30 Junie 1994 eindig, bindend is vir die werkgewersorganisasies en die vakverenigings wat die Wysigingsooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasies of verenigings is.

L. WESSELS,
Minister van Mannekrag.

BYLAE

DIE NASIONALE NYWERHEIDSRAAD VIR DIE MOTORNYWERHEID

MEDIESE HULPFONDS VIR DIE MOTORNYWERHEID

OOREENKOMS

ooreenkomstig die Wet op Arbeidsverhoudinge, 1956, gesluit deur en aangegaan tussen die

South African Motor Industry Employers' Association

en die

South African Vehicle Builders' en Repairers' Association

(hierna die "werkgewers" of die "werkgewersorganisasies" genoem), aan die een kant, en die

Motor Industry Employees' Union of South Africa,

die

Motor Industry Staff Association

en die

National Union of Metalworkers of South Africa

(hierna die "werknemers" of die "vakverenigings" genoem), aan die ander kant,

wat die partye is by die Nasionale Nywerheidsraad vir die Motornywerheid,

tot wysiging van die Ooreenkoms vir die Mediese Hulpfonds vir die Motornywerheid gepubliseer by Goewermentskennisgewing No. R. 1598 van 30 Julie 1982, soos gewysig en verleng by Goewermentskennisgewings Nos. R. 2300 van 21 Oktober 1983, R. 772 van 19 April 1984, R. 1319 van 21 Junie 1985, R. 2843 van 27 Desember 1985, R. 1330 van 27 Junie 1986, R. 362 van 20 Februarie 1987, R. 972 van 30 April 1987, R. 1108 van 22 Mei 1987, R. 1804 van 21 Augustus 1987, R. 747 van 22 April 1988, R. 1490 van 29 Junie 1990, R. 3137 van 20 Desember 1991, R. 1667 van 19 Junie 1992, R. 3219 van 27 November 1992 en R. 464 van 26 Maart 1993.

LABOUR NEWS IN BRIEF

NUM, Chamber of Mines start pay talks

ANNUAL wage negotiations between the Chamber of Mines and the 200 000-strong National Union of Mineworkers began in Johannesburg this week.

The union is demanding a 20 percent increase on gold mines and a R900 to R1 000 basic wage for coalminers. The Chamber offered a four percent increase for coal and gold miners.

Describing the opening round as "tense", union assistant secretary-general Marcel Golding said the chamber had not honoured some agreements from last year which could be an indication of the attitude it would adopt this year.

Seifsa tables its 'final' wage offer

Buss. Day - 16/6/93

ERICA JANKOWITZ

SEIFSA tabled its "final" wage offer to the 11 trade unions representing workers in the steel/engineering sector on Friday. The offer is a 4,8% increase for coastal regions and 6% for the rest of the country, except the Free State where a wage freeze has been proposed until the end of 1993.

Seifsa industrial relations director Dave Carson said the unions had indicated the final offer was unacceptable, especially the coastal differential. None of the unions had revised their initial demands, which ranged from 14% to 51% wage increases.

Some proposals were withdrawn including those pertaining to leave arrangements and standby allowances, he said. Both employers and unions would be reporting back to their principals and were scheduled to meet on June 15. (BD 355

Numsa said no statement would be issued until today as the union planned to caucus over the weekend.

Numsa rejects Seifsa offer

ERICA JANKOWITZ

NUMSA has rejected Seifsa's final wage offer for the industry's 280 000 workers, tabled when the federation met trade unions last week.

Seifsa's offer, described as its "lowest ever", was for a 4,8% wage increase in coastal regions — Natal, Border, Midlands and the Cape — a wage freeze in the Free State and northern Cape, and 6% for all other areas of the country.

Numsa national secretary Les Ketteldas said the offer was unacceptable as it was made on a "differentiated and regional basis".

Also it was well below inflation and made at a time when the industry "has R20bn worth of construction projects" on the cards.

Numsa has asked Seifsa to reconsider its offer.

The parties are scheduled to meet again on June 15.

Meanwhile, negotiations in the motor sector would appear to have reached stalemate with employers sticking to a 5%-9% wage offer on schedule rates.

Ketteldas said some workers would not receive increases on this proposal, as actual wages would not be affected.

The parties are to meet again on June 14.

BDay 10/6/93

Finding a formula to keep key staff

MATTHEW CURTIN

THE INABILITY of management at Syfrets and UAL to hold on to their key asset management teams, successfully wooed by new financial services group Coronation Syndicate, has refocused attention on the prickly issue of staff incentives.

Finding a formula for motivating staff is a problem which confronts every manager.

In the financial services sector, the issue is clouded by the fact that by all ordinary measures, the average asset manager, currency dealer or bond trader is handsomely paid in the first place. Yet, financial institutions in SA routinely see some of the bestpaid employees jumping ship.

In this year alone, French merchant bank Société Générale pinched Rand Merchant Bank's project finance team, the two main players at Standard Merchant Bank treasury have set off for what they hope will be greener pastures with German-owned West Merchant Bank, while Firstcorp lured two capital market dealers from RMB, and UAL's project team have gone on their own.

The London-based Euromoney magazine, commenting last month on the departure of 34 members of Credit Suisse First Boston's fixed-income and energy investment banking divisions to rivals in New York this year, says: "The story is a familiar one. The labour market in international banking is one of the most flexible in the world. A large number of institutions performing similar tasks in a geographically concentrated area such as the City of London or Wall Street makes it relatively easy for skilled professionals to change jobs."

At CS First Boston the biggest bone of contention was the compensation package, with the bank understood to be paying its staff at least 10% less than its rivals. The report said personnel departments faced the central problem of providing "the going rate" or risk losing staff.

Merchant bankers and asset management teams in Johannesburg and Cape Town are unwilling to go on record to discuss staff incentives, citing sensitivity of details of their remuneration packages.

What the UAL and Syfrets cases confirm is that "the going rate" is not measured simply in numbers. Syfrets MD Ashton Dominy admits some of those who left were being paid made more than he was.

There is general acceptance that there must be a premium to be paid for retaining skilled and specialised staff.

Central to the decision by the asset management teams' departure to Coronation was the issue of equity participation. Performance bonuses at Syfrets Asset Management had a ceiling of 100% of an employee's salary — outwardly generous but tax inefficient — while the company, reflecting the corporate policy at parent Nedcor, does not offer share option schemes.

Coronation chairman Gavan Ryan says one of the attractions in acquiring a listed vehicle for his group's activities is that it can offer share incentives to staff. The old Syfrets team also owns a 35% stake in unlisted Coronation Asset Management.

Dominy says Syfrets management has "to address the problem of participation". He says the number of applications — about 30 for half a dozen positions shows how attractive its pay is.

Perhaps the key advantage of equity participation is that it ties performance to some measure of value added to a company. It also sidesteps problems flat salary structures have in motivating staff.

Share incentive schemes can be run in a variety of ways, but they can go only so far in solving the problem of clashing business cultures. It is understood that staff at Investec have done well out of share ownership, but even the solid performance of the bank's stock has not matched the growth in individual parts of the business, spurring a round of negotiations between head office and Investec Asset Management.

There are important differences between a currency dealer and an asset manager, but what they do have in common is youth, their ability to take and manage risk, their desire to be rewarded in line with the risks they take, and the knowledge that they have a good chance of burning out at a young age. This contrasts with the cautious, risk-averse person which provides the backbone of a commercial bank.

Another asset management team head, who declines to be named, says "cultural problems are intensifying as banking becomes more integrated".

His ideal format would be the development of partnerships in the financial services sector, an arrangement pioneered by merchant bank Goldman Sachs. Employees gain a significant minority stake in their business, with options in listed shares — which binds them to the larger group's discipline — and unlisted equity which reflects income from their operations.

But, says management consultancy FSA-Contact MD Olof van Schalkwyk, this does not solve the problem of "sub-cultures" and conflict between entrepreneurs and bureaucrats. The best that can be achieved is a "negotiated comfort-zone".

Firstcorp MD David Lawrence will not comment on his company's approach to the problem, but he hopes Firstcorp's reputation and performance as much as its rumeration packages enables it to attract and keep high-calibre staff.

CNA action ballot

THE SA Commercial, Catering and Allied Workers' Union will be conducting a strike ballot of memmbers at CNA next week over a wage dispute it declared with the company earlier this week. The union's demand is for a R230 across-the-board increase, about 18%, compared with the company's 12% offer of R160.

REPORTS: Business Day Reporters, Sapa-Reuter

News in Brief

Jobless plunder shop

MEMBERS of the Unemployed Workers Union yesterday plundered Shoprite, Mitchells Plain, making off with dozens of loaves of bread and litres of milk, after a demonstration.

Minimum pay 'threat to jobs'

Staff Reporter

Many domestic workers would have been out of a job if a new Bill covering their employment conditions had stipulated a minimum wage, Democratic Party MP Tony Leon said yesterday.

The DP held five meetings in Johannesburg and Sandton at the weekend to inform domestic workers about their rights under proposed new labour legislation tabled in Parliament on Friday.

Leon said yesterday that he agreed with the decision not to bring a minimum wage into the Bill.

Recommended

"If that happened, two-thirds of the people I spoke to could be out of a job," he said.

The Black Sash last year recommended a monthly minimum wage of R760 for skilled domestic workers and R580 for semi-skilled workers.

Black Sash national researcher Marj Brown said there was still much work to be done before domestic workers were properly protected by labour legislation.

Besides the absence of a minimum wage, the Bill makes no provision for unemployment insurance or compensation as a result of injury.

Domestic workers still have no access to recourse through the Labour Relations Act in the event of a dispute with their employers.

Brown said unemployment insurance and compensation for injury could not be introduced at this stage because of difficulties in enforcing payment of contributions by employers.

Some elements of the Bill are:

- A maximum of 46 working hours a week.
- A maximum of 10 hours overtime a week, or 14 hours if the worker is looking after children or the aged.
- Overtime may be worked only by mutual agreement between the worker and employer.
- Fourteen days of annual paid leave, as well as 36 days' sick leave (for six-day-week workers) in every three-year cycle.
- A minimum of one month's notice, or one month's wages.
- Employers must keep written records of hours worked and wages paid, unless the worker has a written contract.

Brown said the Bill allowed more flexibility in the relationship between the domestic worker and her employer than other labour laws.

This was "not such a good idea" since it weakened the worker's protection against abuse by the employer.

Numsa calls for ban on overtime

NUMSA has called for an immediate overtime ban in an attempt to force a higher wage offer from employers when negotiations resume this week.

Motor sector negotiations are scheduled for today and the next round of steel/engineering talks for tomorrow.

In the motor sector, employers have offered 5% to 9% increases on schedule and not actual rates of pay.

Sapa reports a Volkswagen spokesman expressed concern at the company's ability to fill its R500m export order from China for 17 000 Jettas should the ban be implemented.

Numsa national negotiator Les Ketteldas said the steel/engineering sector's differentiated pay offer, described by Seifsa as final, was unacceptably low.

Seifsa's final offer was a 4,8% increase for coastal regions, a wage freeze in the Free State and northern Cape and 6% for the rest of the country.

Seifsa executive director Brian Angus said at the weekend the overtime ban had come as a complete surprise. Employers had not been notified by Numsa of this move, he said, and clarification was needed on whether the ban would affect all sectors of the metal industry.

Last year, Numsa called a four week strike against Seifsa employers before accepting Seifsa's final offer of 9,1% on actuals and suffering a humiliating and costly defeat in the process. This year the union has apparently decided to "soften up" the federation by calling on members to heed its overtime ban call.

ERICA JANKOWITZ

'Finding jobs curbs crime'

335 ARG 16/6/93

Staff Reporter

FIGHTING unemployment is among the most effective methods of preventing crime, according to Dr Esther Lategan, national director of Nicro.

She was speaking at the launch by the Cape Town branch of Nicro (the National Institute for Crime Prevention and Rehabilitation of Offenders) of a booklet designed to help the unemployed find jobs.

Welfare workers can use the booklet, *Empowerment For Employment*, to train themselves to provide the jobless with essential job-hunting skills.

Among a number of topics, the booklet gives advice on the development of self-awareness and career goals and practical aspects, like how to approach interviews.

Dr Lategan said crime prevention could be tackled by addressing people's basic needs, one of the most important of which was a job.

Tackling unemployment was "the most important medium" for achieving Nicro's aims, she said.

Former Cape Town Chamber of Commerce president Mr Herbert Hirsch said the publication was a practical and realistic aid for the unemployed.

He welcomed the contribution it would make in the campaign against unemployment, which was running at about 50 percent in some Western Cape communities.

Empowerment meant giving individuals the power to make the most of themselves. Each person had good attributes which could be developed, he said.

The booklet costs R10 and is available from Nicro, ☎ 47 4000.

Deadlock looms in wage talks

Star 8/6/93

By Paul Bell
Labour Correspondent

The National Union of Metalworkers of South Africa (Numsa) has put employers in the steel and engineering industries on notice that failure to make a satisfactory wage offer will "snuff out" progress towards the development of an industry-wide consensus on the rebuilding of this sector.

At a Johannesburg press conference last night, negotiator Les Kettledas outlined what Numsa — which represents nearly half a million workers — regards as slow progress in its wage talks with employers in the steel and engineering, auto, tyre and motor industries.

These industries have limited their wage offers to between 4,8 and 7 percent. Numsa is seeking increases of between 9 and 11 percent.

Numsa says its wage talks with the steel and engineering sector, which has offered 6 percent, are "heading for a deadlock". This would also affect discussions in other working groups dealing with skills and training, work organisation, job security, industry bargaining and industrial restructuring.

It has scheduled report-backs at plants for Wednesday — a week before the current wage agreement expires — to seek a mandate from members. It is asking employers to make facilities available for holding the report-backs during company time.

Australian-born negotiator Chris Lloyd said Numsa was committed to a long-term approach aimed at enhancing the steel and engineering industry's competitiveness in global terms. "Either this approach is adopted and negotiated over the next three years, or industrial relations will return to the era of the baseball bat."

New Deal for jobless

Star 19/6/93

As many as 300 000 jobs can be created

(335)

THE Government, business and labour are planning the creation of mass employment to improve the lot of the poor, reports CLAIRE GEBHARDT.

FOR THE first time since the Great Depression of the 1930s, South Africa is poised to reintroduce work battalions for its army of unemployed. Government, business and labour are putting the finishing touches to a master plan to generate hundreds of thousands of jobs.

Many are calling the plan South Africa's New Deal for the 1990s.

This is because it mirrors US president Franklin Roosevelt's New Deal of 1933, designed to pull America out of depression through massive job-creation.

Radical

An official announcement of the plan could come as soon as next month.

The radical move is partly in response to an unprecedented wave of lawlessness that has swept the country.

No one knows officially how many millions are out of work but it is widely accepted that 7 million or 40 percent of the working population are jobless.

Unisa's Bureau for Marketing Research estimates that up to 18 million people are living below the breadline.

Unemployment and political anger have poisoned a whole generation of youngsters and the consequence has been a wave of murder and violence that has left cowering whites behind barricades.

According to informed sources, billions of rands of development aid, with no strings attached, is ready to flow into the country early next year once a political settlement is reached.

The New Deal involves the mass building of houses, schools, hospitals and the like to provide not only much-needed social services, but also jobs.

Workers will wear uniforms and submit themselves to moderate military-type discipline in exchange for three meals a day, subsistence wages and accommodation in tent towns or barracks.

Based on R3,5 billion in expected aid early next year, spent at the rate of R10 000 to create each new job, there will be enough work for 300 000 people.

This is equivalent to the number of school-leavers entering the job market each year.

Last year it was estimated that approximately four in every hundred job seekers would find work in the formal sector. This year one in a hundred will be lucky to find work.

The urgency to get the plan under way is based on the fact that companies are expected to shed more than 500 000 jobs in the next 18 months.

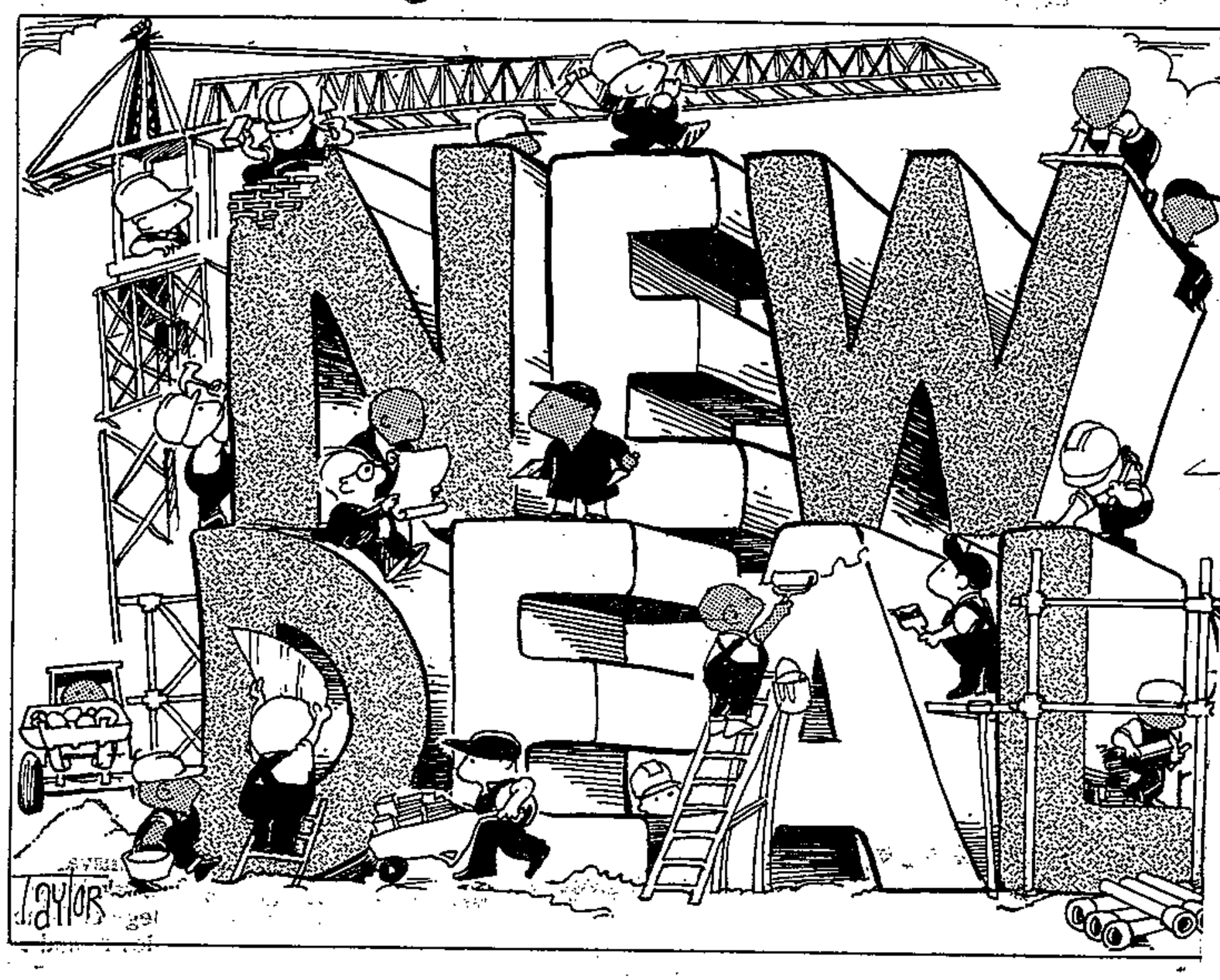
Modest

This is the result of South Africa's longest and deepest recession continuing into its fifth year.

Though the economy may turn up next year, South Africa faces at least several years of very modest growth, probably in the 2 to 3 percent range — if we're lucky.

This is simply not enough to offset the typical rate of population growth.

Growth of at least 5 to 7 percent a year is needed to improve the lot of the poor.



and hungry

Clothing workers to get 9,25% rise

ERICA JANKOWITZ

WORKERS in the clothing sector will receive a 9,25% across-the-board wage increase from July 1 despite the recessionary climate factories are operating in.

A Transvaal industrial council spokesman was surprised at the settlement. "I expected closer to 7,5%, but if we could successfully implement a productivity agreement we could afford to pay inflation-linked increases," he said. The union's opening demand was for a 16% increase. Employers proposed a wage freeze.

The agreement, reached late last week, affects 102 000 workers covered by the existing five industrial councils.

Part of the settlement involves establishing a national productivity subcommittee, with equal employer/employee representation. It will investigate the union's proposed skills-based grading system and employers' proposal of splitting annual leave to allow for greater production flexibility. In the interim, the union has agreed to look favourably at factory exemptions from the council's annual shutdown clause.

Lionel October of the Cosatu-affiliated SA Clothing and Textile Workers' Union said the agreement was important as the parties had agreed to a single national industrial council incorporating existing regional councils. Although this would come into effect only in June 1995, wage negotiations next year would be conducted at national level. The settlement included a clause obliging clothing employers to give workers severance pay.

Leather industry wage talks drag on

B/Daily 22/6/93

ERICA JANKOWITZ

THE SA Clothing, Textile and Allied Workers' Union (Sactwu) is locked in several sets of wage negotiations in the leather sector, but seems far from settling any of them soon.

In all cases, wages are being negotiated at industrial council level and involve more than one union, including the conservative National Union of Leather Workers.

Sactwu negotiator Mark Bennett said that in response to the unions' demand of a 15% wage increase, footwear manufacturers had conditionally offered 7%. The conditions were the unions' acceptance of workers' wages being automatically paid into bank accounts; the removal of the annual renewal requirement of certain exemptions to the agreement; and flexibility of annual leave.

Bennett said Sactwu did not have major problems with these conditions, but the parties were still far apart on the wage issue.

The discovery that directors' fee increases were higher than inflation had hardened workers' attitudes and there was little hope of them accepting a below-inflation offer, he said.

An employer spokesman said the 7% increase was the federation's final offer.

The industry was in "deep trouble" because, despite tariffs and duties, oriental imports cost a quarter of the price of locally made goods.

Many factories were working short time and retrenchments and closures had become common.

In the tanning sector, employers offered a 7,5% increase in contrast to the unions' demand of 10%, but had conceded to two days' paid paternity leave and 72 hours' notice of short-time demands, Bennett said.

Sactwu was concerned with employers' apparent plan to break up the existing industrial council with a proposal that next year hours of work, annual leave arrangements and public holidays be negotiated at plant level and in 1995 wages be added to the list. This would leave the council with a purely administrative function, which was unacceptable, said Bennett.

In the general goods and bags negotiations, Bennett said employers had proposed a R10 across-the-board increase — on average a 5% increase — against the unions' 11,5% demand.

Employers had agreed to maternity pay equal to 20% of a worker's weekly basic wage for three months.

He said Sactwu was consulting members on the offers, but he doubted whether workers would accept a drop in living standards for the second consecutive year.

Wage deal reached in clothing industry

ARG 23/6/93

SHARON SOROUR
Labour Reporter

AGREEMENT has been reached in clothing industry negotiations — conducted nationally for the first time and affecting more than 100 000 employees — with workers winning a 9,25 percent package deal.

The finer points of the deal, clinched between employers from the four provinces and the South African Clothing and Textile Workers' Union, were still being drafted in Johannesburg yesterday by the national drafting committee, according to employer spokesman Mr Johan Baard.

He said the exact wage increase included in the package had yet to be calculated, but it constituted about 98 percent of the deal.

"People often relate the percentage cost to the wage cost, but there are additional costs such as extra public holidays . . . and there are some regional peculiarities."

The other two "legs" of the agreement were a commitment to establish a national industrial council by July 5, 1995, and to regulate severance pay.

Mr Baard said employers in all regions would negotiate severance pay with the union before retrenching.

Mr Baard said the agreement was "a product of the process of negotiation and members of both parties ratified it."

Negotiations began about six weeks ago.

Employers in the Cape were represented by the Cape Clothing Manufacturers' Association, the Cape Knitting Industry Association and the Garment Manufacturers' Association.

Tough talking in pay demands

TOUGH wage bargaining will take place in the next few weeks in the four sectors in which Numsa operates. More than 400 000 workers are involved. ST Times (Buss J)

Numsa wants a 16% pay increase in the metal, auto assembly, tyre and motor industries. The union has banned overtime in the motor industry. 27/6/93 (Pg 1)

Employers are concerned that the union called for the ban before declaring a dispute. (IRRA) (355)

Employer spokesman Dave Kirby says the overtime ban "is not expected to have any major effect on the local market".

Star 28/6/93

Metalworkers make new offer

By Paul Bell
Labour Correspondent

The flagging wage negotiations between the National Union of Metalworkers of SA and the steel and engineering industry have been given a boost with the union's presentation of a new set of proposals.

Last week, union negotiators were glum about prospects, warning that if employers failed to make a satisfactory offer, the emerging consensus for a restructuring of the industry for competitiveness would be jeopardised. (NUMSA)

Offers by the Steel and Engineering Industries Federation of SA range between 4,8 and 7 percent, while Numsa wants inflation-level increases.

Last Monday, Numsa presented new proposals suggesting an improved wage offer linked to making cash available to change work practices from 1994. (355)

Seifsa was expected to respond on Wednesday, the day before the wage implementation date.

Numsa negotiator Chris Lloyd said: "This is ground zero." (ISA)

Of the employers' initial response, he said: "They're interested."

Star 29/6/93

Pay rise for clothing workers could hit jobs

By Tom Hood

CAPE TOWN — The 9,25 percent pay rise won by the country's 100 000 clothing workers from July 1 will fatten their wage packets by more than R15 million a year.

But, unless the industry can pass its higher labour costs along the line — boosting shop prices — still more manufacturers will be forced to close their factories, warn industry leaders.

Chances are slim, however, of major retailers accepting price increases. Pep Stores chairman Christo Wiese said last week that this year had been the toughest yet for the clothing retailer but business could turn for the better in the third and fourth quarter.

The pay agreement was reached in negotiations conducted nationally for the first time between employers from the four provinces and the SA Clothing and Textile Workers' Union (Sactwu) in Johannesburg.

National Clothing Federation president Aaron Searll said that, while the industry was still operating under difficult trading conditions, the settlement was considered fair and reasonable to both sides.

"But, there is no way the industry will be able to absorb this increase and, unfortunately, it will have to be passed on to our customers," he said.

Vendome offers a place for luxury

LONDON — The rarefied world of European luxury goods has caught the scent of a new name with the christening of Vendome, the planned holding company for the portfolio of luxury brands owned by Richemont of Switzerland.

Cartier, Piaget, Mont Blanc, Dunhill and Karl Lagerfeld will be injected into Vendome, which is to be listed in London and Luxembourg if a restructuring of Richemont's subsidiaries is approved by shareholders.

Analysts estimate the new company could be valued at up to £3 billion, making it a member of the FTSE-100 index in London, even though luxury brands are out of favour because of recession.

Richemont, controlled by the Rupert family of South Africa, has spelt out its plan to simplify its complex group structure by splitting off the tobacco arm, Rothmans International, and combining the two luxury goods businesses, Luxco and Dunhill Holdings, into Vendome.

Dunhill is at present a 57 percent owned subsidiary of Rothmans.

Shareholders

Shareholders in Rothmans and Dunhill Holdings are being offered cash and shares in the new tobacco and luxury goods companies.

Richemont said the new structure would lead to savings and improved marketing. "We are trying to get the operational structure to reflect operational necessities," said Johann Rupert, managing director.

The restructuring will also bring to an end Dunhill Holdings' life as a publicly listed company. The company, which was set up by Alfred Dunhill exactly 100 years ago, was listed on the London Stock Exchange in 1923.

Lord Douro, Dunhill's chairman, said Vendome's individual brands would continue to be managed separately and the disappearance of Dunhill's listing was not significant.

"We believe Vendome is one of the most distinguished group of brand names," he said. "It would be immodest to say more than that."

The new company is named after Paris's upmarket Place Vendome.

Piet Liebenberg joins Cosab

Star 29/6/93



Piet Liebenberg.

One of South Africa's best-known bankers, Piet Liebenberg, has been appointed chief executive of the Council of Southern African Bankers (Cosab).

The new appointment is effective from July 1.

Commenting on the appointment of his namesake, the chairman of COSAB, Chris Liebenberg, said that the Council was delighted and fortunate to obtain his services.

"Piet's exposure to the different fields of banking, and his knowledge of the economy, will stand COSAB in good stead".

Piet Liebenberg succeeds Tony Norton who left COSAB recently. He will retain his non-executive chairmanship of Bibliaton '94, a project of the Bible Society of South Africa.

Property firm clinches first 'unit' deal

Star 29/6/93

Property Editor

Capital Property Fund is the first property unit trust (PUT) to buy property by the direct method of issuing units to the seller.

This follows recent changes to the trust deed provisions for property unit trusts.

The new provisions, recommended to the Financial Services Board by the unit trust advisory committee last year, allow the PUTs to issue units directly to vendors of property, rather than holding a rights issue to raise cash for the purchase.

Capital, managed by the JH Isaacs group, has already used the new system to buy an industrial property from Anglo-Dutch, and says two more such deals are in the pipeline.

The current deal involves the issue of 5 230 000 new units, worth R13,5 million, and the placement of these with a number of institutions in order to give Anglo-Dutch the cash.

JHI (Transvaal) property management director Markham Becker says the new system will allow PUTs to compete on an equal footing with variable loan stock companies or direct buyers and that other funds are expected to follow Capital's lead.

He says that using scrip for acquisitions will also eliminate the discount to market value in issuing new units which was necessitated by a rights issue, and which worked to the disadvantage of existing unit holders who tended not to follow their rights.

No jobs on the menu for degrees

Sl Times (Metro)
6/16/93
(355)

By MICHAEL O'REILLY



QUALIFIED TO SERVE . . . From left, Paul Schnell, Nat Dip Graphic Design; Richard Cooke, B Bus Sci; Caroline Greenway B A and Andrew Stewart, B Soc Sci working at Trumps, Cavendish Square Picture: JACK LESTRADE

NEXT time you're eating at your favourite restaurant, have a good look at your waiter or waitress — he or she could be a lawyer, engineer or honours graduate.

With a university degree or technikon diploma tucked into their apron pouches, an increasing number of aspirant professionals are struggling to find employment in the recession-hit job market.

Karl Bayhack, manager of the Green Dolphin, recently had 70 responses to an advert for staff.

"Six or seven of them were qualified lawyers," he said. "Some had B Comms, some were accountants looking for something just to tide them over. It's hard out there."

'Not easy'

For many young adults working as waiters, the word "waiting" has a certain irony to it.

Many are trying to earn money to finance overseas trips or businesses or are waiting for a job to come up.

"I have to get the travel thing out of the way," says Andrew Stewart, a B Soc Sci graduate who is a waiter at Trumps Restaurant.

"Besides, trying to find a job right now, even with my degree, is not the easiest thing."

For Caroline Greenway, BA, restaurant work allows her enough free time to run her own food business.

"Working as a waiter allows me to focus my energy on finding the right job," says Richard Cooke, a B Bus Sci graduate with a year's experience in international management.

"Shifts makes it easier to attend interviews and graduate placement programmes."

Yet, after three months, he admits "frustration is setting in. Being out of the workplace is damaging, but I won't compromise — I know what job I want."

Kim Mears, a qualified lawyer who waitresses at Blues, is looking for employment as an articled clerk. She describes waitressing as "the best money I can make in relation to time spent" and intends to go to a practical legal school to improve her chances next year.

Others have found themselves overqualified for more stable jobs as secretaries or personal assistants.

"The employment agencies told me to forget it, that I'd terrify my employer," said Jessica Ferguson, a Morton's waitress and BA major in anthropology.

"I'm stuck in the middle — neither side of the market can accommodate me, so I think I'll go to South America and teach English."

According to Gaby Palmer, who has a degree in industrial psychology, many employers offer below-average starting packages in the knowledge that graduates will accept almost anything. Once in, upward mobility is limited "because everyone is hanging on to his job".

Working at the Uitsig Restaurant in Constantia, Gaby's monthly wage easily exceeds most entry-level salaries.

"But I'm worried for the future," she said. "I don't want to wind up as a 30-year-old waitress."

One can become overly comfortable in a restaurant job, says honours graduate Jenny Mears.

"It's security," she says. "You've got people you know, who accept what you are and what you do — there's no career pressure and it's hard to get out."

"Getting out" often means moving to Johannesburg, away from family and friends — or emigrating, in search of better economies and security.

Nats slate ANC push for restructured police force

BIDay 1/7/93

STEPHEN COPLAN

THE NP has criticised ANC legal adviser Matthew Phosa's demand that the Law and Order Ministry be abolished and police headquarters general staff be replaced by a multiparty civilian-dominated police directorate.

Speaking at a national peace secretariat and Police Board workshop in Johannesburg yesterday, Phosa repeated the ANC demand for Law and Order Minister Hernus Kriel to resign.

He also called for the resignation of Deputy Minister Gert Myburgh and those officers with "bloody hands".

In a statement yesterday, the director of the NP's "anti-defamation campaign", MP Nick Koornhof, said Phosa's demands reflected the ANC's "communist/Nazi" characteristics. The ANC had no right to attack Kriel, under whose direction the SAP had undergone tremendous changes, or demand his resignation.

The directorate, Phosa said, would deal with daily command, control and management of the police and report to the transitional executive council's law and order subcouncil.

To solve the current crisis in police-community relations, the SAP should accept it was one of their own making, said Phosa. Police should take responsibility for their actions and realise that communities would support the police only when they supported communities.

The NP alleged that most intimidation could be linked to ANC members and supporters. The ANC rarely helped the SAP combat crime in the areas it controlled.

It said the ANC had now embarked on a campaign to "discredit a much-needed stabilising force in our country".

Inkatha central committee member Ben Ngubane told the workshop joint control of security forces should be depoliticised but he questioned whether politically trained soldiers could be impartial.



● PHOSA

SAP community relations spokesman Brig Zirk Gous said police had dramatically changed over the past three years.

ADRIAN HADLAND reports Myburgh told an RSA Technikon diploma ceremony in Paarl yesterday all police training courses were being revised to adopt community policing as the central theme.

He said a new technikon diploma, compulsory for all wishing to become commissioned officers, would be introduced from next year.

BIDay 11-7-93

Numsa, Seifsa fail to agree on wage hikes

BIDay 11-7-93

LLOYD COUTTS

TRADE union and Seifsa representatives failed to reach agreement on wages yesterday, but Numsa said some progress had been made on its demands for restructuring the steel and engineering industry.

The main agreement between employers and unions expired yesterday.

"The total agreement expired today, June 30, but in not one of the industries are we even close to agreement," Numsa national bargaining co-ordinator Les Kettledas said after the meeting in Johannesburg.

He said engineering sector employers had agreed to reduce their grading from 13 grades to five, with two additional grades for artisans and technicians, by 1996.

National organiser Bernie Fanaroff said the reduced grading was central to Numsa's demands.

Numsa negotiations co-ordinator Chris Lloyd said employers had indicated that Numsa's vision of restructuring the industry had merit. "The problem is other parties in the industry don't see the need to restructure."

No agreement was reached on wages in this sector after management had stuck to its 6% offer, while Numsa had dismissed proposals for regional exemptions.

Kettledas said the tyre industry had offered an 85c increase on actual wages or an increase to bring wages to a proposed new minimum.

Management had also offered a 7% across-the-board increase for artisans. Neither offer had been accepted.

Kettledas said management had "basically agreed" to a five-grade structure in this sector, but that neither party was "in a position for final agreement".

Motor sector employers had offered minimum rates to a par with actual rates, or a 58c increase, and a 6% across-the-board increase for skilled categories.

Demands for an agency shop had not been entirely accepted, but employers had proposed a bargaining fee for non-union employees.

Sowetan 1/7/93

Wage deadlock

NUMSA and Seifsa failed failed to reach agreement on wages and conditions of employment yesterday.

Numsa's Mr Les Kettledas said Seifsa's wage offer remained at six percent. Further discussions have been scheduled for July 8.

Sun City strike

Star Times 4/7/93

SUN CITY staff downed tools yesterday in rejection of a R100 pay increase offered by management this week.

A spokesman for the strikers said they had demanded a 30 percent pay increase or R200 across the board, but management's offer only amounted to five percent.

Workers also demanded a recognised trade union, immediate employment for casuals and an end to job discrimination in favour of "foreigners".

Numsa firm on nationalisation

THE National Union of Metalworkers of SA (Numsa) committed itself to nationalisation without compensation at its fourth national congress at the World Trade Centre over the weekend.

Numsa has also rejected all wage offers made in negotiations in the steel/engineering, auto assembly and tyre sectors.

Numsa general secretary Moses Mayekiso said after the conference the union remained committed to nationalisation as a means of equalising the economic imbalance between blacks and whites.

Mayekiso said that as land had been taken from the people without compensation, it should be seized without compensation. This would include land belonging to

GAVIN DU VENAGE
and ERICA JANKOWITZ

major industries, as well as property in state hands.

Mayekiso said Numsa would try to persuade Cosatu to adopt this resolution. However this was a Numsa decision only, and would not necessarily be adopted by Cosatu or any other organisation.

He said the union remained committed to socialism as a means of restoring democracy to SA.

On the wages issue, congress delegates voted in favour of "initiating a programme of mobilisation to keep workers fully informed". This was in reaction to member-

☐ To Page 2

Numsa

☐ From Page 1

ship criticism of an apparent lack of feedback meetings on the status of negotiations.

No disputes had yet been declared in any of the negotiations and until this step is taken, the union could not initiate legal strike action.

Numsa did, however, implement an overtime ban in the motor sector which was challenged in court and withdrawn.

In the steel/engineering negotiations, Numsa indicated it would not settle for below inflation increases despite economic constraints in the sector.

Seifsa's final offer stands at a maximum of a 6% increase with employers in the Free State and northern Cape offering 4,8%. Natal and eastern Cape members have also applied for exemption from the 6% offer and have tabled 4,8% increases.

Agreement has been reached on reducing the number of job grades and the establishment of an industry training board. But Numsa's innovative three-year plan tabled in all its negotiations has not made much progress.

In the motor sector, Numsa has accused employers of attempting to "smash the industrial council". Also, last year's wage negotiations have yet to be finalised.

"Congress decided on a programme of action to fight for a settlement and for the retention of the industrial council," Mayekiso said.

Numsa also agreed to back the ANC in the forthcoming election.

However the trade union movement should not have a formal alliance with the ANC once elections had taken place. Instead, the relationship should be conducted through bodies such as the National Economic Forum and National Manpower Commission, Mayekiso said.

The congress also elected Mthuthuzeli Tom as its president.

● Picture: Page 3

CNA wins interdict after 'occupation'

CNA obtained an urgent interim interdict in the Rand Supreme Court yesterday against striking workers after about 200 of them occupied the company's Johannesburg head office.

The court was told that the employees, members of the SA Commercial, Catering and Allied Workers' Union, took over the boardroom and MD's office yesterday afternoon and shouted slogans such as "kill the bosses" and "one settler, one bullet".

Judge R van Schalkwyk granted an interim order prohibiting the strikers from entering the premises or congregating within 500m of the premises except to work. The strikers were also interdicted from intimidating and harassing CNA employees and from obstructing the company's business operations.

Workers embarked on a wage strike last week. The union has rejected management's increase offer of R160 a month across the board and stuck to its R230-a-month demand.

BTimes 9/7/93

Seifsa, unions meet

THE Steel and Engineering Federations of SA (Seifsa) yesterday met unions in a bid to settle this year's wage negotiations. Seifsa did not amend its offer of 6% with the possibility of exemptions for companies in specific regions which could prove they were unable to afford the increase.

However, the unions indicated their bottom line would be an increase equivalent to inflation. The parties are scheduled to meet again on July 13 (189) (365)

LABOUR NEWS IN BRIEF

Compiled by **SHARON SOROUR**

Short-term action for economy

THE National Economic Forum (NEF) this week approved recommendations for short-term economic action — including protecting collective bargaining and job creation through public works programmes.

At its first plenary session since its establishment last October, the NEF, comprising organised business, government and labour, also voiced its intention to secure a partnership role with the government of the day in setting economic policy.

Finance Minister Mr Derek Keys emphasised the need to create an economy that answered more closely to the needs of the community.

Centralised bargaining was acknowledged as "one of the tiers" of the collective bargaining system.

Miners reject CoM pay offer

THE National Union of Mineworkers (Num) has rejected a final pay offer by the Chamber of Mines, and unions affiliated to the Council of Mining Trade Unions have declared a dispute and applied for a conciliation board hearing.

Num said gold mines had offered pay increases ranging from six to eight percent.

The offer was rejected because the higher gold price provided the mining industry with additional profit of R200 million a month, and workers had made big sacrifices in recent years by accepting increases far below the inflation rate, resulting in low living standards.

Footwear workers down tools

THOUSANDS of footwear workers in the Western Cape have downed tools following the breakdown of wage negotiations, according to the SA Clothing and Textile Workers' Union.

Union organiser Mr Ronald Bernickow said about 3 000 workers went on strike yesterday because they were unhappy about the wage offer from manufacturers.

Footwear Manufacturers Federation director Mr Dennis Linde confirmed the deadlock.

Toy firm locks out workforce

EDUCATIONAL toy manufacturers, Playthings, has locked out members of its workforce in Epping after they refused to accept a final wage offer and negotiations ended in deadlock.

Company director Mr Steve Knight said Playthings offered a final wage offer of R18 a week increase, but when the talks deadlocked the union was demanding R47 across-the-board.

Public servants slam 'decrease'

THE Public Service League this week slammed the five percent salary increase for public servants as a salary decrease in relation to the consumer price index.

League general manager Mr Bernard Wentzel said 70 percent of members fell into the lower income group and a five percent increase meant "a disgusting R35,70 a month".

Wildcat strike at Sun City

ABOUT 3 500 Sun City workers — 70 percent of the staff complement — staged a wildcat strike this week but returned to work after management agreed to address grievances tabled by a workers' committee at a meeting this week.

to come out of the shadows. Picture: Gary Bernard.

Buthelezi 'used govt car in PE'

PORT ELIZABETH — An official at the government garage in Port Elizabeth confirmed that Inkatha Freedom Party leader Chief Mangosuthu Buthelezi used a government car while attending an IFP meeting in the city on Monday.

The official, Ms V. Knoetze, said this was standard procedure for heads of state.

A spokesman for the Democratic Party, Bobby Stevenson, said if Chief Buthelezi had used the government transport this was wrong because taxpayers' money was used.

"We believe if people are on purely party political business they should provide their own transport," Stevenson said.

It raised the question of whether the political playing field was level when certain parties had access to state-funded facilities, he said.

New steel wage offer gets a 'no'

By Paul Bell
Labour Correspondent

Steel and engineering employers have made a final wage offer of seven percent — upping their previous offer by one percent.

The Steel and Engineering Industries Federation of SA put its position yesterday but applied a little pressure. It told union negotiators it would back-date its offer to July 1 if agreement could be reached in principle by next Friday.

Labour's response was mixed. The largest union, the National Union of Metalworkers (Numsa), rejected the offer. Those unions comprising mainly skilled artisans indicated a conditional acceptance. Two others indicated they would refer to their members.

Seifsa's offer is on condition that unions allow employers in the Natal Midlands and Cape regions to pay less than the agreed national level. In the Free State and Northern Cape, employers should be able to implement the wage increases only from January 1 1994.

Numsa's national negotiator, Les Ketteldas, recalled the union's congressional mandate to negotiators barely 10 days ago not to accept any wage increase less than inflation.

"In view of this, acceptance on our part is unlikely," he said.

While Ketteldas would not be drawn on the principal implication — that Numsa will declare a dispute — other union officials felt this was quite likely.

Seifsa also tabled its acceptance that employers would disclose information to unions on the need for retrenchment, and to help them find ways to avoid it.

Wage edict challenged

~~498~~ 355 CT 1447/93

UMTATA. — A government-determined minimum wage is being challenged in the Supreme Court here by six industrial companies which could be crippled by the financial burden.

The minimum wage, announced by the Minister of Manpower, Chief D D Mlindazwe, in a government notice on May 7, is said to be substantially higher than wages negotiated with unions.

In an application by the six companies, the court has heard the determination could result in loss of jobs, retrenchments and even closure of certain industries and relocation.

The applicants have urged that the matter be dealt with as soon as possible as they would be committing a criminal offence if they did not comply with the determination, but would "suffer severe financial prejudice" if they did.

The six firms employ more than 3 000 workers and all have wage agreements with unions.

The case was postponed to July 30. — Sapa

Seifsa makes final 7% increase offer

BDay 14/7/93

SEIFSA made a final offer of a 7% increase on actual wages at negotiations yesterday, one percentage point up on its last offer.

National Union of Metalworkers of SA (Numsa) negotiations co-ordinator Les Ketteldas said the union had resolved at its national congress last week not to settle below inflation — about 11% — this year.

He said Seifsa had suggested the unions sign the agreement by July 23, or increases would not be backdated to July 1. Seifsa executive director Brian Angus confirmed this, saying if the unions failed to agree in principle to current offers by this date, the effective date of increases would be the one on which agreement was reached.

Ketteldas said employers in the northern Cape and Free State had applied for exemption until January 1994. Employers in the Border region had also applied for a blanket exemption. Both applications were rejected by the unions.

Angus said Border had offered a 4,8% increase, whereas the Free State and northern Cape had tabled a 7% offer, with the proviso that individual companies dependent on the mining industry could apply for exemption until January 1994.

The same applied to companies in the Natal and Cape regions, he said.

Ketteldas said many of the unions

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involved in the negotiations, including Numsa and its National Council of Trade Unions (Nactu) counterparts, had rejected the offer.

Angus said the Nactu affiliates would refer the offer to their constituents. However, artisan unions in the Confederation of Mining Unions had said they would recommend acceptance of the offer if the Border region amended its position.

According to Angus, Numsa rejected any exemptions by individual companies or regions.

Ketteldas said the wage issue remained unresolved as employers had "adopted a very hard line". On a positive note, however, all parties had agreed to reduce the number of job grades from 14 to five by July 1996.

Angus said a first step was the parties agreeing to attempt to expand existing job definitions in the main agreement.

If this was achieved by June 1994, the new expanded job definitions would be published in the 1994/95 main agreement and an average 2% scheduled wage increase would be implemented for those particular categories of workers.

In addition, employers had agreed to provide unions with relevant information relating to planned retrenchments, Angus said.

Chemical workers strike

ERICA JANKOWITZ

ABOUT 70 workers at Technikon Laboratories on the West Rand went on strike on Monday.

Chemical Workers' Industrial Union spokesman Nelson Mthombeni said negotiations deadlocked with the company offering R20 a week across-the-board increase and the union demanding R60.

He said the present minimum wage was R125 a week.

According to both parties, management had increased its offer to R23 a week at a conciliation board hearing, but this was withdrawn after the union rejected it.

Mthombeni accused the company of calling the police to harass workers who had been picketing outside.

Company director Mickey Haynes said management had to close its premises to striking workers in compliance with Medicines Control Council regulations. Workers had been requested to picket outside, but other companies in the area had objected.

Metal firms raise wage offer to end deadlock

SHARON SOROUR
Labour Reporter

METAL and engineering industry employers, locked in wage talks which affect more than 300 000 workers and 9 000 companies, increased their wage offer from six to seven percent in a final attempt to secure an agreement with trade unions.

According to the Steel and Engineering Industries Federation of SA (Seifsa) the offer was conditional, with possible exemption for employers to pay a lower increase or delay implementation.

Employers in the Border region made a final wage offer of 4,8 percent on actual wages.

Employers also agreed to reduce the existing grades in the main agreement from 13 to five by July 1996.

They offered to set up a working group to develop new, more flexible work and skill definitions by June 30, 1994 to upgrade the work done by employees.

Provided agreement can be reached on these issues by this date, employers said they were prepared to narrow the gap between existing artisan wage rates and wage rates in these categories in the 1994 main agreement," said Seifsa.

Employers also tabled proposed wording relating to information disclosure to trade unions in the event of retrenchments.

The National Union of Metalworkers of SA (Numsa) was not prepared to accept the wage offer because it was below the inflation rate, and would not allow any exemptions.

The Metal and Electical Workers Union of SA (Mewusa) and the Steel, Engineering and Allied Workers Union (Seawusa) neither accepted nor rejected the offer, indicating they would refer it back to their members.

The Confederation of Metal and Building Unions and Iron and Steel indicated a provisional acceptance of the final offer subject to employers in the Border area being prepared to agree to the same exemption arrangements as the employers in Natal, Midland and Cape regions.

The Mineworkers' Union was not present at the meeting.

Govt rethink on wage bargaining

355

CT 19/7/93 (355) (487)

From ERICA JANKOWITZ

JOHANNESBURG. — The government was seriously rethinking its stand on centralised bargaining as contained in the normative economic model (NEM), Finance Minister special adviser, Japie Jacobs said over the weekend.

Speaking at the sixth annual labour law conference at the University of Natal, Jacobs said the government would not intervene in determining bargaining structures, but would adopt a pragmatic approach in allowing the parties to decide which system of bargaining best suited each sector.

"Centralised bargaining is one of the systems in use. The government will absolutely not propose legislation to outlaw it, but neither will we pass a statute to make it compulsory," Jacobs said.

He proposed a flexible approach to bargaining levels in contrast with the market system approach embodied in the NEM.

As Cosatu advocated centralisation as one of its pillars of reconstruction, the government's unwillingness to dictate labour market policy was still an area of debate between the parties, Jacobs said.

He said the government could not prescribe economic policy, but should negotiate with the parties involved. As such, Jacobs felt the National Economic Forum was of particular importance as business, organised labour and the government had formed working groups in which major policy decisions were formulated.

In Jacobs' opinion, the government had to realise the importance of labour policy on economic growth and performance and, as such, policy decisions could not be left solely to the Manpower Department.

He said the government may have to aid certain sectors during restructuring to ensure their continued survival and international competitiveness. For example, in the automobile, textile and electronics sectors, in which technical renewal and advanced training were required, tariff structures were being investigated.

However, Jacobs suggested a quid pro quo from labour in the form of accepting lower wages during training. These would be revised once training was completed, Jacobs said.

"This is the component which is missing. Labour is very quick to pass additional financial burdens onto business without taking their full cost impact into account," he maintained.

On the issue of labour-intensive production, Jacobs said the ratio of capital to labour costs wold have to be taken into account in establishing which sectors were best suited to its introduction.

He said the government could not intervene and prescribe this type of production in all spheres, especially as SA was attempting to end its years of isolation from the world economy.

"Government will support labour-intensive production as long as it is cost effective. But on this issue, the labour movement is imposing itself as an arbiter of investment decisions," Jacobs said.

Opening the conference, Finance Minister, Derek Keys described the NEM as not being government policy, but being based on the "best economic advice as a basis for finding a solution to our economic problems".

Both government representatives agreed they had a long way to go in finding an acceptable way of "revitalising" SA's current economic reality of structural decline.

Industrial council role under spotlight

THE role of industrial councils has again came under the spotlight in the leather and footwear sectors with the National Union of Leather Workers, the majority union in these sectors, envisaging a different role for the councils.

Union spokesman Kessie Moodley yesterday said footwear employers had started concluding factory level wage settlements last week as unprocedural industrial action impacted on them. Deals ranged from 8,5% to 10%, more than the 7% industrial council offer, but below the union's 10% demand.

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Moodley said the union envisaged the footwear industrial council to become the forum at which conditions of employment were set, whereas wages would be negotiated at plant level.

In the tanning sector, Moodley felt the opposite would be true with wages set nationally and conditions negotiated at plant level.

He said the Conshu group had been the first to approach the union to conclude a wage deal as the two-and-a-half week strike had had an adverse effect on the group. The deal was signed just before the group's interdicts against strikers were due to be heard, hence the compromise deal.

However, the union had started a national strike ballot of all members, Moodley said.

If a majority yes vote was returned, Moodley said selective strikes and go-slows could be implemented in both sectors. He expected the ballot to be completed by the middle of next week, he said.

Municipalities face strikes over wages

Municipal Reporter

A MUNICIPAL strike will begin countrywide on August 2 unless councils and the SA Municipal Workers Union settle on wage increases.

Samwu general-secretary Mr John Ernstzen said meetings had been held in the past two weeks with employer organisations and councils to try to reach a settlement.

Further meetings will be held this week in an attempt to settle the dispute by negotiation.

Samwu is demanding the greater of a minimum monthly wage of R650 or a 30 percent increase for its lower-paid members, and a 20 percent across-the-board increase for higher-paid workers.

Mr Ernstzen said Public Service International, the international trade secretariat to which Samwu is affiliated, fully backed the union's demands.

"Any blame for the disruption of services must be placed fully at the door of municipal employers who for years have been exploiting workers in the municipal sector," he said.

Pay rises down to 10% — survey

BDay 20/7/93

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(365)

THE average wage settlement level for the six months to end-June has dropped to about 10%, down almost four percentage points from the same period last year, Andrew Levy and Associates' wage settlement survey has found.

During 1992, the average settlement level was 12%, almost in line with the inflation rate. However, based on current trends, the survey predicted wage settlements would be below inflation this year.

It found that settlement trends in the "lower base sectors" — including construction, hotels and catering, and the public sector — were generally lower than average. For example, construction companies reported increases in the 5% to 8% range, and hotels and catering establishments about 5% to 10%.

In sectors with higher basic wages — such as wholesale and retail, pharmaceuticals and food — settlements ranged between 8% and 15%.

The report said unions were presenting more complex demands, including proposals concerning industrial restructuring, job security, centralised bargaining and education and training.

The survey also found a reduced tendency for unions to strike in support of wage demands. In only 16,5% of companies polled did strikes occur, compared with 18,9% for the same period last year. In 1991, more than half the sample reported industrial action during wage negotiations.

This reluctance to strike was attributed to "union leadership being not so ready to promote strike action, especially after some unsuccessful strikes embarked on last year". Instead, other forms of action were being used including "sabotage, overtime bans and illegal industrial action".

Trade unions plot their course in a changed society

BIDay 21/7/93

ERICA JANKOWITZ

THE trade union movement will have to make considerable strategic adjustments in the forthcoming period of reconstruction, and selling these changes to rank-and-file members will not be easy.

National Union of Metalworkers of SA (Numsa) education officer and top Cosatu strategist Alec Erwin offered a range of insights on this theme at the weekend labour law conference at Durban's Natal University. This period of "new unionism", which was central to the transformation of society, would have to encompass a reconstruction programme, including a collective bargaining dimension, to protect membership and union objectives.

For Erwin, the most critical areas to be included in "a coherent policy package" should be:

- ☐ Achieving a macroeconomic balance by controlling inflation;
- ☐ Employment creation, which he described as "an absolute priority";
- ☐ Reintegration of SA into the world economy;
- ☐ Ensuring all players participated in the benefits of economic growth; and
- ☐ Political democracy.

Reconciling labour's interests with those of the broader SA society required all parties to recognise the need for industrial restructuring, based on a combination of macro- and microeconomic policy.

This, explained Erwin, was the basis for Numsa's three-year proposal submitted at this year's wage negotiations. The aim was to redress serious structural problems in the metal sector. "The bargaining process is changing, with unions proposing a programmatic approach in contrast to the previous year-on-year process," said Erwin.

He conceded there should be a direct relationship between wage increases and productivity gains: "Higher wages do imply higher productivity." But, he added, "we need to reorganise to get rid of existing inadequacies in production".

Management, through a process of interaction, participation and negotiation, should explore the most effective way of using human resources.

Wage flexibility had been accepted by the union movement, as evidenced in the recently signed agreement on labour-intensive production.

However, this "is different from accepting a cheap labour policy". Unions were averse to workers being landed with the brunt of training and reorganisation costs by accepting low wages during those processes, Erwin said. (355)

"Wages and restructuring are part of a macroeconomic policy. We will have to negotiate much wider issues and the context in which these negotiations take place. They will have to be much more detailed, sophisticated and pragmatic."

Comparative advantage was not based on wage rates, Erwin argued. Education, skills, training and other factors had to be taken into account in determining whether a country was competitive. Also, with world trading patterns changing rapidly, SA needed to study these changes and adjust accordingly.

The debate on levels of collective bargaining was crucial, Erwin believed. Over time, many different levels of bargaining had emerged and combinations had changed, he said. "In some sectors organised business and labour bargain at industry level; in others plant level is in the best interests of both parties. It is how these processes are integrated which is of fundamental importance. Existing agreements cannot be removed without conflict.

"Collective bargaining as a pillar of reconstruction is the only way forward. If collective bargaining structures are weakened it will be a recipe for disaster."

To Erwin, the major challenge for employers was to accept "co-determination" as the predominant management style.

The real challenge lay with the labour movement, which would have to "maintain, strengthen and develop traditional internal democracy", he said. With members' lack of formal education, it was incumbent on unions to develop their capacity rapidly to enable meaningful debate. Currently management came up with all the proposals and solutions, which rendered negotiations useless.



☐ ERWIN

Erwin said the divide between union leadership and membership had grown. As leaders struck deals with employers and government, members were becoming more and more disenchanted with poor pay increases — their major concern at a time of rising prices and shrinking employment. Whether the union movement would be able to rise to this challenge and mobilise members behind its macroeconomic initiatives remained to be seen. If not, the sophisticated deals struck at leadership level would not stick.

Labour, said Erwin, had accepted that SA's economic woes were based on structural decline. "Re-entry into the world economy exacerbates our vulnerability to world trends. With the long-term decline in primary product markets and substantial changes in manufactured products markets, SA, which has been isolated from international competition for decades, has to restructure industries to cope with new demands.

"SA is faced with introducing new work organisation and production methods which require higher skills levels and a generic understanding of processes, including technology, numeracy and communications."

During transition, unions' objectives remained the same, but labour had to accept that critical changes were taking place in industry: "To maintain and protect living standards at a time of high unemployment is a cul de sac. To retain these issues on the agenda when industries are under severe pressure is defensive and demoralising. And to assume employment patterns are fixed is a serious error."

All parties to the National Economic Forum agreed that economic growth and development had to be tackled at the macro level, and all contributors to the process needed to benefit from the outcome, despite the short-term hardships this would cause, Erwin said.

Erwin said Finance Minister Derek Keys appeared to have accepted the inadequacies of government's traditional "trickle down" approach to economic development. The forum had agreed that growth, democratisation and redistribution could not be separated. This, said Erwin, was the current arena of debate, but considerable progress had been made.

On the issue of increasing capital intensity as a result of labour militancy, Erwin argued wage levels were not the sole determinant of capital expenditure.

Work reorganisation, state subsidies, interest rates and other factors were also relevant, he said. However, he agreed this was a major challenge facing trade unions at a time of high and rising unemployment.

Erwin said one valuable lesson learnt through participation in tripartite forums was that compromise and agreement were possible. "The only way to resolve the problems inherent in a period of reconstruction is through negotiation, participation and democratisation. We must learn to respect each other's positions and reach a compromise."

Pact ends wildcat stayaway

A STRIKE by about 2 000 National Sorghum Breweries (NSB) workers ended yesterday with management and the Food and Allied Workers' Union (Fawu) reaching agreement on an unconditional return to work on Monday.

The wildcat strike, which began on Friday, was in support of the union's demand for a R350 across-the-board increase in response to management's R120 offer. It was confined to breweries in the Transvaal.

Fawu regional secretary Ernest Buthelezi said the company had applied for court interdicts in some plants, preventing workers from returning to work on Monday.

Buthelezi said the company's current minimum wage was R700 a month. The wage demand was not excessive in light of NSB's results.

A company spokesman said NSB management would withdraw the interdicts and would not force workers to sign undertakings before their return to work.

He said the dispute had been amicably resolved and mediation on the wage issue would continue today.

The parties had agreed to negotiate in good faith and to hold regular meetings on points of difference "so as to establish a good working relationship".

He said the issue of worker and shop steward training would also be addressed.

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Mining, municipal pay talks in dispute

355 354 1997

Weekly Mail Reporter

STRIKES are looming across the mining and municipal sectors where wage talks have ended in dispute. And though strike action is unlikely in the metal industry, the parties are still a long way from concluding this year's negotiations. WM 23-29/7/93

The National Union of Mineworkers (NUM) called Wednesday's third conciliation board meeting "a crunch meeting" which, if not resolved, could end in a strike ballot.

The spiralling gold price is raising miners' hopes for better increases and the NUM is not likely to move much further from its demand for a 15 percent increase. The union went into wage negotiations with a 30 percent increase demand.

The Chamber of Mines is offering an average six percent increase on coal and gold mines. Negotiations went into dispute in June and the parties held their first conciliation board meeting at the end of that month.

Employers in the metal industry last week increased their wage offer to seven percent. But the offer was tempered by a number of exemptions.

Employers in the Natal Midlands and the Cape should be able to apply for exemptions to implement increases of less than seven percent. Employers in the Free State and Cape, whose businesses are dependent on the mining industry, may apply to implement the increases in January next year, while employers in the Border region made a final wage offer of 4,8 percent.

The National Union of Metalworkers of South Africa (Numsa) has extracted key gains from employers in the industry. It has secured a reduction of work grades from 13 to five. This will be implemented by July 1996. Employers have agreed to narrow the gap between artisan rates of pay and those of lower-grade workers.

Numsa — which has asked for a 15 percent wage increase over three years — last week rejected the seven percent offer and said it would not grant wage exemptions or lower wage increases to any employers. Organised white workers in the industry have provisionally accepted the offer.

Meanwhile the South African Municipal Workers' Union (Samwu) announced that its members would embark on a national strike on August 2. Almost 90 percent of workers balloted last month voted to strike.

Municipal authorities have proposed wage freezes in some areas and the highest offer in the sector has been for a wage increase of six percent. Samwu is demanding a minimum wage of R650 a month and an end to restructuring of municipal services.

Unions confront Iscor

Star 28/7/93

In an unprecedented display of unity, left and right-wing unions have threatened Iscor's management with joint industrial action if the corporation does not improve its wage offer.

The National Union of Metalworkers of SA, the Mine Workers' Union and the SA Iron, Steel and Allied Workers' Union met yesterday to "consider what action should be taken regarding a dispute to be declared with Iscor".

Iscor's 6 percent wage offer was "totally inadequate". It was only half the current inflation rate. Iscor could afford a better offer because of the 15 percent depreciation in the rand/dollar exchange rate over the past year (boosting Iscor's export earnings).

Fortune 500 had just ranked Iscor the world's third most profitable steel producer. — Labour Correspondent.

Leather strike ahead?

Sowetan 24-7-28/7/93

By Barbara-Ann Boswell

LEATHER companies could be on the brink of a strike.

The National Council of the National Union of Leather Workers (NULW) is conducting a strike ballot in the footware and tanning sections countrywide.

Mr Kessie Moodley, a spokesperson from the legal department of the NULW, said: "We are in the process of visiting over 300 factories and informing employers and employees about the strike."

Workers demand a 10 percent increase, but employers have offered only a seven percent hike, subject to three conditions.

The employers want the options to pay workers through banking accounts, cut and split employees' annual four-week leave, and the option to individually introduce Industrial Council Wage Incentive Schemes.

"Workers are paid weekly and are used to this. Electronic banking will cause workers immense problems," Moodley said.

Workers are also opposed to the introduction of individual Industrial Council Wage Incentive schemes. "We believe that whatever scheme to be devised should be a national and uniform one", said Moodley.

Meanwhile, Cape Town leather workers who stopped work last week to protest against management proposals, have been persuaded to return to work by the NULW until the strike becomes legal.

Moodley said the workers would probably vote to strike: "The mood of the workers is such that they will reject of the employers' offer".

ST Times LBuss] 25/7/93

Wage settlement close

A PAY settlement may be reached soon in the car assembly industry — possibly as early as Wednesday. But the situation in the other industries in which Numsa operates is not so clear.

A source says the car assembly pay deal may be "more or less in line with the inflation rate".

Motor employee spokemsman Dave Kirby confirms that after pay talks held this week, employers and Numsa are close to reaching an agreement. (355)

ST Times (Buss J) 25/7/93

Gold bonanza for miners, owners

By JULIE WALKER

MINERS and shareholders reaped rewards from the higher gold price in the June quarter.

Anglo American's 170 000 mineworkers received bonuses totalling R52,7-million — equivalent to R310 a worker — two-thirds more than in March. Distributable profits rose by 20% to R251-million.

Anglo gold division chairman Clem Sunter says the bonuses are the equivalent of 9,7% of miners' pensionable earnings. They received a 5% pay rise for 1993 and the effect of the bonus lifts that to 12%.

JCI's scheme is twofold — there is a cost-cutting incentive as well as a gold-price bonsella. These factors added R8,1-million — more than treble the previous quarter's figure — to its employees' pay. Mining profits after tax and capital expenditure increased by R22,3-million, or 61%, to R58,8-million in the three months to June.

Anglovaal's Loraine mine paid R800 000 to employees under a profit-sharing scheme entered into last year. A seven-day week restored the mines fortunes — from a loss of R2-million to a profit of R9,4-million.

Other mines in the group do not have a profit-sharing scheme.

Anglovaal's June quarter revenue was 18% higher at R398-million.

In spite of losses at three of its quartet, Randgold paid an average if R25 a worker or R960 000 to its 38 000 miners.

Gengold was unable to give details of its bonus figures.

In spite of the popularity of the bonus system among mining houses, the National Union of Mineworkers has rejected the latest Chamber of Mines pay offer of 6% to 7% increases on gold mines. It rejects linking pay to bonuses.

Both parties will meet on Tuesday to discuss the next step.

The chamber says basic wages plus bonuses have served mines and employees well.

Star 27/7/93

Unions split on wage offer

Nine trade unions in the metal and engineering industries yesterday accepted an employers' wage offer but four others are pressing for further concessions. The Steel and Engineering Industries Federation, the employer umbrella group representing 9 000 companies, said last night the seven percent wage offer had been accepted by nine, mainly craft unions. — Sapa.

(356)

NUM prepares ballot as pay talks deadlock

JOHANNESBURG. — The National Union of Mineworkers (NUM) said it would start balloting its 265 000 members on gold and coal mines next week for strike action after annual pay talks deadlocked.

Assistant general-secretary Marcel Golding said talks snagged at yesterday's final conciliation board meeting over 5% to 8% basic wage increases offered by gold mining employers, and 6,5% to 8% rises at collieries.

NUM has demanded a 13% increase for members at gold mines and a slightly lower inflation-matching increase for coal miners.

Ballot facilities were expected to be in place by the end of this week and voting would start next week, he said. CT 28/7/93

"There's strong rank and file disapproval of the chamber's offer," he said.

A voting decision would be available in two week's time, he said.

The Chamber of Mines employer body offer for workers in the gold sector was linked to profit-sharing scheme at some mines. Gold miners received a basic wage rise of 5% to 6% in 1992/93.

The wage talks cover 22 NUM-organised gold mines and 16 collieries. — Reuter

nesday, July 28 1993 ★

Municipal strike plan

CT 28/7/93

80 000 set for dispute

Own Correspondent

JOHANNESBURG. — The SA Municipal Workers' Union (Samwu) expects about 80 000 municipal workers countrywide to participate in its wage strike due to start on Monday.

About 70 000 paid-up Samwu members and members of some smaller unions would down tools and it was expected that public transport and garbage collection services would be affected, the union said yesterday.

Samwu president Mr Petrus Mashishi said yesterday: "The strike is definitely on unless we settle wages within the next three days."

He said all balloted local authorities and municipalities would be affected. "Public transport will not run in Johannesburg on Monday," he warned.

Mr Mashishi maintained the union was still prepared to meet councils and local authorities in a bid to break the impasse, but no meetings had been scheduled by late yesterday.

He said the union would not oppose an urgent interdict against the strike lodged by the Johannesburg City Council with the Rand Supreme Court. He said strike action by municipal workers was illegal and the union, therefore, did not have any basis on which to challenge the application.

He said the city council had spent the last two days issuing individual interdicts to all Samwu members concerning the strike issue.

Mr Mashishi said the union would hold national rallies on Saturday to co-ordinate the strike and draw up guidelines for action. He expected workers to sustain industrial action "for as long as it takes to get our message through".

He said if any individual council or local authority wanted to pre-empt a strike, it would have to persuade other bodies to negotiate on the same platform, as "each body has the influence to persuade others" to follow suit.

Blind workers march

Sowetan 29/7/93

BLIND and disabled members of a paper workers union are planning to stage marches in Cape Town, Durban and Johannesburg on Saturday to demand living wages.

Their action is aimed at the Civilian Blind Society, the National Council for the Blind and the Department of Manpower. 2 (1993)(355)

Hundreds in sit-in at store

Sowetan 29/7/93

By Ike Motsapi

BUSINESS was disrupted yesterday when hundreds of Morkels furniture chain employees staged sit-ins countrywide to protest against management's alleged refusal to accede to wage increase demands.

The workers are members of the South African Commercial Catering and Allied Workers Union.

However, workers are set to return to their jobs today and will consider strike action if talks between the union and management did not produce fruitful results.

Mr Isaac Pile, a spokesman for the workers, confirmed that all employees would be back at work today.

Mr Ernest Harvey, general manager, human resources at Morkels, said management and the union agreed that all workers should return to work today while further negotiations were taking place.

Pile said workers demands were:

- Sales staff ... a minimum of R2 000 plus 10 percent commission.
- Administrative staff ... a minimum of R2 000.

He said management was instead offering a basic wage of R1 100 across the board plus a 2,88 percent commission for sales staff.

Motor workers threaten nationwide protests

Sowetan 31/7-4/8/93

By Waghied Misbach

NATIONWIDE protests and pickets are planned by the 178 000-strong National Union of Metal Workers (Numsa) on August 2 as talks with employer bodies in the motor industry remain deadlocked.

Numsa regional organiser Mr Fred Petersen blamed the employer body, the South African Motor Industry Employers Association (Samiea) 'for trying to topple the National Industrial Council for the Motor Industry which provided for centralised bargaining.

Petersen said that if the Industrial Council collapsed, Numsa would have to negotiate with many small employers instead of dealing with them as a group.

It also meant workers would lose social security benefits, including pension and medical aid, he said.

The Western Cape region will decide this week what form their protests take.

Talks around wages have remained in deadlock since 1992 when Samiea could not agree with Numsa, and two other largely-white unions, on the increase.

Samiea were not available for comment.

● The Paper, Printing, Wood and Allied Workers Union (Ppwawu) will hold a protest march on Saturday, July 31. They will march from District Six to the Old Mutual Head Office, the Cape Provincial Administration offices, Parliament and the Department of Manpower.

Ppwawu spokesperson Mr Shaheed Mohamed said the protest was in support of disabled workers, including workers of the National Council for the Blind over wages and other demands.

NEWS IN BRIEF

'Boere mafia' held

NINETEEN alleged members of the "Boere mafia", a syndicate specialising in white-collar crimes and which has netted at least R4m, have been arrested in a police swoop.

Almost 200 policemen were involved in a swoop on Sunday night which prevented fraud of about R36m, spokesman Capt Evan Johnson said. Alleged crimes ranged from illegal possession of weapons and cocaine to vehicle finance fraud and theft.

Seventeen of the 19 suspects appeared in the Pretoria Magistrate's Court yesterday. Two more are to appear today.

Wolvaardt posting

PIETER Jacobus Wolvaardt had been appointed ambassador to Brazil, Foreign Minister Pik Botha announced yesterday.

St Lucia report

THE CSIR's final report on the St Lucia dune mining proposals would be published only in mid-September, while the review panel hearings scheduled for this month had been postponed to November, the CSIR said yesterday.

BDay 3/8/93

New plant offered

OCEANA Fishing was offering to set up a vegetable freezing plant in Lambert's Bay to stave off unemployment when it closed its fishmeal plant in the town, director Leon Conradie said yesterday. The Food and Allied Workers' Union threatened to seek a court interdict to stop the closure as 100 fishing industry workers could lose their jobs.

Transnet results

IT was incorrectly reported yesterday that Transnet would release its results later in the day. In fact, the results will be announced on August 30. Business Day regrets the error.

REPORTS: Saps, Business Day Reporters, Own Correspondent.

Funding criteria for job creation

BDay 3/8/93

GRETA STEYN

THE National Economic Forum yesterday unveiled the criteria to be used in allocating R49m for job creation and said more funds would become available if it appeared necessary.

It also announced that the forum's process committee met the planning committee of the multiparty negotiating process yesterday. Forum labour representative Jayendra Naidoo said it was decided to set up an informal liaison committee between the two bodies to take forward the dialogue on how constitutional issues affected the economy.

The forum has also liaised with the ANC on its strategy to form a "united front" on foreign investment.

Naidoo said the forum was also discussing the restructuring of the SBDC board and working on a policy framework for small business.

Other forum activities disclosed included a meeting yesterday to discuss the latest GATT offer and a meeting later this week on co-ordination of bargaining.

On the job creation programme, forum business representative Bobby Godsell said: "We are pioneering a new way of accessing public funds. A partnership is being forged between civil servants and civil society."

The forum invited the public to apply to it for funds, stating it would base its decisions on: the number of jobs envisaged and the period of employment, the amount of state funding needed and details of available supplementary funds, the usefulness of the goods and services emanating from the project, the envisaged management of the project, audit and financial controls proposed and required for a project of the type envisaged, sustainability of the project beyond the funding period, the project's training component and the value of the skills acquired, the project's envisaged labour standards and how they compare with industrial norms, the nature of community involvement, the regional impact of the job-creating project in relation to undeveloped areas and areas of high unemployment, and social tension and its impact on economic growth.

Applications should also contain details on the sponsoring group and a short description of the project.

Government representative Japie Jacobs said it was impossible to quantify how many jobs would be created. He said government projects financed from sales of strategic stockpiles of R1bn had created about 60 000 jobs. "But this is a new approach, from the bottom up instead of from the top down. We really cannot say how much new employment will be created, but preference will be given to labour-intensive projects." He hoped existing projects would also apply for funds.

Godsell said the programme's most important aspect was the process of involving civil society.

Public sector remuneration increases

BDay 3/8/93

ADRIAN HADLAND

PRETORIA — Public sector salaries, wages and bonuses had increased on average by 14,7% in the first quarter of 1993, the Central Statistical Service reported yesterday.

It said that with the exception of the agricultural marketing boards, all other components of the public sector registered increases in total salaries, wages and bonuses — including employer's contributions — in excess of 11%. The boards showed a 6,8% increase on average.

The CSS said at the end of March, the public sector provided work for 1 665 376 people or 8 880 fewer than for the same quarter in 1992.

The self-governing territories had taken on more than 37 000 extra people in the first quarter.

ANC to give research, development incentives

BDay 3/8/93

THEO RAWANA

AN ANC government would introduce fiscal incentives for industries to engage in research and development to advance science and technology locally, ANC national science co-ordinator Roger Jardine said yesterday.

Jardine was speaking in Midrand at a seminar on the need for technological advancement.

The conference was hosted by the SA Institution of Mechanical Engineers, Nafcoc and the SA Black Technical and Allied Careers Organisation.

Jardine said the ANC attached much importance to science and technology and SA was not doing enough about research and development and industries were also "falling short" in this field.

"For technical advancement you need to have science and technology in basic education — they should form part of general education," Jardine said.

Companies would be encouraged to conduct research on technical and economic development and be given incentives for waste and pollution minimisation, he said.

Anglo American executive director Michael O'Dowd said SA should avoid early specialisation.

Students should have a grounding in a broad range of engineering before they limited themselves to a particular sub-branch, he said.

"It seems to me that the scientific basis of engineering is . . . not at all at the cutting edge of science and the mathematics used by engineers in practice is not very advanced."

MAN stalls Numsa wage deal

BDay 3/8/93

ERICA JANKOWITZ

THE National Union of Metalworkers of SA (Numsa) did not sign a motor manufacturing sector wage agreement as expected yesterday because one employer, MAN Truck and Bus, wanted exemption from certain clauses of the agreement.

Numsa negotiator Gavin Hartford said MAN employed 76 workers, 60 of who were Numsa members.

The offending clauses were the agency shop and the skills-based grading system, neither of which contained any cost implications for the company, Hartford said.

He said all nine employers which were party to the national bargaining forum had agreed on the wage increase — reportedly between 7% and 10%.

Over the next three days, employers would meet in an attempt to reach consensus and Hartford hoped settlement would be reached by Friday.

"Over the past four years employers have refused to sign the agreement as an employers' association. Numsa's national executive committee authorised the signing of the agreement on the proviso that all employer parties signed. Right now we have one company holding an industry employing 26 000 to ransom," Hartford said.

He said Numsa's committee decided at the weekend to declare a dispute with tyre manufacturers as deadlock had been reached in this sector (192)

However, by late yesterday Numsa and Seifsa had reached agreement on substantive issues in their negotiations, but were still discussing certain issues pertaining to training and development. (355)

Seifsa executive director, Brian Angus said he expected agreement to be reached shortly "subject to discussions on the wording of certain clauses".

A wage increase of 7% has been agreed with individual companies having to apply for exemption if their circumstances justify this.

The Border region initially applied for a blanket exemption, tabling a 4,8% wage offer, but this was rejected by the unions.

On Friday, agreement was reached that employers in this area would comply with the individual exemption mechanisms, Angus said.

In the motor sector, Numsa again called for the end of employers' attempts to "destroy the industrial council".

Numsa general secretary Moses Mayekiso said the federation's decision to prolong the council's life by six months was not good enough.

The council was due to be disbanded at the end of August.

"We want employers to agree that the council must survive, not just give us unilateral decisions to delay its collapse," Mayekiso said.

He said about 10 000 Numsa members had participated in industrial action yesterday.

Any garages which took disciplinary action against workers for participating in action would be boycotted, Mayekiso warned.

Numsa poised to sign deal

Star 3/8/93

By Paul Bell
Labour Correspondent

The National Union of Metalworkers of SA expects to complete its negotiations with automobile, tyre, steel and engineering employees this week.

According to negotiators, Numsa was due to sign a general wage and conditions agreement for 1993/94 with automobile manufacturers yesterday.

However, one truck manufacturer registered last-minute dissatisfaction with aspects of the agreement but has chosen to object rather than simply apply for an exemption from the agreement. This difficulty should be overcome soon.

The union expects to sign an agreement with tyre manufacturers and the Steel and Engineering Industries Federation of SA later this week.

In the troubled motor sector, where Numsa has been unable to agree on a wage settlement for more than a year, the union appears to have won a six-month reprieve for the industrial council — the forum in which industry-wide settlements have traditionally been agreed.

Numsa has accused the employers of trying to "break" the industrial council in a bid to "smash" collective bargaining.

Employers, including garage owners and panelbeaters, counter that many of them simply cannot afford the wages and conditions Numsa wants to impose through the council.

A series of actions which the union had initiated against some key employers are now likely to be suspended.

However, substantive negotiations on wages, and on the future of the industrial council, still lie ahead.

Details of the various agreements will be made known at a press conference tomorrow.

● Sapa reports that Numsa's call on its members in the motor industry to strike went virtually unheeded in the western Cape yesterday.

Most of the large motor companies reported 100 percent attendances.

Metal industry wage deal struck

CT 4/8/93

JOHANNESBURG. — Thirteen unions in the engineering and metal industries agreed yesterday to a seven percent wage increase and non-wage advances, the Steel and Engineering Industries Federation of South Africa (Seifsa) said.

The agreement includes wage exemption measures, commitments on reducing the industry's job grades and deals on training.

Seifsa executive director Mr Brian Angus said in a statement it was unclear whether the Metal and Electrical Workers' Union of South Africa had settled.

The minimum hourly wage would be increased by 37c to R5.50, while artisans in the top grade would get R12.19 an hour, an 80c rise.

National Union of Metalworkers of South Africa spokesman Mr Les Kettledas said he would comment after studying the Seifsa statement.

The industry's 13 job grades would be reduced to five by July, 1996. Also, the main agreement would be amended to allow employees to be downgraded as an alternative to retrenchment. — Sapa

BDay 4/8/93

Seifsa deal allows for 7% wage hikes

ERICA JANKOWITZ

SEIFSA concluded wage talks yesterday, granting about 284 000 metal and engineering workers increases of 7% on scheduled and actual pay backdated to July 1.

Once again, two-tier bargaining arrangements have been precluded by the inclusion of a levels of bargaining clause.

Individual companies in the Natal, Cape, Midland and Border regions may apply for exemptions to implement lower increases.

Free State and northern Cape employers, dependent on the mining industry, may apply for permission to implement the increase from January 1 (151)

Parties agreed to reduce job grades from 13 to five by July 1996 as part of a skills upgrading drive. By June next year a working group would develop new skill definitions "to upgrade work undertaken by employees in the grades below artisan level". In addition, employers "indicated their preparedness to narrow the gap between existing artisan and redefined job category rates" next year, if agreement could be reached on multiskilling.

Employers would also provide information "concerning the need for retrenchment to assist unions to consult meaningfully about ways of minimising" job losses.

Seifsa said it would submit the industry training board's constitution to the Manpower Department for approval. (355)

Sowetan 4/8/93

Accord on pay offer

ENGINEERING and metal industry pay talks ended in settlement yesterday, with 13 unions agreeing to a seven percent wage increase and non-wage advances, the Steel and Engineering Industries Federation of South Africa said. (1384) (355)

Highlights included wage exemption measures in several regions, commitments on reducing the industry's 13 job grades and agreements on education, training and multi-skills. — *Sowetan Reporters and Sapa.*

Unionists agree to 7% wage settlement

Star 4/8/93

By Paul Bell
Labour Correspondent

A wage settlement of 7 percent, backdated to July 1, was yesterday agreed to between 13 unions and the 44 member-associations of the Steel and Engineering Industries Federation of SA (Seifsa).

Exemptions to the wage settlement may be sought by employers in Natal, the Cape, Midland and Border regions who can motivate paying less than the agreed national minimum increase.

In addition, employers in the Free State and northern Cape whose businesses are dependent on the mining industry may apply for exemptions allowing them to postpone awarding the increase until January 1 1994.

According to Seifsa, the unions have also agreed to intervene if exempted companies are hit by industrial action as a result of the settlement.

Les Ketteldas, chief negotiator for the largest union, the National Union of Metalworkers (Numsa), said, however, that the union would not agree to anything without consulting workers and securing their agreement on applications for exemption.

Seifsa's wage offer, said Ketteldas, while well below Numsa's demand for a cost-of-living increase, had been accepted after consultation throughout Numsa's regional and branch structures.

Regions had reported acceptance of the offer to Numsa's national executive committee on Sunday, and on this basis the committee had mandated its negotiators to sign the agreement.

Ketteldas added: "At the outset, certain employers were sceptical about our new approach. Some opposed the reduction of job grades. But after further negotiations, there was a change in employer attitudes.

"We succeeded in getting agreement on reducing the grades (from 13 to five, by July 1996).

"A second important agreement was the establishment of one industry training board, which is essential to addressing skills training and work reorganisation."

SAP gripe line is changing attitudes

Star 4/8/93

By Charmeela Bhagowat

Sergeant Triecia du Preez answers the telephone cheerfully, even as she expects the caller to be furious and to hurl a mouthful of abuse at her before listening to a possible solution to his or her problem.

She says most people yell and grouse before calming down when they call the four-month-old Police Community Service Line to complain about the SAP, specific officers or poor police service.

But Du Preez, along with her colleagues, loves her job and says she enjoys helping people and, at the same time, improving the police force.

She listens attentively to a caller who complains about the sloppy treatment she received from an officer.

After getting the details, she politely tells the woman she will call her back in about half an hour. Within minutes, Du Preez is on the phone to the commander, finding out what happened.

She asks him to call the unhappy woman and to resolve the problem as soon as possible. When she calls back, the woman confirms that a policeman has called her to discuss her problem.

Another problem, albeit a small one, solved with a bit of patience, understanding and diplomacy, she says.

Satisfied

Du Preez, Sergeant Antje van der Merwe, Sergeant Isaac Mokgalaka, Sergeant Hendelene Kleynhans and seven other trained police counsellors have dealt with about 530 complaints since the line opened in April.

Van der Merwe says they receive up to 18 calls a day. Each one is dealt with immediately and then followed up by the counsellors until the complainant is satisfied.

But helping members of the public who feel they were treated badly or unprofessionally by police is only part of what the service line is about, she says.

"The idea is to sharpen every single policeman and create an efficient, professional police force."

To do that, the counsellors have the authority to call any police station in the country, without at first revealing who they are, and to determine the level of professionalism with which the police officers deal with their complaints.

Mokgalaka says he does this often and that there is already an improvement in the way officers who are aware of the service line handle telephone complaints.

Anyone with complaints about the SAP or a specific police officer, or with suggestions on how to improve the force is urged to call the 24-hour service line at (012) 322-5500 or to write to Box 9494, Pretoria 0001.

Unionists agree to 7% wage settlement

Star 4/8/93

By Paul Bell
Labour Correspondent

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"A second important agreement was the establishment of one industry training board, which is essential to addressing skills training and work reorganisation."

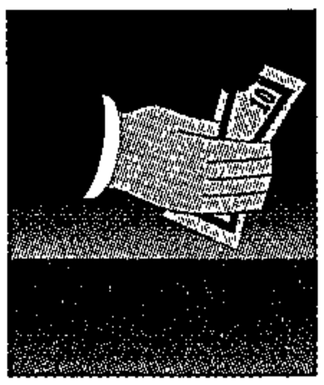
FM 6/8/93

355

FISCAL DRAG

The silent thief

Our tax system is unfair to married people and the middle class



Prosperity in a country depends on a stable, confident, growing middle class. If enough citizens have something to lose, they become conservative.

One of SA's less obvious problems is that the middle class — always fragile historically because of the low proportion of blacks in it — has been under even more pressure because of our tax system. In short, middle class taxpayers are carrying a disproportionate burden of income tax. This is because of the mathematical anomaly that has come to be known as "fiscal drag."

The present tax system for individuals works roughly like this: the more you earn, the greater the proportion of your earnings is siphoned off in tax. The trouble is that when tax rates are laid down by the Receiver of Revenue for various income levels, the assumption is that there is no inflation and that salaries will remain constant.

This is where fiscal drag comes in. It takes place when inflation draws taxpayers into higher tax brackets — which remain fixed over the years — so that the proportion of their income taken by the taxman increases. When you consider that SA has experienced a 20-year period of high inflation, the damage is clear.

A particularly regrettable implication of the process is that it gives government a vested interest in perpetuating inflation. This consideration alone, not to mention the incentive to government to spend recklessly, makes it an urgent matter to put an end to this destructive process.

The major assumption in all analyses of fiscal drag is that salaries and wages — over time — track inflation closely. This is certainly true of SA, says PE Corporate Services MD Martin Westcott. Here salaries tend to lead the Consumer Price Index by a few percentage points during times of relative prosperity and to lag the index by a similar proportion during recessionary phases.

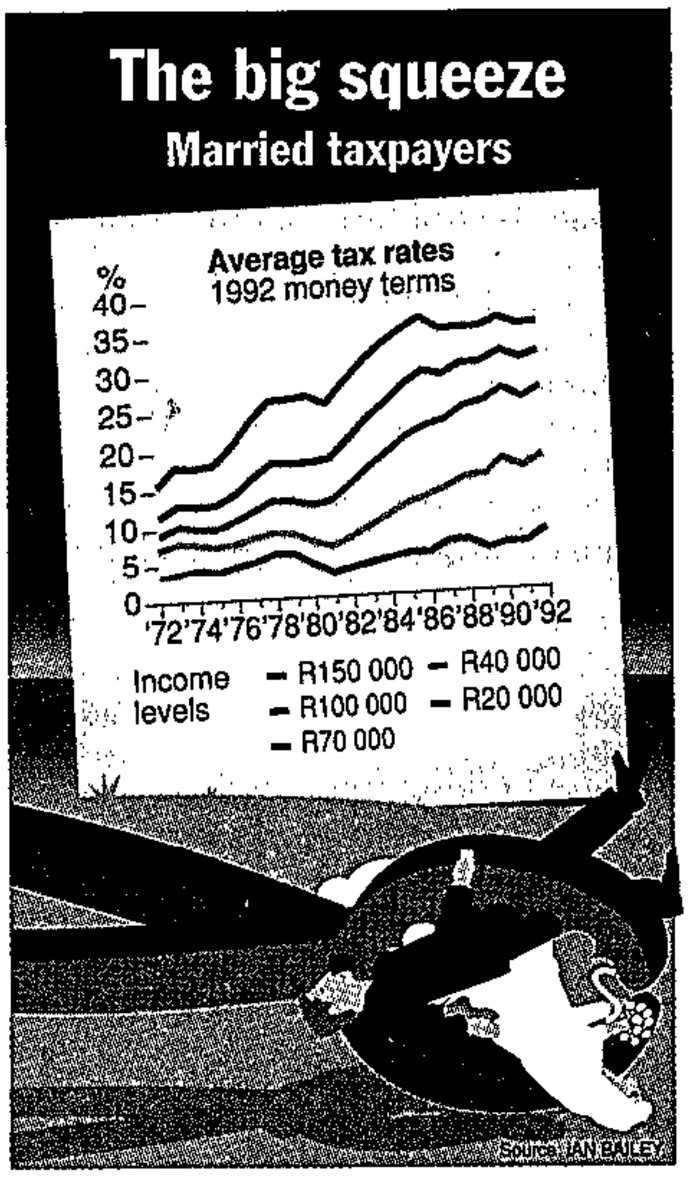
Right now we have a lag. Most SA businesses are adopting an extremely cautious approach to salary adjustments. Fewer than 30% of companies expect to award increases exceeding the rate of inflation this year.

Many companies, faced with the need to reduce costs while having to pay dearly for scarce skills, have come up with innovative pay packages. Salaries, especially at the expensive management level, have become increasingly linked to performance and profits. It is not uncommon today for 20%-30% of a senior manager's remuneration to be put at risk, based on performance.

The wage gap between white and black earnings for the same or comparable work still exists; little or no progress has been achieved in closing this gap over the past two years. There is now a difference of 10%-15% in black and white pay in most skilled job categories and up to 20% in some unskilled categories. Major efforts were made in the mid-Eighties to address this gap, which was as high as 30% 10 years ago. But the narrowing process slowed sharply after 1991, as companies rationed pay increases during the recession.

The exception, says Westcott, is at senior management level, where there is a limited pool of trained black managers who can effectively write their own remuneration packages. This trend is beginning to extend to middle management level. Many companies — driven by fear of future legislation on quotas — are now pushing hard to implement affirmative action policies and programmes.

The subject of fiscal drag has been analysed in great depth in an MBA thesis submitted to the Wits Business School in 1992 by Ian Bailey of Merchant Trade Finance, a subsidiary of the New Republic Bank. Bailey estimates the increased take from fiscal drag over the 20-year period from 1972 to 1992 (which includes the phase of double-digit inflation) as R20bn in current money (see "Government's hidden gain"). Another chart ("The big squeeze") shows the average tax rates on selected taxpayers over the same period.



Perhaps it is to be wondered that SA still has a middle class after this savage onslaught on living standards. It is not remarkable that many have left.

The time is long overdue for public opinion (across all ethnic groups) to reach a state of angry awareness that is strong enough to call government to heel. Bailey observes that other countries have only taken steps to eliminate fiscal drag when the pressure of public opinion became overwhelming — for instance, when it became an election issue. However, taking account of the impending political changes, it seems that the emerging black middle class will take time to develop an appropriate level of tax-awareness before this can happen.

Fiscal drag has not yet been well enough understood by taxpayers in SA — government understands it well but pretends not to. This lack of public awareness could account for its longevity, when compared with other countries. But the increasing demand for better salary adjustments from middle-class employees (still mainly white) suggests that public awareness is growing.

Fiscal drag has all sorts of unexpected implications for a tax system, apart from the obvious ones we have dealt with. One by-product has been to increase the cost of collecting tax, relative to the amounts received, as fiscal drag has pulled more low income earners into the tax system.

Bailey argues that the introduction of the Site tax system was a response to this effect. Site is a system of final taxation operated by employers, on salaried incomes below R50 000 a year. Bailey reasons that the Receiver could not cope with the flood of additional tax returns at the bottom end of the scale, produced by fiscal drag, and so dumped the administration on the private sector.

Another important effect of fiscal drag is to increase the proportion of revenues collected through direct taxation, as opposed to indirect tax.

The case for maintaining a reasonable balance between direct and indirect forms of tax should, by now, be widely accepted. It rests on the argument that unduly high rates of personal income tax act as an economic disincentive. Not only the actual rates are important but also rates relative to countries such as Britain, where personal income tax came down sharply during the Thatcher administration.

There are other grave actual or potential

cont → p. 25

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consequences of the process. These include substantial economic waste because taxpayers alter their investment and employment practices to avoid higher taxes. Another problem is increased avoidance, which could lead to increased evasion and — in extremity — to the emigration of the taxpayer.

To return to the main theme, Bailey's study shows that the block of taxpayers earning R40 000-R100 000 a year (in 1992 nominal terms) has been worst affected by fiscal drag, while married taxpayers have been hit harder than the unmarried.



Du Plessis

Bailey contends that the fiscus was guiding the direction of the effects, which were not haphazard. Only in years when the Receiver did not alter the tax tables could government claim to be innocent of the effects of fiscal drag.

But in those years when the tax tables were changed, government made a conscious decision not to compensate for fiscal drag. The Receiver must have decided, from 1972 to 1992, to extract proportionately more revenue from married taxpayers and the middle class.

The options were to impose higher general sales tax (now value-added tax), increase the effective rate of tax on companies, raise the top marginal individual rate, or combine these measures.

The elimination of inflation is the best solution because it deals with the cause instead of the effects. But if inflation recurs and the tax system is not reformed to cater for the effects of fiscal drag, then it too will recur.

So the reform of tax to prevent fiscal drag in the future should be pursued along with efforts to end inflation.

Having made an overwhelming case that the tyranny of fiscal drag must be ended, Bailey identifies a few recognised methods for its eradication.

The first is indexing taxable income. This approach requires the deflation of taxable income to a base year — in plain terms, multiplying the amount of an item by the inflation rate so that it remains constant in real money terms. Then the tax payable is calculated using the base year's tables, the final step being to reflate the tax payable to current prices. Though it is sound in theory, Bailey considers this method too complicated for practical application — yet he might be too pessimistic.

A second method is cutting the tax rates. This involves leaving tax brackets, rebates, allowances and deductions unchanged, but reducing the actual rates of tax. This method also shifts the balance between lower and upper income levels — but it concentrates the tax reductions at the upper income levels. Higher income earners will enjoy cuts in maximum marginal rates, while low income earners face increases in effective tax rates — because the initial tax-free bracket is not indexed. (355) (333)

A third method requires indexing the brackets, rebates, allowances and deductions. It results in the brackets maintaining their real widths; rebates, allowances and deductions maintain their real values. The tax burden is unaltered in all respects, so the method is sound — fiscal drag is neutralised. This method sounds good; the only possible objection is that it requires annual adjustments to the tax tables.

But in countries where the rate of inflation is moderate to high, the tax tables will need to be adjusted once a year. (In countries with soaring inflation, the process is often repeated more than once a year.)

An option that is attractive in the framework of free market economics is to remove the progressive structure of personal income tax altogether: no progressivity, no fiscal drag. To be logically complete, not only should there be a flat rate income tax, but allowances, rebates and fixed deductions should also be abolished. If not, there is scope for some fiscal drag. Alas, for political reasons too obvious to need repeating, this option cannot be regarded as feasible for SA under any conceivable scenario.

Kessel Feinstein tax partner Ernest Mazansky argues that one sound compromise would be to reduce the current number of brackets from eight (for married women), nine (for unmarried people) and ten (for married people) to two or at most three. Mazansky also suggests it is probable that the new constitution will prohibit discrimination against women. This would in any event necessitate making the tax system sex-neutral.

The best method, therefore, in practical as well as theoretical terms, is indexing the brackets, rebates, allowances and deductions alike. The indexing should be automatic, not discretionary. Discretionary indexing, argues Bailey, would effectively leave matters in their present undesirable state by preserving government's opportunity to dodge the issue. Further, automatic indexing would remove government's incentive to profit from inflation. Perhaps adopting this course would hasten the day when inflation is defeated.

At present, eight countries, including the US, Canada, Argentina and Israel, use a system of automatic indexing, relying on the CPI. Others, notably Brazil and Switzerland, use a related or similar indicator, for example an income indicator.

A further four, including the UK and the Netherlands, have in the past used this system, but have now opted to reduce the level of progressivity.

Six countries have chosen to reduce or eliminate the progressivity in their tax systems. The US is the one country which adopted automatic indexing and low progressivity. Four countries — Australia, France, Germany and Mexico — have not adopted any particular method, preferring to adjust their tax tables ad hoc.

Bailey recommends for SA automatic indexing of tax tables, rebates, allowances and deductions, using the CPI as the index. This would be simple to implement.

In the tax year to 1993, former Finance Minister Barend du Plessis took SA somewhat closer to a low progressivity system by reducing the number of married taxpayers' brackets from 15 to 10 and the unmarried taxpayers' brackets from 12 to nine. Some relief was provided from fiscal drag but not enough to neutralise it.

Adopting a system of automatic indexing in SA would not preclude a concurrent policy of continuing to move towards a system of low progressivity, based on a simpler structure with fewer broad bands and lower marginal rates.

The best way to prevent the future influence of fiscal drag, even under the present tax system, would be to halt inflation. Though inflation was recently, though briefly, brought down to single digits, increases in Vat and the petrol price have caused backsliding.

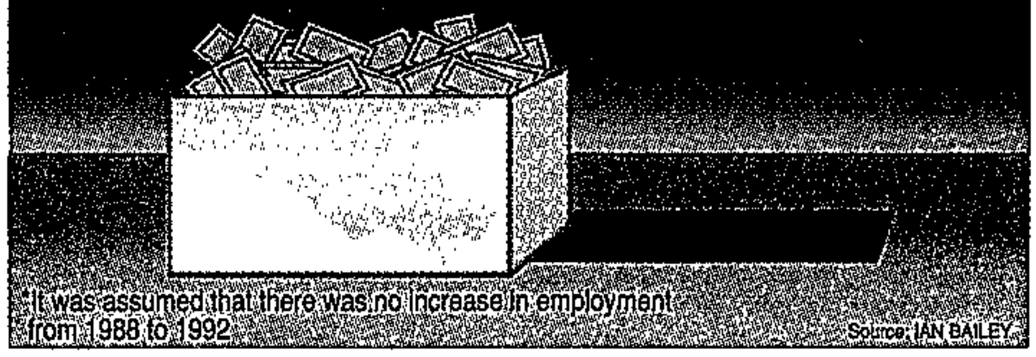
Considering the broader political context, and the pressures for social spending beyond prudent or even financially feasible limits, now is the time to act to lance this festering sore in the fiscal system. ■

Government's hidden gain

Estimated total effect of fiscal drag

1972 to 1992

Total tax in 1972	587,5
Increase in employment (29,33%)*	172,3
Total tax in 1992 (real terms)	760,0
Inflated using inflation index (1183,1)	8 989,1
Revised Budget estimate for 1992	29 000,0
Total 1992 effect of fiscal drag	20 011,0



*It was assumed that there was no increase in employment from 1988 to 1992

Source: IAN BAILEY

Star 6/8/93

Pay disputes declared

The National Union of Metalworkers of SA has declared pay-related disputes with six metal industry manufacturers. The affected companies are Highveld Steel and Vanadium, Middelburg Ferrochrome, Metal and Manganese Company, Iscor, USCO and Hulett's Aluminium. 1989 355

Vehicle assemblers, union to sign deal

Star 6/8/93

CAPE TOWN — All nine vehicle assemblers party to national pay talks will sign a watershed industry agreement with the National Union of Metalworkers of SA today.

MAN Trucks and Buses had been persuaded to ratify the agreement, David Kirby, chairman of the employer grouping in the industry's national bargaining forum, said yesterday.

Numsa, representing about 19 000 workers in the 26 000-strong workforce, first refused to sign when MAN said it would not ratify two non-wage clauses.

According to Numsa oganiser Gavin Hartford, the company opposed clauses dealing with a new nationally accredited education and training dispensation and bargaining fees.

The new dispensation was meant to upgrade skills levels as a forerunner to changes in work organisation.

"All employees will have access to education and training and be encouraged to build a career with accredited and portable skills." — Sapa.

Workers strike to clean up national wages

ARG 6-12/8/93

The municipal workers' strike was over pay, but the fundamental issues were a demand for recognition, a cohesive bargaining arrangement and fair national wages, report

Ferial Haffajee and Pamela Dube

THIS week's municipal strike, in which 66 000 workers in 213 municipalities took to the streets, brought the need for organised, centralised bargaining in the sector into sharp focus.At the time of writing the strike had been settled in Johannesburg and deals were close to conclusion in Cape Town, Durban, Port Elizabeth and most smaller municipalities.

However, strike action is still continuing in the Cape Peninsula and the Boland. The South African Municipal Workers' Union (Samwu) warned that in the absence of "substantial progress" in talks in these areas, the stoppage would continue. Municipal employers threatened to dismiss striking workers by yesterday.

The strike highlighted for the public that workers in one corner of the country could earn R200 a month, while those doing the same work in the cities earned five times as much.

Urban city councils were quick to issue press releases saying they paid their workers well over the SAMWU demand for a minimum of R625 a month.

This and the urban bias of strike reporting elicited responses of: "So what are they striking about?"

"The focus on major cities distorted our wage demand for a R650 a month minimum wage," says Samwu organiser Merle Brown, adding that "one of the objectives of the strike is centralised bargaining. Only when we called a strike did we manage to get all municipalities together".

While the average minimum wage of city municipal workers is about R1 000 a month, the average wage in smaller towns is between R200 and R500. Workers in Ciskei earn a minimum of R200 a month, while the union alleges that some Transkei workers still earn just over R100 a month.

This has not emerged clearly from strike reporting, because municipal strikes inevitably hurt the cities more than they do small towns.

So while the strikes in Johannesburg and Cape Town were concluded with little drama — workers ended up with increases of nine and 10 percent, just two percentage points less than the union's final demand — it is the bargaining strides made in rural areas and towns that are the biggest victories of this strike.

These municipalities are represented in two employer organisations called the Municipal Employers' Organisation (MEO) for the Free State, Natal and Transvaal and the Cape Province Local Authorities Employers' Organisation (CPLAEO) which represents employers in the eastern, western and parts of the northern Cape.

The MEO met the municipal union for only the second time this year. "It was their first move around our current wage campaign," said Brown. Good progress was made in talks late this week.

And while the CPLAEO at first held fast, saying it would only negotiate with Samwu if the strike was called off and a "more modest" demand tabled, it was forced into negotiations on Wednesday, when workers from municipalities as far afield as Worcester and Beaufort West were bused into Cape Town to march on the organisation's Belville headquarters. But these talks ended in deadlock, the union said.

The scattered bargaining arrangements in this sector are further complicated by the major cities which each bargain at local level.

A representative of the Johannesburg City Council said: "There are so many employer organisations, it calls for us to re-look at the situation and (to consider) consolidation. The major cities forum has decided to continue the discourse on broader, national structures."

CAPE

Seifsa to grip

Agreement re

284 000 workers get new wage packages

retrenchment provisions and pens

SHARON SOROUR
Labour Reporter

AGREEMENT has been reached in metal and engineering industries' wage negotiations, affecting 284 000 workers nationwide.

Workers will get a seven percent wage increase, backpaid to July 1, according to the employers' federation Seifsa (Steel and Engineering Industries Federation of SA).

Employers in Natal, Cape, Midland and Border regions will be able to apply for exemptions to implement increases less than 7 percent.

Free State and Northern Cape employers whose businesses depended on the mining industry could apply for exemption to implement the 7 percent increase from January 1 1994.

The parties to the Industrial Council agreed to give sympathetic consideration to exemption applications, and unions undertook to provide assistance at national level to exempted companies which experienced industrial action relating to exemptions.

The number of job grades would be reduced from 13 to five, without additional cost, by July 1996.

Seifsa said: "This is part of a package of work organisation changes and skills upgrading.

"A technical work group will be established to develop new work and skill definitions to upgrade the work undertaken by employees in the grades below artisan level by June 30, 1994."

Providing agreement could be reached on the multi-skilling exercise by June 1994, employers indicated they were prepared to narrow the gap between existing artisan wage rates and rates in the redefined job categories in the 1994 main agreement.

Other terms of the agreement included:

- Annual leave bonus would be calculated on the basis of 8,33 percent of actual annual earnings, excluding allowances;
- The daily subsistence allowance would increase by between 9,1 and 15 percent;
- Employers would provide information concerning the need for retrenchment to help unions to enter into meaningful consultations with employers about ways of avoiding or minimising retrenchments;
- The main agreement would be amended to allow employees to be downgraded as an alternative to retrenchment.

Provision would be made for protection against possible abuses.

- Employer and employee contributions to the industry's pension and provident funds would be increased by 0,6 percent to fund a salary continuation scheme of 75 percent of wages in the event of permanent disability.

In addition, a programme of action would be implemented to allow members of the Engineering Industries Pension Fund to transfer to the provident fund, and for the merger of the two pension funds; and

- Employee absences on March 21 1994 would be treated on the basis of no work, no pay, no discipline.

NP slates rights bill for women

Staff 355

Political Staff

THE proposal by the ANC women's league for a separate bill of rights for women was rejected yesterday by the National Party's Women's Action. CT 10/8/93

The move came on National Women's Day, which was celebrated yesterday.

Women's Action chairwoman Mrs Tersia Wessels said in a statement that women should be treated precisely the same as other citizens of the country.

Municipal wage talks

Municipal Reporter

TALKS between the SA Municipal Workers' Union (Samwu) and the Cape Province Local Authorities Employers' Organisation were to continue today.

The organisation represents councils which have fired workers for taking part in the general municipal strike.

The union has demanded a R650 monthly minimum wage and increases on a sliding scale for workers already paid more than this.

Star 18/8/93

Union seeks higher wages

The South African Commercial, Catering and Allied Workers Union has declared a wage dispute with the Metcash group. The union, which claims to represent about 60 percent of Metcash's approximately 10 000 employees, is demanding an increase of R230 across the board, or 20 percent, whichever is the greater. — Labour Correspondent.

(486) 355

Tyre men pumped up

Sowetan

ANNUAL negotiations in the tyre and rubber industry, which employs 8 000 people are on the brink of agreement.

The National Union of Metalworkers of South Africa is reporting back to members on an employer offer of a 10,2 percent wage increase. 19/8/93

Included in the discussions will be a moratorium on retrenchments for a year and an agreement that non-union members pay a bargaining fee of R4,75 a week to unions. A union spokesman

(355) (196)

Sowetan 19/8/93

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said the chances were good that workers would accept the offer. (196)

Mines, unions in Aids and wages deal

JOHANNESBURG. — South Africa's first industrial Aids agreement barring victimisation and harassment of workers suffering from the disease has been signed by the National Union of Mineworkers and Chamber of Mines.

The chamber's chief negotiator, Mr Adriaan du Plessis, said the agreement was based on internationally accepted principles and guidelines on Aids.

The agreement is part of a labour pact between the union and the chamber.

Mr Du Plessis said the broad aim of the agreement is to provide guidelines to minimise the effects of HIV in the mining industry, to prevent the spread of HIV infection, and for the management of HIV infection in the employer/employee relationship.

Under the agreement no employee would be required to undergo an HIV test, at the request or initiative of management or the union, except in specified occupations where testing was required on medical grounds.

"No employee shall suffer adverse consequences, whether dismissal or denial of appropriate alternative employment opportunities which exist, merely on the basis of HIV infection."

Mr Du Plessis said appropriate awareness and education programmes would be conducted.

The union and chamber agreed to consider at mine level the socio-economic environment and lifestyles influencing prevention of HIV infection.

The agreement, signed on Tuesday and released to the press yesterday, gives gold miners wage hikes of between eight and 9,5% and coal miners between 5,5 and 10%.

The wage agreement will apply retrospectively to July 1. — Sapa

Tyre manufacturers offer workers 10,2%

TYRE manufacturers offered workers a 10,2% wage increase at a dispute meeting this week. They also agreed to an agency shop arrangement with the deduction of a bargaining fee of R4,75 a week from all non-union members, National Union of Metalworkers of SA (Numsa) spokesman Gavin Hartford said yesterday.

In addition, parties to the industrial council offered to extend the moratorium on retrenchments for a year, during which time a work security fund would be negotiated.

Hartford said this final offer had been tabled in a bid to avert a strike. The union would take the offer back to its members this week and make a decision whether to "strike or settle" by tomorrow.

ERICA JANKOWITZ

Meanwhile, wage negotiations between Dunlop and Numsa deadlocked after a first meeting last week as management had failed to respond to any of the union's demands, local organiser Gerald Nyembe said. Dunlop has steadfastly refused to join the industrial council and negotiates separately with the union, which represents the majority of its workforce.

He said Numsa had tabled a 20% wage proposal to which Dunlop had responded with a wage freeze until January. The company also demanded flexitime, shorter lunchbreaks, annual leave to be reduced by three days to 12 days, and the annual bonus be linked to industrial action.

In a new move, Dunlop also suggested shop stewards be employed only in "less critical job categories", specifically excluding driving, Nyembe said (191)(355)

He said the company was gradually subcontracting services such as security and driving in a bid to undermine the union.

Nyembe blamed Dunlop's industrial relations practice for its low productivity levels — the company had the worst man hours to tyre ratio in the industry.

WAGES

Fm 20/8/93

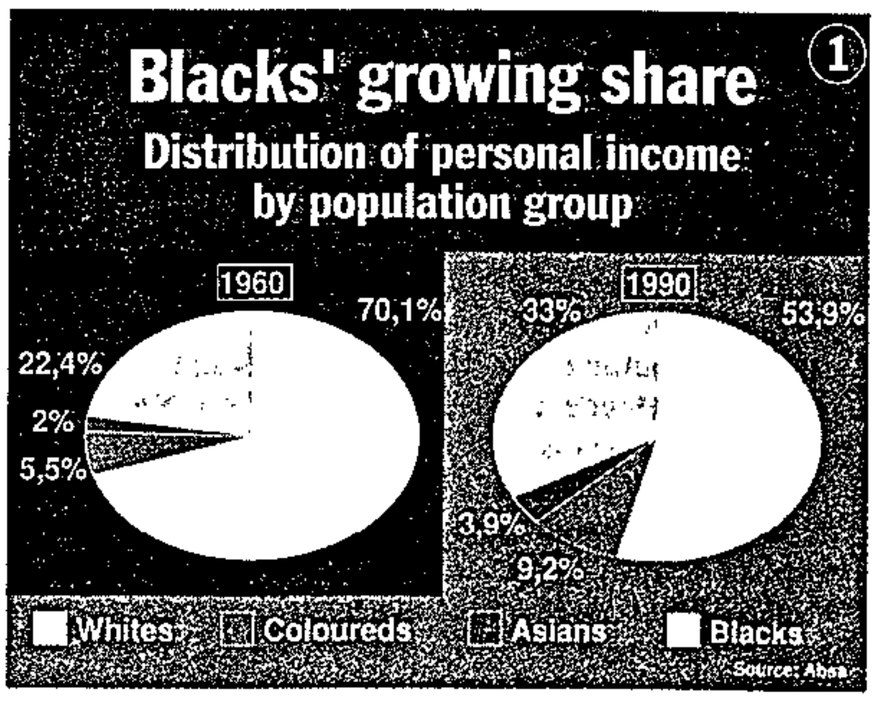
The need for tough love

(355)

An incoming ANC government will have to face down a Cosatu wage push

After next year's election — assuming that the violence has dropped enough for it to take place — the struggle against apartheid will no longer be the fulcrum of our politics. Instead, success in managing the difficult issues of employment, economic growth and individual welfare will become the criteria for judging politicians.

The past two decades of aggressive wage bargaining by newly legitimised black trade unions has been an unfortunate engine of redistribution. Admittedly, this bargaining has been highly effective in redistributing income from white to black — but only in a narrow sector.



The shift has been dramatic. Chart 1 illustrates the shift in the distribution of personal income by population groups from 1960 to 1990. Over that period, blacks' share of total personal income has grown from around 22% of the total to 33% and the white share has shrunk from 70% to 54%.

Chart 2 shows movements in real disposable income per capita over the same period. For Indians, coloureds and blacks, there has been at least a doubling — for whites, the increase has been less than a third.

Chart 3 shows how the wage gap between white and black has shrunk between 1970 and 1992, from a ratio of around 7:1 in favour of whites to a ratio of about 3:1.

The big wage push has been only one cause of the relative and absolute gains which black workers have achieved. The growth in black numbers in the formal economy and the gains in black skills have also made significant contributions.

But an aggressive money wage drive by unions is neither the most rational nor the most morally acceptable engine of redistribution. In SA's case, political resentment was channelled into union activity at a time when overt political activity by blacks was impossible. Capable and educated young blacks poured their skills and passions into union activity — much to the surprise of employers accustomed to a docile workforce.

Soaring black wages had inescapable consequences. The first was to force upon the monetary authorities the classical dilemma: to accommodate the wage gains through lax monetary policy, allowing high inflation, or to stand firm and accept low growth and high unemployment.

It is now history that the response to the dilemma was accommodation and a long period of double-digit inflation. This brought for the higher-earning, mostly white employees the unpleasant consequences of fiscal drag (*Leaders* August 6).

The net effect of this inflationary period has been to redistribute wealth and income away from the vulnerable white middle class. The beneficiaries, on the one hand, have been the affluent, who could hedge inflation through fixed property and shares. On the other, they have included the members (most of them black) of those unions strong enough to achieve wage increases above inflation.

However, for the period 1970-1991, average earnings per employee in manufacturing only modestly exceeded inflation, according to Absa's July *Economic Spotlight*. Absa's study also shows that from 1975-1989, SA had the unenviable record of continuing double-digit increases in unit labour costs.

Over the same period, Germany, the US and Japan were mostly successful in containing unit labour costs in manufacturing. The only time any of them slid into double-digit increases was during 1971-1974, when Japan reflected an annual average of 12,8%.

It is hardly surprising that the rand's current low value reflects our vast decline in export competitiveness. And over the period 1975-1990, SA barely showed any improvement in labour productivity in manufacturing. During this period, countries such as Japan, the UK and the US achieved increases of 50% and more. In fairness to organised labour, we must also acknowledge that the isolation of SA through sanctions also hampered industrial productivity, through blocking access to technology and equipment.

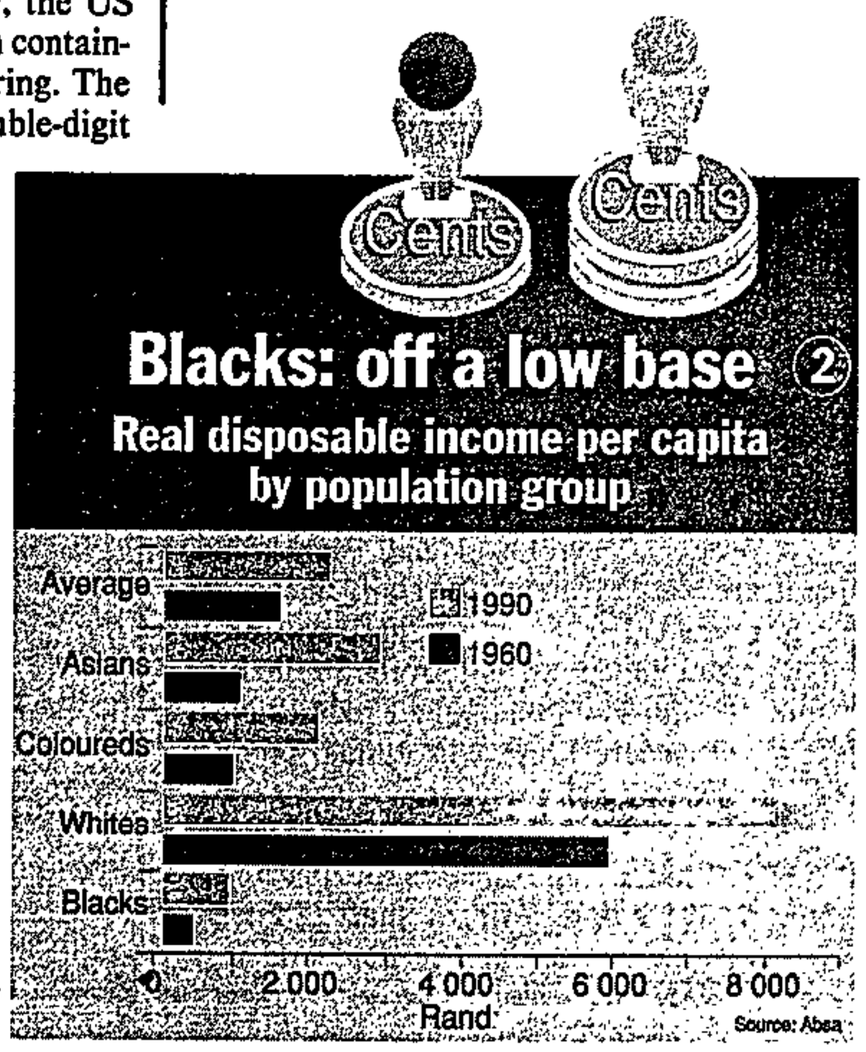
Nevertheless, if SA continues with double-digit annual increases in unit labour costs — through higher money wages, without any compensating improvements in productivity — we will see an endless cycle of declining competitiveness, dictating in turn an endlessly depreciating rand.

There is another aspect which we neglect at our peril — the effects of black wage inflation on employment. Higher wages without higher productivity always have the same consequences — the replacement of men by machines, and economies with labour in general.

In SA, notably in clothing and textiles, entire industries closed their doors. And ask the mining houses how an industry which once had the lowest cost structure in the world found itself overnight with one of the highest.

The disaffection of the white middle class is also a phenomenon with grave potential implications. It should not be forgotten that key groups of white artisans (on the mines and at Eskom, for example) could bring the entire economy to a halt instantly if they chose. SA could suffer the fate of Zimbabwe, where essential services — especially electricity — limp along because so many artisans have emigrated.

The balancing of priorities must already present a nightmare to the ANC's economic planning groups. Cosatu has always been a major power within the triple alliance with the ANC and the SACP, but the institutional interests of the leaders of the ANC and of Cosatu are already diverging. The ANC, once it is the dominant partner in the interim



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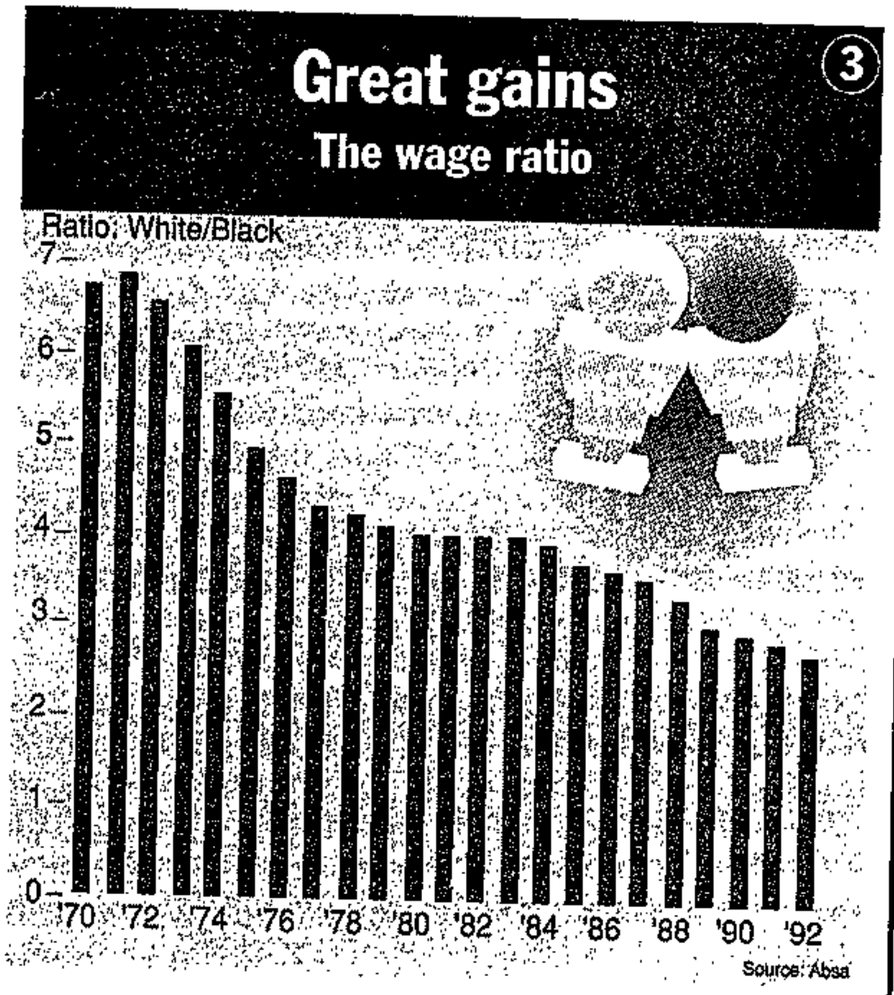
(355)

government, will have to look to broader goals than gains in money wages for unionised labour.

Once the economy starts to revive, and grim necessity no longer restrains firms — especially small to medium-sized firms — in granting money wages, the leadership of Cosatu will again be driven to attempt to maximise their members' money gains. If the ANC is to keep the economy on the rails, it will have to fight this tendency.

Rapid growth in employment — vital for social stability — dictates stability in money wages. This will make possible rapid economic growth, with a strong emphasis on exports.

More accommodative monetary policy, without which growth will be difficult, is also unattainable unless there is continued stability in money wages.



At present, as a result of the severity of the current depression, unions have evidently been forced to draw in their horns. The June 1993 edition of Andrew Levy & Associates' *Wage Settlement Bulletin* records that the average level of centrally bargained settlement peaked at 17,9% in 1988. After holding at about this level until 1991, the rate sank to 12% in 1992 and to 10% in 1993. Now, says Andrew Levy, a number of post-June benchmark wage settlements indicate a trend towards single-digit increments.

If unions remain as heavily assertive and politicised as they are at present, any lifting of recessionary pressures is bound to stimulate demand for bigger wage increases. This threat is nothing less than a sword of Damocles hanging over the heads of the next government.

There is, however, a special case. Within the public service in the broadest sense (including professions such as teachers and nurses), there were in the past racially based salary differentials for doing the same work. Progress has been made in narrowing those differentials, as well as the differentials in social and disability pensions. What disparities remain will clearly be unacceptable under the new dispensation and the money will have to be found to eliminate what remains within a few years.

If money wages are to be held down, then two planks of policy must become dominant: to go for growth in formulating macro-economic policies, and to give the expenditure side pride of place in purposeful redistribution to remedy the cruelties of the past. This means giving black education priority, followed closely by housing, health and urban infrastructure.

As for money wages, the harsh logic of economics dictates that future gains for black wage earners should come about by upgrading skills through education (including in-house training) and increasing productivity through technological advances.

Here we begin to discern a strange convergence of economic interests between business and the poorest of the poor — the unemployed. Business asks of the ANC that it restrain its socialist instincts and give the private sector its head. Abstention from socialist measures, coupled with firm wage restraint from Cosatu, would lead to enhanced confidence, a return of flight capital, and rapid growth leading to greatly increased employment.

The only losers would be the leadership of the labour movement and those union members who in the past have succeeded in keeping their wages ahead of inflation (that is, for those who did not in the end lose their jobs through pushing employers too hard).

Cosatu increasingly represents an elite group of relatively highly paid workers, declining in numbers. It will therefore have to make a critical economic and political choice: whether to push for higher wages or to go for more modest increases coupled with higher employment. The white middle class, deeply concerned about crime and social stability, would surely support the second option.

The ANC will probably do well in the first nonracial election. But the economic success or failure of its first government will determine what happens at the second election. This will be the acid test.

If the incoming government behaves like Harold Wilson during the stagflationary Seventies in Britain, the outlook will be disastrous — for the country and the ANC. After Wilson retired, *The Economist* described his years of office as the most disastrous period of relative economic decline in 300 years of British history.

The simple truth is that no country ever grows and prospers if labour and management are locked into a zero-sum game over money wage demands by aggressive unions. In fact, the outcome is worse than zero, because management spends so much time and energy fending off the unions that the vital functions of production and sales suffer.

It will be politically tempting but unwise for the ANC leadership to give way on the wage issue. Nobody should forget for a moment that the army of unemployed will also have votes to cast.

If the future wage structure keeps them locked in their present state of misery, they are going to blame the government of the day. In all the circumstances, this lowest echelon of SA society could well defect *en masse* to the Utopian parties of the ultra-Left such as the PAC.

This chilling prospect should serve to concentrate the minds of the leading members of the next government. ■

New slant needed on workplace equality

B/Day 20/8/93

ANDRÉ VAN NIEKERK

"Men may cook or weave or dress dolls or hunt hummingbirds, but if such activities are appropriate occupations of men, then the whole society, men and women alike, votes them as important. When the same occupations are performed by women, they are regarded as less important." — Anthropologist Margaret Mead, 1949.

EQUAL pay is an area of labour law surprisingly underdeveloped in SA. But this is likely to change as a Bill of Rights and possible legislation prohibiting gender discrimination leads to equal pay claims against employers.

Internationally, the policy underlying laws on equal pay is not that all employees doing the same or similar work should receive the same remuneration. Rather, it is that employees should not be discriminated against as far as remuneration is concerned. In other words, where there is differentiation, it should be on account of a factor which does not have as its basis generalised assumptions about the characteristics of particular groups of people. Differences in pay which have as their basis productivity, length of service or skill will be justified. Those which have as their basis, for example, race, sex, religion or ethnic origin will not.

Most SA employers have no doubt arranged their affairs, and their pay structures in particular, so that there is no differentiation, at least not in an overt sense, which offends these principles. The fact that a black and white employee, or a man and a woman, similarly qualified and experienced and engaged in the same work or job category are paid the same wage is no doubt comforting to most personnel managers, particularly those whose mission statements and other credos of corporate culture espouse nonracialism, nonsexism and equal opportunity. (355)



'Women's work' — will it be revalued when equal pay legislation takes hold?

This perspective of equality is not confined to employers. The handful of cases on discrimination in the workplace and equal pay heard in the Industrial Court in the past decade demonstrate a similar understanding of equality in employment by most trade unions.

Equality in employment generally, and in respect of pay and pay structures in particular, is a far more subtle concept. Practices which are apparently neutral may mask effects which disadvantage particular groups of employees. The US Supreme Court referred once to the "in-built headwind" for those who are not members of the group in society with the power of decision-making.

While word-processing may have replaced weaving, and executives now hunt heads rather than hummingbirds, Mead's conclusion remains a valid one. The work done by particular groups of employees may have been undervalued by society. Occupational structures which determine job ranking and consequent pay levels reflect assumptions on the value attached to particular skills, particularly where they are regarded, for example, as skills which are traditionally possessed by women.

Equal pay legislation attempts to remedy this situation and, in doing so, presents a challenge to commonly held assumptions about the kinds of jobs predominantly done by women or other groups.

Most industrialised countries have laws which specifically prohibit discrimination on the basis of either sex or race. Equal pay laws often form part of broad statutory prohibitions of discrimination. Claims are often possible either in terms of a particular statute or in terms of broader legislation. For example, in the US, equality claims are possible in terms of the Equal Pay Act or the Civil Rights Act. In SA, the only existing mechanism is the unfair labour practice remedy in terms of the Labour Relations Act.

That will soon change as a range of remedies in terms of legislation on gender discrimination and constitutional provisions regulating equality comes into being. Depending on the ambit of these provisions, equal pay claims may extend beyond allegations of differentiation on the grounds of race or sex. The latest draft interim Bill of Rights provides that it will be unlawful to discriminate on grounds which include nationality, ethnic origin and sexual orientation.

The draft Bill on the Promotion of Equal Opportunities represents the first attempt by government to address gender discrimination. While its passage through Parliament remains uncertain, the draft Bill, for all its faults, incorporates a number of universally acknowledged principles relevant to discrimination and equal pay claims.

Equal pay claims are likely to become a feature of future industrial relations life. They will affect job and pay structures. It is time now to begin considering whether existing job evaluation schemes will withstand the rigour of judicial scrutiny.

Equal pay claims will have an impact on the labour market. It remains to be seen to what extent SA labour courts will permit market forces to dominate in what is ultimately a balancing exercise between those forces and the pressures for equity.

☐ Van Niekerk is Anglo American labour law consultant. Saccola is holding workshops on equal pay in Johannesburg on Monday and in Durban on Tuesday.

Pay settlement averages drop

WM 20-26/8/93 (335)

The recession is taking its toll on employment and pay increases. Ferial Haffajee reports on wage settlements so far

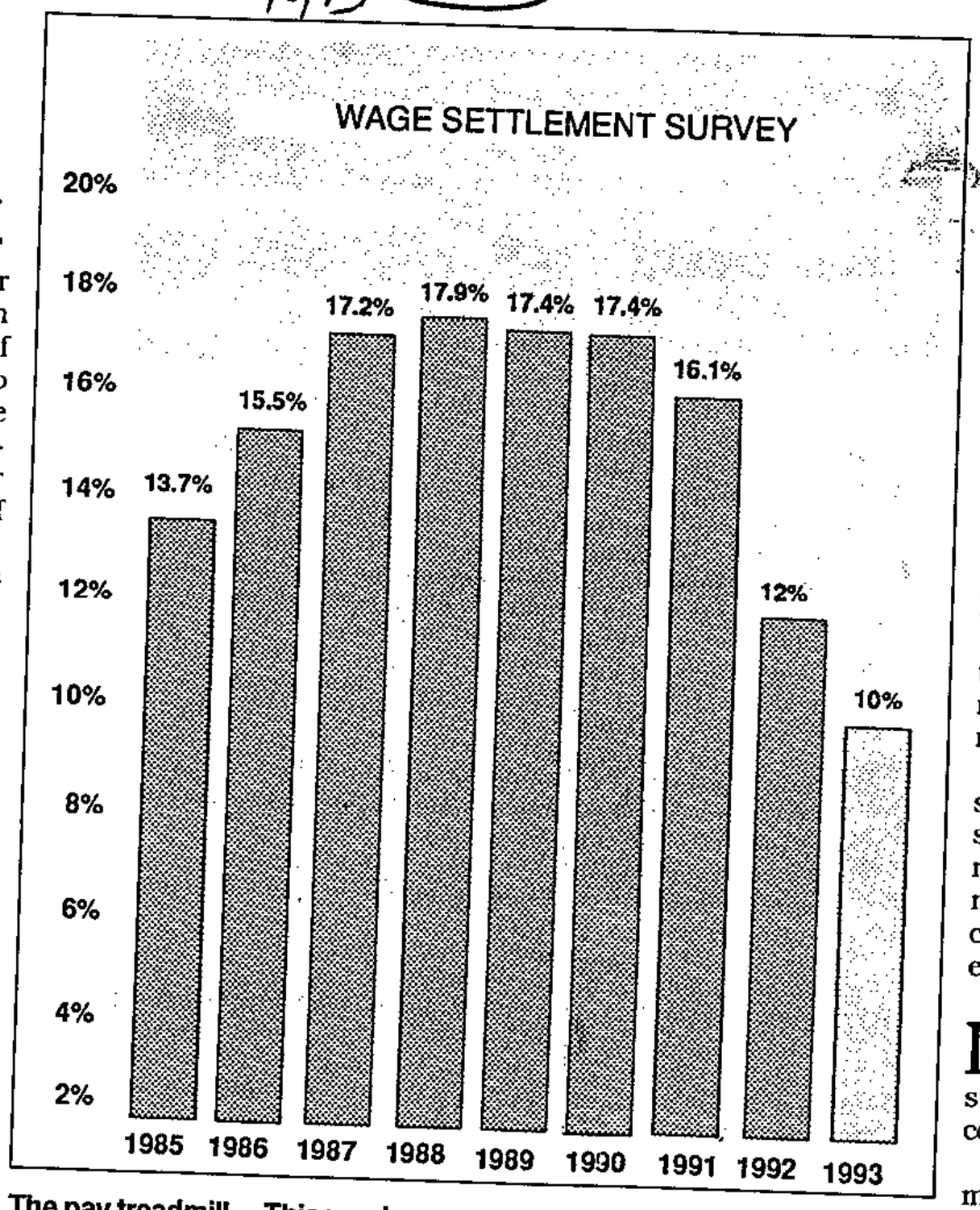
WAGE settlements this year are likely to be lower than the average settlement of 12 percent last year. Settlements so far in the second half of the year are generally a little lower than the inflation rate of 10 percent and also lower than the average for the first half of the year.

"Since June, many settlements have gone down," says Renee Grawitzki, an analyst at Andrew Levy and Associates.

The major settlements since June have been in the metal industry, where a wage increase of seven percent was secured with key exemptions in struggling areas.

This week, manufacturers in the tyre industry improved their wage offer to 10,2 percent in an attempt to stave off strike action. They also agreed to implement an agency shop agreement where non-union members will pay the National Union of Metalworkers of South Africa R4,75 a week.

Dunlop, which is not a member of the industrial council, has tabled a proposal for a wage freeze.



The pay treadmill ... This year's average increases are not much higher than the inflation rate
SOURCE: ANDREW LEVY AND ASSOCIATES

The gold mining industry came closer to a wage settlement this week when the National Union of Mineworkers (NUM) revised its wage demand to an 11 percent increase.

This is two percentage points down from the NUM's demand of 13 percent; the union is still holding out for a 15 percent increase on coal mines.

The Chamber of Mines final offer is for an eight percent increase (and six percent at Anglovaal's mines) on gold mines and offers of between five and eight percent on coal mines.

Transnet concluded the wage round with a wage increase of 7,5 percent while the postal services and Telkom settled at 5,8 percent. Although Transnet and Telkom have been privatised, their negotiators have stayed close to the public sector increase of five percent.

But the public sector increase may well be bumped up in the course of the year when negotiations are reopened in line with a commitment by the government to improve teachers' salaries.

Public sector unions say the government cannot renegotiate with only one group of employees in the sector and that wages will generally have to be improved.

Eskom workers fared a little better when they secured increases of 10 percent, as did auto-assembly workers who last week signed an agreement for increases ranging between nine and 13 percent.

Chemical and pharmaceutical industry workers traditionally receive better increases and this year is no different.

One of the best increases this year — of 13 percent — was secured in the chemical industry, while the general increase in the sector is 10 percent and above.

The catering, retail, food, paper and packaging and clothing industries all settled at between eight and 10 percent, although some hotels settled at less because of the depressed industry. The construction industry, which is similarly hard-pressed, has hammered out settlements for increases ranging between five and eight percent.

South African Commercial, Catering and Allied Workers' Union bargaining co-ordinator Motsomi Mokhine says settlements reflect "the state of the economy and the labour movement.

"The focus has tended to be toward securing jobs of existing members who are faced with retrenchments."

Labour consultant Andrew Levy says: "There are more single figure settlements than expected and I will not be surprised if the level of settlements is between one and two percentage points lower than predicted."

Levy also points out that there have been a number of wage strikes, but that these have been concluded quickly.

He suggests that while there is militance on the ground, "officials are more concerned about job security".

Two features of this year's wage negotiations are the pressure being placed on centralised bargaining forums.

"The recession can have an uneven impact on employers and as a result can be divisive in centralised forums," according to Andrew Levy and Associates latest *Bargainers' Bulletin*.

Wage negotiations are also revealing the wide wage differentials in different parts of the country. This month's municipal wage strike showed that workers in some smaller towns earn five times less than their city counterparts.

Miners strike gold in settlement

(Sat) 355 AR WM 27/8-2/9/93

Ferial Haffajee

ALTHOUGH miners this week secured below-inflation increases, it is the highest settlement in the industry in two years.

After three months of negotiations and 100 hours of mediation, the National Union of Mineworkers and the Chamber of Mines this week clinched an agreement for wage increases of between eight and 9,5 percent on gold mines and 5,5 and 10 percent on coal mines.

The parties also agreed to implement an industry-wide Aids agreement and Anglo-American has conceded in part to the union's demand for an agency shop agreement where non-union members pay a portion of union subscriptions for benefits gained in trade union negotiations.

"Wage increases on the gold mines have been one third of the inflation rate for the past two years," NUM assistant general secretary Marcel Golding said this week.

He added that the average wage increase, as well as an employer agreement to increase their provident fund contributions by one percent, meant that the union had achieved its objectives of an inflation-beating increase.

Mining negotiations went into



Bobby Godsell: 'Reason prevailed'

dispute in June and the NUM threatened to ballot its members for strike action early in August. The union also remained steadfast on its demand for a double-digit increase until last week.

But Chamber of Mines president Bobby Godsell this week said: "The force of reason and fact prevailed over the use of coercive tactics in the negotiations."

Profit-sharing and cost-containment agreements will continue at Anglo-American, Johannesburg Consolidated Investments and RandGold mines. These will be renegotiated at some mines.

Marginal mines — struggling concerns where the revenue to profit ratio is less than five cents in a rand — will negotiate separate agreements with the NUM.

The first industry-wide Aids agreement in the country provides that "HIV positive employees will be protected against discrimination, victimisation or harassment".

No employee will be required to take an Aids tests except in certain specified jobs where medical tests are required. No HIV positive employee will be dismissed or denied alternative employment where such opportunities exist, and they will be covered by any medical benefits negotiated at mine level. Aids awareness and education programmes will also be conducted at the workplace for miners.

The agency shop type agreement on Anglo mines provides that employees in groups one to eight of the bargaining unit, who are not members of the NUM, pay 0,5 to 0,75 percent of their basic monthly wages to a joint union-management administered fund.

This was one of the key NUM demands in this year's negotiations; but the union will not receive this money. Instead the fund will be used for education, training, skills development, welfare programmes, disaster relief, job creation and charities.

South Africans waging a war of equality

(355) WM 27/8-2/9/93

Redistribution through black wage increases has come under attack. **Greg Rumney** reports

THAT the Reserve Bank has taken the union movement to task for excessive wage increases will be welcomed by union-bashers.

The Bank's 1993 Annual Economic Report notes that despite the big decline in employment and a still low productivity growth, the real or adjusted-for-inflation remuneration per worker rose at an average rate of 2,0 percent a year from 1988 to 1992, and by as much as 2,7 percent in the calendar year 1992.

"This was mainly due to the fact that the average nominal remuneration per worker ... in the non-agricultural sector rose by 16,5 percent per year from 1988 to 1992, or at a rate well above inflation ...

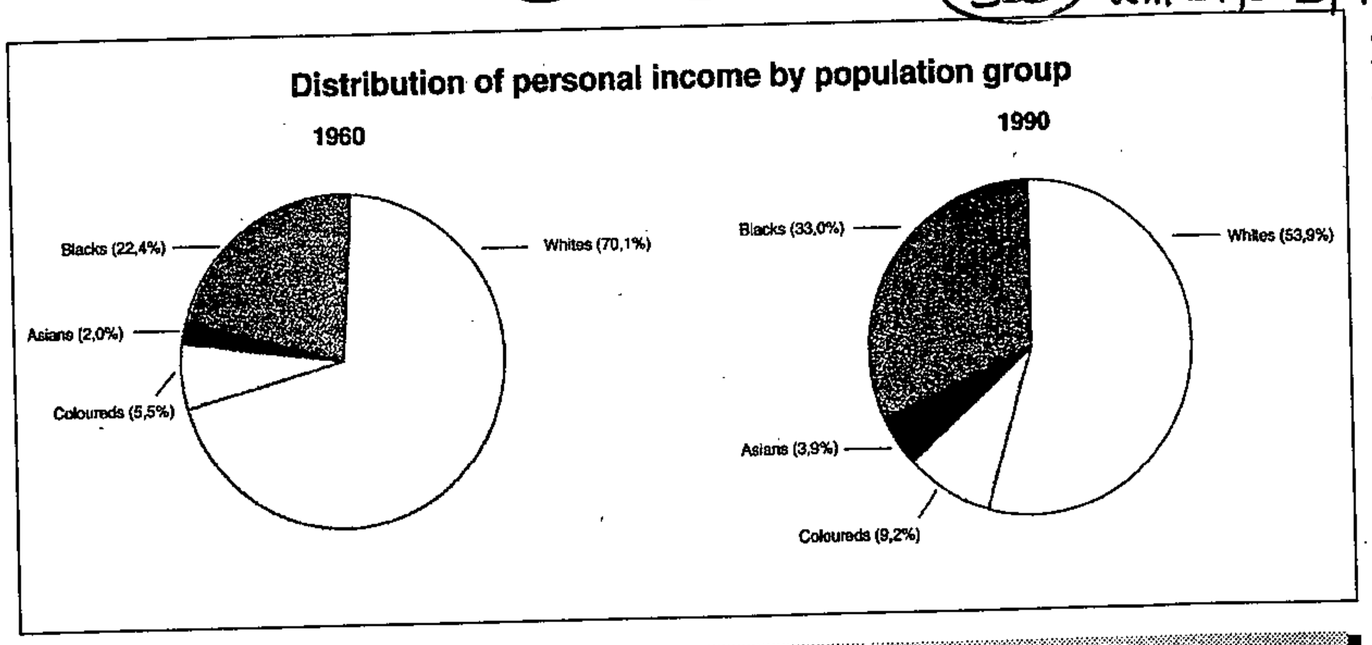
"The excessive growth in the average remuneration per worker relative to average productivity growth is widely attributed to the so-called 'living wage' campaign of the organised labour movement and the practice, followed by many trade unions of linking the remuneration of unskilled workers to that of skilled workers to close the wage gap between white and black workers.

"In 1971 the average monthly nominal remuneration of a white worker was 4,8 times that of a non-white worker. This ratio then declined to 3,6 in 1979 and partly because of the efforts of the organised labour movement, further to 2,6 in 1992."

The problem, says the Bank, is that remuneration per worker exceeded productivity growth, so that real unit labour costs continued to increase in the recession.

From the first quarter of 1989 to the fourth quarter of 1992 real unit labour costs rose by 3,3 percent.

"The continued rise in real unit labour costs in the current recession points to excessive salary and wage increases which, of course, had a negative impact on business profitability, savings, capital formation and the international competitiveness of local producers."



Gap narrowing, but not yet closed ... Income has been redistributed from whites to blacks — but whites still earn more

SOURCE: ABSA

The implication that there has been a substantial redistribution from blacks to whites will be embraced by conservatives. That is true, but it does not tell the whole story.

The graph accompanying this article shows the extent of the redistribution. But that black 33 percent of personal income is earned by 75 percent of the total population.

Put another way, the median income of blacks for 1991, according to ABSA's July *Economic Spotlight*, was R4 000 as opposed to whites' R30 000; 43 percent of blacks who earn an income earned less than R3 000: only 7,5 percent of whites employed earned less than R3 000.

But are statistics really needed to see the evidence of persistent racial inequality of income in South Africa?

The rise in average wages cannot be explained by the power of the union movement alone.

The *Economic Spotlight* notes the narrowing of the white-black wage gap since the Seventies is also related to higher levels of black education and thus higher skills levels; trends in capital-intensive technology requiring less unskilled and therefore cheap labour; and greater occupational and labour mobility, especially since the mid-Eighties.

Before 1984 the union explanation for increasing black wages doesn't make sense, notes University of Natal economist Julian Hofmeyr. Huge changes in management attitudes culminated in the Wiehahn Commission reforms, as the process of change acquired a momentum of its own.

Hofmeyr notes: "My research shows that between 1975 and 1985 the average wage gap closed but in fact many wage rates, for example for blue collar male workers in manufacturing, fell over that period in real terms."

So why did the average wage rise? Because blacks climbed the occupational ladder, and this counterbalanced the fall in wage rates for specific jobs. Those blacks who took over what were exclusively white jobs were probably paid less than whites used to be but better than other blacks.

After the mid-Eighties there is a lack of decent data, says Hofmeyr. But as far as one can tell from fragmentary data in large parts of the formal economy wage rates for blacks rose in real terms, with the least skilled benefiting most.

By contrast, from the early Seventies to now real white wages have fallen or stagnated on average, despite the skills shortage over that period.

The reason: Hofmeyr surmises that over the years whites have become concentrated at the top of the occupational ladder. In the Sixties there were some white semi-skilled workers. Increasingly, whites found there was not much place to climb the occupational ladder further, though the Nineties have seen some climbing down again.

Hofmeyr adds that a greater proportion of blacks have become employed in better jobs. Those who have lost their jobs in recession have been the unskilled.

The Bank puts it this way: "The larger proportional retrenchments of lower-paid workers than higher paid workers also contributed to an increase in unit labour costs in the recession."

While black wages have risen, the absolute gap is still large (see table).

However, there is no doubt that redistribution has occurred.

From 1985 to 1990, a period not noted for economic growth, according to a private sector salary survey the wages of African males in the skilled or junior management category in manufacturing rose 1,26 percent a year, while that of white males dropped by 2,78 percent a year.

For non-primary sectors white wage rates dropped at 0,4 percent a year over that period, while African wage rates rose by 3,2 percent a year.

This, given the history of racial inequality, is not in itself a bad thing. Whether redistribution can continue to be effected through high wage increases, accommodated by a lax monetary policy and hence inflation, without harming the economy is doubtful.

The rise in black wages has not helped those pushed out of the formal economy.

As Reserve Bank governor Chris Stals has noted, around 46 percent of the total economically active population is now either engaged in the informal sector or totally unemployed.

A future government will have to balance the demands of those excluded from the formal economy and those of the labour elite.

For the moment, as ABSA's *Spotlight* points out, the union movement is prepared to accept lower wage increases to counter further mass staff lay-offs.

BETTER BUT NOT EQUAL

Annual average wage rates in non-primary sectors (1990 prices)

	African	White	Difference	African wage as percentage of white wage
1975	R640.00	R3,136.00	R2,496.00	20.4%
1980	R754.00	R3,004.00	R2,250.00	25.1%
1985	R861.00	R3,137.00	R2,276.00	27.4%
1990	R995.00	R3,011.00	R2,016.00	33.0%

SOURCE: SA LABOUR STATISTICS

Recession takes us back to 1971

ST Times (Buss) 29/8/93

By CHERILYN IRETON

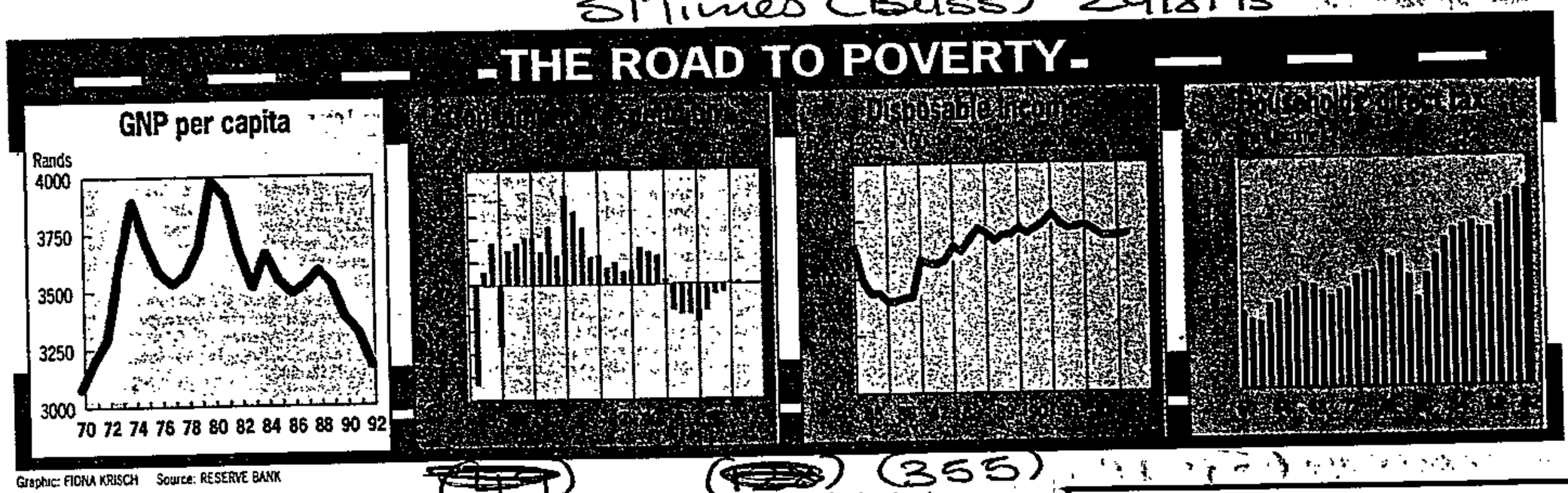
IF you've been feeling that the period between the last of your wages and the end of the month is getting longer, you are not alone.

The Reserve Bank this week provided evidence that over the past 12 years the average wealth of all South Africans has dropped by at least 20%. Furthermore, according to GNP per capita figures, we are now no better off than we were in 1971.

In its annual report the Bank says GNP per capita in constant rands was R3 200 a person in the first half of this year — that's just R2 more than the 1971 average of R3 198.

In 1980 we were getting over R789 more — at R3 985 a head. Since then our aggregate income has fallen 20% but the prices of consumer goods have roared ahead.

According to an analysis carried out earlier this year by Robin McGregor of McGregor's On Line Information service, beer prices have risen more than 357% since 1980, milk is up by 438% a litre, sugar and margarine by 456%. Brown bread is up by 553% a loaf and postage rates for a 10 gram letter have increased by 575%. Petrol is up 237% a litre, electricity by 350% a unit and toilet soap by 203%.



Graphic: FIONA KRISCH Source: RESERVE BANK

In terms of the world rankings of nations' wealth we have nothing to boast about either. The World Bank's Development report for 1993 published last month says South Africa was the 85th poorest nation in the world in 1991. Poorest was Mozambique with GNP of $80 a head, followed by Tanzania with $100 and Ethiopia with $120. In dollar terms South Africa at $2 560 was marginally better off than Botswana at $2 530 but trailed behind Lithuania, Hungary, Venezuela and Brazil.

The world's richest nation in 1991 was Switzerland at $33 610, followed by Japan at $26 930 and Sweden at $25 110.

In its annual report the Reserve Bank cites many reasons for our shrinking wealth.

They include the recession lasting four and a half years, the turbulent political process which has undermined confidence, a sharp drop in international commodity prices, the world recession, sanctions and the drought.

It says the financial position of households weakened considerably over the last two years as retrenchments rose and the rate of decline in real take-home pay accelerated, from 1% a head in 1990 to 1,5% in 1991 and as much as 3,5% in 1992.

Increase in salaries and wages were lower than the rate of inflation amid a climate of depressed agricultural conditions and a growing number of insolvencies among individuals and non-corporate businesses.

At the same time the tax burden of households continued to rise. The Bank says the ratio of direct taxes paid by households, measured against their current income, rose from nearly 13% in 1989 to 14% in 1992. This ratio averaged 10,5% in the 1980s and only 6% in the 1960s.

Consumer indebtedness rose from a low of 18,5% of take-home pay in early 1987 to 28,5% at the end of 1990.

The Bank says consumers have been less willing to commit future income because of greater job insecurity, lower rates of increase in nominal income and uncertainties about the future political dispensation of the country. The ratio of consumer credit to personal disposable income therefore declined to just under a quarter in the first half of 1993. At the same time the wealth of households was being eroded particularly by declines in real property values.

"It was therefore not surprising that households' real outlays on consumer goods started to fall sharply from the second quarter of 1991 until the end of 1992. The average level of real private consumption expenditure in 1992 was 2,5% lower than in the previous year."

Cutbacks in consumer spending took the form of lower outlays on discretionary and less essential consumer items. Spending on non-durable goods also decreased.

The Bank cautions against reading too much into the slight rise in spending in the first half of 1993. It signalled pre-emptive buying ahead of the expected price rises due to the increase in VAT. Reductions in the bond rate also assisted by lowering households' debt-servicing burden.

Another factor behind the 1993 uptick in spending was the recovery of agricultural income, the need to replace worn-out stocks of durable goods, rising house prices and the strengthening in share prices on the JSE.

The Bank says consumer demand is still fragile.

Factors such as the decline in personal disposable income, relatively low salary and wage increases, job insecurity, high unemployement, boycott actions and the generally low level of consumer confidence are not supportive of a sustained recovery in consumption expenditure.

Many households are now trying to reduce their level of indebtedness rather than increase their current consumption levels.

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Union seeks wage hearings

Star 1/9/93

■ BY PAUL BELL
LABOUR CORRESPONDENT

The SA Commercial, Catering and Allied Workers' Union (Saccawu) is seeking conciliation board hearings in its wage disputes with the Metcash and Dion groups, and plans to ballot its members at CNA-Gallo on strike action.

In the CNA-Gallo dispute, now several months old, Saccawu rejected an offer of R165 across the board, or 12 percent, and demanded R230. Its 5 000 members will begin a strike ballot next week.

From the Metcash group the union wants R230 across the board, or 20 percent, instead of management's 5 and 11 percent.

The dispute involves about 6 000 workers at 180 outlets, who have already begun industrial action including go-slows and the jamming of tills. A conciliation board hearing is set for September 17.

At Dion, Saccawu's 1 000 members want R220 while the company is offering R136.

Meanwhile, Saccawu has welcomed the establishment of a sister union in Bophuthatswana whose members work mostly for Sun International.

Saccawu initially condemned it as a surrogate of the Bop government. But this was because anti-Cosatu remarks in a Bop government statement were wrongly attributed to a union official.

am 3-9/2/93

Offer rejected

■PUBLIC servants this week rejected the government's salary hike offer to employees at the lower end of the salary scale. It was announced last week that an additional R150-million has been set aside to improve the salaries of lower grade workers — especially teachers — while R700-million was set aside in August. This brought the total salary bill for public servants this year to just under R3-billion.

The Public Servants' Association, which represents 11 employee organisations, said: "The bottom line is that we are not satisfied and the fight is still on." The government also agreed to begin salary negotiations for next year in the sector immediately.

Sowetan

Distillers lock out staff

ABOUT 100 workers remained locked out of KWV distilleries in Paarl, Worcester and Upington in the Cape for a fourth day yesterday as they continued to reject a company wage offer. 3/9/93

KWV spokesman Mr Cas du Plessis said, however, all 33 unionised workers at Vredendal and about 45 at Paarl had accepted the wine giant's 9,7 percent increase on minimum wages. Threats by the National Union of Wine, Spirits and Allied Workers' Union to have the lockout declared unlawful had not yet materialised, he added. (352) (355)

— *Sowetan Correspondents and Sapa*

Azawu members locked out

Sowetan 8/9/93

ABOUT 400 members of the Azanian Workers' Union marched from RJ Southey at Bayhead to Durban on Monday after they found the company premises locked and the plant deserted. (~~134~~)

At some stage the marchers sat down in Maydon Wharf Road, while a union official negotiated with the police who had stopped them.

The workers were due to hold a strike ballot after wage negotiations between Azawu and the company broke down, said Azawu spokesman Mr Patrick Mkhize. (355)

Mkhize said the union and the company agreed on Friday that union members could ballot on Monday.

However, when the workers arrived at the company premises they found the gates locked. .

The union wants an across-the-board hourly increase of R1,50 against 37c offered by the company.

Union declares wage dispute with Game

ERICA JANKOWITZ

THE SA Commercial, Catering and Allied Workers' Union (Saccawu) yesterday declared a wage dispute with Game Discount World, a division of McCarthy Retail, with the company offering a R65 across-the-board increase in response to the union's R237 demand. B/Day 9/9/93

Other issues on the table were a laundry allowance, staff discount and unconditional day off per month, all rejected by management.

Saccawu spokesman Bukani Mngoma warned that if a conciliation board could not resolve the dispute, a national strike would be called. The union represents about two thirds of the 1 500 workforce.

Meanwhile, Saccawu's Jeremy Daphne said the union was balloting members at CNA in preparation for a wage strike. Saccawu declared a dispute with the group weeks ago, but was unsuccessful in its first strike attempt. (355)

Check your payslip very carefully

C/Press 12/9/93

Your payslip contains information that you should always check to make sure that it is correct ...

(355)

A PAYSLIP is a piece of paper that has information about your salary. The Basic Conditions of Employment Act says that by law you have to get a payslip. But sometimes employers do not give payslips or they do not give all the information that is needed. This makes it hard for workers to know what deductions were made and what salary they were paid.

The payslip must have the following information: your employer's name; your name or your number on the payroll; what work you do; the amount of time the payment is for, for example, two weeks or four weeks or one month; the number of normal hours you worked; the number of hours worked on a Sunday or on a public holiday; the number of hours you worked overtime; your gross pay (this is the amount you earn before deductions); details of any other payments coming from your job; details of any deductions made; your net salary (this the amount paid to you after deductions the amount you take home).

There are usually four parts to a payslip:

PERSONAL INFORMATION

This includes information about yourself, for example, your name, if you are male (M) or female (F), and if you are married (M) or single (S).

EARNINGS

This section shows the money you earned in normal hours, overtime, public holidays or any miscellaneous (MISC) payments that are extra, such as a Christmas bonus.

DEDUCTIONS

This section shows the money that is deducted from your salary to pay for things such as taxes (or Pay As You Earn, PAYE), Unemployment Insurance Fund (UIF), pension, trade union fees and medical aid.

STATISTICS

This section usually appears on computer payslips. It is a record of money paid to you for the year until that pay week.

KEEPING TRACK

It is very important to keep all your payslips so that you know what you were paid, and how much you contributed to your pension fund or UIF.

You should also check that you know what all the deductions are for, and that you are paying the right amount for your pension or UIF.

Also check the money you get. Make sure you get the amount the payslip says is your net salary, and that all the hours you worked are recorded correctly.

If there is a mistake on your payslip or something you do not understand, you should talk to your shop steward, your manager or your local advice office.

GEM FOOD PRODUCTS Date: Payslip no.

Personal information

Tax number	Employee Name	Occupation	Employee No.
1234567	JOHN NOLOI	BAKER	13922X

Sex	Status	Children	Tax Wk	Birth
M	M	5	1	1953/11/12

Earnings

Normal Hrs	Sunday Hrs	Overtime	Sick pay	Bonus
46		2		

Normal pay	Sunday pay	Overtime pay	Public Holiday	Gross earnings
160·24		10·44		170·68

Deductions

Pension	P.A.Y.E.	Medical	UIF
11·22	12·60	1·80	1·44

Trade Union	Staff Assoc.	Savings	Total Ded.
0·75			35·81

Statistical Data

Interest E.	Taxable	Non Tax	Pension	Medical
	4949·72		325·38	284·20

UIF	Tax Paid	Days Absent	Days sick	Nett Pay
41·76	365·40			160·24.

An example of a payslip.

Adapted from Learn and Teach magazine. Available at CNA's, Cafes and street corners.

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Pay dispute resolved

CT 14/9/93

Municipal Reporter

MEMBERS of the SA Association of Municipal Employees working for the Cape Town City Council have received an eight percent pay increase, effective from July 1 this year.

The award was made by arbitrator Mr Godfrey Shev yesterday and applies only to SAAME members.

Most council members belong to the SA Municipal Workers Union, which chose not to go to arbitration. After a recent strike, their members were given an increase package ranging from 5,5% to 9,1%.

City council director of human resources Mr David Beretti explained yesterday that while the SAAME award seemed generous, there were certain "give-backs to the council" included in the agreement, also applying only to SAAME members.

These give-backs involve accumulated leave, sick leave and leave agreements.

The concessions would result in future savings for the council, Mr Beretti said. The wage and salary awards on the one hand and these concessions to the council on the other "sort of balance each other", Mr Beretti said.

Wage agreement signed in tyre industry

ERICA JANKOWITZ

TYRE employers, the National Union of Metalworkers of SA (Numsa) and SA Iron, Steel and Allied Industries Union signed a wage agreement yesterday granting unskilled workers a 10,5% increase backdated to July. B Day

Firestone and Gentyre would implement a R1,10 an hour and Tycon a R1 an hour across-the-board increase in an attempt to close wage gaps between employers. Ex gratia payments to employees in higher-paying companies would ensure all workers received the same increase in percentage terms. (184)

Numsa negotiations co-ordinator Les Ketteldas said skilled workers would receive an across-the-board 8,25% increase, also from the first Monday in July.

The new minimum wage has been raised from R5,50 an hour to R9,50 an hour, he added. 14/9/93

Employers agreed to an agency shop arrangement whereby non-union members would contribute R4,75 a week to a fund which would be distributed proportionately between the two unions.

They also agreed to reinstate the current retrenchment moratorium agreement until either a work security fund was established or the agreement expired at the end of June. (355)

CSS resumes jobless figures

(355) CT15/9/93

Own Correspondent

JOHANNESBURG. — Central Statistical Service would resume regular estimates of SA unemployment with a national survey in October, CSS head Treurnicht du Toit said yesterday.

The CSS would conduct the first national household survey next month, replacing the current population survey which came under fire for understating unemployment.

A further aim of the survey would be to establish the size of the informal sector. Work done for a pilot project on the informal sector in 1989 and 1990 would be used as a basis.

While the main objective of the survey was to obtain a picture of the economically active population, it would also attempt to collate data on fertility and mortality, Du Toit said.

Strikes: managers blamed

Star 16/9/93

■ BY PAUL BELL
LABOUR CORRESPONDENT

Hostile management attitudes towards unions are behind the rash of industrial action in the retail sector in the period April-July, say labour analysts IR Network.

Group research shows the SA Commercial, Catering and Allied Workers' Union to have been involved in 15 percent of the industrial action that took place nationwide in this period (355).

The 34-day Shoprite-Checkers strike of May-June lost the economy some 240 000 man-days and cost workers R13 million in wages.

Stoppages at mines were mostly related to worker grievances, and not initiated by the National Union of Mineworkers. In many instances, action might have been averted had NUM been recognised on the mines in question. NUM was often involved as a third party in re solving disputes.

The fairly high incidence of strikes by the National Union of Metalworkers of SA is ascribed to the union's campaign to save the motor sector's industrial council, which many employers wish to dissolve.

The common trigger of industrial action was wages (46 percent of action), followed by discipline and dismissals (23), grievances (11,5), retrenchment (11,5) and recognition (7,6).

Wage increases in the period March 1-June 30 averaged 10,61 percent, a drop of almost 4 percent on the previous quarter.

Unions did better, however, in the chemical, pharmaceutical, packaging, printing and transportation sectors, says IR Network.

news in brief

Consol workers on strike

ABOUT 500 workers at Consol's plastics division in Germiston went on strike yesterday demanding the company rescind its decision to withhold wages following a lock-out.

The Chemical Workers' Industrial Union said yesterday management had barred workers from premises the last week during a protest against the possible retrenchment of about 100 workers. The union said the lock-out was illegal. A company spokesman was not available for comment.

Promat students protest

HUNDREDS of students at Promat College of Education yesterday marched to the institution's head offices in Sunnyside, Pretoria, to hand over a memorandum in protest against the scheduled closure of the teacher training section of the college at the end of the year.

The starting point of the march was the American Embassy because, according to college SRC president Peter Kutumela, most donor companies which have apparently withdrawn financial support for the college are American-based. The college's management announced last month that the teacher training section would close because of lack of funds.

Pay rises give ground to social benefits

ERICA JANKOWITZ

SMALLER wage increases during the first half of 1993 could be attributed to unions concentrating on securing better social benefits for their workers, IR Network said in its quarterly wage negotiations analysis.

Workers received an average 10,61% increase in the period to June 30. This was a drop of almost four percentage points compared with the previous quarter's 14,5%. B/Day

Settlement levels were well down on the 16,24% recorded for the same period last year. (355)

IR Network reported an average R7,01 an hour minimum wage across all industries.

It said workers in the pharmaceutical industry enjoyed the highest minimum hourly rate of R9,43.

The union that secured the highest average settlement level was the Paper, Printing, Wood and Allied Workers' Union at 16,2%. 16/9/93

IR Network forecast declining wage increases over the rest of the year, although this effectively meant falling real wages as inflation kept pace with negotiated settlement levels. However, unions would try to win better allowances and benefits to make up for declining living standards, it predicted.

Numsa fails to resolve fate of council

ERICA JANKOWITZ

ATTEMPTS by the National Union of Metalworkers of SA (Numsa) to prevent the collapse of the Motor Industries Federation industrial council met with limited success yesterday, according to union negotiations coordinator Les Ketteldas.

Ketteldas added that the crucial issue of wage increases had not been discussed at yesterday's meeting between Numsa and the SA Motor Industries Employers' Association. Employers had insisted the future of the council be resolved before the wage issue could be raised.

The council administers workers' social security funds that total about R1bn. BIDay 17/9/93

Association general secretary Vic Fourie said yesterday a technical committee had been established to discuss the administrative details of securing the social security funds. The committee would consist of representatives of both parties and was scheduled to meet on October 1.

However, Ketteldas said the parties had failed to reach agreement and the association had refused to negotiate any issues until the matter of the funds had been resolved. (355)

This was unacceptable to Numsa, which would report back to shop stewards this weekend to devise a plan of action. Numsa would be raising its problems in the motor industry in a number of forums, including the National Economic Forum.

Since January 1992 the almost 200 000 workers covered by the council agreement have not received pay increases as negotiations have continually deadlocked. The latest obstacle to reaching a settlement was an apparent attempt by a lobby within the employers' association to destroy the council, Ketteldas said.

A last-minute concession by employers to extend the administrative function of the main agreement for six months to the end of February meant the parties had a limited time to settle their differences, he added. But as workers had not received increases for 20 months, it was critical that negotiations were not further delayed. (355)

Ampros strike over contractors

KATHY STRACHAN

NEARLY 1 800 workers at Anglo American Property Services (Ampros) in Johannesburg and Pretoria went on strike yesterday against management's new policy of contracting out services.

NUM media officer Jerry Majatladi said the strike seemed set to spread to Durban today as talks ended in deadlock last night. BIDay

He said Ampros had contracted private cleaning, security and maintenance services two weeks ago and workers feared this practice meant a loss of jobs. 17/9/93

Majatladi said agreement had been reached on the four other demands by the union: working groups would investigate union complaints of discriminatory practices, maladministration of pension funds, lack of proper job evaluation and an unfair housing subsidy scheme.

Ampros could not be reached for comment last night but Sapa reports that Ampros operations director Alex Gullan said earlier the company had not retrenched, and was not planning to retrench, any workers.

He said Darragh House was the only Ampros-administered building in the Johannesburg central business district where outside contractors had been employed, a step taken after the owners had requested that costs be reduced. (355)

None of the Ampros staff working at Darragh House had been retrenched, but had instead been employed in other positions. (355)

Gullan said yesterday's stoppage had taken the company by surprise because workers had not previously expressed grievances.

Poland wants to boost its SA trade

PRETORIA — Poland would like to invigorate its relations with SA, especially in trade and economics, Polish Foreign Minister Prof Krysztof Skubiszewski said yesterday.

Skubiszewski, who is visiting SA, has met President FW de Klerk, ANC president Nelson Mandela and Foreign Minister Pik Botha.

He said Poland would like to increase its trade with SA.

His country could import food and technology from SA, a highly industrialised country which produced much of the machinery and equipment Poland needed but could not produce.

Poland had a negative trade balance and its industries needed to be re-equipped. There were "broad possibilities" in this area, Skubiszewski said. — Sapa.

'We need decent wages not slaves'

NEWTON KANHEMA
Weekend Argus Correspondent

355
ARG 18/9/93

WORKERS in South Africa are earning less than half of what they should be, according to human resources consultant Stuart Pennington, editor of *The South African Township Annual, 1993*, an economic survey of the townships.

His findings contradict those made in the University of South Africa's Bureau of Marketing Research (BMR) report, commonly used by bosses to determine wage increases for workers.

The BMR's Minimum Living Level (MLL) of R768 a month sets the minimum financial requirements for members of a family of five to maintain their health, acceptable standards of hygiene and sufficient clothing for their needs.

Said Mr Pennington: "Our research shows that the average income of a black worker in the township is R950 a month. People cannot live on that. If a household earns less than R1 600, they're living below the bread line.

"Unisa says a family of five in Johannesburg can survive on R855 a month. I say this is rubbish."

He said the figures provided by the bureau "institutionalise slavery".

The figures from the BMR township report did not provide for personal hygiene and made "ridiculous provisions," according to Mr Pennington, such as 80 cents a month for schooling for three children.

The BMR figures provided one pair of shoes a year for a Soweto child, ignoring the fact that younger children grew out of their shoes.

Mr Pennington said he was not convinced that labour in South Africa was expensive.

"I am not convinced that the root of economic revival is low wages. It is important to recognise that we are not a low-wage economy and will never be one.

"What we need to become is a wage-effective economy, and the only way we can do that is to move away from the notion of shareholders holding all the wealth towards a notion of stake-holders sharing wealth."

Mr Pennington and his team have gro[illegible] be very unpopular with some [illegible]nies, who would rather use the [illegible]igures in their wage determination.

Professor Johan Martins, who compiled Unisa's BMR report, said the figures used in the document were compiled according to international standards.

Negotiations as usual at Saccawu's offices

ERICA JANKOWITZ

THE SA Commercial, Catering and Allied Workers' Union (Saccawu) was involved in several labour disputes and negotiations with companies despite the Rand Supreme Court application to liquidate the union.

Yesterday was set down as the return date for the application but the union requested a postponement to give it time to respond, said Saccawu general secretary Papi Kganare.

Last week, Saccawu brought an urgent application to have its six suspended executive members evicted from their offices, but this failed as their suspension had lapsed. However, the union would conduct an internal disciplinary inquiry on Sunday against four of the six suspended members, Kganare said. The four were accused of "defying a national congress decision".

Meanwhile, it was business as usual at Saccawu, and plans had been made to conduct a strike ballot at Metcash Trading Limited today, spokesman Jeremy Daphne said. The dispute was connected to wages, with the union demanding a R200 a month increase in response to the company's R150 offer.

About 5 000 Saccawu members at CNA/Gallo started balloting for wage strike action last week and the process would end soon. More than 1 000 members at Dion Discount Centres were depending on a conciliation board to resolve their wage dispute.

Kganare said Shoprite/Checkers had given notice of plans to shed 1 500 jobs, but the union had called for a new approach and a 12-month plan.

The Pick 'n Pay dispute about 3 500 retrenchments continued and the parties were still discussing the key issues of job flexibility and mobility, he said.

At Lennon Peterson Agencies, the wage strike entered its 42nd day today with a march planned from Zoo Lake to the company's Rosebank head office this morning, Daphne said.

The union was also involved in campaigning for the reinstatement of the 100 dismissed Gill and Ramsden workers whose wage dispute had been resolved.

Mediation at Game had not resolved the two parties' differences on wage increases, but a further meeting was scheduled for Monday.

On the organisational front, Daphne said Saccawu had adopted programmes to ensure industrial councils in each of its sectors by December 1994. It would also ensure empowerment of women in union ranks and initiatives to "engage management regarding new approaches to work organisation and production".

Sapa reports a commission to investigate the empowerment of women in Saccawu had been set up to determine and analyse the position of women in the union and on shopfloors and formulate recommendations.

"This will include investigating the sexual division of labour training and career path opportunities, the internal functioning and environment of the union, the effectiveness and status of gender forums and interpretation of women's subordination," Saccawu said.

Discussions on reorganisation of the workplace, changing methods of production and new relations in production had begun within the union.

It was hoped that the union could play an active role in the restructuring of its industries, the union said.

Wage increases take a knock

CT 24/9/93 (355)

Own Correspondent

JOHANNESBURG. — Wage and salary increases dropped below the inflation rate in the second quarter of this year as the recession led to more realistic pay demands, the Reserve Bank said in its latest quarterly bulletin.

The Bank said the annual rate of increase in the total wage bill declined to 9% in the three months to June from a recent high of almost 20% in the second quarter of 1989.

This was evident in all major sectors of the economy with the exception of agriculture and mining.

The bulletin attributed the low wage increases to "more realistic wage demands of trade unions, lower salary adjustments granted by private businesses and retrenchments".

This was also a result of more liquidations and insolvencies and the high level of unemployment.

The bulletin said the recent "considerable" slow growth in labour wages had improved company performance. The Bank also noted a slowdown in the rate of unemployment as well as signs of an increase in consumer spending, which rose by 0,5% in the first two quarters of the year.

The Bank said factors contributing to the increase in consumer spending included an improvement in farm income and an increase in informal retail outlets.

In the fourth quarter of last year new job opportunities occurred in manufacturing, the wholesale and retail trades and the insurance sectors.

In the first quarter of this year the Bank noted an increase in employment in wholesale and retail trade.

Pay rises below inflation — Bank

BIDay 24/9/93

KELVIN BROWN

WAGE and salary increases dropped below the inflation rate in the second quarter of this year as recessionary conditions led to more realistic pay demands, the SA Reserve Bank said in its latest quarterly bulletin.

The Bank said the nominal annual rate of increase in the total wage bill declined to 9% in the three months to June from a recent high of almost 20% in the second quarter of 1989.

The lower rate of increase in salaries and wages was evident in all major sectors, with the exception of agriculture and mining.

The bulletin attributed the low increase in salaries and wages to "more realistic wage demands of trade unions, lower salary adjustments granted by private businesses and retrenchments".

(355)

This was also a result of the length and depth of the recession, the influence of more liquidations and insolvencies and the high level of unemployment in the economy.

The previous high rate of increase in real remuneration a worker appeared to be largely a result of retrenchments in the private sector.

The bulletin said the recent "considerable" slow growth in labour remuneration helped to improve the performance of the corporate sector, causing an increase in the gross operating surplus in manufacturing.

There was evidence of a slowdown in the rate of decrease in unemployment levels, the Bank said. In the fourth quarter of last year new job opportunities occurred in manufacturing, wholesale and retail trade and the insurance sectors.

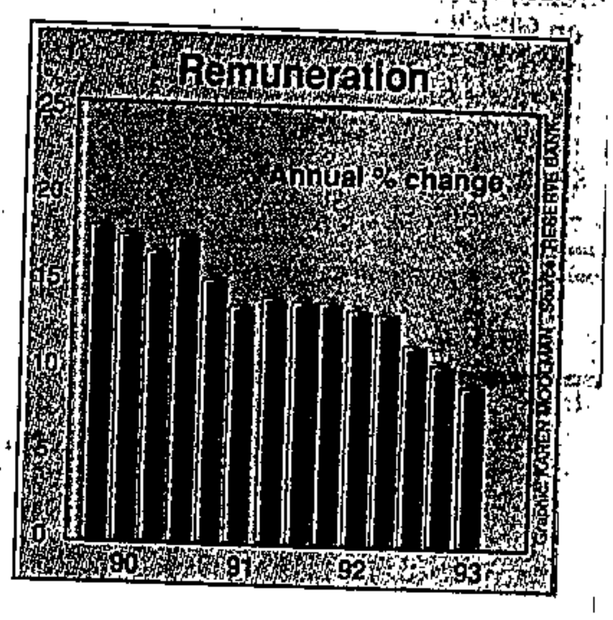
In the first quarter of this year the Bank noted an increase in employment in the wholesale and retail trade sectors, banks and in private road transportation.

There also were signs of a turnaround in the real level of private consumption expenditure which increased at an annualised rate of 0,5% in first two quarters.

"This slight rise in real outlays on consumer goods and services by households in the first half of 1993 was partly a correction of the very low levels of such spending in 1992."

The Bank said other factors contributing to the increase included an improvement in farm income, preemptive buying related to the VAT increase and the depreciation of the rand, an increase in informal retail outlets and a decrease in food prices.

The uptick in consumption was concentrated on semi-durable and non-durable goods. Real expenditure on services remained unchanged while the rate of decline on durable goods slowed down, the Bank said.



Carlton strikers accept offer

Star 5/10/93

■ BY ABDUL MILAZI

The SA Commercial Catering and Allied Workers Union (Saccawu) yesterday abandoned its demand for a 15 percent wage increase after Johannesburg's five-star Carlton Hotel had locked out striking workers for more than a week. (355)

Saccawu negotiator Mpho Mjeza said the union had decided to accept management's 5 percent final offer as a deadlock-breaking mechanism, but was accepting the offer on conditions which it "wouldn't like to disclose at the moment".

More than 300 workers were locked out by management last Monday after they had staged a two-hour work stoppage in support of their demand for a 15 percent wage increase.

Wage deadlock

JOHANNESBURG — The Commission for Administration and the Public Servants' Caucus have reached a deadlock in their latest round of pay talks.

A spokesman for the Association of Public Servants said negotiations on the use of the R850 million made available by the government for salary increases would continue.

Star 11/10/93

Strike at Game looms

■ BY ABDUL MILAZI

Workers at the Game furniture chain stores nationwide are set for a showdown with management before the end of the week if tomorrow's wage negotiations fail.

More than 1 000 workers voted in favour of a strike when the South African Commercial, Catering and Allied Workers' Union (Saccawu) balloted its members last week after three months of wage negotiations had deadlocked.

However, Saccawu spokesman Bukani Mngoma said the union had temporarily put the strike on hold after management agreed to meet the union tomorrow.

Mngoma said the union would go ahead with the strike if management did not change its stance at the meeting. He said if talks failed this would be the first national strike at the furniture chain's stores since the Natal strike in 1989.

The union is demanding a R200 across-the-board increase and a minimum monthly wage of R1 400, while the company is offering a R120 increase and R1 320 monthly wage.

The union is also demanding a R15 laundry allowance, 14 percent staff discounts and unconditional days off.

Crippled Lebowa is ready to explode

AN explosive situation is developing in Lebowa, crippled by 60 000 government employees on strike.

The strike is to show sympathy for 15 colleagues dismissed by officials of Mr André Fourie's Department of Regional and Land Affairs.

Government employees massed outside government buildings in Lebowakgomo yesterday demanding a meeting with Fourie.

Urgent talks between Lebowa government department heads and officials delegated by Fourie began in Lebowakgomo yesterday in an effort to defuse the tense situation, which has been deteriorating since the South African Government's takeover of Lebowa's financial affairs on September 1.

The homeland's public servants last month expressed dissatisfaction with salary cheques paid out after the takeover.

An official in Lebowa's Department of Home Affairs confirmed yesterday that all work in local government departments had stopped.

The 15 Lebowa officials, members of the civil service organisation and the Interdepartmental Co-ordinating Forum, were allegedly ordered out of their offices for allegedly obstructing the work of seconded officials instructed to speed up the processing of claims from businesses to whom large amounts had been owing since June.

The Pietersburg office of the Department of Regional and Land Affairs, which is helping to process the claims, yesterday refused to disclose the total amount involved.

ICF chairman Mr Moseamo Sebola said the Works Department officials had refused to pay white suppliers of services to Lebowa because thousands of labourers and general assistants on the Lebowa payroll had not been paid their August salaries.

Civil servants at a meeting later decided that they would all go on strike in solidarity with the dismissed workers, he said. "We are saying that if SA is so eager to pay the white suppliers why is it not ready to pay the labourers their meagre R500 salaries?

"The strike will continue for as long as our members are walking the streets," he said.

A spokesman for Chief Minister Nelson Ramodike said there had been no talks between Fourie and the Lebowa cabinet on the future of the homeland's administration.— *Sowetan Reporter and Own Correspondent.*

1 000 workers strike

By Lulama Luti

ABOUT 1 000 workers at Game Stores countrywide began an indefinite strike yesterday after negotiations with management collapsed.

The workers, all members of the South African Commercial, Catering and Allied Workers' Union, decided on the strike action after management refused to accede to their demands.

Stores already affected by the strike are in Pietersburg, Nelspruit, Bruma Lake in Johannesburg, Game City in Durban and Alberton.

Union spokesman Mr Bukani Mngoma said the union was demanding an increase of R165 across the board, a minimum salary of R1 400 a month, a monthly laundry allowance of R15, discounts of 14 percent for staff and unconditional days-off. He said management was instead offering a R120 across-the-board increase, R1 320 minimum a month and that the union drop all its demands.



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Taiwan companies angered by pay rules

ST Times (Buss) 17/10/93

SEVEN Taiwanese companies employing 5 000 workers are threatening to quit South Africa because of alleged harassment by industrial councils.

By CIARAN RYAN

Four of the footwear companies are at Botshabelo in the Free State and three at Newcastle, Natal. The National Industrial Council of the Leather Industry of SA is suing them for alleged underpayment of wages and benefits.

CC Kan, chairman of the Association of Chinese Industrialists of Southern Africa, says: "If this court action succeeds and the companies are forced to pay, many will be forced to go.

"Taiwanese companies not in the footwear industry are watching this action.

"Industrial councils want rural plants to pay the same wages as in towns. This is not commercially feasible and is unfair. When we came to SA, we were not told of the industrial council system."

Three hundred Taiwanese companies in SA, employing more than 40 000, have joined the Confederation of Employers of Southern Africa (Cofesa). It campaigns for freedom of association and for limits on industrial council powers. (B3)

Another company considering disinvestment because of alleged harassment is East London's Annie's Creations, winner of the 1992 Entrepreneur of the Year Award.

Director Maleta Cawood has been to New Zealand to investigate the possibility of moving the factory there.

Managing director Tom Cawood says that if he is forced to comply with industrial council regulations, his wages will double and the factory will close. (B5S)

"Many of our workers were unemployed for 17 years before we arrived," says Mr Cawood. "Had it not been for the industrial councils, I would have employed 600 workers by now. Instead, I have 100."

Cofesa director Hein van der Walt says the powers of industrial councils exceed those of the police.

"They claim the right to enter your premises and inspect the wage book and other financial records.

"They do not need an appointment or a warrant. It is no wonder they have been accused of operating like the mafia."

Industrial councils are empowered to regulate conditions of employment, minimum wages and other employee benefits while providing mechanisms for resolving disputes. They are private organisations made up of employer and trade-union representatives. Membership is voluntary, but agreements are binding on non-members.

The councils have been blamed for strangling job creation and small business because their agreements apply to signatories and non-signatories regardless of their ability to meet the cost of compliance.

The number of industrial councils fell from 104 in 1981 to 91 in 1990. The number of employees covered by agreements dropped from 1,27-million in 1981 to 800 000 in 1990.

Cofesa represents 500 000 employers and nearly 5-million workers.

Mr van der Walt says opposition to the system has reached the point of rebellion. He accuses the councils of trying to "colonise" entire industries at a time of rising costs and declining sales.

More than a million workers have lost their jobs since the recession began in 1989. There are 400 000 entrants to the job market each year.

Mr van der Walt says: "In a country where 46% of the workforce is unemployed, I don't think we should have to worry about minimum wages and industrial councils.

"If a worker is willing to work for R80 a week and someone is willing to pay him that, there is a job which was not there before. Industrial councils are killing job creation with minimum wages."

Mr van der Walt has appealed to Finance Minister Derek Keys and Manpower Minister Leon Wessels to review the system and to sign the 1948 International Labour Organisation (ILO) convention on freedom of association. (B5S) (B3)

More than a dozen companies were forced into liquidation in the Western Cape in the past two years because they were unable to pay industrial council levies.

The seven Taiwanese companies were unaffected by industrial councils when they set up plants in the 1980s. Their troubles started after changes in the regional development scheme and expansion of the Leather Industrial Council.

Mr van der Walt says organised labour comprises only 1,5-million workers, but it dictates conditions to the entire workforce of 8-million as well as the 6-million unemployed.

"We have asked the International Employers Organisation in Geneva to place pressure on the ILO which in turn, we hope, will bring pressure on SA to allow freedom of association."

SA supported the 1948 ILO convention on freedom of association, but has yet to sign it. Mr van der Walt says freedom of association must be enshrined in SA's new constitution so that industrial councils can be challenged.

Taiwan is the largest foreign investor in regional development in SA. It invested R678-million of R1,24-billion in two regional development programmes between 1982 and 1993.

Mr Kan says Taiwanese companies were attracted to SA by generous incentives under the regional industrial development programme and the large domestic market. He knows of no other country with an industrial council system as restrictive as SA's.

"In some countries you have labour problems, but not industrial councils.

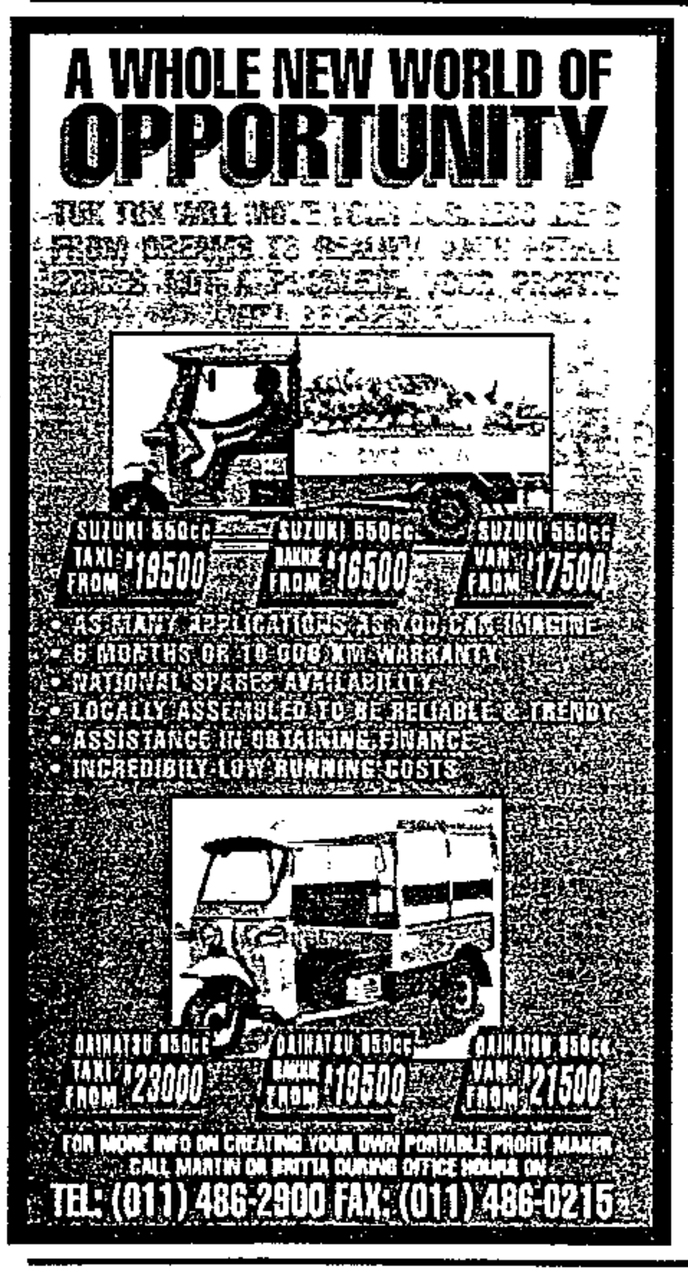
"Other countries want you to manufacture for export, but here the domestic market is wide open. Wages are high, four times those in China and twice those of Indonesia.

"Since the regional industrial development programme took away wage subsidies, many companies are finding business uncompetitive."

New Zealand abolished national labour agreements as part of a package of measures aimed at reforming its economy. Productivity soared and wages held steady in spite of claims that living standards would fall.



MORE PAY, LESS WORK . . . job training under eastern eyes, Botshabelo-style



SA in the queue at Africa's bank

ST Times (Buss) 17/10/93

SOUTH African suppliers, consultants and contractors may soon win lucrative tenders for African Development Bank (AfDB) projects, say development specialists.

By ZILLA EFRAT

Several SA consultants are awaiting a decision on their applications for registration with the AfDB's unit in charge of the Federation of African Consultants.

The lifting of Organisation for African Unity (OAU) sanctions is seen as a milestone in opening the doors to AfDB financing, which is expected to match World Bank levels for South Africa.

Another significant step was enactment of legislation for the Transitional Executive Council. Development specialists, however, are uncertain whether this is enough to meet the requirements for AfDB membership.

The AfDB has said that SA will be allowed to join after a transitional government is installed.

Procurement for AfDB projects is generally done from member countries, but tenders are open to non-members nations.

Several SA companies have bid for these in the past. But Department of Finance senior financial adviser Johan van Tonder says they were usually excluded because of sanctions.

He says the key factor now is whether the restrictions of individual countries will block the way for SA companies.

SA's ties with the AfDB have been strengthening in the past two years. The AfDB's first reconnaissance mission is expected to prepare an economic report on SA soon.

Numerous SA groups have been preparing for possible negotiations.

The aspects examined include a look at whether the assistance SA may receive outweighs the costs of membership.

Mr van Tonder says SA would be classified with the AfDB as a category C country because its annual gross national product exceeds $990 a head.

However, the AfDB gives priority to category A and B countries — those with GNP lower than $990 a head.

In the past, most category C countries have renounced their rights to benefit directly from AfDB loans, but have received technical assistance loans.

They have also not benefited from low-interest African Development Fund financing, except in cross-border projects which involved at least one category A or B country.

AfDB president Babacar Ndiaye has indicated the possibility of special arrangements being made for SA once it has joined the organisation.

These could include a concessional fund over a fixed period to make up for the time lag before SA enjoys normal AfDB benefits.

A final decision about SA's joining could be made by the TEC. But some say AfDB membership is not high on TEC priorities.

The go-ahead could well come after a government of national unity is installed.

The AfDB directors must tell the board of governors when SA has met conditions for membership. In terms of a 1963 resolution, this would be when the SA Government "has terminated its apartheid policies".

The AfDB board will, however, not meet again until next year and no exceptional decisions on SA are expected in the meantime.

Group cautions on regional borders

B/Day 19/10/93

BILLY PADDOCK

A TASK group set up by the commission for demarcation reported yesterday that sensitive matters on the delimitation of regions were beyond the scope of a commission and would need much more political leadership and discussion.

The group told negotiators at the World Trade Centre one of the most sensitive issues was whether the northern Cape region should be split and incorporated into the northwest region and the western Cape region.

Another was whether the Free State and the northwest region should be incorporated as one region.

But the most heated debate revolved around the eastern Cape/Kei region. Government and the DP argued that the eastern Cape should be separated from the Kei region because of historic animosity and economic growth point differences.

However, the dominant view was that it should be a single region.

Eastern Cape traditional leader Stella Sigcau said she disagreed strongly with the DP and government because they "just want the eastern Cape node to remain undeveloped and poverty stricken".

ANC negotiator Thozamile Botha argued for the retention of the 1910 boundaries, which would keep it as one region. He said even the ANC's original proposal tended to consolidate boundaries.

He said after the ANC had revisited the issue, it believed that it should be a single region. However, there might be a need for subregional development structures and strategies and these could co-operate, he said.

The DP's Eddie Trent said Port Elizabeth and East London had developed separate metropolitan areas serving their respective hinterlands and combining the two regions could result in political instability.

However, he said that if there was a strong reason for it being one region he would recommend that these have soft boundaries so that the matter could be reconsidered later.

Another area of dispute was over retaining Pretoria in the PWV. The Afrikaner Volksunie raised strong objections to what it called "extreme racism in reverse".

Negotiator Schalk Burger pointed out that in the report the commission said "fears exist that the white right wing want Pretoria incorporated in the eastern Transvaal in order to create a volkstaat there".

He also said the addition of Pretoria to the eastern Transvaal would increase the linguistic heterogeneity of the region although it would be less heterogeneous than the PWV.

He said he was concerned that the Afrikaner claim for self-determination had been ignored, and indicated the Volksunie might walk out.

It is understood that the planning committee which has looked at ways of resolving what seemed intractable problems, will recommend that all the boundaries be regarded as soft boundaries for purposes of the election and that final demarcation be left to future negotiations.

Sisulu to head up policy institute

TIM COHEN

FORMER ANC economic planning department head Max Sisulu plans to establish an independent institute to develop policy for the "broad democratic movement".

Sisulu said yesterday the proposed institute, to be called the National Institute for Economic Policy, would have no official link with the ANC or Cosatu, but would aim to make up for past apartheid-induced deficiencies. B/Day

Organisers were still drafting the institute's constitution and defining its objectives, but its board would include South Africans of high calibre. 19/10/93

It was "absolutely vital", he said, for the broad democratic movement to develop policy urgently on a wide variety of issues.

The institute would be a successor to the Macro Economic Research Group (Merg), set up more than a year ago to investigate policy for the ANC and Cosatu. But it would differ from Merg in that it would not be formally linked to the ANC and Cosatu, though ANC and Cosatu members could sit on the board in their personal capacities.

Sisulu said the institute would be funded by donors and, in due course, an appeal for assistance would be made to the business community. It would draw on the resources of several universities.

The institute would be established shortly after the demise of Merg, which, according to news reports, had been affected by its staunch left-wing bias. It was possible the institute would take over some of the research commissioned by Merg, he said.

Law governs domestic employment

B/Day 19/10/93

ERICA JANKOWITZ

THE extension of the Basic Conditions of Employment Act to cover the approximately 830 000 domestic workers employed in SA homes means employers will have to comply with legislative controls governing the employment relationship, commentators say. B/Day

However, no minimum wage has been stipulated. The SA Domestic Workers' Union suggests a R500-a-month salary for unskilled workers, or R6 an hour for part-time workers.

The new Act sets down minimum working conditions for domestic workers, gardeners, drivers for private households, and people who look after the sick, aged, frail and disabled. These are: 19/10/93

- A maximum spread-over (ie time measured from when the worker reports for duty until she knocks off, including meal and rest times) of 12 hours a day for those who do not live in or 14 hours for those who do;
- A maximum of five hours' work before a break of at least one hour (or 30 minutes by mutual agreement) must be taken; (355)
- A maximum of 10 hours' overtime a week — and this must be by mutual agreement and not enforced;
- A minimum of 14 consecutive days' paid leave a year;
- Thirty-six days' paid sick leave per three-year cycle;
- A minimum of one month's notice of termination of the contract or a month's pay in lieu of notice;
- Minimum overtime pay of one-and-one-third times normal rate except for public holidays and Sundays when double time must be paid; and
- Seven paid holidays, including New Year's Day, Good Friday, Ascension Day, Workers' Day, Republic Day, Day of the Vow and Christmas Day.

Part-time workers — those who work a minimum of three days a week for the same employer — must have one day's paid leave for every 26 days of employment.

Law governs domestic employment

B1Day 19/10/93

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Back in harness

Sowetan

By Ike Motsapi

3/11/93

THE strike by more than 4 000 members of the Food and Allied Workers' Union employed by Coca-Cola is over and workers are set to return to work tomorrow.

Fawu and the management of Amalgamated Beverages Industries, the holding company of Coca-Cola, reached agreement with the help of an arbitrator on Monday (1582) (355).

In a joint statement released by management of ABI and Fawu yesterday, the two parties agreed to end the strike.

The statement reads: "Management and the union have decided, for various reasons, that operations would return to normal by Thursday November 4.

"Wage negotiations would resume today and tomorrow," the statement said.

Mr George Nene, chairman of Fawu's national shop stewards council, confirmed yesterday that the 13-day strike was over.

He also confirmed that the union and management would start wage negotiations tomorrow.

Nehe said the union demanded an 18 percent salary increase while the company only offers 7 percent.

He said the minimum weekly wages of workers was R396.

SAAME members get 7,5% pay rise

CT 5/11/93

Municipal Reporter

ALL 4 000 employees of the Cape Town City Council who are members of the SA Association of Municipal Employees (SAAME) will get a 7,5% salary increase backdated to July this year, the council resolved yesterday.

And from next month, the council-administered Group Life Assurance Scheme in which SAAME members participate will be extended to cover the 11 000 members of the other union, SAMWU, as well.

In terms of the scheme, the council will finance basic death cover equivalent to one year's basic pay.

Mr Arthur Wienburg complained that it was "grossly irresponsible" of the executive committee to agree to extend the life cover when it did not know where the money would come from.

Kreiner 'has no plans to join another party'

CT 5/11/93

Municipal Reporter

FORMER mayor of Cape Town Mr Sol Kreiner — who resigned from the Democratic Party and its caucus in the Cape Town City Council in protest against the caucus' handling of the rates issue — said yesterday he would not join any other political party.

His resignation brings the number of caucus members down to 14. There are 17 non-caucus members.

Mr Kreiner said he was resigning because of the role played by the regional leadership of the DP in the Western Cape, "and in particular that of the regional leader Mr Hennie Bester in the rates crisis in the city".

Mr Bester, who is in America, could not be reached for comment yesterday.

He was the man behind the overturning of Cape Town's updated rates system. He is also thought to have insisted that Mr Sol Kreiner's brother Mr Louis Kreiner, until recently the head of the executive committee, should step down.

Mr Kreiner said he was a great believer in loyalty and discipline.

He still believed in the party's ideals and would vote accordingly.

ANTHONY JOHNSON reports that the DP yesterday responded to Mr Kreiner's action by saying it preferred to have a "lean but loyal" caucus in the council than try to accommodate members no longer committed to the party.

Typing exam long — thumbs-up for maths

Matric '93



THE typing exam written yesterday by Cape Education Department schools was too long, candidates complained.

Mrs Burger from Sea Point High said the paper was "rather long but well set out". A Herzlia pupil called the standard grade paper "shockingly long".

Matrics at House of Representatives schools

'Few jobs for school leavers'

CT 5/11/93

JOHANNESBURG. — Only one out of every 100 South African school-leavers this year will be able to find jobs, according to a survey conducted by leading human resource consultants.

FSA-Contact manager director Mr Olof van Schalkwijk said on Wednesday data from his company's Starting Salary survey showed companies are taking on a minimum number of school leavers and newly qualified people.

"The recession is having a doubly negative effect on new job seekers," he said, as they have to compete with a large number of retrenched people.

● The Department of Manpower also warned last week about the bleak prospects facing school leavers in finding jobs. — Sapa, Political Staff

Game workers to end strike

Star 11/11/93

More than 1 000 striking workers at the Game Discount World stores will return to work tomorrow after their union and management reached an informal settlement this week following more than three weeks of wage negotiations.

South African Commercial, Catering and Allied Workers' Union national organiser Bukani Mngoma said although the union had initially demanded a R200 across-the-board increase, it had accepted an offer of R120, or 10 percent, across the board.

It had also agreed to a wage of R200 a month for the lowest-paid category workers, as a deadlock-breaking mechanism. — Staff Reporter.

21 (162) (355)

Agreement on wage rates

BIDay 17 Nov 93

ERICA JANKOWITZ

THE National Union of Leather Workers and Footwear Manufacturers' Federation yesterday reached agreement on industrial council wage rates affecting about 27 000 footwear workers, thus averting full-scale strike action, union spokesman Kessie Moodley said.

A two-tier wage increase granting 8,5% backdated to July 1 and an additional 1,5% from December 1 was agreed. This would remain in effect until June 30 next year, Moodley said. In addition, a plant-level agreement signed after November 12 would be honoured and Conshu would grant a 10% increase from November 1(356)

Moodley said various forms of industrial action, ranging from overtime bans and work stoppages to full-day strikes, had hit the industry since Monday. However, workers were expected to report as normal from today.

He said the Industrial Council, feared to be under threat as a result of the plant-level agreements, would remain in force (152) (153)

Star 19/11/93

Beverage wage talks deadlock after strike

Wage talks between Amalgamated Beverage Industries and the Food and Allied Workers' Union have deadlocked and the union has requested the establishment of a conciliation board to hear the dispute.

The deadlock came after both sides had agreed to mediation following a two-week strike by more than 3 000 workers which ended a fortnight ago, and which caused some disruption to deliveries of soft drinks in the PWV.

(355)

Management has offered a 10 percent increase — raising the minimum wage by R171 to R1 882. The union is demanding 16 percent. — Labour Correspondent.

Salary increases for 1994 'are not likely to top 10%'

BIDay 19/III/93

LINDA ENSOR

CAPE TOWN — Salaries are unlikely to show much growth next year, says Sanlam chief economist Johan Louw in the insurance company's latest economic survey.

He expected average non-agricultural sector wage increases to be between 8% and 10%, compared with an inflation rate of about 7,5%.

He noted a drastic decline in the growth rate of wages during the past six months. However, productivity had improved strongly.

While real GDP was forecast to grow 2% next year compared with the 0,9% estimated for this year, this would not stem the decline in the number of jobs created.

Companies were expected to continue to rationalise and retrench workers despite the better economic conditions. Consequently, unemployment would increase.

Private consumers' financial position would not improve significantly, although company profits should be higher.

"We believe that business conditions will improve in 1994 for the first time in several years."

Companies — especially those which had focused on rationalisation and cutting costs in recent years — would benefit from this.

Interest rates would continue to fall. Louw forecast that banks' prime overdraft rates would be about 14% by the end of 1994.

Decreases in capital market rates were also expected, particularly after the election.

Fiscal policy was likely to be mildly stimulating. However, relief in monetary policy would be gradual, as foreign reserves would remain relatively low and inflation would still be a priority.

An inflation rate of 9,7% was likely for 1993.

Louw predicted a substantial balance of payments surplus in 1994. He put the current account surplus at more than R6,5bn, compared with an estimated surplus of R7,3bn this year. (355)

A more favourable trend on the capital account could be expected as a result of the lifting of sanctions, a more stable political situation and the availability of new sources of financing and investment funds, he said.

Foreign reserves should strengthen despite the fact that substantial capital repayments would have to be made next year.

Louw forecast a 1,5% rise in private consumption expenditure next year compared with an estimated decrease of 0,1% this year; a 1% increase in government consumption expenditure against a 0,5% drop last year; and a 3,1% rise in gross domestic fixed investment, against last year's 4% tumble.

Unions settle for lower pay hikes

B/Day 25/11/93

ERICA JANKOWITZ

AVERAGE wage settlement levels tumbled to 10% in 1993 from 12% the previous year, and indications were that single-digit settlements would characterise 1994, consultants Andrew Levy and Associates said yesterday.

According to its latest wage settlement survey, predictions made at the beginning of this year of increases ranging from 10,5% to 12% had not materialised.

"Since June, a number of benchmark settlements would certainly indicate that settlements are moving to single digits," the report said.

However, unlike last year, this represented a small real wage increase with inflation measured at 9,4% for October, compared with the average 13,9% for 1992.

The report cited recent Bureau for Economic Research data forecasting wage increases of about 9,8% for the first quarter of 1994.

The lowest increase registered by the survey was one in building and construction of 2,7% and the highest an industrial council agreement giving hairdressers in the eastern Cape a 20% wage hike, but from a very low base. (355)

The survey found the highest increases negotiated were by Cosatu's commercial and catering, food, chemical and paper and printing affiliates. Nactu's chemical affiliate also achieved above-average results.

The survey also researched the average minimum wage rates by the industrial sector, finding minor municipalities paid between R400 and R500 a month. Miners did not fare much better with their minimum about R650 a month.

The highest-paying sectors were cosmetics and pharmaceuticals at R1 712, and tyres at R1 721 a month.

The report found unions tended to try to improve the overall living standards of workers rather than concentrating merely on wage increases. Issues such as housing, leave provisions, and education and training featured in their demands.

In many instances, unions also targeted disparities between skilled and unskilled wage rates, and discriminatory practices.

The report found few employers tabled innovative or successful counter-demands, but tended to concentrate on minimising shrinkage and absenteeism. In the case of productivity, the initiative seemed to have been taken by unions.

The survey offered pointers for companies attempting to motivate lower wage increases. These were to factor in the total cost of labour to running costs, including such items as training and development.

Employers should also try to eliminate anomalies in pay structures, based on discrimination, before these were highlighted by unions.

Ad hoc pay structures would come under fire and companies should ensure they implemented a recognised job grading structure and proper job descriptions.

1 500 workers to strike

Sowetan 29/11/93

By Ike Motsapi

ABOUT 1 500 members of the Chemical Workers' Industrial Union are poised to go on strike over wages next week.

The decision by the union was taken after months of campaigning that their dispute with management be taken to the Conciliation Board for a final determination.

The workers, who are employed by Johnson and Johnson, won their battle for a CB hearing due to be held on December 8.

This is the result of a strike by workers at Janssen Pharmaceutica, a subsidiary of Johnson and Johnson in Midrand, north of Johannesburg, about three months ago.

Mr Meshack Ravuku, national company negotiator for CWIU said:"The application for the CB hearing will take place on December 8 in Johannesburg.

Bargaining forum

"The companies that will be involved are Janssen Pharmaceutica (Midrand), Johnson and Johnson Professional Products (Midrand) and Johnson and Johnson (Pty) Limited (East London).

"We have won our battle that negotiations should be taken to a central bargaining forum.

"The issues that gave rise to the dispute are wages. The union demand a 13 percent monthly salary increase while the companies offered a mere eight and a half wage rises (355)

"These companies had previously rejected the union's proposals that the matter be referred to mediation.

"It is therefore very clear that the company did not wish to reach an amicable settlement with the union.

"The company and its subsidiaries refused that the matter be referred to mediation," Ravuku said.

A management spokesman promised to respond to the union's allegations today.

New hours for Govt workers

Star 29/11/93

The country's army of civil servants will soon be following flexitime.

The Commission for Administration disclosed on Friday that working regulations set down in 1959 have been scrapped in favour of more up-to-date rules, and one of these includes flexitime.

In regulations published in the Government Gazette, the commission says that heads of department will still have the power to determine official hours of work.

Staff will, however, still have to be on duty between 8 am and 3.30 pm.

—Pretoria Bureau.

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Star 29/11/93

(365)

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— Pretoria Bureau.

THE WEEKLY MAIL & GUARDIAN
November 19 to 25 1993

Welcome for sexual harassment ruling

355
~~132~~

WM 19-25/11/93

The Washington Post

Frank Swoboda

BUSINESS groups said that last week's US Supreme Court ruling on sexual harassment will help companies to police their workplaces better, though it will make it easier for employees to sue them.

The court ruled unanimously that employees who believe they have been sexually harassed on the job no longer have to demonstrate that they suffered psychological injury before they can collect a damage award. Under the new test, an employee must simply show that an employer allowed a "hostile or abusive working environment".

Douglas S McDowell, general counsel for the Equal Employment Advisory Council, which represents 270 Fortune 500 companies, said that just as the ruling makes it easier for an employee to sue an employer, it also makes it easier for employers to enforce company policies against sexual harassment.

McDowell said that previously, an employer who punished a supervisor for sexual harassment risked being sued if the victim lost the case. The supervisor could then and sue the employer for wrongful punishment. Under the new test, it will be easier for a victim to make a legal case of sexual harassment.

The Supreme Court reached unanimity with unusual speed. The case had been argued less than a month ago, writes Joan Biskupic.

The case of Harris vs. Forklift Systems was brought by Teresa Harris, a rental manager at a Nashville trucking company, who alleged that sexually derogatory remarks by company president Charles Hardy forced her to quit.She sued under Title VII of the 1964 Civil Rights Act, which makes it illegal for an employer to discriminate against an individual because of sex.

Wage settlement levels lowest in years

UNIONISED labourers achieved an average 12,7% wage increase in 1993, but skilled workers averaged a settlement of 9,1%, Labour Research Service (LRS) economist Richard Goode has found.

In the latest issue of the SA Labour Bulletin, he said labourers' settlement levels were the lowest since the LRS's inception in 1988, when increases above 20% were recorded. The decline started in 1990, after which there was a rapid fall. 14/12/93

Goode predicted average wage increases of 10% for 1994, in line with inflation, but these would be supplemented by "more innovative agreements embracing a wider package of training and restructuring goals set by the unions". B/LSJ4 (355)

"As the labour movement becomes more assertive about fashioning its own vision of the future economy, wage bargaining will increasingly take on a broader set of objectives, and be less confined to a simple battle against inflation."

ERICA JANKOWITZ

☐ To Page 2

Wages

B/LSJ4 14/12/93

☐ From Page 1

He said increases this year appeared to be inversely proportional to skills levels even though there was an abundance of unskilled labour. He attributed this to three characteristics of the recession: job losses had decreased workers' bargaining power; unions had favoured job security above high wage increases; and "bargaining practices widely used by unions have pushed up minimum rates faster than those for higher skilled categories". (355)

Goode found that unskilled and semi-skilled operators settled at levels slightly above inflation whereas more skilled workers, despite their apparent shortage, had to settle for below-inflation increases. Unions had been successful in narrowing the wage gap, but tended to under provide for higher-level workers.

Restructuring programmes also contributed to this phenomenon, with their emphasis on increasing productivity, especially of lower-category workers.

"As the union movement searches for categories to grow, the need to attract more skilled workers will feature more prominently."

Below-inflation wage increases for labourers were settled for in many important industries including the steel/engineering, automobile and public sectors. But the fact that most unions negotiated increases higher than inflation was a tribute to the strength of the union movement "during the deep economic recession".

Goode found that 66% of labourers received wages lower than Unisa's Bureau of Market Research poverty datum line of R241,63 a week. Cleaners, the lowest-paid workers surveyed, earned an average R212,76 a week. There was no correlation between company or sectoral profit margins and wage increases, except in some sectors which had experienced a long-term decline in operating profit.

Outlook on salaries improving

Star 27/12/93

■ BUSINESS STAFF

There's good news and bad news for employees looking forward to larger pay packets in 1994.

That's the message arising from a survey on salary and wage movements by human resource consultants, FSA-Contact.

While wage and salary increases are expected to be lower than they were this year, the predicted drop in increases seems to be bottoming out.

In addition, there's strong evidence from the survey that the number of retrenchments may decline during 1994 as larger numbers of organisations indicated they anticipate an increase in their total number of employees.

FSA-Contact's special surveys manager, Harriet Webster, says there has been an encouraging eight percent decrease in the number of organisations citing a decline in business as a reason for a decrease in the workforce.

"Nevertheless, retrenchment and redundancy are still quoted as the major reasons for the decline in the size of the total workforce." (355)

What of wage and salary increases for 1994?

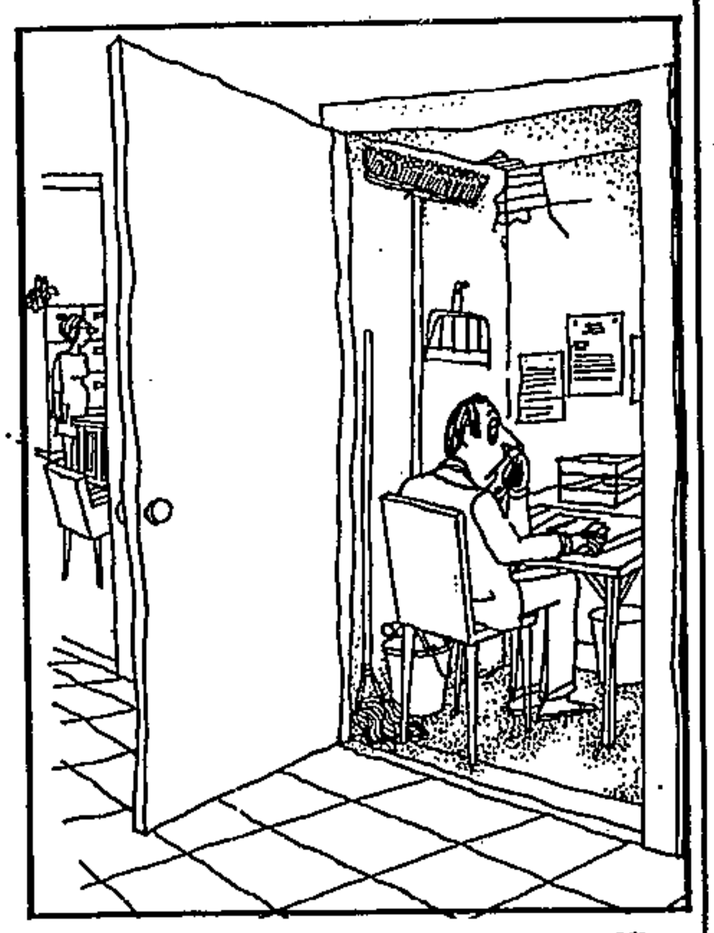
Webster says predicted increases are still on the conservative side, but the number of percentage points by which they have fallen has declined significantly from the average overall decline of 3,4 percent reflected in last year's survey to an average 1,4 percent this year.

"In addition, the disquieting trend which appeared to be emerging last year, where an increasing number of companies indicated they would not be granting increases at all to some or all categories of staff, seem to have disappeared."

Nevertheless, the economic recession has continued to take its toll on remuneration increases; the entire market reflects an average drop in increases of more than 2 percent.

"All categories of staff, without exception, have received progressively lower increases over the past three years. Lower skilled workers are receiving higher increases than general staff overall — probably owing to collective bargaining at this level."

The survey also found that labour turnover remained stable during the past year at 11,4 percent — only 0,25 percent lower than the overall labour turnover recorded in the previous two years.



"Hello dear. I just got my new office and I think they're trying to tell me something."

Bid to solve car giants' tax problem

Star 10/12/93

■ BY PAUL BELL
LABOUR CORRESPONDENT

The National Bargaining Forum (NBF) for the motor manufacturing industry is to approach the Receiver of Revenue in an effort to seek a solution to the tax problem which caused workers to go on strike at both Toyota and Samcor this week.

A meeting of the NBF in Port Elizabeth failed to resolve the issue, which involves the deduction of tax from end-of-year ex gratia payments to workers. The payments are part of the wage deal agreed on earlier.

Workers accepted the deal — a 7 percent increase plus the 3 percent payment — but wanted the payment to be tax-free. Employers refused, saying they were bound to deduct tax.

Toyota's Durban assembly line and Samcor's Rosslyn plant were both shut for much of the week, and will not reopen now until January.

The National Union of Metalworkers of SA (Numsa) also accused Toyota of locking workers out, after the company decided that in view of the shortage on the assembly line, it would close the plant three days earlier.

A Toyota spokesman denied the charge, saying it had been left with no alternative after Numsa had failed to persuade its members to abide by an agreement to return to work.

Numsa, having not initiated the strike, is understood to have been mildly unhappy that members had resorted to the action.

Numsa negotiator Gavin Hartford was not prepared to comment on the union's attitude, however, saying only that it had advised managements of workers' dissatisfaction over the issue and that "we are responding to workers' feelings".

Hartford believes management has been short-sighted because it would have been cheaper for them to pay the tax — between R1,5 million and R2 million, according to his estimate — than sustain the lost production, worth about R9 million to Toyota and about R5 million to Samcor.

Chemical strike in fourth week

Star 8/12/93

A strike by more than 300 workers at the Rolfes chemical and pigments plants in Elandsfontein enters its fourth week tomorrow following a wage dispute between the company and members of the Chemical Workers' Industrial Union.

CWIU negotiator Beki Ntshalintshali said yesterday management had offered an increase at the lowest grade of 53c an hour — about 7 percent — from January 1 1994. The union is demanding 70c — about 12 percent — backdated to July 1.

The CWIU also said management was now seeking to investigate the role of the shop stewards, to alter the recognition agreement, and did not intend to pay striking workers leave pay when the factory begins to scale down its operations over the holiday period. — Labour Correspondent

(355)

Employers resist minimum wage

MARIANNE MERTEN

A UNIFORM national minimum wage for domestic workers would lead to severe economic disruption, Wits business economists Sinclair Davidson and Matthew Grossett found in a recent survey.

Instead, they proposed that a minimum wage be stipulated in terms of employers' average gross income.

Research into the consequences of the Basic Conditions of Employment Amendment Bill, which would come into effect on January 1, found that households would spend more than 5% to 6% of its gross income on a domestic worker's salary.

The survey found that domestic workers' wages were not determined by length of service and varied from city to city.

Domestic workers in Johannesburg earned an average of R460 a month, paid by households with monthly incomes between R7 000 and R9 000.

About 18% of respondents said they would retrench their domestic help if a minimum wage of R500 a month, as recommended by the SA Domestic Workers' Union, was adopted.

Davidson and Grossett predicted employment levels would decrease by about 16-18%, if the Black Sash recommendation of a R760 minimum wage was enforced.

Employers' attitudes to the new legislation were divided. There was little negative reaction to regulations such as maximum working hours, leave entitlement and overtime pay, but greater resistance to a legally enforcable minimum wage.

Domestic workers were hired to do certain tasks, rather than being at their place of employment for a specified period. The exceptions were those looking after children, the sick and the old.

The new legislation stipulates a maximum 46-hour working week, limited overtime and overtime pay by mutual agreement, 30 days' sick leave and 14 days' paid leave, 30 days' notice before termination of service and regulated meal breaks.



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New Year shock for workers

Sowetan 31/12/93

By Ike Motsapi

THE LEGAL NATIONAL STRIKE by about 5 000 members of the Food and Allied Workers' Union employed at all Coca-Cola plants throughout the country over wages begins today.

The decision followed the collapse of last-minute talks aimed at resolving the dispute between management of the Amalgamated Beverages Industries, the holding company of Coca-Cola plants, and Fawu officials yesterday (355).

Fawu is demanding salary increases of 15 percent for its members. Management has made a final offer of 10 percent (15%) (15%).

The union is to ask political, civic, church and community organisations to support the strike.

In another development the South African Commercial Catering and Allied Workers' Union and management of Pepkor, the holding company of Shoprite-Checkers, seem to be set on another collision course — this time over retrenchments.

Mr Papi Kganare, general secretary of Saccawu, announced that management of Pepkor is to retrench about 1 500 workers.

And in Venda, government services ground to a halt yesterday following a sit-in by more than 22 000 civil servants over wages.

ABI's spokesman Mr Neville Barber yesterday said eight sites in Durban and the PWV areas will be affected by the strike. Other plants are expected to operate normally. But the union said the strike was national.

Barber said about 2 500 workers voted 70 percent to 30 percent in favour of a work stoppage in support of Fawu's demand for a pay hike of 15 percent.

Kganare said: "Saccawu has already declared a dispute with management and we are busy mobilising our members to resist this latest threat by Pepkor."

Pepkor's spokesman, Mr Surge Martinengo, dismissed Saccawu's allegations. "We know of only 40 people who are going to be affected by the retrenchments at a store which closed in August and not 1 500," he said.

Saccawu members went on strike for six weeks over wages earlier this year after a dispute with Pepkor management.

Barber said the company's 10 percent salary increase offer would add R171 a month to the wages of its lowest earners.

stels ● Bifawu campaign against retrenchment

Sowetan 17/12/93

Scab labour row

■ WAGE DISPUTE Food union threatens to enlist the support of community organisations:

By Ike Motsapi and Joe Mdhlela

THE FOOD and Allied Workers' Union has threatened to enlist the support of community organisations if Kanhym Fresh Meat Supply of Balfour fail to resolve a wage dispute.

The threat follows the alleged busing in by Kanhym management of about 200 scab labourers allegedly from Jeppe Hostel in Johannesburg and Dube Hostel in Soweto — Inkatha Freedom Party strongholds — to replace about 400 workers involved in a legal strike action at the company.

The union claims that the company was paying scabs R65 a day while Fawu members were paid a minimum of R20 a day before going on strike.

The strike began on December 6 after talks between the union and the company deadlocked following disagreement over the union's demand for increased wages and better working conditions.

Mr Sello John Mapohoshe said workers were demanding — among other things — allowances for people working in freezing conditions and an across-the-board salary increase of R135 a month.

Branch organiser Mr Sakkie Kekane said when Fawu complained about the use of scab labour they were apparently told by a factory official that this was "an acceptable practice worldwide". (365)

"Clearly, we are dealing with people who are insensitive to the demands of our people. (484)

"We will be left with no option but to involve community structures sympathetic to our cause," said Kekane.

Kekane said the strike began last week as a result of the company's failure to raise the minimum wage of R400 a month by R120.

Management made an offer of R60 a month, a figure that was rejected by the workers.

"How can you convince the workers to accept R60 when they know their counterparts in Germiston and City Deep earn R710 a month as minimum wages?" asked Kekane.

Kanhym spokesman Mr Hannes Kruger said the company was involved in serious negotiations aimed at resolving the matter.

He said: "I am not prepared to comment on allegations that are being made against the company because they will not help us to resolve the problem."

:h agreement ● Lawyer still missing after three weeks

Strike ballot at Coke

Sowetan 24/12/93

■ WAGE DISPUTE No festive merrymaking

as workers make arrangements to down tools

By Sipho Zungu

There will be no festive merrymaking for Coca Cola workers as they will be making arrangements to go on strike soon.

This was stated by the Food and Allied Workers Union (Fawu) which is involved in a pay dispute with Amalgamated Beverage Industries (ABI), bottlers of Coca Cola.

Coca Cola employees who are members of Fawu met ABI management at the Concilliation Board in a bid to settle their pay dispute but failed to reach agreement.

A spokesman for the union said they had compromised and moved from their original demand of a 16 percent increase to 15 percent but the company's offer still remained at 10 percent.

Report back meetings were held at all ABI plants and it was decided to conduct a strike ballot.

The date set for the strike ballot is next Tuesday and the results of the ballot will be announced the following day.

Shop stewards

Mr George Nene, chairman of the Coca Cola shop stewards council, accused the company of being "opportunistic" adding that it could "easily afford a more than 15 percent increase".

He said Fawu was going to ask its mother body, the Congress of South African Trade Unions, civic associations and all progressive formations to support them during "the historic strike".

Mr Hennie de Villiers, head of the personnel department at ABI, said yesterday that he could not comment on the matter and referred *Sowetan* to another ABI executive, Mr Dave Smith, who in turn, said: "Fawu will be having their strike ballot on Tuesday.

"There is nothing we can do. We were prepared to give, rather the company was prepared to offer a 10 percent increase but we were deadlocked when Fawu demanded at least 15 percent."

At the time of going to press the company was preparing to release a statement on the matter.

Pay hike for public servants

CT 28/12/93

R355

Salaries to rise up to 28%

Own Correspondent

JOHANNESBURG. — Public servants are to receive salary increases of between 3,4% and 28% from April, compared with this year's across-the-board 5% increase, public sector employee representatives said yesterday.

The Commission for Administration was unable to confirm the figures, although it said the state's salary bill would increase by 5,6%.

It said it had been agreed in negotiations with public sector employee organisations that the increases would take effect on April 1.

Two other sets of increases for some categories of public servants had also been finalised at the beginning of this month, following disputes and agreements during the year.

These increases, mainly for teachers, would be effective from November 1 and December 1. About R850 million had been made available for "category adjustments" to even out disparities in certain categories.

This took effect on December 1, with R386m going to education.

The general increase will cost the state about R1,7bn. After increases for the priority groups, it would be possible to give increases of only 3,4% to other categories, employee representatives said.

The commission confirmed that about 35% of the available funds would be used to improve salaries at the lower end of the scale.

Employee organisations indicated that the government had acceded to the Public Service Caucus's request that it should not provide a blanket increase, but provide differing increases for specific groups.

This would result in the lowest-paid public servants, general assistants, getting increases of up to 16% and some professional classes getting up to 22%.

Public Servants' League general manager Mr Bernard Wentzel said this increase was inadequate, although the majority of other Public Service Caucus organisations had accepted it mainly because they were uncertain about what a new government would do.

He said the increase should not be seen as a general salary increase, only a category increase. Further negotiations would be held early in the new year.

The SA Police Union (Sapu) objected to police salaries not being given preference and no provision's being made for danger pay and overtime.

It said this showed that public servants' organisations did not recognise the distinctive needs of the police.

Public servants to get raises of up to 16%

ARGT 27/12/93

The Argus Correspondent

PRETORIA. — Public servants are in line for salary increases of between 3,4 percent and 16 percent next year.

Employees at management level, professional job-holders such as engineers and doctors, and general assistants will get the highest increases.

According to the Public Servants' Association (PSA), qualifying management staff this month already received increases of up to 28 percent, while general assistants are in line for an increase of between 13 and 16 percent in April next year.

Between 120 000 and 130 000 general assistants already received an increase of about five percent on December 1.

On April 1 all general assistants will receive a further increase, as well as a general 3,4 percent increase for all levels in the public service except management.

Funds for these increases come from two sources, one being R464 million of a R850 million grant, the remainder of which will go towards education.

The second source is a grant the equivalent of a general increase of 5,6 percent.

After the allocation of these funds, sufficient money will remain for a general salary adjustment of 3,4 percent.

PSA chairman Hans Olivier said the association accepted the offer because they wanted salary negotiations finalised.

"We realise there will be a new government next year and the salaries of public servants will be low down on their list of priorities," Mr Olivier said.

Mr Corrie Smit, a spokesman for the Commission for Administration, said today the commission had nothing further to add to its announcement of the salary increases earlier this month.

Public servants slam pay rise agreement

355 ARG 30/12/93

☐ Huge new year headache looms for government

The Argus Correspondent

PRETORIA. — The government is to go into the new year with a huge headache caused by militant public servants who want more money than agreed to three months ago.

Policemen, teachers, health workers, and postal workers yesterday slammed an agreement reached with the government in October, which gives most civil servants an average 3,4 percent rise from April 1.

Some workers will get 5,6 percent, others up to 20 percent and professionals such as doctors and engineers about 28 percent.

ANC spokesman Ronnie Mamoepa said his organisation had not yet seen the formal agreement and an informed response would be made as soon as it had been studied by the organisation's civil service unit. The unit consults with a wide range of organisations, he said.

Angry unions say the government has no jurisdiction to authorise the increases "as it will not be in power after April".

According to Pretoria sources, public servants are to ask the unions to lobby the support of political and civic organisations to oppose the proposed increases.

"We will make sure that the government has a headache over this," said one angry civil servant. He did not specify what action was being decided upon.

Neal Thobejane, general secretary of the National Education, Health and Allied Workers' Union, described the agreement as "illegal" while a spokesman for the Post Offices Telecommunications Workers' Association said a campaign to stop the increases from being effected would be launched next month.

Mr Thobejane said: "We are angry because we tried our best to stop the Commission for Administration and the staff associations reaching agreement. We were defeated because we were in the minority."

The Public Servants League said the rise was "totally unacceptable" and that its members wanted 15 percent. It has not signed the agreement reached between the organisations and the government.

The biggest civil service employee group, the Public Servants' Association, says it signed the deal because it wanted to ensure higher salaries for its members. It will start negotiations for more money on January 20.

The newly formed South African Police Union said in a statement that it was disturbing that police salaries were not considered a priority.

National organiser Gerhard van der Merwe said: "We repeat our opinion that South African society cannot risk going into the coming elections period with a demoralised, underpayed and over-exerted police force."

After negotiations which lasted months between the Public Service Caucus — a joint employee organisations body — and the Public Service Bargaining Council, it was agreed in October that pay increases would generally be at the 5,6 percent mark.

With certain professional categories receiving increases of up to 28 percent and the income of employees at the lower end of the scale being boosted, there will be a smaller rise for those in the middle.

The vast majority of government workers are on middle salary scales, and from an amount of R1,3 billion which has been set aside for the general increase, it would mean these people would get about 3,4 percent.

2 500 ABI workers begin pay strike today

GAVIN DU VENAGE

MORE than 2 500 Amalgamated Beverage Industry (ABI) workers will begin a legal strike today after both mediation and a Conciliation Board hearing failed to resolve a pay dispute. BIDOM

Members of the Food and Allied Workers' Union (Fawu) voted to go on strike by more than 70% in a poll held earlier this week. They have demanded a 15% pay rise while ABI has offered 10% 31/12/93

An ABI spokesman said yesterday the company was making contingency plans to reduce disruption of production and deliveries to the minimum. ABI is a major producer and bottler of soft drinks.

Eight ABI sites in Durban and the PWV area will be affected.

"A 10% increase in times of an 8% inflation rate is fair and reasonable," the spokesman said.

He added that while the company remained open to talks, 10% was its final offer (~~152~~ 162 355)

Shareholders' returns outstripped

Big pay hikes for directors of SA firms

BIDAY 30/12/93

SA companies are still awarding their top management salary increases that far outstrip the fortunes of their shareholders.

Figures drawn from the 1993 annual reports for 20 of SA's largest groups showed 15 companies awarded their boards salary increases exceeding growth in shareholders' earnings or dividends.

Six companies' directors bagged increases of more than 20%, four received more than 30%, and two — including Barlow Rand, formerly SA's largest group — awarded rises of more than 40%. Engen's board was given a 50% rise last year.

Fourteen companies awarded pay rises to boards above last year's inflation rate. None cut board salaries.

In contrast to European and US reporting practice, few companies break down individual salary raises. There is also limited distinction between basic salary and extras, such as bonuses, pensions or payoffs to departing board members.

Several large increases are also due to board changes, with companies such as Iscor undergoing a major shake-up.

But the figures nevertheless show there is little clear link between a company's performance and money spent in the boardroom. Many directors also received large salary rises while their companies were battling to bring down costs, and shedding thousands of jobs in the process.

The salary rise at Engen, which took combined executive pay from R4m to R6m, accompanied a 12% rise in dividends and earnings for 1993. The energy company's board netted a 33% salary increase in the previous year.

ANDY DUFFY

Barlow Rand lifted total board pay from R15m to R21m. Two executives joined the board during the year, in which earnings a share dropped 15% and the dividend — which has risen just 3c since 1989 — was held. (355)

Absa lifted board pay 38% to R5,4m — outstripping more than threefold the rise in earnings and dividends. Two directors left the board and nearly 5 000 staff members were retrenched.

Malbak lifted boardroom pay 33% to R8m, while earnings a share grew 7,8% and the dividend 4,5%. The Iscor board netted a 29% rise to R2,2m, despite a sharp fall in earnings and dividends. The raises at both companies were due in part to board changes, though both also awarded their boards large increases for the 1992 financial year.

Sasol's boardroom pay jumped 28% to R3,2m, double the rise in earnings a share. The increase came as the company retrenched 4 400 staff members.

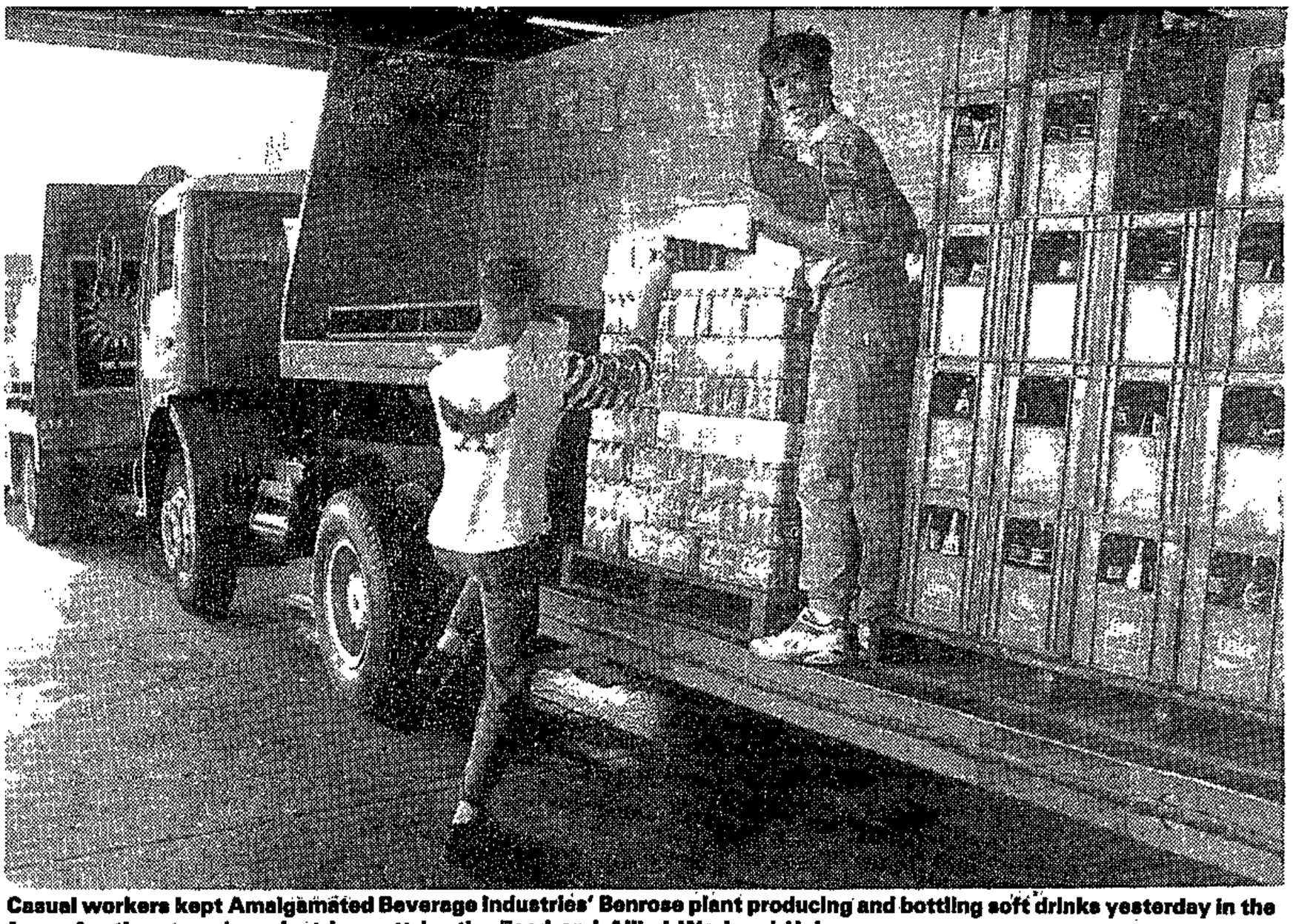
Murray & Roberts, SA Breweries, Kersaf, Safren, Rembrandt Group and Hunt Leuchars & Hepburn also gave their boards raises above the companies' gains in earnings and dividends, and the inflation rate.

The OK Bazaars board netted a rise of 8% to R5,3m, while earnings plummeted 580% and the dividend dropped nearly three quarters.

Sentrachem, Anglovaal Industries, Nampak and Premier Group gave their boards raises below the inflation rate and the gains in earnings or dividends.

WAGES AND WORKING CONDITIONS

1994



Casual workers kept Amalgamated Beverage Industries' Benrose plant producing and bottling soft drinks yesterday in the face of a threatened product boycott by the Food and Allied Workers' Union. Picture: GARTH LUMLEY

Wage claim correct

ERICA JANKOWITZ

THE claim by Amalgamated Beverage Industries (ABI) that its wage levels are among the highest in SA was proved correct after an informal survey yesterday.

Even parent company SA Breweries' (SAB) sweepers will earn less than their ABI counterparts if ABI's proposed 10% wage hike is implemented.

ABI sweepers earn R8,78 an hour, or R1 712 a month, for a 45-hour week. With the additional 10%, these figures would increase to R9,66 and R1 883 respectively. SAB's minimum rate of R9,55 an hour translates into R1 654 a month as its plants work only a 40-hour week.

This would be revised later this year for a June 1 increase implementation date, a company spokesman said.

Andrew Levy and Associates' wage settlement survey showed that ABI was the highest paying company within its sector. Other soft-drink bottlers, including Suncrush and Peninsula Bottling, paid minimum rates of between R1 200 and R1 500 a month.

Petrochemical companies paid comparable minimum wages of between R1 700 and R1 900 a month and another high-paying sector — pharmaceuticals — fell into the R1 600 to R1 900 a month minimum wage range, the survey showed.

Food sector companies generally paid between R1 400 and R1 700 a month, it said.

PAC unwavering

Sowetan 7/1/94

By Donwald Pressly
Political Staff

THE Pan Africanist Congress would not consider lifting its armed struggle until there was a cessation of hostilities from the SA Defence Force, PAC negotiator Patricia de Lille said yesterday.

Commenting on a report issued by the Defence Ministry that the PAC was apparently softening its stance on its armed struggle, De Lille said the organisation would never suspend its struggle unilaterally.

The ministry was commenting on De Lille's statement that the PAC had consistently condemned all acts of violence and was busy negotiating a comprehensive mutual cessation of hostilities with the Government.

She confirmed, however, that plans were afoot for a meeting between the SA Defence Force and the PAC military wing, the Azanian People's Liberation Army.

"The details are at present being worked out," she said.

Ultimatum for Coke

Sowetan 7/1/94

By Ike Motsapi

SOWETO businessmen have given Amalgamated Beverages Industries seven days to solve the pay dispute with its workers.

After that they will heed the call for a boycott of its products.

About 2 500 workers, who are members of the Food and Allied Workers Union are on strike. Mr George Nene, national chairman of ABI's shop stewards committee, said businessmen from the Greater Soweto Chamber of Commerce agreed with the Fawu that the company, which produces Coca-Cola, should be given a chance to find a solution.

Striking workers will meet at Vista University in Soweto tomorrow at 10am sto discuss the latest developments. The meeting will also discuss plans for a march on the Head Office of ABI in Sandton on Wednesday.

Bizwell

Workers may get 2 years' back pay

CT 7/1/94. (355)

Own Correspondent

DURBAN. — The Mooi River Textile factory may have to reinstate — with full back pay — more than 320 workers it dismissed about two years ago after an independent arbitrator found that the company had acted unfairly, the Southern African Clothing and Textile Workers Union (Sactwu) said yesterday.

The union said its members were dismissed in 1991 and 1992 after the company alleged they had participated in illegal industrial action.

A union statement said: "The dismissals occurred when trade union members found themselves unable to report for work due to the conflict between ANC and Inkatha supporters in the Mooi River/Bruntville area."

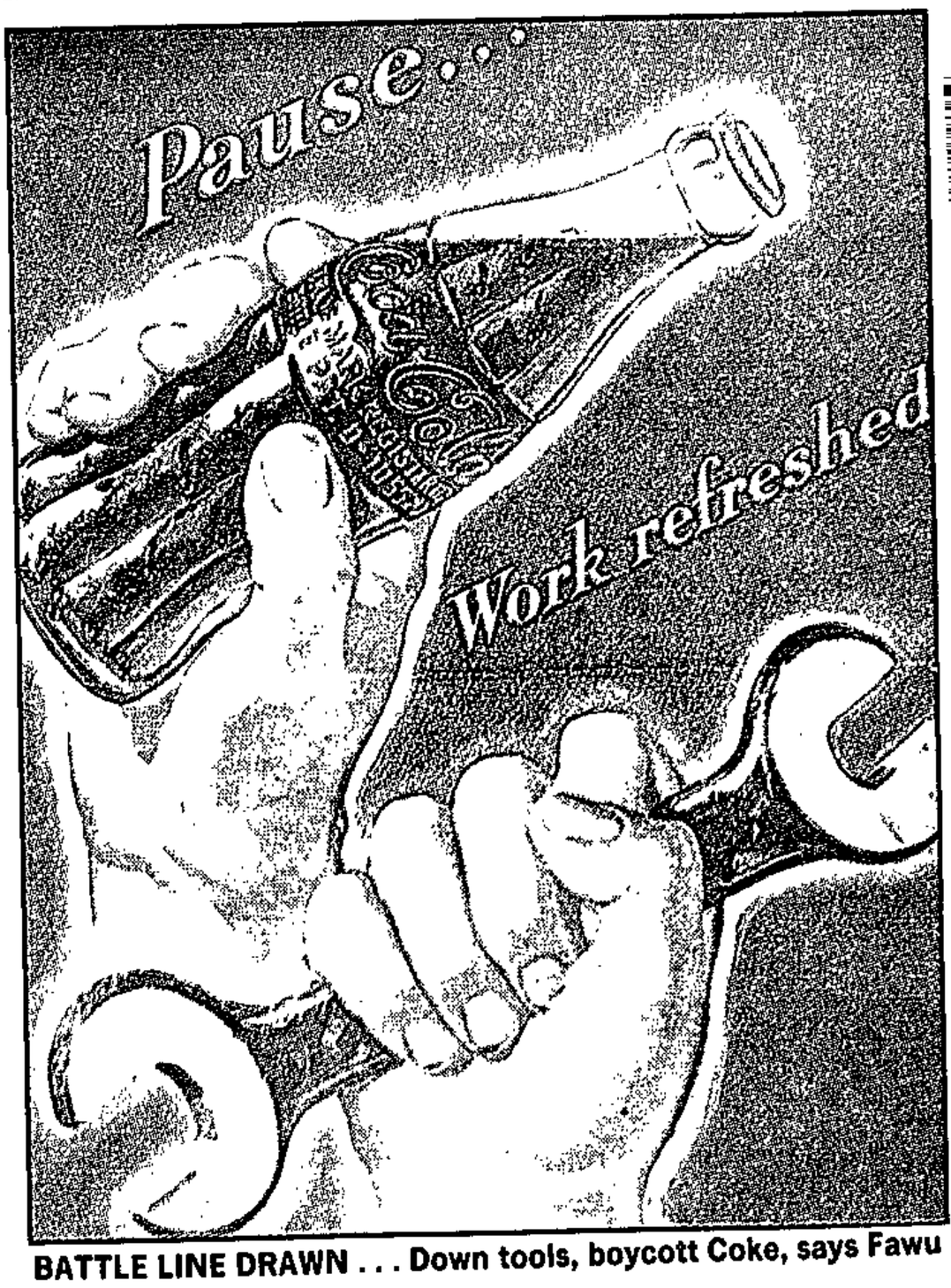
Rather than process the individual cases of all those employees dismissed, the parties agreed that the arbitrator would only hear the cases of four workers and after the arbitration the parties would then review the cases of the remaining workers, the union said.

Mooi River Textile chairman Mr David Royston yesterday confirmed that four workers had won their case. He said the 320 figure mentioned by Sactwu was incorrect as only 250 workers had been dismissed.

Mr Royston said as far as the other 246 workers were concerned the matter was still in progress and his company would be meeting with Sactwu on January 24 to try and resolve the matter, failing which the parties would go back to the arbitrator.

You CAN beat the real thing, workers told

The simmering battle between organised labour and the world's mightiest brand has resurfaced in South Africa. RAY HARTLEY reports



BATTLE LINE DRAWN . . . Down tools, boycott Coke, says Fawu

"YOU can't beat the real thing," says Coca-Cola's marketing mantra. Backed by a R4-billion global advertising campaign, the phrase has been heard over and over by consumers in 185 countries in the past decade.

But not everyone agrees with it. The nearly 4 000 employees who put the fizz into the sugary elixir at Amalgamated Beverage Industries factories in the PWV and Natal downed tools over wages on Monday this week. And then they made an astonishing appeal: Boycott Coca-Cola.

It was an announcement that was hard to take seriously. If it were a boxing match the incredulous ring announcer might have said: In the red corner, weighing in at 17,5-billion US dollars, the world's best-known brand, Coca-Cola. And, in the blue corner, 4 000 workers who want to reduce its sales.

But Food and Allied Workers Union shop steward chairman George Nene is confident the boycott will bring local Coke franchise holder ABI to its knees, giving workers the 15-percent increase they demand.

"It's going to work because of the muscle of Cosatu, because of the muscle of all our people, because of the muscle of the alliance, of the ANC, of the ANC Youth League," he says passionately.

And a pamphlet distributed in PWV and Natal townships issues the ominous instruction: "Do not buy Coca-Cola products. Do not allow Coca-Cola to deliver in our townships."

The ANC is, however, unlikely to support its union ally in a boycott which may have the unintended result of alienating black businessmen as its key feature.

This is not the first time South African activists have taken on the cola kings. In the early Eighties attempts to call a US boycott by Thandi Gcabashe, daughter of Albert Luthuli, fell flat after the company countered with a picture of Coke chief executive Robert Goizueta and Desmond Tutu with wide smiles on their faces.

Mrs Gcabashe had admitted privately that the company was one of the most enlightened investors in SA — but was too tempting a target to pass up. Coke pulled out when US sanctions were implemented. Since then the soft drink has been produced under licence by companies such as ABI.

Whether Coke chooses to forsake the stable labour market of Swaziland and formally return to less peaceful South Africa is moot. The boycott will no doubt be closely watched from the company's Atlanta headquarters in the US.

By taking on the giant corporation and threatening to draw political players such as the ANC into the labour conflict, Fawu is following in the footsteps of decades of political discontent with the mega-brand across the globe.

In 1966 the company refused to grant a franchise to an Israeli bottler and was accused of compliance with the Arab boycott of Israel. The American Jewish community [illegible] boycott and when Coke gave in, Arab countries countered with their own boycott.

On another occasion a French right-wing politician called for a boycott of Coke because it was undermining the consumption of wine with cheap cola from convenient vending machines.

And an international halt to Coke production was almost achieved in 1980 by the International Union of Food and Allied Workers over the killing of Coke workers in Guatemala.

By Wednesday this week the two-day-old Fawu boycott had already hit its first political snag. After a meeting with the Greater Soweto Chamber of Commerce, the union suspended the boycott for a week in the Soweto area.

While Mr Nene is adamant that the chamber simply wants to consult its members over how the boycott can be bolstered, ABI paints a different picture.

In a statement issued on Tuesday morning, the company put it starkly: "Thousands of small, independent dealers — particularly wholesalers, shop owners, spaza stores and hawkers in the townships — earn around 80 percent of their living from selling Coca-Cola."

Unlike consumer boycotts traditionally directed at white traders to create pressure on white authorities, the Coke boycott could well end up hitting small black businesses in the townships the hardest.

For it is in the townships that young militants taking up the campaign will be in the best position to ensure that Coke trucks don't unload their politically incorrect refreshments and black retailers don't stock them.

The conflict around the boycott shows how old tactics, which depended on a popular assumption that business and apartheid oppressors were bedfellows, simply do not work any more.

Underlying Mr Nene's backing of the boycott tactic is a simmering distrust of the "total monopoly" enjoyed by Coke and ABI, which make and can the controversial quencher for the local market.

In his "unauthorised history", *For God, Country And Coca-Cola*, Mark Pendergrast vividly illustrates the scale of the empire. About 40 000 Cokes are consumed every second around the world.

In 1991, Mr Goizueta earned $86-million (R290-million)— or the annual salary of ABI's lowest-paid worker in half a working day. The company's minimum wage is around R1 800 a month.

In all cases efforts to take on the giant brand have ultimately failed, as have previous efforts to squeeze SA Breweries, which has a majority interest in ABI.

A consumer boycott aimed at SAB's beer sales to taverns was stifled after the company reacted with ruthless creativity and published the wages it paid to workers in full-page newspaper advertisements.

Tavern keepers — some of whom earned less than the lowest-paid worker — lost heart and the boycott fizzled out.

By attacking the Coke brand with a consumer boycott — rather than confining its labour action to a strike against the firm involved — the union is out of step with another development in SA labour.

For, instead of recognising that the welfare of both workers and management depends on the success of their products, the union is biting thc brand that feeds.

Hospitals furore over R500 bonus

Sowetan 11/1/94

By Musa Zondi

■ HOT MONEY Workers hopping mad over money not received:

A R500 bonus for hospital workers has sparked off protests and disrupted three Reef hospitals.

The trouble started on Friday when some workers promised bonuses for "doing extraordinary work" during the 1992 hospitals' strike were paid the bonus and others weren't.

National Education Health and Allied Workers' Union regional chairman Mr Siphiwe Mazibuko said the Transvaal Provincial Administration agreed to the special bonuses to nurses for "doing extraordinary work" during the 1992 strike.

The union warned the TPA that this could have far-reaching implications.

First it was the nurses who wanted the money. Then workers from other departments also demanded the special payment and were promised it.

Nehawu members who had taken part in the 1992 strike were not to be recipients of this bonus. They then also demanded the money and in an agreement between the union and the hospital management on December 29 last year the TPA agreed to pay them too.

Given no reason

Mazibuko said some of the workers were paid the bonus last Friday, the date agreed to but others, for no given reason, did not receive their money even though the cheques had been made out.

"We tried to get hold of the superintendent for an explanation but to no avail," he said.

At Baragwanath Hospital in Soweto, Nehawu members besieged the main administration building, demanding the money and preventing the superintendent from leaving until the matter was settled. The Internal Stability Unit had to be called in to defuse the situation.

At Hillbrow Hospital, scores of workers toyi-toyied on the premises and also demanded that they be given the money.

At Sterkfontein Hospital, about 150 workers downed tools in protest.

Attempts to get comment from Hillbrow and Bara administrations were unsuccessful as security blocked the entrance.

The TPA was said to be locked in a meeting until late yesterday.

Business support for strikers

Star

The Soweto Chamber of Commerce and Industry has come out in support of strikers involved in a wage dispute with Coca-Cola's bottlers, saying it would boycott products associated with Amalgamated Beverage Industries (ABI). 13/11/94

George Nene, chairman of the shopstewards council of the Food and Allied Workers' Union (Fawu), issued a joint chamber-Fawu statement yesterday saying Soweto businessmen supported the union's demand for a 15 percent wage increase. ABI has offered 10 percent (332)

The statement said Soweto wholesalers, general dealers, spaza shop owners and hawkers had "pledged to close doors to all ABI/Coca-Cola products".

ABI, in a statement yesterday, said strikers were planning a march today from Alexandra to the company's head office and appealed for calm and restraint.

An ABI spokesman said the company was "disappointed" by the Soweto Chamber of Commerce's support for a product boycott. (355)

"We deplore the involvement of traders who have nothing to do with our dispute with the union," he said.

He added that ABI's 10 percent wage increase offer was one of the highest offers in local industry this year. — Staff Reporter, Sapa.

Row over bonus for nurses 'a nightmare'

ET 14/1/94 (385)

Staff Reporter

THE payment of R500 goodwill bonuses to nurses in unrest areas had become a nightmare, the South African Nursing Association (SANA) announced yesterday.

In a statement, the association blamed the Transvaal Provincial Administration for only rewarding nurses at Baragwanath Hospital despite the warning that this would cause a ripple of discontent through the entire nursing profession.

Disgruntled nurses at several Transvaal hospitals have come out on strike and are threatening the provision of health care in the region unless they too are granted R500 bonuses.

"In the process the safety of nurses is being threatened, patient care is collapsing and nurses who dare to oppose the anarchy or try to maintain discipline in their hospitals are being victimised and intimidated," the statement said.

Protest action has not yet spread to other parts of the country.

TPA reclaims Bara workers' bonuses

CT 15/1/94

PRETORIA. — The Transvaal Provincial Administration is to reclaim R500 goodwill bonuses paid to health workers at Baragwanath Hospital, saying it had no other option following demands for similar payments made by striking staff at other Transvaal hospitals.

TPA director-general Mr Len Dekker said in a statement it had become clear at a 1994/95 budget meeting held yesterday that it would be impossible to pay R500 to all staff at provincial hospitals.

"The demand that all personnel at all institutions should qualify for the payments left us with the choice: Pay all or pay no one."

The R500 bonuses were originally paid to Baragwanath Hospital health workers who did not join last year's hospital strike. The award was later extended to all Baragwanath staff.

Mr Dekker said the bonuses paid would be reclaimed over a period of time. — Sapa

Star 18/11/94

Workers strike at VW over tax

Port Elizabeth — Workers at Volkswagen's Uitenhage plant have gone on strike over the taxation of a productivity bonus which was paid out last week.

The strike, which began on Friday, is unrelated to recent strikes at Toyota and Samcor over the taxation of a once-off gratuity payment last year. (152)

The National Union of Metalworkers of South Africa (Numsa) said Volkswagen workers had been promised a R1 000 bonus if they reached certain production targets last year. (355)

But because of increased overtime worked to reach the production target, as well as the bonus itself, most workers' earnings had been pushed to a higher tax bracket. On average, workers received between R600 and R700 after the R1 000 bonus was taxed, Numsa said. (172)

A Volkswagen spokesman, George Platt, said production at the plant would resume today but negotiations on the dispute would continue. — Sapa, Ecna.

ABI offer 'rejected'

BIDay
21/1/94

ERICA JANKOWITZ

A HIGH-POWERED delegation of Cosatu and Food and Allied Workers' Union (Fawu) officials will meet Amalgamated Beverage Industries (ABI) management on Monday, says ABI shop steward council chairman George Nene.

Nene said Cosatu general secretary Sam Shilowa and Fawu general secretary Mandla Gxanyana would head the delegation in an effort to resolve the wage strike which started on December 31 (355)

Fawu and ABI met on Tuesday and Wednesday to thrash out ways of narrowing their five-percentage-point difference in the annual wage round. The company said only that progress had been made.

However, Nene said yesterday ABI had moved its offer to 10,5%, up by half a percentage point. In return, the union would have to extend the period of the wage agreement by six months to 18 months.

Nene said this position was unacceptable and the union was resolved to continue its strike and intensify the soft drinks boycott in Reef townships.

ABI confirmed that talks would continue on Monday, but rejected Nene's claims of a breakdown in negotiations or the rejection of an offer. (33)

"We find it regrettable that the union has not only breached accepted protocol and fair practice by trying to negotiate through the media, but in doing so has left ABI striking workers and the public with inaccurate information."

Union rejects wage offer

(355)

JOHANNESBURG. — The Food and Allied Workers' Union turned down Amalgamated Beverage Industries' offer of a 10,5% increase during salary negotiations on Wednesday.

CT 21/1/94

'Enough's enough', say Epping textile strikers

SHARON SOROUR
Labour Reporter

HUNDREDS of workers at SBH Cotton Mills (Pty) in Epping have gone on strike over wages.

According to the SA Clothing and Textile Workers' Union (Sactwu), "workers have decided that enough is enough ... they are no longer satisfied with the meagre wage increases they have received in the past".

The union said about 360 workers had gone on strike after wage negotiations ended in deadlock.

Company managing director N W Irvine said the wage offer was generous in view of the difficult trading conditions in the textile industry.

The union said it wanted a 9,05 percent increase of R25 across the board, while the company "would not move from R21" — 7,6 percent.

"Last year workers had to be content with an increase of only seven percent — representing "R19 on a minimum wage of R257," the union said.

Mr Irvine said lower wage offers had been accepted by other textile industry workers, who were represented by the same union. ARG 21/1/94

"It should be of interest to note that SBH employees are among the higher wage earners in the sector of the industry in which we operate," Mr Irvine said.

Workers went on strike on Wednesday, after 73 percent of workers who took part in a strike ballot voted in favour of industrial action.

Mr Irvine confirmed that the strike ballot had been held after a conciliation board hearing failed to resolve the dispute.

He said many workers were being kept away through intimidation.

Coke adds talks

By KHANGALE MAKHADO CTPress 23/11/94

TALKS resume tomorrow between the Amalgamated Beverages Industries and the Food and Allied Workers Union to resolve the 23-day wage dispute involving more than 3 000 Coke employees.

This was confirmed by both the union head office in Cape Town and the company's headquarters in Johannesburg. (355) (364) (382)

The talks are aimed at resolving the dispute which has been marred by allegations of violence, charges of intimidation and calls for the boycott of the company's products.

Fawu assistant general-secretary Ernest Buthelezi said tomorrow's meeting would involve high-ranking union officials and senior company personnel.

TPA to pay R500 bonuses

JOHANNESBURG. — The Transvaal Provincial Administration (TPA) agreed to defuse the crisis at Baragwanath Hospital during a special meeting on Saturday.

24/1/94 (89) 355

The TPA agreed not to reclaim the R500 paid to health workers and to pay workers who had not received the amount.

It was decided that a forum of TPA and health worker representatives would be set up to address other grievances. The agreement was signed by the National Education, Health and Allied Workers' Union, the Baragwanath Workers' Forum and Soweto Community Health centres. — Sapa

Toughest wage talks ahead

B/Day 26/11/94

ERICA JANKOWITZ

EMPLOYERS should brace themselves for the toughest bargaining round yet, with workers' heightened expectations pitted against managements' recessionary budgeting for 1994, labour consultant Andrew Levy warned yesterday. (355)

Presenting his annual wage bargaining strategies at a seminar, Levy predicted an average settlement level of between 8,5% and 9,5% for the year, but said this would be difficult to sell to unions as real wages had fallen in the past few years.

Key settlements would be between 1% and 2% below those achieved last year, ranging from 5% for gold miners and construction workers to 16% for some unskilled public sector employees. The higher settlement level for public servants could have a ripple effect as the structure of wage differentials tended to ratchet up wage rates in non-related sectors.

Levy felt metal sector workers could expect a maximum increase of 8,5%, with coal mining likely to settle at about 9%. He urged employers to be aware of where their sectors fell within the wage level structure and their companies' pay positions within their sectors, as these factors had a marked effect on union expectations.

Lower-than-average increases could be expected in the textile and building sectors; the metals sector was likely to settle at the average rate and pharmaceuticals and petrochemicals above the average.

The wage trigger accounted for almost 70% of strikes last year, about 13% more than normal. A similar proportion of this year's industrial action would also be sparked by wage disputes, he said.

A major disruption to this year's wage round would be the elections, which could

☐ To Page 2

Wage talks

B/Day 26/11/94

☐ From Page 1

add to the ANC's "expectation crisis". If international aid fuelled economic recovery, pressure for better wages could be increased. "The election will be pivotal to this year's wage round as it could delay and disrupt negotiations." (355)

It could also increase the potential for conflict in the workplace and widen the gap between union leadership and membership, which could in turn fuel unrest.

Levy's forecast of unions' heightened propensity to strike this year was based on political uncertainty and continued union membership growth, the two factors which affected industrial action incidence.

Seminar co-presenter Larry Palk said given predictions of an economic upturn, labour was likely to win more strikes as management, with order books full and inventories low, could not afford disruptions. Arguments over ability to pay were difficult to sustain during recoveries.

Productivity, inflation and public policy issues should also be investigated before embarking on the wage round, he said.

Arguments over ability to pay needed to be backed by financial disclosure. Flat refusals to make information available to unions could constitute unfair labour practices. However, employers were not legally obliged to make disclosures. Management was required to provide information only if it would not cause "substantial injury" to the business.

JOBS

Top performers take home more than just pay

SITimes (Buss)
30/1/94

By TERRY BETTY

MORE executives than before are being paid according to performance.

An FSA-Contact survey shows that about 56% of corporate executives sacrifice some of their salary for performance-linked bonuses.

FSA-Contact managing director Olof van Schalkwijk says the survey covered more than 1 000 South African companies.

"On average, executives in these companies receive 93% of their remuneration as a core package of basic salary and non-cash perks, such as medical aid and pension."

In some cases, the core salary is as little as 70% of the package.

"The balance is performance-linked cash bonuses."

Mr van Schalkwijk says the trend is worldwide when an economy is trying to move out of a recession.

Performance-based pay is used mostly by progressive companies.

"Corporations in growth mode use performance-related pay. It is riskier for the directors and encourages them to go that extra mile.

"A company wanting to consolidate or maintain the status quo would not use performance-related pay arrangements."

Mr van Schalkwijk says conventional pay packages are systems-driven.

"They are rigid and focus on internal equity and control and promote a sense of entitlement to an annual increase, a 13th cheque and a job for life.

"With inadequate differentiation for performance, mediocrity is encouraged.

"Such strategies are costly because a company pays for performance up front."

Mr van Schalkwijk says performance-related pay is usually used at top levels, although progressive companies extend it to middle management.

"The further down in the organisation you go, the less risk taken and the less discretionary salary paid. For such people the incentive is on top rather than part of the package."

Mr van Schalkwijk says the survey shows that taking a risk on reward for performance paid off for many directors surveyed. They were paid up to 14% more than they would have from a normal package.

Most received much the same as they would have from a full remuneration package and a minority lost out.

Performance-related pay is usually a board decision and should be consistent, defensible and linked to market norms.

Most companies like to think they base it on quantifiable criteria, but this seldom happens.

"It is possible to base bonuses on criteria such as turnover, market share, debtors days, cost control and other quantifiable issues."

But the most common criterion is company profits.

"For example, profits above a certain budgeted point are distributed to directors pro rata.

"Bonuses are most frequently based more on the performance of a team than on individual achievements."



OLOF VAN SCHALKWIJK . . . arguing for performance-related pay

Provisional deal made to end ABI strike

AMALGAMATED Beverage Industries (ABI) management and Food and Allied Workers' Union (Fawu) officials have reached a provisional agreement ending the month-old wage strike and consumer boycott of company products. B/DAY

A union spokesman said the deal involved a 13% package. The dispute arose from management offering 10% against the union's 15% demand. 31/1/94

It is understood part of the settlement package would involve improvements to benefits other than wages.

The spokesman branded the talks "a victory for workers". (355)

ABI human resources manager Andre Parker declined to comment on the agreement, which still needs to be approved by the workforce.

The union said workers would report to their plants today and their views would be canvassed on the 13% offer.

JACQUIE GOLDING

Union strikes 13% wage deal

Own Correspondent

JOHANNESBURG. — Amalgamated Beverage Industries (ABI) management and Food and Allied Workers' Union (Fawu) officials reached agreement on a possible 13% across-the-board package, part of which may be applied to benefits other than wages, a Fawu spokesman said yesterday. (382) (355)

He said the talks were a "victory for workers" with ABI management having promised to "close an eye and pay bonuses over 12 months" despite worker strikes in January. CT 31/1/94

Midwives granted cash award

~~152 18~~ 355

ARG 1/2/94

Staff Reporter

STAFF of the midwife obstetric units in Guguletu and Khayelitsha are to be paid awards amounting to 8,33 percent of their annual salaries after a strike threat last week because they were overlooked when a one-off cash award was made to day-hospital staff in December.

This was announced yesterday by Tom Sutcliffe, deputy director-general of the Cape's hospital and health services.

The strike threat followed crippling work stoppages in the Transvaal, where payment of a R500 cash bonus to Baragwanath Hospital staff sparked dissatisfaction elsewhere.

At the Guguletu unit 46 staff members signed a letter to Groote Schuur Hospital management, which oversees five units in the Peninsula.

The Guguletu maternity staff said they operated a 24-hour service and were as much at risk as day-hospital staff.

Yesterday's announcement outlined the criteria for the award. These include that:

- The institutions be situated in areas where violence and unrest prevail.
- Personnel spend their full working day at the institutions.
- Staff be subjected to intimidation and acts of violence to and from their places of work as well as in the workplace itself.

Dr Sutcliffe also announced that the award was for the period January 1 to December 31, 1993, and that it was to be a non-pensionable, taxable cash payment.

Staff should also have been in service on December 31.

CPA fends off strike by nurses

CT 2/2/94 (93) (355)

Staff Reporter

THE Cape Provincial Administration yesterday averted a strike by disgruntled maternity and obstetric staff at day hospitals in the Peninsula's black townships who were overlooked for a one-off cash bonus.

Forty-six members of the Guguletu maternity and obstetric day hospital signed a letter protesting their exclusion from a non-taxable bonus amounting to 8,33% of their annual salary. The bonus is apparently granted to personnel who work at hospitals in unrest areas, are full-time staff who spend their full working day at the hospitals and are subject to intimidation and acts of violence travelling to and from their places of work and in the workplace.

The CPA payment was in recognition of "dangerous and difficult circumstances" in which staff worked. In the letter nurses said they operated a 24-hour service and faced as much risk as any other staff. They could point out bullet holes in the walls of the Guguletu hospital to prove their case.

Last night Ms Melanie Dedekind of the CPA said the bonus was paid to staff at eight Peninsula hospitals whose superintendents had responded to a circular in June last year qualifying their staff for the award.

Rectified

She said the superintendents had nominated staff who qualified for the bonus but had "overlooked" the maternity and obstetrics staff at Khayelitsha and Guguletu day hospitals.

She said a CPA committee had met yesterday and rectified the situation.

Ms Dedekind denied that the payments were made to the eight hospitals to avert a similar strike in the Transvaal recently where hospital staff protested over a R500 cash bonus given only to Baragwanath Hospital staff.

Unilever action set to spread

B/Bay

ERICA JANKOWITZ

STRIKES at Unilever plants in Natal could spread after workers at the Wadeville Elida Ponds factory voted yesterday for industrial action over a wage dispute. 3/2/94

About 1 000 Chemical Workers' Industrial Union members at Unilever plants in greater Durban went on strike on Monday.

Union organiser Sipho Ntshaba said other plants, including SCI in Wadeville, had declared disputes.

Unilever confirmed strikes at Lever Brothers at Maydon Wharf, Quality Products in Mobeni and SCI in Jacobs (355)

Contingency plans had been implemented "to ensure that critical contracts can be fulfilled", a company spokesman said.

Ntshaba said this was the first wage strike at the company.

He claimed management was trying to cut costs because of fears of overseas competition.

Management has offered increases of between 6% and 8%. The union's demands include a R55 a week or 13% increase, whichever is greater.

Wage call at home 'too high'

JOHANNESBURG. — Legal action against striking workers at a home for mentally handicapped children here has been avoided until Monday when negotiations will resume.

The Harry Kessler home's administrator, Mr Eaton Daniells, said another meeting had been scheduled in an attempt to come to some compromise.

The home says it cannot affort the union's minimum wage demand of R1 100. — Sapa

Union accuses Unilev of paying whites more

BIDay 8/2/94

JACQUIE GOLDING

THE Chemical Workers' Industrial Union (CWIU) yesterday accused Unilever of paying white scab labour twice as much as black scab labour during the current strike by 900 workers at the company's three plants in Durban.

This allegation, as well as several others made by the union, were dismissed by management yesterday (~~188~~) (355)

A Unilever spokesman said the company was "traditionally opposed to any form of discriminatory employment practice".

Unilever described its policy of employing temporary labourers during the strike as a "contingency plan" to ensure "critical contracts" were fulfilled and essential services maintained.

The CWIU alleged Unilever was replacing black security guards with white security, and added management's actions increased racial tensions at factories.

Unilever, which has also been accused of "union bashing" through offering workers pay increases if they resigned from the union, said the allegations had "no basis in facts".

The spokesman said the company recognised workers' rights to freedom of association and therefore did not exercise any influence over workers.

About 900 CWIU members went on strike two weeks ago over a deadlock in wage and working conditions negotiations. The union said the cause of deadlock had been the company's refusal to recognise the CWIU.

Worker demands for a R55 a month or 13% across-the-board increase was opposed by the company's offer of a 6% to 8% increase. Unilever described its offer as "reasonable".

"Despite the union's insistence on a negotiated settlement, the company has locked out workers and is seeking to obtain interdicts against them," said a CWIU spokesman.

A Unilever spokesman said management of Lever Brothers, Silicate and Chemical Industries and Quality Products had been "obliged to obtain court interdicts" following incidents of intimidation and damage to property.

Unions want review of Insolvency Act

☐ Call for workers' claims to have higher priority

SHARON SOROUR
Labour Reporter

CLOTHING industry unionists have called for an urgent review of the Insolvency Act in a bid to secure the wages and savings of workers when companies go into liquidation.

At present, when companies go insolvent, wage payouts to workers come well down the list of priorities listed in the Act — for instance, the Receiver of Revenue is accorded a higher priority.

The SA Clothing and Textile Workers' Union is to approach the National Manpower Commission to address the issue and to ask the Congress of South African Trade Unions to launch a campaign in defence of workers' rights.

This follows the provisional liquidation of Highams SA in Maitland last year, when 142 staff lost their jobs — and personal savings totalling R49 581.

The workers participated in a factory savings scheme and the money was not held in trust, but in a company bank account, a press conference was told by union deputy general secretary Ebrahim Patel yesterday.

"The company was placed under provisional liquidation last August," Mr Patel said.

"Frame Textile Corporation and Merchant Trade Finance Ltd held security for claims totalling R13 million, and other creditors were owed in excess of R2 million.

"Because workers' savings were placed in the bank account of the company, their status was the same as any other concurrent creditors."

The Insolvency Act, which regulated the division of assets of companies placed under liquidation, set out the preference order of different creditors.

Mr Patel said Frame Group chairman Mervyn King supported the union and had helped secure the workers' money. But the case had highlighted the vulnerable position of workers and the fact that the law favoured the interests of other, more secure stakeholders at the expense of workers.

Mr Patel said the union was calling for an "urgent review" of the Insolvency Act to ensure that workers' contractual money and savings were given the highest preference in the Act, and that creditors be obliged to notify the representative trade union of pending liquidations.

According to the order of preference set out in the Act, workers' salaries and wages were sixth on a list of 10, coming into consideration after secure claims, funeral and death benefits, the cost of sequestration, the cost of execution and statutory obligations.

"In our view this is quite unacceptable. By the time workers are considered, there is no money left to cover their wages or savings. Even the Receiver of Revenue (in statutory obligations) is placed above workers.

Supporting the union, Mr King said the workers' money had been wrongly placed in a company bank account and not in a separate trust account.

Frame Group, the major creditor, was owed R9 million for fabric supplied and was set to lose R5 million.

The company had examined the situation and found workers' leave pay had not been paid and staff were to lose their savings money. The company had then paid both.

Union enters into profit-sharing agreement

BDay 11/2/94

JACQUIE GOLDING

THE Food and Allied Workers' Union (Fawu) in Cape Town has entered into a profit-sharing agreement with the management of Bromor Foods and is renegotiating its targets and payments for each month, a Fawu spokesman said yesterday.

The union is negotiating a wage increase of 8% across-the-board from March 1.

Fawu shop steward Abie Plaaitjies said the incentive drive to "include workers in profit-sharing" was beneficial to management and workers.

"We score by going into this scheme and it stimulates our otherwise mundane jobs," said Plaaitjies.

The incentive was that workers would get paid additional money when their production targets were achieved.

The targets were set after agreement between the union and management.

The scheme, which would reward workers on the shop floor for increased productivity, was based on a set of criteria.

If workers were more than 80% productive on their machines, an additonal R20 was handed to each worker, and if customer service levels were higher than 95%, each worker received R20.

"This increases team effort within the factory environment," said Plaaitjies.

Workers also would be penalised from 10% to 50% per day for unauthorised absence from work. However, this had "driven workers to increase productivity and not stay recklessly at home", said Plaaitjies.

Carlton MD impatient

ERICA JANKOWITZ

CARLTON Paper MD Keith Partridge expressed impatience on Friday with the two-week wage strike by about 900 Paper, Printing, Wood and Allied Workers' Union (Ppwawu) members at plants in Springs and Cape Town. 8/2/94

He said the company had made a fair offer — 5% and profit sharing. 14/2/94

Partridge said Ppwawu had accepted 5% wage increases at Sappi plants, but conceded this might have been prompted by poor results diclosed to the union.

Ppwawu spokesman Phineas Masombuka denied the 5% increase at Sappi plants, saying this might be the case in some plants. However, the strike at Novobord in White River was prompted by this low wage offer. Sappi confirmed this. (B55)(1-5)

□ The strike at Novobord, White River, continued on Friday. (1-5)

Union set to accept Unilever settlement

JACQUIE GOLDING

THE Chemical Workers Industrial Union will today urge workers on strike at three Unilever plants in Durban to accept management's final wage offer of a 9,6% increase on the lowest grade and an 8% increase on the highest grade.

Mediation between the two parties continued on Friday with union official Sipho Ntshaba saying the "union might have to accept their offer".

Workers on strike at the three plants — Quality Products, Lever Brothers and Silicate and Chemical Industries — all fall within the lowest grade job classification.

Management's offer is 1,4% less than the union's initial demand.

About 900 CWIU members went on strike three weeks ago for better pay and working conditions.

A mandate was expected from workers today, a union official said. But the Quality Products strike was expected to continue since management at the plant refused to re-negotiate by the end of last week.

Johnson & Johnson make new offer

JACQUIE GOLDING

JOHNSON & Johnson management handed informal proposals yesterday to the Chemical Workers' Industrial Union (CWIU) following a week of talks, the company's head negotiator Wayne Munro said. B/Day

The legal wage strike which began on February 1 by about 400 CWIU members at three Johnson & Johnson plants in East London and Midrand continued yesterday with the union standing firm on its 13,5% wage demand (365) (~~383~~)

The company is offering 9%.

Munro refused to expand on the proposals handed to the union but said everything was "now up to the unionists". 15/2/94

A union spokesman said proposals had been handed to management and a response was expected today.

Strikers defy Lever Brothers' ultimatum

JACQUIE GOLDING

CHEMICAL Workers' Industrial Union members will continue their strike at Lever Brothers in Durban today despite a management ultimatum that the union should accept a "final wage offer".

Management's offer to employees of a 9,6% wage increase on the lowest grade and an 8% increase on the highest grade covers a 15-month period, rather than the usual 12 months.

Union chief negotiator Sipho Ntshaba said yesterday that workers had not accepted the offer and reiterated that workers were demanding an 11% across-the-board increase.

Ntshaba said the union compromised by lowering its initial demand for a 13% across-the-board increase to 11% last week. He said management threatened that the factory would operate at full steam, and temporary labourers would be employed, if the union did not accept the offer by later today.

The union, however, requested yesterday that management extend its deadline because the meeting held by King Goodwill Zwelethini disrupted proceedings for union members.

Management was not available at the time of going to press.

About 900 union members went on strike at three plants — Lever Brothers, Silicate and Chemical Industries and Quality Products — three weeks ago for better pay and working conditions. They were also demanding a 40-hour week for all workers.

Ntshaba said Quality Brothers, which had earlier refused to renegotiate, approached the union at the weekend to reopen negotiations. However, management denied union claims that Quality Products had refused to continue negotiations.

Union meeting to try to resolve strike

B Day 18/2/94

JACQUIE GOLDING

THE Paper, Printing, Wood and Allied Workers' Union (Ppwawu) will meet Carlton Paper management today to try to resolve a three-week strike at six plants countrywide.

Both parties had agreed to refer the dispute to mediation, Ppwawu general-secretary Obed Zimande said yesterday. (144) (152)

About 950 workers — at four plants on the East Rand, one in Cape Town and one in Port Elizabeth — went on strike three weeks ago for a 12% wage increase and three months' maternity leave. Management has offered a 5% wage increase.

A consumer boycott of Carlton products was organised by Ppwawu with the union meeting Sappi and Kohler to discuss withholding raw materials from Carlton. (355)

Foskor strikers will return to work tomorrow — NUM

B1Day 22/2/94

ERICA JANKOWITZ

THE 900 striking NUM members at Foskor's phosphate plant near Phalaborwa are to return to work tomorrow after a wage strike which began on January 27, union regional secretary Archie Pilane said yesterday.

A consumer boycott of Phalaborwa, called in solidarity with the striking workers, was called off yesterday after a community meeting.

The wage dispute began on January 19 with management locking out workers when their final wage offer was rejected. The paid lockout lasted a week.

Pilane said the parties had resolved the dispute over the backdating of the effective date of wage increases with the NUM accepting a R400 ex gratia payment per member.

The 6% wage increase would be backdated to October 1, not July 1 as demanded by the union. A 1% shift allowance would be instituted from March 1 if a seven-day working week was implemented with the approval of the Mineral and Energy Affairs Departement, which still had to ratify the agreement.

Other concessions made were the appointment of a full-time shop steward, agreement to negotiate a health and safety agreement and the conversion of the pension fund into a provident fund. In addition, lower-paid workers who were previously excluded from joining the pension fund would be eligible to join the provident fund, Pilane said.

However, one sticking point was that of disciplinary action against some strikers accused of intimidation and arrested by police during the strike. Seventeen NUM members were arrested and charged, although the decision whether to proceed with criminal charges had yet to be taken by the attorney-general, Pilane said.

The parties agreed company charges would be finalised within the next fortnight and any challenged by the NUM would be referred to arbitration. Pilane was concerned the process might spark further problems as accusations of intimidation were divisive.

Illegal imports of dairy products rise

B1Day 22/2/94

MUNGO SOGGOT

ILLEGAL imports of dairy products had risen over the past year, Agriculture Department deputy director of marketing and administration Dennis Farrell said yesterday.

Most of the illegal imports came via Namibia and Botswana. As members of the SA Customs Union, they were free to export their own produce to SA, but could not export produce from other countries.

Farrell said Botswana had trade agreements with Zimbabwe which meant it could import Zimabwean dairy products cheaply. These cheap imports could then be exported to SA.

The department said 140 tons of cheese, 170 tons of milk powder and 45 tons of other dairy products had been illegally imported.

Agriculture Department director-general Frans van der Merwe said although these figures appeared small compared with SA's annual consumption of 100 000 tons of butter, cheese, milk powder and condensed milk, the cheap imports could have a serious effect on prices.

Tight control of imports was needed especially since dairy prices were already low after good rains had boosted production, he said.

Union must respond today to Carlton offer

JACQUIE GOLDING

THE Paper, Printing, Wood and Allied Workers' Union has until 4pm today to respond to Carlton Paper's 7% across-the-board wage increase offer. B1Day

Agreement was reached at mediation last Friday but if management's offer is not accepted by workers, the union says it will revert to its initial 12% demand. 22/2/94

Carlton Paper MD Keith Partridge said if the offer was not accepted by the union, management would also revert to its 5% across-the-board offer.

About 950 workers went on strike four weeks ago for a wage increase and three months' maternity leave.

Four plants on the East Rand, one in Cape Town and one in Port Elizabeth have been brought to a near-standstill by the strike.

Carlton Paper and the union also agreed to three months' paid maternity leave but only after three years of employment with the company.

Management and the union agreed that shop stewards would be appointed at each of the company's six plants.

Shop stewards would be allowed to take part in a national job grading committee which would investigate problems of job grading in the company.

The company would also appoint representatives to the committee and both parties would be allowed to call on outside experts where necessary.

In the case of child care, workers abstaining from work would have to produce certificates stating reasons for their absence, which would be treated on a no work, no pay, no penalty basis.

Nestlé hit by snap strike

B1094 24/2/94

JACQUI GOLDING

ABOUT 3 000 Food and Allied Workers' Union members downed tools at seven Nestlé plants yesterday to support their demand for centralised bargaining and a minimum wage of R1 800, a union official said yesterday.

The affected plants are in Maritzburg, Estcourt, Bethal, East London, Mossel Bay and Bellville.

A company spokesman said the parties were to meet today in a bid to resolve the unprocedural stoppage.

The spokesman said wage increases of between 9% and 11% had been granted in most areas, close to the demanded minimum wage, but the union felt R1 800 for the lowest-paid categories was not excessive. (355)

He said negotiations had been continuing and it was unclear what the reason for the stoppage was. (182)

The union spokesman said the company had agreed in principle to centralised bargaining, but had split the divisions according to function and proposed three forums be established. The union initially agreed to this, but now felt one forum was more appropriate. (182)

Deadlock at Unilever

JACQUIE GOLDING

THE Chemical Workers' Industrial Union strike has entered its fifth week with no settlement reached at Unilever's Durban plants.

About 900 workers went on strike at three plants — Lever Brothers in Maydon Wharf, Quality Products in Jacobs and Silicate and Chemical Industries (SCI) in Mobeni — over wages.

The union last week rejected Lever Brothers' final offer of R433,60 a week over 15 months, demanding R438,60 over 12 months.

A Unilever spokesman said the talks had reached an "impasse" and production at the Maydon Wharf site was being continued by "temporary labour" B/Day

SCI management is offering R420 a week while the union is demanding R428,41 a week. 24/2/94

Mediation between Quality Products and the union deadlocked earlier this week with the union demanding R413,02 a week and management offering R399,02. (355)(398)

A union official said yesterday that "informal proposals" had been handed to management at Quality Products and a response was awaited.

27-day pay strike settled

JOHANNESBURG. — A 27-day strike by about 400 workers at Johnson and Johnson companies ended yesterday with settlement of a pay dispute.

Explosive wage dispute

CIPress 6/3/94

By KHANGALE MAKHADO

THE legal strike over wages by about 250 members of the Chemical Workers Industrial Union employed by AECI Explosives at Zomerveld, Hennenman in the Free State, enters its 28th day today (452) (455)

The union's national company negotiator, Meshack Ravuku, has dismissed all signs of a negotiated settlement, and accused the company of using various underhand methods to break the strike (355)

Ravuku said the dispute stemmed from management's refusal to increase wages by 15 percent. The company has offered a six percent wage increse, he said.

"Instead of addressing the impasse, the company is engaging in the employment of scabs, court interdicts and using security forces to resolve labour disputes," he said.

The company, however, told City Press that their offer was 7,5 percent while the union was demanding a 10-percent increase.

According to Michael Blizzard, group communications manager for the company, only 160 workers are involved and efforts to resolve the situation are continuing.

"Owing to the undisciplined behaviour of striking workers, we were forced to apply for a court interdict and involved the police to prevent further incidents of assault, intimidation and damage to property," he said.

Blizzard said the factory manufactured commercial explosives. The company therefore had no alternative.

A nation of part-timers with little job protection

WM11-17/3/94 (355)

Ruth Kelly looks at how part-timers have little job protection as employers find it easier and cheaper to hire and fire them

THE shift away from manufacturing industry and towards the service sector over the last 10 years has meant that Britain is increasingly becoming a nation of part-timers.

Although the shifting pattern of work started in the 1970s, the pace of growth in part-time work is accelerating as a result of the Government's intent on promoting "flexibility" in the labour market.

In practice, this means it is easier and cheaper to hire and fire workers, who have fewer employment rights and little protection over wage rates.

While 15.5 per cent of the working population had part-time jobs in 1970, by the end of the decade that had risen to 16.4 per cent. The latest figures suggest, however, that 5.5 million people are in part-time employment — more than one in four of all workers.

Part of the reason for the changing nature of employment was the devastation of manufacturing industry in the recession of the 1980s which wiped out 2 million jobs — jobs which were never to be recovered.

Indeed, the trend continued with the total number of jobs in manufacturing falling from more than 7 million in 1979 to under 4.5 million today.

When the economy started to grow again, more than 3 million jobs were created, but practically all of these were in the service sector which expanded by more than a fifth, attracting an enormous number of women who were entering the jobs market for the first time.

Over the 1980s as a whole, two-thirds of all new jobs went to women, and two-thirds of all the jobs taken were part-time. Over the same period the number of men in full-time jobs fell by around 2.5 million.

Thus, that by the end of the decade a third of the workforce was either self-employed or in part-time work.

During the recent recession, the trend towards part-time and temporary work has continued. A recent analysis by *The Guardian* showed that employers are continuing to fire full-time workers and replace them with part-timers, who are cheaper and more productive.

In addition, by hiring part-timers employers mange to escape having to pay national insurance contributions for people who work fewer than 16 hours a week.

Retailers such as Burton's and the Sock Shop have taken advantage of the flexible labour market to avoid full-timers and employ as many part-timers as possible.

People taken on over the Christmas period to cope with the additional rush to the shops are already feeling the results of the new "flexibility" as they rejoin the dole queues.

David Hunt, the Employment Secretary, repeatedly insists that the majority of part-time workers prefer not to work full-time. Although it is true that only nine per cent of part-timers questioned say they would prefer to have a full-time job, it is still the case that they remain the most vulnerable segment of the labour market as most of the new jobs are insecure and unprotected.

At present full-time employees must have accumulated two years' continuous service before they can claim unfair dismissal, while part-time workers working between 8 and 16 hours a week have a qualifying period of five years.

The precariousness of part-time employment can be seen by comparing two different periods in the economy.

Tese were the boom years of 1983-90, when UK employment grew by 14.3 per cent, and the extended period 1979-92 which includes two Conservative recessions, which had jobs growth of a mere 0.4 per cent.

If part-timers are quick to be hired, they are just as quick to be fired.

In addition, employers find it useful to use flexibility provided by part-timers to have more staff working at the busiest times of the day or seasons of the year, and fewer when demand is slack.

A government survey in 1992 showed that 30 per cent of employers used part-timers to match employment with peaks in demand for their product.

James Lewis, page 34

Wage battle intensifies

JACQUIE GOLDING

THE Chemical Workers' Industrial Union intensified its strike for better wages at the Protea Industrial Chemicals plant in Wadeville this week when 60% of the workforce downed tools, a company spokesman said yesterday. B/Day

The union and management deadlocked over a wage and provident fund dispute with the union demanding a 15% wage increase and management offering 8%. 16/3/94

A Protea Industrial Chemicals spokesman yesterday said management was prepared to consider "reasonable alternative proposals" in relation to the provident fund dispute but 8% was the company's final wage offer. (185)

Strike action started with go-slows and sleep-ins last week, culminating in about 90 workers out of a workforce of 120 going on strike (365) (152)

The company obtained a Supreme Court order against the union but union members breached the order, forcing the company to hand the matter over to the "authorities", a Protea spokesman said.

Committee to decide salaries

ET 17/3/94

JOHANNESBURG — The TEC has named the members of an interim remuneration committee to consider the salaries and allowances to be paid to elected representatives after the election. (355)

The TEC said yesterday it would advise the appointment of Mr Justice Melamet as committee head. Other members are: Mr Alex van Breda, Mr Sam Motsuenyane, Mr Neil Chapman, Mr J J Njeke and Mr James Motlatsi. — Sapa

Pay increases end Unilever strike

B/Day

JACQUIE GOLDING

29/3/94

MEMBERS of the Chemical Workers' Industrial Union yesterday ended a nine-week wage strike at three Unilever plants in Durban.

At Lever Brothers, Maydon Wharf, and Silicate & Chemical Industries (SCI), Mobeni, a 9% wage increase was agreed.

An 8% pay increase was agreed at Quality Products, Jacobs.

About 1 000 workers had been on strike to support demands of an 11% across-the-board wage increase, improved working conditions, paid maternity leave, provision of child care facilities and a 40-hour week.

The union said yesterday most of these demands had been met and described the wage settlements as satisfactory. (355) (452) (8)

However, Unilever said only minor adjustments had been made to conditions of employment.

The union said Lever Brothers and SCI had initially offered increases of 8% and Quality Products increases of 6%.

Unions to seek 15% wage rises

STEEL and engineering trade unions are demanding wage increases of between 15% and 23%, writes DON ROBERTSON.

Unions led by Numsa have placed more than 50 demands before the Steel and Engineering Industries Federation of SA (Seifsa), which is due to meet the unions on April 14 and 15.

Demands include calls for a reduced working week, increased overtime rates, leave of four weeks, 10 days a year paternity leave and 20 days for child care, a death payment of five times annual salary and a moratorium on retrenchments.

Employers in Seifsa say that political uncertainty could inhibit improvement in the industry this year.

Wage talks deadlock

Sowetan 7/4/94

By Russel Molefe

THE Media Workers Association of South Africa has declared a dispute with Argus Newspapers after a deadlock during the annual wage negotiations last week.

In a meeting held in Johannesburg last week, the company offered the union an 8 percent wage increase and said that this was the final offer, Mwasa secretary general Mr S'thembele Khala said.

The union initially demanded 19 percent. It has now lowered its demand to 17 percent. Khala said Argus had opened its offer at 7 percent.

Argus representatives were not available for comment yesterday.

Khala said the 8 percent was "an insult" as some workers in Cape Town earned as little as R800 a month. He said workers were preparing for "all out war which could cripple the country's biggest newspaper company during the elections".

Rejected offer

The South African Union of Journalists which represents mainly white journalists has also rejected the offer and are demanding 14 percent.

Newspapers within the Argus group include *Sowetan* (partly owned), *The Star, Pretoria News, Daily News, Mercury, Cape Argus and Post Natal.*

Khala said management claimed inflation would drop to 7 percent, hence the justification for their offer.

Meanwhile, Mwasa has sent a letter to Kenya's newspaper, *The Nation,* protesting against the dismissal of Mr George Odiko for allegedly spending "too much time on union matters".

Odiko, who has served his newspaper for 25 years, is also secretary general of the Kenya Union of Journalists, assistant secretary general of the Union of African Journalists and executive member of the International Federation of Journalists.

Wage talks to start in metal industry

Star 13/4/94

■ BY JOVIAL RANTAO
LABOUR CORRESPONDENT

The metal industry's 12 trade unions have proposed wage increases of between 15 and 23 percent and will collectively submit 50 demands when the working groups meet tomorrow and Friday to start this year's wage negotiations.

The unions, led by the giant National Union of Metalworkers (Numsa), have also proposed that the term affirmative action should be banned and replaced with "supportive action" (855)

Any action aimed at undermining white employees' terms of employment and promotion possibilities should be banned.

Numsa also demanded the reduction of working hours without the loss of pay, a moratorium on retrenchments and an increase in pension and death benefits to five times the annual salary.

Employers were asked to develop industry training schedules to include literacy and technical and management training. (854)

Employers, through the Steel and Engineering Industries Federation of South Africa, have submitted 11 proposals, decided in January.

The proposals include negotiation of separate wage schedules for regions and the number of public holidays for the industry not to exceed the current quota of 11.

Wage minimum can backfire — researcher

(355)
ARG 14/4/94

Labour Reporter

A MINIMUM wage in South Africa could merely redistribute wealth among the employed, rather than help the unemployed — who desperately needed help.

It could also curb the negotiation and collective bargaining powers of unions, according to Harriet Webster of FSA-Contact, who has researched the economic policies of African countries and their effect on wages.

"The aim of the research, which explored the South African situation in relation to the rest of sub-Saharan Africa, was to examine whether the election of a new government in South Africa and the implementation of the new constitution would impact on salaries and wages," she said.

Ms Webster said that while minimum wage legislation had been developed in many countries, including the United States, Canada, Japan, France, the Netherlands, Spain, Kenya and Zimbabwe, the "African experience" did not support arguments that a minimum wage would create a new market of mass consumers that would boost the economy and create more jobs.

In South Africa, the Workers' Charter and the Freedom Charter had called for a legislated minimum wage.

Unions, through the living wage campaign, had demanded it be linked to inflation.

Ms Webster said productivity in South Africa had to be increased for the country to become competitive, while salaries and wages needed to be strictly managed below or on inflation.

"Workers' expectations of increases need to be addressed economically and not politically. Should salaries and wages rise they will increase inflation and undermine economic recovery."

In African countries the imposition of minimum wages and legislated salary increments had initially accomplished an increase of salaries at the lower end of the scale.

"But the implementation of socialist policies such as nationalisation result in lower productivity and soaring inflation.

"As a result, economies battle to sustain the enforced increases, while the value or buying power of the higher salaries is eroded," she said.

For example, before economic reforms imposed in Zimbabwe by the International Monetary Fund and World Bank could take effect the inflation rate in the country rose to between 35 percent and 40 percent.

"Since real wages could not keep pace with this rate, real income and consumption fell. Wages in Zimbabwe have remained almost static since the introduction of the reforms, while prices and school and hospital fees have spiralled," she said.

Numsa warns of strike action

B/Day 14/4/94

ERICA JANKOWITZ

THE National Union of Metalworkers of SA said yesterday it could not rule out strike action if its wage demands for engineering, automobile and tyre sector employers were not met within an acceptable timeframe.

Numsa general secretary Enoch Godongwana said the union's wage demands this year were an extension of the proposed three-year plan first tabled last year. However, insufficient progress was made last year. "There is a strong feeling on the ground that we are making too many concessions."

Numsa would focus on three areas:

- A 23% increase based on expected inflation, "an improvement factor, broad banding and the decline in real wages";
- Employers to pay workers for a minimum of 160 hours a year to "study for the purpose of uplifting basic education standards"; and
- Plant-level restructuring within an agreed timeframe without job losses "as a result of multiskilling and/or workplace change".

(839) (365)

Wage settlement level drops in first quarter

BL Day 14/4/94

ERICA JANKOWITZ

THE average wage settlement level for the first quarter of 1994 fell by one percentage point to 9,5% from the corresponding period last year with the majority of settlements in the 8% to 10% range, according to the latest Andrew Levy and Associates Bargainers' Bulletin.

The Bulletin predicted an average settlement level for the year of between 9% and 10% compared with 10% last year and 12% in 1992. This year's figure would be well down from the 16% to 17% averages recorded between 1987 and 1990.

Andrew Levy and Associates research co-ordinator Renee Grawitzky said settlements for this year were on average below 10%, although no settlement of less than 5% was recorded so far this year. She warned that single digit increases would not be well received by unions and would probably have to be coupled with trade-offs such as the industrial restructuring agreed to last year in the metal industry.

The highest settlement level recorded by Grawitzky was in the beverage and bottling sector where Amalgamated Beverage Industries conceded a 13,1% wage increase over a 14 month period after a protracted and acrimonious strike.

In building and construction, a low-base sector, settlements to date ranged between 8% and 12%, well up on last year's 5% to 8%.

(356)

However, not all sectors showed the same trend, with chemical and pharmaceutical reporting average settlements of 9% to 11% in the first quarter of 1994, compared to 12% to 14% for 1993.

Grawitzky predicted a narrowing of the range of settlements from last year's 2% to 15%. This would be the case, she argued, as better economic conditions lessened the pressure to conclude low wage agreements while the need to become internationally competitive caused employers to look more closely at cost factors.

Grawitzky reported a sharp rise in industrial action in support of wage demands from 10% in 1993 to 33% so far this year.

Minimum wage laws equal maximum trouble

ERICA JANKOWITZ

INTRODUCING minimum wage legislation in SA would not uplift poverty-stricken communities, but would merely redistribute wealth among the economically active population, labour relations consultants FSA-Contact say. Eldoy 14/4/94

In a recent survey of sub-Saharan African countries' economic polices and their effect on remuneration, FSA-Contact's remuneration division head Harriet Webster found enforced minimum pay rates initially resulted in big pay hikes at the lower end of the pay scale.

However, lower productivity and soaring inflation were also often spin-offs of this policy as was a massive erosion of buying power for higher salary earners. (355)

Webster said imposed minimum wages often appeared to narrow the wage gap in the short term, but in fact companies were forced to find other means of keeping managerial staff whose salaries had been frozen.

This usually took the form of restructured packages to minimise the effect of tax. These resulted, in turn, in a 60:40 ratio of perks to salary.

With the ending of minimum wage legislation, packages were soon converted back, again increasing the wage gap between high and low earners.

"In addition, the imposition of minimum wages in Zimbabwe by means of legislation resulted in a mass exodus of skilled workers," Webster said.

The survey also pointed to the negative effect of the legislation on collective bargaining because trade unions automatically demanded the maximum legal increase.

Wage settlements level comes down

@ 15/4/94 (353)

Own Correspondent

JOHANNESBURG. — The average wage settlement level for the first quarter of 1994 fell by one percentage point to 9,5% from the corresponding period last year, according to the latest Andrew Levy and Associates Bargainers' Bulletin.

The majority of settlements were in the eight to 10% range. The bulletin predicted an average settlement level for the year of between 9% and 10% compared with 10% last year and 12% in 1992.

Andrew Levy and Associates research co-ordinator Ms Renee Grawitzky said settlements for this year were on average below 10%, although no settlement of less than 5% was recorded.

Ms Grawitzky reported a sharp rise in industrial action in support of wage demands from 10% in 1993 to 33% so far this year.

Seifsa tables a 5% wage offer

ERICA JANKOWITZ

SEIFSA employers tabled an opening wage offer of 5%, excluding members in the Natal and Border regions, in response to union demands ranging from 15% to 23%, the federation said yesterday. B/Day 15/4/94

Employers suggested a separate wage structure for all coastal areas, with other conditions of employment settled at central level.

However, the National Union of Metalworkers of SA said it preferred an arrangement in which individual companies applied for non-compliance with minumum rate regulations. (859) 355

Seifsa said representatives of the industry's 12 trade unions indicated they were not in a position to accept the 5% wage offer, but would report back to their constituents and meet employers on May 2 when they would table their responses.

Employers may have to pay higher wages

ARG 18/4/94 (355)

☐ Worker's expectations 'greater after poll'

SHARON SOROUR
Labour Reporter

THE result, and aftermath, of the elections, and heightened expectations of workers, might force employers to settle at higher wage levels than anticipated or budgeted for, says a survey by leading industrial relations consultants.

According to Andrew Levy and Associates' wage settlement survey for the first quarter, this year's settlements will reflect single-digit figures.

"However, certain factors might force employers to settle at higher levels than anticipated or budgeted for. These include heightened expectations, a possible recovery in some sectors of the market and the result and aftermath of the elections," the survey showed.

Wage settlements have dropped from 12 percent to 10 percent on average over the past two years.

The decline in settlements did not coincide with the start of the recession in 1989 and 1990, but when the economy worsened in 1991, says the survey.

By 1993 the full effect of an economy ravaged by recession was felt.

"Although the average minimum wage settlement was around 10 percent during 1993, settlements ranged between two and 15 percent with a small number of wage freeze agreements, achieved in extreme situations."

The highest-paying industries at the end of last year were the auto-assembly, tyre, pharmaceutical, petro-chemicals and beverage and bottling, while the lowest-paying industries included small municipalities, forestry, mining, clothing and textiles.

The highest wage recorded was R1 982 a month, while the lowest was R400 a month.

In terms of data available, during the first three months of this year, settlements on average were below 10 percent, with an inflation rate of 9,9 percent.

The movement towards single-digit increases will not easily be accepted by the union movement.

"Low wage increases will have to come hand in hand with some sort of trade-off, for example, in the metal industry, lower increases were agreed to in favour of industrial restructuring."

Industrial action in support of wage demands declined sharply from 1991 to 1993.

Seifsa proposal on coastal wages worries union

BDay 19/4/94

SEIFSA's bid to remove all coastal employers from the main agreement's wage structure showed the federation was trying to move towards a system of deregulation and was a direct attack on centralised bargaining, National Union of Metalworkers of SA (Numsa) collective bargaining head Les Kettledas said yesterday.

Reacting to Seifsa's 5% wage offer in response to Numsa's 23% demand,

ERICA JANISOWITZ

Kettledas said all union parties to the industrial council had rejected the offer. They had also demanded that employers table a full and proper motivation for the proposal that coastal employers explore a separate wage structure.

"We want to see where employers see wage negotiations going in the future. We could not consider the wage offer until a decision is made on the principle of centralised bargaining," he said.

In addition, refrigeration and air-conditioning manufacturers and suppliers proposed a wage freeze for the lowest paid category of workers.

"It is likely that if this trend continues it will be a recipe for the declaration of a dispute. And then it will be up to our members whether or not we embark on industrial action."

Strike threat from Mwasa

THE Media Workers Association of South Africa has threatened to go on strike over wages. Sowetan

Mwasa has declared a wage dispute with Argus Newspapers, owners of *Sowetan, The Star* and *Pretoria News*, among others. 21/4/94

The union's acting president, Mr Mathatha Tsedu, said at a news conference yesterday that Mwasa had requested a meeting with the Department of Manpower's Conciliation Board.

If the dispute was not settled, a strike by Mwasa's 1 500 members at Argus Newspapers could be possible by late May, Tsedu said. 366 2432152

Mwasa is asking for a 15 percent wage increase for its members. The demand is down from 19 percent in March and Argus has raised its offer to eight percent from seven percent.

Argus chief executive Mr John Featherstone said the company had made a good offer to employees which was above the projected seven percent inflation rate.

"The prospect of industrial action is worrying at any time. But we deal with it on the basis that we have made a fair offer and we think that union members will come to that realisation," said Featherstone.

Unions reject Seifsa's wage offer

Business Day 31/5/94

ERICA JANKOWITZ

ALL 12 party trade unions rejected Seifsa's 5% wage offer and the proposal of a separate wage structure for coastal companies at the second round of annual wage negotiations yesterday, Seifsa said.

No new wage offer was tabled and no progress was made on other issues, National Union of Metalworkers (Numsa) collective bargaining head Les Kettledas said (365)

However, Seifsa had clarified its position on bargaining levels, giving details of which issues it wanted negotiated at central level and which at company level. Kettledas said Seifsa wanted appropriate worker rights and information disclosure to be settled at company level, but this would not be accepted by Numsa.

Rag trade braced for tough wage talks

ART 9/5/94

SHARON SOROUR
Labour Reporter

CRUCIAL wage talks in the embattled clothing industry — mainstay of the Western Cape economy — have begun, with employers and the clothing workers' union, the South Africa Clothing and Textile Workers' Union (Sactwu), braced for tough negotiations.

Progress was made during the first round of national negotiations in Cape Town "but it's still early days", said Cape Clothing Manufacturers' Association chairman Johann Baard.

Mr Baard said: "Sactwu is demanding 16,6 percent. The employers counter proposal amounts to 5,5 percent."

The wage component of the trade union proposal was 14 percent, with the balance made up by peripheral issues such as conditions of service.

"The negotiations are taking place in a very good spirit at this stage, and both parties accept and appreciate that the industry is in a crisis.

"It is generally accepted that the industry has not created a single job in the past five years, and the trend of factory closures and retrenchments has not been reversed or even halted," he said.

Employers were concerned by the "extraordinary" growth of the informal sector and its level of sophisticated manufacturing.

"The informal sector is not only supplying fleamarkets, but has begun supplying boutiques and even the bigger chain stores.

"It is common cause that in the informal sector the rate for a machinist is R150 a week, while in the formal sector, with unionised rates, it's nearly double that," he said.

Reports were also filtering through that the informal sector was "poaching" skilled labour employed in the formal sector on an ad hoc basis.

Mr Baard said skilled workers like pattern-makers, graders and cutters were taking off up to three days a month as sick leave to work in the informal sector."

He said the whole debate on free trade, introducted by the recently concluded Uruguay Round of the General Agreement on Trade and Tariffs (Gatt), also raised the question of fair trade.

First World developed countries now were trading with developing countries where child labour was prevalent and there were no minimum wage regulations or health and safety legislation.

Lower salaries and fewer perks

(355) WM 13-19/5/94

Ministers and MPs won't be earning as much as under the previous government, writes **Stephen Laufer**

THE pay scales for parliamentary and ministerial salaries will, in most cases, be lower than those paid by the last government. Proposals for 1994 salary levels by Judge David Melamet's commission have yet to be accepted.

The ANC is said to be considering a levy on all of its MPs, to be paid into party coffers. This practice is common among European social democratic and environmentalist parties, and it is already in force in the South African Communist Party, which requires its members in parliament and government to surrender 15 percent of their net incomes to the party.

A comparison of the Melamet proposals with what is known about the previous salary scales of politicians is almost impossible because of the complex system of hidden housing, car and travel allowances which, combined with the last government's penchant for secrecy, make it difficult to obtain concrete figures.

Under the Melamet proposals, Nelson Mandela would have net earnings of about R409 000 a year in pay and allowances, fractionally lower than that of his predecessor. This is more than John Major's salary, but less than Helmut Kohl's and considerably less than Bill Clinton's R1-million or Francois Mitterrand's salary, which is understood to top R11-million a year.

FW de Klerk and Thabo Mbeki would earn net salaries of about R352 000, a figure apparently arrived at largely in order to cushion the former state president's descent to the second row.

Mandela would be expected to pay tax, along with his ministers and the members of the national and provincial legislatures. The commission opted for this innovation — which includes taxing such perks as the president's free housing — because it was seen as more equitable and understandable to the taxpaying population than the old system of tax-free salaries and allowances.

It is understood the Melamet Commission, which included former Nedcor CEO Chris Liebenberg, African Bank chairman Sam Motsuenyane, chartered accountant JJ Njeke, and trade unionists, looked closely at salaries paid by large corporations in the private sector. Equating the tasks facing Mandela and his deputies with those encountered by directors of large companies, the commission could have recommended a presidential salary in excess of R1-million.

Comparisons of individual pay packages for MPs tend to tell only half the story. The cost to the country is also related to the size of the national and regional legislatures. The PWV, for example, has 86 MPs. The German capital Berlin, with a similar population, sends over 200 deputies to the regional legislature — and each one receives a salary and allowances.

MPs stand to lose or see restricted several other perks which had become comfortably familiar to those who belonged to the old parliament.

All allowances are to be abolished, except for a car allowance which has been drastically reduced from R62 000 a year to R32 200 in the case of MPs, and from R116 000 to R78 400 for cabinet ministers and regional premiers.

The subsistence allowance paid to parliamentarians while in Cape Town would be set at R36 000 a year and is included in the take-home pay calculations done by the commission. MPs will nevertheless have to prove to the tax man that the allowance was spent legitimately in Cape Town, if they are not to be taxed on the amount.

MPs also lose a perk associated with the old constituency form of representation — the R25 000 annual allowance for a constituency office falls away.

Ministerial salaries and those of the newly created group of nine regional premiers, which are tied to ministerial scales, will drop quite dramatically if the Melamet proposals are implemented. De Klerk's cabinet took home roughly 12 percent more than the R298 000 their successors and the premiers will earn.

The premiers' salaries appear modest when compared to New York governor Mario Cuomo's salary of R390 000.

At roughly R240 000 net, deputy ministers will earn fractionally less than in the past. MPs could expect to take home about R137 000 a year, about six percent less than the members of the last parliament and less than half of the salaries paid to Brazilian MPs. The new group of regional legislators are set to earn R132 000 net a year.

ST Times (Buss)

Black execs get 50% more pay than whites

15/5/94

By DON ROBERTSON

COMPANIES are prepared to pay black senior managers up to 50% more than their white counterparts to placate affirmative-action activists.

But many are cashing in on the shortage of top-quality blacks and hopping from job to job — and better pay with each move.

The trend worries the SA Chamber of Business, the Black Management Forum, the ANC, labour and human resource consultants.

A survey by FSA-Contact says black managers are virtually able to stipulate their salaries.

The limited numbers of qualified blacks "are job-hopping to their hearts' content as they are offered better and better packages".

David Lowry, of international executive search consultancy TASA, says: "We have to hope that blacks come to realise that to build a career they have to stay in one place for a while."

The FSA-Contact report follows a similar survey in 1993. It finds a 25% increase in implementation of affirmative action, 73% of respondents having a plan for "black empowerment". But more than 52% have done so under the threat of legislation or imposed quotas.

About 12% of companies report a drop in standards. But this is 12 percentage points below those who reported a decline in 1993.

More than 95% of the respondents say affirmative action programmes have been "reasonably successful". Only 4% say they were "totally" unsuccessful.

Almost half of the respondents are recruiting staff to change the structure of their workforce. About a third are doing so by promoting black employees.

In the next three years, companies expect a 10% increase in the number black senior managers, although this is considered ambitious because in the past five years the plan was for no more than 2%.

The number of white senior managers is expected to fall to 76,5%.

More than 50% of white employees resist affirmative action.

Employee benefits 'beyond' the law

B/Day 16/5/96

ERICA JANKOWITZ

EMPLOYERS who did not treat workers equitably in terms of employee benefits and refused to negotiate these benefits could be committing an unfair labour practice as shown by recent Industrial Court decisions, says Old Mutual employee benefits principal consultant Peter Theunissen.

Writing in the latest edition of Interface, Theunissen pointed out a number of recent Industrial and Labour Appeal Court decisions which clearly indicated that such benefits were considered part of the total remuneration package and therefore part of the terms of employment.

"In forming part of the total remuneration structure, benefits should be dealt with in the same way as all other remuneration issues — they should be subject to the collective bargaining process."

In a recent Labour Appeal Court judgment, retirement benefits were found to constitute part of the terms and conditions of employment, meaning any employer which refused to consider benefits as part of the collective bargaining process would be deemed to be in breach of the recognition agreement and guilty of an unfair labour practice, Theunissen said.

"Where an employer, in terms of the rules of the fund, can exercise discretion when making decisions affecting employee rights and benefits, a great deal of care must be taken in dealing with the issue.

"The employer must be objective, consider all the relevant issues and options of the parties concerned, clarify beforehand the criteria on which the decision will be based, and disclose reasons for the decision," he said.

In an Industrial Court case, a worker found his retirement benefits reduced after his company was bought by another concern which offered continued employment on terms and conditions no less favourable than those already enjoyed.

"The court found that the employee was entitled to expect all benefits in the new fund to be at least equivalent to those of the original fund. Even though all other benefits may have been superior, he was still entitled to compensation and the employer was ordered to make good the difference."

Theunissen concluded that employers had to look beyond purely legal principles.

"Equity, particularly the equitable treatment of parties in employee benefits practice, is becoming an industry buzzword. It implies looking beyond pure legal rights to whether a benefit or action is equitable, just and fair."

NUM calls for 25% pay hike

CT 18/5/94 (213)

Own Correspondent

JOHANNESBURG. — NUM has called for a minimum 25% wage increase and a national minimum wage which could see wage bill hikes of up to 55% at some collieries, according to mine spokesmen. (211)

The union is also calling for a national minimum monthly cash wage of R1 100 for some underground workers. (355)

355

Higher pay rises forecast

B1 Day

ERICA JANKOWITZ

EMPLOYERS could expect to pay a one percentage point premium on wage increases this year as a result of heightened expectations and shop-floor militancy brought about by the change of government, industrial relations consultant Gavin Brown said yesterday.

Earlier this year Brown predicted an average wage settlement level for 1994 of between 8,5% and 9%, but said he had subsequently revised this to 10%.

Brown based his revised forecast on year-to-date results, but acknowledged that fewer wage negotiations had been settled this year as much of the wage round had been delayed by the elections.

So far the settlement level stood at a hefty 9,3% for the year, which Brown attributed to companies paying a premium to finalise wage talks before the election.

He cited the OK Bazaars' signing of a 10,7% wage agreement, slightly more than planned, because of expected disruptions after the new government came to power.

He said disputes had been declared after deadlock was reached at Pick 'n Pay and Shoprite/Checkers, with the union "refusing to budge". 19/5/94

Brown expected next month's Budget would disclose the ANC's plans for public sector wage increases, a crucial indication for business of the benchmark for private sector settlement levels. (355)

"If the ANC decides to grant inflation-related increases, this would be the first time this has happened for a few years. Once this has been announced, business will get a better idea of how to peg increases for the year," Brown said.

Analysts would closely monitor public service strikes in Venda, Bophuthatswana, Lebowa and other former homelands to see whether regional governments bowed to pressure to grant pay parity with SA workers, he said.

Although opening demands were not unrealistically high this year, Brown said there was a mood of militancy.

JOBS

Business hastens black advance in wake of threats

ST Times (Buss) 22/5/94

By TERRY BETTY

COMPANIES have moved to close the wage gap between black and white employees ahead of possible government action.

In 1980 blacks received only 63% of the amount their white counterparts earned. They now receive 96% of whites' pay.

This emerges from a P-E Corporate Services survey of 600 companies.

It shows the biggest differential remains at the lowest basic skills level where black employees earn 7% less than whites.

The opposite applies higher up the ladder where blacks may receive a 50% premium above whites' pay to attract them to middle management.

P-E Corporate Services managing director Martin Westcott says some companies developed a strong social conscience in the mid-1980s. They were spurred by the Sullivan code and the European Economic Community moral codes. Sullivan and the EEC monitored the pay and advancement of blacks in multinational companies operating in SA.

Narrowing of the black-white wage gap by SA business has regained momentum only in the past year or two. It slowed in the late 1980s because many companies were hit by recession and could not afford to pay employees more.

Mr Westcott says most companies intend to narrow the differential in about three years.

In focusing on the advancement of black staff, companies have forgotten about the inconsistencies in what men and women earn.

Mr Westcott says the differentials in pay between the sexes are erratic, varying widely from position to position.

He says women are paid about 5% to 20% less than men in the same jobs.

An FSA-Contact report shows that although all affirmative action programmes focus on black empowerment, only 78% look at the advancement of coloured and Asian staff. About 66% pay attention to women's advancement and 31% to that of disabled people.

FSA-Contact reports a 25% increase in the implementation of affirmative action policies since 1992. More than half of them were in response to threats of legislation or imposed quotas.

About a third of the companies surveyed pay up to 50% premiums on white salaries to attract top black personnel.

Mr Westcott says the average premium is 25% to 30%. (355)

"A serious situation is developing with companies competing for a limited pool of specialist talent. This is stimulating poaching and job-hopping."

The FSA-Contact survey shows affirmative action programmes have run into problems.

About three-quarters of the staff view the programmes as reverse discrimination.

Affirmative action has bred misgivings about a drop in standards and worries that merit is no longer a criterion for advancement.

The cost of such programmes is expected to be high, although half of the companies surveyed have made no separate provision in budgets for affirmative action.

Half of the companies surveyed report resistance to affirmative action from white employees. Half of them face inflated expectations from black staff.

A third report a non-committal attitude from management.

Seifsa raises wage offer

ERICA JANKOWITZ

SEIFSA yesterday revised its wage offer from 5% to 6,5% in the third round of wage negotiations.

At the same time, unions represented by the Council for Mining and Building Unions, the all-white Mineworkers' Union and the SA Iron, Steel and Allied Industries Union dropped their demand from 15% to 12%, Seifsa said.

The Cosatu-affiliated National Union of Metalworkers of SA and Chemical Workers' Industrial Union demand for a 23% increase remained unchanged. Nor had the Nactu-affiliated Metal and Electrical Workers' Union and Steel, Engineering and Allied Workers' Union of SA revised their 15% demand. A task group would discuss sectoral and regional wage differences.

SOWETAN Friday May 27 1994

gus Newspapers reach deadlock

Mwasa strike ballot

Sowetan 27/5/94

By Ike Motsapi
Labour Reporter

THE Media Workers Association of South Africa will ballot its members for possible strike action next week after wage negotiations with Argus management deadlocked last week.

The balloting of more than 1 500 Mwasa members will be held next Wednesday.

The Argus Group's human resources manager, Mr Roger Wellstead, was not available for comment.

His office consistently said he was out attending a meeting.

Mwasa has sought the support of political organisations, trade unions, civic groups, churches and community organisations to help it "achieve our democratic demands".

The National Council of Trade Unions said it would support Mwasa in whatever action it decides to take.

The Congress of South African Trade Union is also expected to join Nactu in supporting the union.

Mwasa and the management of Argus failed to reach agreement on salary increases at a Conciliation Board hearing held in Johannesburg on May 19.

The union is demanding an across-the-board salary increase of 15 percent for its members, while management made a final offer of eight percent.

Mwasa opened its salary demand at 19 percent but lowered this during rounds of negotiations with management.

Yesterday Mwasa general secretary Mr Sithembele Khala accused management of not negotiating in good faith.

He said: "The union is left with no other option but to ballot its members for strike action.

"A yes vote gives us various options which means we can continue negotiating, go for mediation, have another conciliation hearing or alternatively exercise our right and go on a legal strike," Khala added.

He said management proposed to the union that it was prepared to offer members a 10 percent salary increase if the implementation date was delayed by 10 weeks. Khala said the union rejected the offer because this would mean that "in the end our members would have still received salary increases of eight percent over a 12-month period."

NEWS

Azapo pledges support in Argus wage dispute

Star 30/5/94

The Azanian People's Organisation has pledged its support for Argus workers' demand for a 13 percent wage increase.

Addressing about 2 000 people near Pretoria yesterday, Azapo publicity secretary Dr Gomolemo Mokae said the workers' demand was fair considering the millions of rands the Argus company had generated from pre-election advertising.

The Media Workers' Association of South Africa and the South African Union of Journalists will ballot for strike action on Wednesday following a wage negotiations deadlock.

The company's final offer is 8 percent backdated to April 1 or 9 percent backdated to May 13.

Mokae said Azapo would support to the hilt any action taken by Argus workers after the ballot.

He also criticised Argus's new major shareholder, Tony O'Reilly, for "his deafening silence in the face of the ongoing dispute".

— Sapa. (355)

Azapo to back Argus workers

GT 30/5/74 (343)

PRETORIA. — The Azanian People's Organisation yesterday pledged its support for the Argus workers' "fair" demand for a 13% wage increase. (365)

Workers will vote on Wednesday on strike action following a deadlock in negotiations. The company's final offer is eight percent.

Azapo said it would support any action taken after the ballot. — Sapa

Argus journalists' strike ballot set for today

Star 11/6/94

■ BY JUSTICE MALALA

About 3 000 employees of the Argus Group — whose stable of newspapers includes The Star — are expected to take part in a strike ballot today which could see them embarking on industrial action.

The ballot follows a deadlock in wage negotiations between the Argus Group and the South African Union of Journalists (SAUJ) and the Media Workers' Association of South Africa (Mwasa).

The wage negotiations started early this year and culminated in conciliation board meetings last month which failed to resolve the dispute.

The SAUJ is demanding a 13 percent across-the-board increase and Mwasa 15 percent backdated to April 1. The Argus Group has offered 8 percent backdated to April 1 or 9 percent backdated to May 13.

Legal strike

In a joint statement last week, the two unions' leaders said a majority vote for strike action would not mean an immediate strike.

They said the ballot was merely the first step in opening avenues of creative and legal industrial action to continue efforts to get a just settlement.

"If indeed we do go on strike, it will be a legal strike, protected by law, contrary to what you (members) may have been told," the unions said.

Argus Group personnel director Roger Wellsted said the group's pay increases over the past few years had all exceeded the annual inflation rate.

"This year's offer also exceeds the inflation rate by about 1 percent.

"In additionthe company has, with the co-operation of the unions, also been implementing substantial pay adjustments in accordance with our new pay philosophy," Wellsted said.

Strikes: workers lost R46-m in wages

Star 21/6/94

■ POLITICAL CORRESPONDENT

Cape Town — Employees lost more than R46 million in wages during strikes in the 12 months to October 31 last year, the Department of Manpower said in its annual report for 1993 tabled in Parliament yesterday.

There were 790 strikes by employees in the 12 months to October 31 1993, compared to the 1992 figure of 833 strikes, the report said.

This resulted in an estimated loss of 1 110 517 man-days and R46 475 331 in wages.

There were 155 927 employees involved, compared with 149 556 in 1992. (~~153~~ 355)

The majority of strikes, 379, or 47,95 percent, were linked to wages, while 253 strikes, or 32,04 percent, were related to other conditions of service, the report said.

Fewer than 50 strikers per incident were involved in 354 of the strikes.

The average duration of the strikes was 7,1 man-days compared with 12,6 man-days in 1992.

The greatest loss of man-days, 450 716, which accounted for 40,5 percent of the total, occurred in the trade and accommodation sector.

NEWS Fight for higher salary increases from Argus Newspapers revs up

Mwasa solicits major support

Sowetan 3/6/94

By Joe Mdhlela

THE Media Workers Association of South Africa is to solicit support from all major political, student, church and civic organisations in its fight with Argus Newspapers for better wages.

Mwasa will meet the Pan Africanist Congress at its headquarters in Johannesburg today. The union will also hold talks with Cosatu (~~342~~ 355)

Another union federation, Nactu, has already thrown its lot in with Mwasa, promising any support the union may need. Other political organisations the union is expected to meet with within the next few days include the ANC, IFP, SACP and Workers' Organisation for Socialist Action.

Chief executive of Argus, Mr John Featherstone, yesterday said results of the ballot are expected on Tuesday. Mwasa and SAUJ members balloted for strike action on Wednesday.

Last week Mwasa received support from the Azanian People's Organisation, which undertook to do everything in its power to support the workers' struggle. Azapo's publicity secretary Dr Gomolemo Mokae said: "We will go out of our way to ensure that none of the company's newspapers get delivered to any area in this country."

Other organisations the union will be talking to include Azasm, Cosas, Sadtu, Necc, Azasco, Sasco, Paso and Azayo.

Child care workers protest against conditions, R6 pay

South 316- 7/6/94

By Edwina Booysen

CHILD CARE workers at a place of safety are up in arms because they have to work with children — some of whom are hardened criminals — without protection and, in some cases, their take-home pay is a measly R6 a month. (355)

"We enjoy our work and consider it a vocation, but we cannot work for free. We have families too and we cannot afford to get hurt," Mr Edward Cook, a child care officer at House Bonnytoun Place of Safety, said.

Cook and about 50 Bonnytoun child care workers held a placard demonstration outside the Wynberg school's premises on Monday morning to highlight their grievances and call on the government to guarantee their basic human rights and safety.

"We felt that this was the only way, short of a general strike, to express our displeasure at the apparent lack of concern for our needs," Cook said.

"Since 1991 we have been asking, no, pleading, for a better deal, for better conditions and compensation.

"We work in dangerous conditions with children who are sometimes hardened criminals and for our pains some of us earn less than R50 a month. Some earn less than R6 after deductions. How can you care for a family on that?"

Cook said a prison culture existed in the school because children of all backgrounds are placed together.

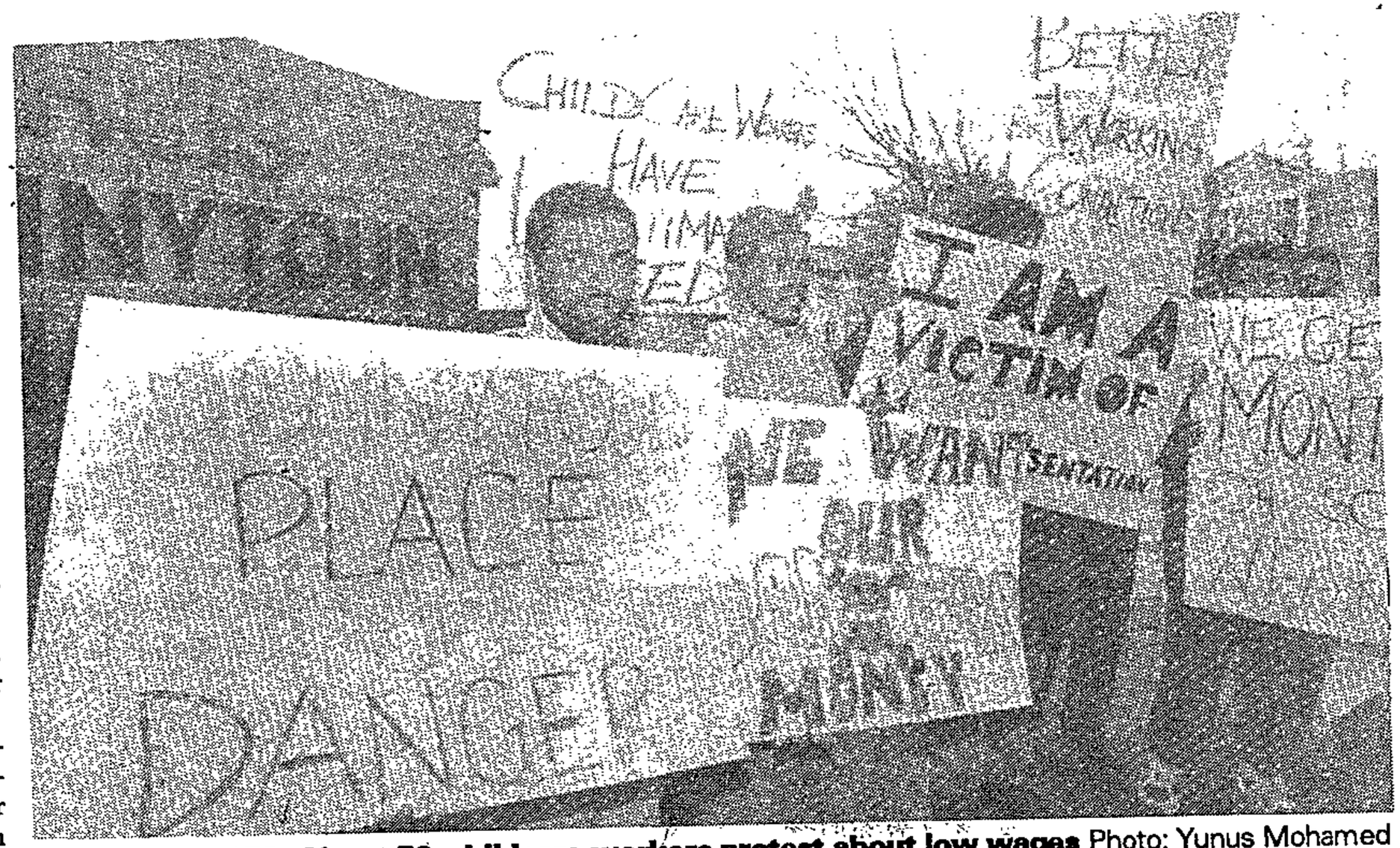
"Gangsterism is rife, crude weapons are manufactured and sodomy is not uncommon," he said.

"Hardened criminals are placed with those who are simply referred by the courts because their behaviour at home has been uncontrollable. And we can get hurt trying to protect the innocents."

The workers are demanding that the government ensures their safety by providing exits within dormitories, pay night shift allowances and "danger pay", compensate them for overtime, the registration of child care workers to ensure that child abusers cannot be employed in a children's facility and that children's ages be proven upon admission.

The National Education, Health and Allied Workers Union (Nehawu) is starting negotiations with the government on behalf of the Bonnytoun workers on June 6.

The Department of Education and Culture Services had not responded to a request for comment at the time of going to press.



HUMAN RIGHTS: About 50 childcare workers protest about low wages Photo: Yunus Mohamed

Journalist's union votes to strike over pay

JOVIAL RANTAO
LABOUR CORRESPONDENT

JOURNALISTS at Argus Newspapers and the South African Press Association (SAPA) won a right to go on strike yesterday when a strike ballot by the South African Union of Journalists (SAUJ) produced an overwhelming "yes" vote.

The Media Workers' Association of South Africa (MWASA), to which other journalists and media workers are affiliated, was to have held its strike ballot on Wednesday, but this has been postponed to Tuesday.

MWASA is to meet the SAUJ today to formulate a common strategy.

MWASA said its strike ballot had been postponed because management had questioned the eligibility of workers who joined the union after the dispute was declared.

"Management also questioned the eligibility of members who also belong to the conservative South African Typographical Union (SATU)," said Thabo Leshilo, branch secretary of MWASA at The Star.

The strike ballot followed unsuccessful Conciliation Board meetings, held last month, to resolve the wage dispute.

Roger Wellsted, Argus Newspapers' personnel consultant, said in a statement that over 80 percent of Argus employees had accepted the company's pay offer while the SAUJ had voted in favour of industrial action.

"We are naturally very disappointed that the majority of SAUJ members have elected to take industrial action. The SAUJ represents 400 of our 720 editorial staff and over 200 of these staff members elected industrial action," he said.

"MWASA's ballot will only be completed on Tuesday. They represent a further 580 members involved in these negotiations, and at least 140 of these members are employed in editorial departments. We are still negotiating with one other union, SAGAAWU, which represents a further 195 staff in Natal.

"We currently have acceptance of our wage offer from the majority of staff which include members of SATU, UCCAWUSA and SACCAWU. We have a total of 6 700 staff in the company.

"Our current pay offer is 1 percent ahead of inflation and over the past few years our increases have exceeded inflation. In addition, with the support of the unions, we have implemented a job grading programme which has resulted in substantial increases being granted to staff over and above the annual increases. We believe that our pay scales are competitive in relation to the market."

Argus and SAPA management's final offer was 8 percent backdated to April 1, or 9 percent backdated to May 1. MWASA is demanding a 15 percent increase and the SAUJ 13 percent.

SAUJ negotiator Marika Sboros said the union would hold plant-level meetings early next week to decide on appropriate action.

"Journalists have become targets and work under appallingly dangerous conditions. They have to cope with increased workloads in the workplace. It's a tribute to an unwavering commitment to their profession that so many have not left for greener pastures. Journalists deserve better working conditions and proper remuneration for their services."

Editorial independence pledged

STAFF REPORTER

BRITISH businessman Tony O'Reilly has given an assurance that the same principles of editorial independence practised at independent Newspapers should apply in Argus Newspapers.

O'Reilly, who owns a controlling stake in Argus, also pledged that political affiliation would not be a criterion in choosing non-executive directors of the Argus boards.

Last week, the South African Union of Journalists expressed concern at remarks made by O'Reilly in which he was reported to have talked about boards of directors directing editorial policy.

O'Reilly, speaking in Atlanta yesterday at the US-South Africa Conference on Democracy and the Market Economy, said Independent Newspapers had a proud reputation of being independent in name and in content.

"I believe very strongly in the principles of a free press, and see it as a fundamental pillar of the new democratic system which is being created in South Africa. This is a wonderful time for South Africa, full of promise and hope. It is also an important time for newspapers as literacy increases and more and more South Africans look to Argus newspapers for news and enlightenment.

"We assert and practise the principle of editorial independence in all our newspapers, many of which report on the divided and polarised society of Northern Ireland.

"Our editors and journalists in some 50 publications in Ireland, Australia and Great Britain are noted for their professionalism and integrity, refusing to be intimidated or deflected from their duty fully to inform their readers."

O'Reilly said the board of directors of Independent Newspapers was composed of non-partisan people who were representative of Irish and international society and who were responsible for setting the broad group policies.

"But it is the editors who must make the judgments about coverage and analysis and who control editorial content," he said.

Fight for survival by the clothing industry

ST Times [C Metro]

A MEDIATOR will this week be faced with the unenviable juggling act of trying to balance cash-strapped clothing workers' hopes for fuller pay packets with a beleaguered industry's pleas for wage moderation.

"We are in a survival battle," said Cape Clothing Manufacturers' Association chief negotiator Johan Baard.

"We have appealed to the trade union, and they have acknowledged this from the outset, that this industry is indeed in crisis."

Domestic constraints and international challenges had moved employers to start this year's negotiations with the credo: "Each item of additional

By CHARL DE VILLIERS

cost is a potential area of competitive disadvantage."

Mr Baard was commenting on a Sactwu statement accusing clothing employers of attacking workers' living standards with a 7,25 percent pay offer.

Negotiations affecting more than 110 000 Sactwu members nationwide deadlocked on Wednesday, with the parties agreeing to refer the impasse to mediation — mooted for Tuesday and Wednesday this week.

Natal and Western Cape machinists earn an average weekly wage of about R240, according to a Sactwu spokesman.

The employer offer translated into a take-home wage of roughly R235,95. Sactwu is demanding a 14 percent pay hike, or about R30,80 extra on weekly cash earnings. 5/6/94

Mr Baard said the clothing industry was being squeezed internally and internationally by a stagnant economy, cutthroat competition from the informal sector, the gradual demise of protectionist measures — and the Asian economic tiger. (~~154~~) (365)

Sactwu's allegations were unfounded, he said.

Industry employers had delivered everything possible in the past five years to improve workers' standards of living.

"But last year's settlement was 9,25 percent — since then the industry has shed thousands of jobs."

Gatt had committed South Africa to reducing tariff protection over the next eight to 10 years.

This meant opening much of the domestic market to fierce international competition from mainland China and South-East Asia.

The mushrooming informal sector also added to the industry's woes.

"The growth of informal clothing manufacturing has been phenomenal. It is increasingly manufacturing for boutique chains and even accounts for the bigger chainstores. Our market share is shrinking by the day." — Sapa

NEWS Strike action will coincide with Argus' Johann

Major support for unions

Sowetan 6/6/94

By Mokgadi Pela

BRITISH and Australian unions have pledged to pressure Argus Newspapers' new majority shareholder to meet the demands for a 15 percent pay increase by the Media Workers' Association of South Africa.

The International Federation of Journalists, the National Union of Journalists and the Australian Union of Journalists have vowed to pressure Irish newspaper magnate Mr Tony O'Reilly to meet the demands of Mwasa and of the South African Union of Journalists.

Members of the SAUJ at the Argus and the South African Press Association voted 80 percent in favour of strike action to back up their demand for a 13 percent increase backdated to April 1.

The outcome of balloting for Mwasa's 1 500 members will be known today.

Management is offering 8 percent backdated to April 1 or 9 percent backdated to May 13.Argus Newspapers' group human resources manager, Mr Roger Wellstead, said: "Our current pay offer is one percent ahead of inflation and over the past few years our increases have exceeded inflation."

Mwasa acting president Mr Mathatha Tsedu said the date for national action was June 13 to coincide with the Argus' listing on the Johannesburg Stock Exchange. He said there would be other forms of action — go-slows, pickets and a ban on overtime.

SAUJ negotiator Miss Marika Sboros said the vote was "a clear message workers are not prepared to accept starvation wages" (355)

were part of the failed

ANC says news blackout would be unfortunate

Political parties support media unions in dispute

Star 8/6/94

■ BY JOVIAL RANTAO
LABOUR CORRESPONDENT

The ANC and the Workers List Party threw their weight behind the two unions involved in a wage dispute with Argus Newspapers and the South African Press Association yesterday.

The Media Workers Association of South Africa (Mwasa) and the SA Union of Journalists (SAUJ) are demanding a 15 percent and 13 percent salary increase respectively. The two companies are offering 8 percent backdated to April 1 or 9 percent backdated to May 13.

ANC secretary-general Cyril Ramaphosa said yesterday: "One of the most important features of a democracy is a vigorous and inquiring press. It is therefore most unfortunate that

SUPPORT for media unions in a wage dispute with Argus Newspapers and the South African Press Association grows

(355)

Argus, which has such a dominant place in the industry, has not yet adequately addressed such vital issues as payment of a living wage for all staff or affirmative action, including at managerial level."

He said a news blackout would be unfortunate at a time when the new Government was still being established and a flow of information was vital, and when foreign investors were keenly focusing on South Africa.

Argus Newspapers chief executive John Featherstone said the company would welcome an opportunity of meeting jointly with Mwasa and the SAUJ for mediation of issues in dispute.

"We will ask Ramaphosa for the opportunity to present our side of the issue, which we believe will demonstrate our good faith in dealing with the issues he has raised, he said.

Members of the SAUJ last week voted for industrial action after wage talks with management deadlocked.

Mwasa employees of Argus Newspapers in Natal and of the Sowetan have voted for the strike. Results of the Mwasa strike ballot held at The Star yesterday will be announced today.

Support for the unions is growing. The Workers List Party (WLP) yesterday joined local political parties and trade unions which have pledged support.

In Ireland, England and Australia, journalists at newspapers where Tony O'Reilly — the new majority owner at Argus Newspapers — has interests have promised to embark on solidarity picket demonstrations from tomorrow.

In a statement, the WLP said the 15 percent increase demanded by Mwasa and the 13 percent by the SAUJ was reasonable in the light of Argus's R63 million profit.

Journalists and media workers at Argus Newspapers and Sapa will begin protest action tomorrow that could culminate in a strike on Monday — the day on which Argus Newspapers is set to be listed on the Johannesburg Stock Exchange.

Sowetan

Argus papers picket plan

By Ike Motsapi
Labour Reporter

THE African National Congress yesterday came out in support of the Media Workers Association of South Africa and the South African Union of Journalists in their demand for a living wage from Argus management. 816194

And about 2 000 members of Mwasa and SAUJ will begin with a national picket of all Argus outlets from tomorrow.

News blackout

In a statement yesterday ANC general secretary Mr Cyril Ramaphosa said a news blackout at this time when information flow was vital, and investors were "keenly focusing on South Africa, would be most unfortunate" 355

"It is therefore most unfortunate that Argus, which has such a dominant place in the industry, has not yet adequately addressed such vital issues as payment of a living wage for all staff or affirmative action including at managerial level.

"The ANC unequivocally supports the legitimate demands made by Mwasa-SAUJ and their call for mediation with Argus, recognising that this is the best way to resolve the dispute," he added.

Mr John Featherstone, chief executive of Argus Newspapers, said Argus management was prepared jointly to meet with Mwasa and SAUJ to resolve the matter as suggested by Ramaphosa

He added that the company was also prepared to look at affirmative action, upgrading of journalists and to better conditions of employment for its employees.

Low wages do not guarantee more employment

SI Times (Buss) 12/6/94

IN your article "Industrial councils face a showdown" (Business Times, June 5) the Confederation of Employers of SA (Cofesa) claims that they could "create a million jobs in five years if freed from the restrictive grip of the Labour Relations Act". This is presumably based on the premise that low wages in themselves lead to the employment of more workers. Unfortunately, international studies have produced little evidence to support this.

According to the Industrial Labour Organisation (ILO), for example, many countries in sub-Saharan Africa have seen huge decreases in real wages over the last 10 years with no increase in

By BRIAN ANGUS

employment. On the other hand, in a number of Asian countries both real wages and employment levels have increased over the same period.

The purpose of the industrial council system is not, as the above mentioned article alleges, "to stamp out competition it deems to be unfair" or to "protect big business and organised labour to the detriment of small business".

Its main purpose is to set fair minimum terms and conditions of employment for an industry through collective bargaining between the parties (employers and trade unions) concerned.

This helps ensure that competition between employers is not based on cheap labour and poor conditions of employment but rather on better products and services, more effective work organisation and higher productivity. This is one of the reasons why industrial councils have, in the words of a senior Department of Manpower spokesman, "an enviable track record in promoting sound labour relations".

Your article also states that the ILO has been asked to intervene to curtail the power of industrial councils. Since one of the primary functions of the ILO is to help promote fair labour standards, the organisation is unlikely to respond positively to such an appeal.

In fact, recommendation 91 of the ILO's "Extension of Collective Agreements" says: "Where appropriate, measures should be taken to extend the application of all or certain stipulations of a collective agreement to all the employers and workers included within the industrial and territorial scope of the agreement."

Nobody would disagree that South Africa desperately needs to create more jobs, but this objective will not be achieved by dismantling agreements designed to ensure fair and equitable labour standards. In fact, such action would merely lead to widespread labour unrest.

South Africa should surely be seeking the high road, or the low road, to economic growth and development. This involves, inter alia, maintaining and improving profitability by improving the productivity of labour rather than by merely cutting its price. A number of industrial councils are now involved in new and exciting initiatives aimed at enhancing workforce skills and productivity to the mutual benefit of employers and workers alike — a win-win rather than a win-lose, approach.

Brian Angus is executive director of the Steel and Engineering Industries Federation of SA.

JOBS

Bosses pay, industrial councils call the tune

The issue of industrial councils continues to provoke angry and heated reactions from employers, writes KEVIN DAVIE.

BUSINESS Times' report last week on the decline of manufacturing employment under industrial councils prompted reaction from many businessmen across the country who run foul of the system's excessive regulation and bureaucracy.

Some callers would not give their name for fear that publication could lead to further visits from council inspectors.

Although the system has its supporters (see article below) the general complaint is that the inspectors can make it impossible to do business, even though the employer may have an agreement with workers not to comply with the council's regulations.

Businessman Denis Slyper of Nelspruit was convicted last month in a magistrate's court of not complying with council regulations.

He started a four-man business making cupboards in January, 1992 using his life's savings and taking a bond on his house.

He now employs 32 people and could employ twice this number but curtailed the growth of his business in a running battle with the Furniture Industrial Council for the Transvaal.

His lowest paid permanent workers earn R100 a week; a wage for which job seekers queue up at his premises.

Council regulations will add 35% to his wage bill, he says, and force him to close as he operates on tight margins.

His employees have opted to remain non-unionised, says Mr Slyper, despite a visit from trade union officials who told him they had been encouraged by the council to infiltrate his business.

Mr Slyper's problems with the council began soon after he started his business. He has had visits where officials have gained entry with the assistance of the SAP and was once arrested after the prosecutor failed to inform him of the date of a court appearance.

In May this year he was found guilty of not paying contributions for council expenses, training fund, pension fund and holiday pay. He has now applied to be exempted from the council's provisions.

"There is something horribly wrong with the law when the council rules are made to apply to private people outside the council," says Mr Slyper.

He says the councils can take over the running of the business, instructing the entrepreneur who to employ, what to pay and what they should wear.

Deputy secretary of the Furniture Industrial Council for the Transvaal, Barry van Zyl says Mr Slyper is trying "to hide behind the Bill of Rights".

"He finds it convenient to hide behind the Bill of Rights claiming he will have to retrench people but he is not prepared to give his figures," says Mr van Zyl.

"He chooses which statutes and which sections he wants to comply with."

He says Mr Slyper is making money "hand over hand" yet refuses to open his books so that the council can assess his business, including what finge benefits, if any, he is offering.

Mr van Zyl says between 500 and 600 small companies have been granted exemption by the council, but that with 32 employees Mr Slyper is not a small employer.

He says the council believes, in line with a National Manpower Commission recommendation, that "a figure of no more than five employees was justifiable for exemption." Turnover should be less than R250 000 a year.

Mr Slyper has asked the council for exemption. The case will be heard on June 30 and Mr Slyper can be present, says Mr van Zyl.

He says his industrial council attempts to work with employers. "We're one of the few industrial councils which don't prosecute for minor offences.

"If the employer runs foul of some minor regulation we say 'you made a mistake, let's see if if we can sort it out'."

Mr van Zyl says his council tries to build a relationship: "We don't use high-handed attitudes. The industrial council is not at fault in this case."



HAPPY TO WORK . . . workers need job security not statutory pay levels, say opponents of industrial councils

Mwasa and SAUJ make offer

Breakthrough in Press wage dispute

Sowetan 15/6/94

By Sapa and Ike Motsapi

UNION representatives in the media industry would recommend a settlement of their wage dispute with Argus Newspapers following a mediation session with management in Johannesburg yesterday (353) (355)

The Media Workers' Association of South Africa and the South African Union of Journalists undertook to report back to their members this week and recommend settlement, mediators Mr Charles Nupen and Mr Vusi Masinga said in a statement last night.

The parties have arrived at a position acceptable to management but have chosen not to disclose the contents of the settlement proposal at this stage.

The unions will report back to management at noon on Friday.

Mwasa is demanding a 15 percent salary increase for its members backdated to April 1. Management has made an offer of eight percent.

Members of the SAUJ are demanding an across-the-board salary increase of 13 percent backdated to April 1.

Meanwhile, the South African Commercial Catering and Allied Workers' Union yesterday said it had noted with concern the effort by Argus "to seek publicity and their bid to distort information around the dispute".

In an advertisement placed in *The Star* on Monday, Argus group human resources manager Mr Roger Wellsted said the company was keen to resolve the matter.

Saccawu was reacting to the advert in which management said the union had "settled at eight percent".

Wellsted also said in the advert that more than 80 percent of the company's 6 700 staff had accepted the eight percent increase offer.

Wage dispute settled

By Mokgadi Pela

THE month-long wage dispute between the Argus company and two media unions came to an end when they agreed on a settlement in Johannesburg on Friday.

The Argus, the Media Workers' Association of SA and the SA Union of Journalists agreed to an eight percent across the board wage increase backdated to April 1 and a further two percent across the board from July 1, 1994.

The parties were represented by Mr Mathatha Tsedu of Mwasa, Ms Marika Sboros of the SAUJ and Mr Roger Wellsted of the Argus.

The deal includes a 15 percent bonus sacrifice if the company does not exceed its profit forecast by five percent.

Bonus sacrifice

The bonus sacrifice becomes void if Argus Newspapers in the 12 months to March 31 1995 achieves an attributable profit of R34 240 000, effectively five percent higher than the profit forecast in the pre-listing statement.

The company will, through its job-pay restructuring programme, introduce a minimum monthly salary of R1 350 from October 1.

"We hope it is a sign of things to come. The SAUJ will be pursuing unity talks with Mwasa in the weeks ahead"

Wellsted said the deal was a significant improvement on the company's offer, linked to an incentive profit-sharing component.

United in action

Union leaders said the deal showed what could be achieved when workers were united in action. They thanked all organisations, both locally and abroad, which had offered support.

"This is a lesson to management to take workers' grievances seriously and to negotiate in good faith with union leaders to avoid unnecessary confrontation in the future," Tsedu said.

Sboros said: "The extremely constructive co-operation between the two unions bolstered the strength of both sides.

"We hope it is a sign of things to come. The SAUJ will be pursuing unity talks with Mwasa in the weeks ahead."

11,5% pay rise for footwear workers

Durban — The South African Clothing and Textile Workers' Union (SACTWU) said yesterday it had concluded wage negotiations with footwear manufacturers and secured an 11,5 percent increase for workers in the industry.

SACTWU spokesman Rakesh Jock said the union would negotiate later this month with employers on other demands, including medical funds and maternal leave for its members.

Employers had initially offered an increase of six percent, Jock said. — Reuter.

Rag workers strike over wages

CLOTHING workers downed tools en masse in Isithebe yesterday in response to poor wages which were "an apartheid legacy from government's decentralisation policy", an SA Clothing and Textile Workers' Union (Sactwu) spokesman said.

Workers went on strike when employers refused to negotiate wage increases with Sactwu, saying they had the right to determine wage levels unilaterally.

Management could not be contacted for comment last night.

In terms of the previous government's attempts to move industry to areas of high population concentration, companies had received incentives to move to Isithebe and had been exempt from minimum standards set down in industrial council agreements.

Sactwu spokesman Shahied Teladia said more than 2 000 workers from AM Moola, Niran, the Seardel Group and Fashion Tech went on strike yesterday and a group of workers protested outside AM Moola's head office in Durban.

ERICA JANKOWITZ

The average minimum wage in Isithebe is R85 a week, with machinists earning about R140 a week in the area. The minimum machinist wage set down in the textile industrial council agreement is R240 a week, Teladia said.

Companies set up factories in Isithebe because of incentives given by the previous government and the total lack of labour regulation in the area — hence the huge discrepancy in incomes.

Workers were protesting against this and the employers' association's decision not to negotiate with Sactwu despite a 1988 agreement to bargain with the union. He said employers were "reluctant to come to the negotiating table as they had found refuge" in Isithebe from industrial council agreements.

Teladia said the area had been extremely difficult to organise because of Inkatha/ANC antagonism in KwaZulu/Natal and the fact that Sactwu was perceived as an ANC union.

Similarly, Sactwu Natal organiser Mark Bennett said the union recently realised former Manpower Minister Leon Wessels had signed an exemption for textile employers in Botshabelo near Bloemfontein which allowed the employers to pay below council level wages.

He said the exemption order — which had been refused by the industrial council — was probably signed literally days before he left office after the April election and the handing over of power to the ANC-led government.

As a result of this, workers in the area were receiving 30% of wages set down in the agreement.

Botshabelo was also established as a decentralised region with an almost unlimited unskilled worker supply and no labour regulation.

Bennett said he would try to resolve a looming dispute over wages and conditions of employment.

Labour Affairs Minister Tito Mboweni said on several occasions that harmonising labour legislation and bringing into line these areas where employers were able to set their own standards was a top government priority.

Cutting 16/6/94

Argus pay deal on cards

Indications yesterday were that members of trade unions involved in a wage dispute with Argus Newspapers would accept an improved offer made by management.

This would effectively remove threats of a strike. South African Union of Journalists and the Media Workers' Association of South Africa (Mwasa) members in Johannesburg yesterday accepted the offer, but Mwasa members in Durban turned it down.

The unions and management are expected to sign a settlement agreement when they meet mediators Charles Nupen and Vusi Masinga tomorrow. — Labour Correspondent.

(2) (355) (1)

Star 18/6/94

Argus pay deal with unions averts strike

JOVIAL RANTAO

ARGUS Newspapers and the SAUJ and MWASA, the two trade unions with which it has been involved in a wage dispute, yesterday reached and signed a settlement, ending a month-long pay deadlock and averting possible strike action.

The parties reached an agreement on an 8 percent wage increase, backdated to April 1, and a further 2 percent to 10 percent, aross the board from July 1. The deal includes a 15 percent bonus sacrifice, limiting overall increased cost to the company of the offer to 8 percent for the 12 months, if the company does not exceed its profit forecast by 5 percent.

Argus Newspapers says:

IN A press statement issued yesterday, Argus Newspapers said the bonus sacrifice stipulated in its settlement with the two trade unions would become void if Argus Newspapers in the 12 months to March 31 1995 achieves an attributable profit of R34 240 000, effectively 5 percent higher than the profit forecast in the pre-listing statement. In this case, the overall cost to the company of the wage settlement will increase.

The Argus statement said that, furthermore, the company will, through its job pay restructuring programme, introduce a minimum salary of R1 350 a month from October 1 1994 (273)(352)(355)

Argus Newspapers group personnel consultant Roger Wellsted said the deal represented a significant improvement on the company's offer, linked to an incentive profit-sharing component. "We have been looking for some time at ways to reward increased productivity and this innovative approach by the unions may lead to new initiatives to achieve this," he said.

"This has been a year for flexible wage increase offers and the unions in turn have exercised innovative variations on the agreed 8 percent annual cost to the company mandate," said Wellsted.

"In the phase-in of the company job pay restructuring exercise, the flexibility of the wage agreements, tied in with the cost constraints resulting from the recent recession, has required careful balancing to achieve the new pay philosophy of the company agreed two years ago. We will continue exploring the principle of productivity incentives with our staff," he said.

The unions say:

NEWSPAPER unions MWASA and SAUJ issued a statement saying the settlement showed what it was possible to achieve when workers united in action.

They expressed gratitude to all the organisations, both locally and abroad, that had offered their spontaneous and wholehearted support, including pressure on Argus management to improve their wage offer.

MWASA acting president Mathatha Tsedu said the deal highlighted the union's justifiable opposition to management's earlier offers.

Said Tsedu: "This is a lesson to management to take workers' grievances seriously, and forever to negotiate in good faith with union leaders, to avoid unnecessary confrontation in the future."

SAUJ chief negotiator Marika Sboros said the extremely constructive co-operation between the unions had bolstered the strength of both sides.

"We hope it is the shape of things to come," she said, adding: "The SAUJ will be pursuing unity talks with MWASA."

Textile pay talks reach deadlock

BIDay 2/6/94

ERICA JANKOWITZ

THE SA Clothing and Textile Workers' Union (Sactwu) and clothing employers reached deadlock in pay negotiations yesterday with employers offering the more than 100 000 clothing workers a package increase of 7,25% and the union demanding 14%.

The parties were scheduled to meet next week in a bid to break the impasse and mediation had been suggested, Sactwu spokesman Shahied Teladia said.

Thereafter, the union "would consider its options".

Teladia said employers had used the April inflation figure of 7,1% as their "beacon for settlement", whereas in the past, when inflation was high, no such benchmark had been used. He said employers seemed determined to settle on a single-digit pay increase.

"The union views this as an attack on the living standards of workers."

Other issues on the table were employee benefits, which the union described as enjoying employer contributions that were well below those of other industries, and a guaranteed annual bonus.

Sactwu also demanded an employer contribution to its bursary fund and a halving of the maternity benefit qualification period to one year, Teladia said.

□ Sactwu and footwear manufacturers yesterday signed a wage agreement granting the more than 40 000 workers covered by the industrial council an 11,5% increase.

Teladia said the increase was calculated on the premium rate paid to workers to encourage full attendance.

Eskom, unions in bonus agreement

A DRAFT agreement was reached between Eskom and representative trade unions — including the National Union of Metalworkers of SA (Numsa) — yesterday, following a sit-in by 500 Numsa members. B1 Day

The workers occupied Eskom's offices on Monday and continued the sit-in yesterday to demand a R200 bonus for all workers in line with bonuses granted to white workers.

Numsa accused the company of discrimination and racist practices.

JACQUIE GOLDING

Eskom said the draft agreement reached yesterday would be discussed at a meeting today where the nine represented unions would all have to sign and agree to conditions of the agreement. 8/6/94

Management said it agreed to pay the R200 bonuses to workers previously excluded from the performance management system but the unions would have to agree to review all bonus systems. (355) (1897)

Shoprite/Checkers, union conclude wage agreement

JACQUIE GOLDING

THE SA Commercial, Catering and Allied Workers Union (Saccawu) and Shoprite/Checkers agreed on a R130 across-the-board wage increase on Tuesday, Saccawu said yesterday.

The nearly month-long wage dispute between the parties began last month with Saccawu demanding R250 across-the-board and a minimum wage based on the Checkers minimum of R1 140 a month.

The company had offered a R65 increase and a minimum based on the Shoprite minimum of R805 a month.

When Shoprite bought Checkers, the difference between the minimum wages in the stores was marked, with the lowest paid workers in Checkers receiving substantially more than Shoprite workers.

After a four-day final round of negotiations at a conciliation board meeting, agreement was reached on Tuesday, Saccawu said, adding that wage agreement on an average wage of R1 140 a month, was an effective 11,4% increase for workers.

This was a 4,3% increase above the most recent inflation rate of 7,1%, the union said.

Saccawu spokesman Jeremy Daphne said this meant that an average workers' income would keep up with inflation, but real increases in take-home pay would probably be relatively low.

Shoprite/Checkers yesterday said the wage increase was 10% with a minimum salary of R940.

The parties also agreed on a minimum wage of R940 per month which was R135 or a 16,8% increase on the previous negotiated minimum of R805 a month.

Workers employed since the signing of last year's wage agreement earning R600 a month would now receive R340 or 56% a month increases the union said.

Casual workers earning R5,30 an hour would receive 60c or 11,3% increases an hour while other casuals would receive 40c increases.

The parties also agreed to a 13th cheque of 100% of salary after seven years' service while workers with less than seven years would be paid 10% of their salary for each completed year of service.

Other issues agreed on included R500 contributions by the company towards funeral transport assistance, improvements to long service awards and compassionate leave of four days in the event of an immediate family member's death.

Seifsa offers unions linked increases

JACQUIE GOLDING

THE Steel and Engineering Industries' Federation of SA (Seifsa) made its final wage offer of 7,5% on actual rates of pay coupled with a 5% increase to the industry's minimum wage structure, Seifsa chief negotiator Brian Angus said yesterday. BIDay 10/6/94

At its fourth round of wage negotiations yesterday, employers in KwaZulu/Natal, Eastern Cape and Western Cape proposed that the industry's current minimum wage structure remained unchanged, but supported the 7,5% increase, Angus said. (355)

Seifsa's offer excluded employers in the Border region, who had indicated that they would be unable to make a wage offer until parties agreed on the need to negotiate a special wage dispensation for the region.

Unions — including those represented by the Council for Mining and Building Unions; the Mine Workers' Union; the SA Iron, Steel and Allied Industries' Union; the National Union of Metalworkers of SA; the Chemical Workers' Industrial Union; and the Metal and Electrical Workers' Union of SA — remained firm on their demands, which ranged from 12% to 23%.

The unions decided to refer the final wage offers to members for consideration. Parties agreed to meet on June 23 to hear the unions' response to the offer.

The

Unions bank on new scheme

SHARON SOROUR
Labour Reporter

ARG 22/6/94

TRADE unions are beginning to opt for various incentive remuneration schemes usually offered to top executives instead of fixed pay packages for their members.

While most companies introducing performance pay schemes still do so only at executive level, there is a huge groundswell towards company-wide schemes, says Mike Honnet of FSA-Contact's remuneration division. Several had already been implemented in large companies.

Mr Honnet said unions agreed to performance pay if fair, clearly defined and measurable criteria were negotiated on which to base the determination of salaries.

Support was also growing among unionists and executives for a new concept in the salary field called "banking".

He added: "Banking is designed to reduce the 'feast and famine' uncertainties associated with ordinary profit-sharing schemes where salaries and bonuses rocket in good years and plummet in bad ones."

Each year the "carry-over" was added to the person's current earnings, which consisted of a basic salary plus a share of the company's gains or profits. "A percentage of this total amount is then paid out in the current year while the rest is carried forward," Mr Honnet said.

If the following year was a good one, the individual would receive a bumper bonus; if it was not, the salary would remain stable, supported by the carry-over from the previous year.

Mr Honnet said "banking" encouraged executives and employees to work strategically to improve the long-term performance of the organisation instead of going after a short-term gain: a once-off super bonus.

Graphic: LEE EMERTON

Union provident fund launched

CAPE TOWN — More than 30 000 municipal workers will have first-time access to retirement benefits with the launch of the SA Municipal Workers' Union National Provident Fund yesterday.

According to Samwu, many municipal workers had been denied membership of statutory pensions funds because of being classified "temporary", even though many had more than 30 years' service with individual local authorities.

Southern Life will administer the fund and Metropolitan Life has been charged with providing the insurance benefits, Samwu said.

Union involvement in identifying and controlling benefits meant that investments would be controlled by workers, "weakening the stranglehold which large finance institutions exercise over the lives of workers".

The fund had also been set up as an alternative retirement vehicle for other members of the union.

"The provision of benefits by the union will ultimately be co-ordinated within an integrated benefit system.

"This is part of an overall vision of linking the provision of social benefits to the RDP and eventual integration into a new welfare system."

Samwu said workers had been involved in all aspects of setting up the fund. The union would elect eight of the 10 trustees, and employers two.

Workers could remain in the fund if they moved from one workplace to another. — Sapa.

Trade unions reject Seifsa's wage offer

ERICA JANKOWITZ

THE National Union of Metalworkers of SA (Numsa) yesterday rejected Seifsa's 7,5% wage offer, saying wage differentials in the industry were still three times those of competitors in other countries.

All 11 trade unions party to the industrial council rejected the Seifsa final wage offer of 7,5%, Seifsa said. An offer to increase the industry minimum wage structure by 5% was similarly rejected.

However, all unions revised their demands with Numsa and the Metal and Engineering Workers' Union of SA dropping to a 12% demand and the Council for Mining and Building Unions, the Mine Workers' Union and the SA Iron, Steel and Allied Industries Union demanding 10%.

Numsa general secretary Enoch Godongwana said the union had presented a document to Seifsa arguing that productivity improvements in the industry were impossible, given the fact that lower-skilled workers in some cases earned one-tenth of an average line manager's salary.

"Employers underestimate the effect of these disparities. Members see little common ground with managers and artisans who earn up to 10 times their incomes.

He said members felt that apartheid may have been voted out of the political arena, but was still much in evidence in existing wage structures in the steel and engineering sector.

Income disparities "are viewed with considerable cynicism by our members, who see little merit in assisting with the survival of companies which discriminate so heavily in wages or use a low wage policy as a comparative advantage".

The union tabled a 3-year plan at last year's negotiations involving proposals to improve wages and productivity while tackling the thorny issue of wage differentials.

The union described its proposal as a broad-banding process linking incremental wage increases to changing work practices over the 3-year period while gearing up for increased competition with the relaxation of tariff barriers.

Emphasis was placed on skills and training with the union's recognition of the SA industry's comparative disadvantage as a result of low literacy and numeracy levels.

"The ability of the industry to move to world class standards in quality and delivery is obviously severely hampered by this reality."

However, little progress was made on these proposals in the steel and engineering sector with employers only agreeing to reduce job grades from 13 to 8.

Shoprite/Checkers, union conclude wage agreement

JACQUIE GOLDING

THE SA Commercial, Catering and Allied Workers Union (Saccawu) and Shoprite/Checkers agreed on a R130 across-the-board wage increase on Tuesday, Saccawu said yesterday.

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The company had offered a R65 increase and a minimum based on the Shoprite minimum of R805 a month.

When Shoprite bought Checkers, the difference between the minimum wages in the stores was marked, with the lowest paid workers in Checkers receiving substantially more than Shoprite workers.

After a four-day final round of negotiations at a conciliation board meeting, agreement was reached on Tuesday, Saccawu said, adding that wage agreement on an average wage of R1 140 a month, was an effective 11,4% increase for workers.

This was a 4,3% increase above the most recent inflation rate of 7,1%, the union said.

Saccawu spokesman Jeremy Daphne said this meant that an average workers' income would keep up with inflation, but real increases in take-home pay would probably be relatively low.

Shoprite/Checkers yesterday said the wage increase was 10% with a minimum salary of R940.

The parties also agreed on a minimum wage of R940 per month which was R135 or a 16,8% increase on the previous negotiated minimum of R805 a month.

Workers employed since the signing of last year's wage agreement earning R600 a month would now receive R340 or 56% a month increases the union said.

Casual workers earning R5,30 an hour would receive 60c or 11,3% increases an hour while other casuals would receive 40c increases.

The parties also agreed to a 13th cheque of 100% of salary after seven years' service while workers with less than seven years would be paid 10% of their salary for each completed year of service.

Other issues agreed on included R500 contributions by the company towards funeral transport assistance, improvements to long service awards and compassionate leave of four days in the event of an immediate family member's death.

Trade unions reject Seifsa's wage offer

B Day

ERICA JANKOWITZ

THE National Union of Metalworkers of SA (Numsa) yesterday rejected Seifsa's 7,5% wage offer, saying wage differentials in the industry were still three times those of competitors in other countries. 24/6/94

All 11 trade unions party to the industrial council rejected the Seifsa final wage offer of 7,5%, Seifsa said. An offer to increase the industry minimum wage structure by 5% was similarly rejected.

However, all unions revised their demands with Numsa and the Metal and Engineering Workers' Union of SA dropping to a 12% demand and the Council for Mining and Building Unions, the Mine Workers' Union and the SA Iron, Steel and Allied Industries Union demanding 10%.

Numsa general secretary Enoch Godongwana said the union had presented a document to Seifsa arguing that productivity improvements in the industry were impossible, given the fact that lower-skilled workers in some cases earned one-tenth of an average line manager's salary.

"Employers underestimate the effect of these disparities. Members see little common ground with managers and artisans who earn up to 10 times their incomes." (355)

He said members felt that apartheid may have been voted out of the political arena, but was still much in evidence in existing wage structures in the steel and engineering sector.

Income disparities "are viewed with considerable cynicism by our members, who see little merit in assisting with the survival of companies which discriminate so heavily in wages or use a low wage policy as a comparative advantage".

The union tabled a 3-year plan at last year's negotiations involving proposals to improve wages and productivity while tackling the thorny issue of wage differentials.

The union described its proposal as a broad-banding process linking incremental wage increases to changing work practices over the 3-year period while gearing up for increased competition with the relaxation of tariff barriers.

Emphasis was placed on skills and training with the union's recognition of the SA industry's comparative disadvantage as a result of low literacy and numeracy levels.

"The ability of the industry to move to world class standards in quality and delivery is obviously severely hampered by this reality."

However, little progress was made on these proposals in the steel and engineering sector with employers only agreeing to reduce job grades from 13 to 8.

Shoprite/Checkers, union conclude wage agreement

JACQUIE GOLDING

THE SA Commercial, Catering and Allied Workers Union (Saccawu) and Shoprite/Checkers agreed on a R130 across-the-board wage increase on Tuesday, Saccawu said yesterday.

The nearly month-long wage dispute between the parties began last month with Saccawu demanding R250 across-the-board and a minimum wage based on the Checkers minimum of R1 140 a month.

The company had offered a R65 increase and a minimum based on the Shoprite minimum of R805 a month.

When Shoprite bought Checkers, the difference between the minimum wages in the stores was marked, with the lowest paid workers in Checkers receiving substantially more than Shoprite workers.

After a four-day final round of negotiations at a conciliation board meeting, agreement was reached on Tuesday, Saccawu said, adding that wage agreement on an average wage of R1 140 a month, was an effective 11,4% increase for workers.

This was a 4,3% increase above the most recent inflation rate of 7,1%, the union said.

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The parties also agreed on a minimum wage of R940 per month which was R135 or a 16,8% increase on the previous negotiated minimum of R805 a month.

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Casual workers earning R5,30 an hour would receive 60c or 11,3% increases an hour while other casuals would receive 40c increases.

The parties also agreed to a 13th cheque of 100% of salary after seven years' service while workers with less than seven years would be paid 10% of their salary for each completed year of service.

Other issues agreed on included R500 contributions by the company towards funeral transport assistance, improvements to long service awards and compassionate leave of four days in the event of an immediate family member's death.

d in
e: AP

Clear basis needed for incentive pay

BL Day 30/6/94

ERICA JANKOWITZ

AMERICAN research showed that about half the companies which had introduced company-wide incentive remuneration schemes reported a failure to achieve intended results, says Sibson and Company SA MD Mike Olivier.

Reacting to an FSA-Contact claim than more and more SA companies were choosing the variable pay route, Olivier warned that almost three-quarters of employees of respondent companies in the American survey said their productivity had dropped because they saw no link between personal performance and their pay packages.

Unless companies fully included workers in pre-implementation planning and design, this was inevitable, Olivier said.

He suggested companies temper worker expectations by carefully managing schemes and by setting goals in line with corporate strategy. "This process requires willingness on the part of management to be more transparent about business issues, goals and results."

Olivier also urged companies to ensure there was a clear link between factors under the direct control of the worker and the results of his effort, and measures used to calculate his bonus.

To be effective the scheme should also be part of an overall revitalisation programme and not an end in itself.

"And the process should always convert some of the fixed pay — the so-called guaranteed pay — to variable pay. This will be to prevent incentives pushing up operating costs."

In the planning process, companies should move away from vague objectives, calculate the correct performance measures for each individual, and plan payouts under various company and individual scenarios. 355

"It is also essential that a monitoring method is put into place so that the results can be measured."

Olivier conceded that implementing variable remuneration strategies in SA was a complex process, given the cultural diversity of the country.

He said where a strong union presence existed, key factors for success were:

- ☐ Clarity and transparency of corporate strategies and values;
- ☐ Clear understanding of the critical success factors;
- ☐ A direct and unambiguous line of sight between measures of performance and the work factors under each individual's control;
- ☐ A tough commitment to make the performance management system work; and
- ☐ Flexibility, ensuring it could adjust to reflect changing circumstances in rapidly changing markets.

"Trust must also be established between management and the workforce so that measurements, appraisals and the execution of the performance management system will be fair and transparent."

Numsa declares wage disputes

Own Correspondent

JOHANNESBURG. — The National Union of Metalworkers of SA (Numsa) declared disputes yesterday in the motor manufacturing and steel/engineering industries. CT 7/7/94

Numsa general secretary Mr Enoch Godongwana said the union's executive committee had resolved to reject wage offers from employers.

Deadlock in the steel/engineering sector, which employs about 270 000 workers, was reached after employers offered eight percent and the union demanded 12%.

In the motor sector, which employs about 25 000 workers, employers had offered seven per cent and the union wants 15%.

Seifsa executive director Mr Brian Angus was surprised at the declaration, saying Numsa had accepted Seifsa's final offer, even though it wanted to canvass a response from some regions.

He said employers would meet unions at an Industrial Council meeting on Tuesday.

Numsa declares two pay disputes

BIDaily 4/7/94

ERICA JANKOWITZ

THE National Union of Metalworkers of SA (Numsa) yesterday declared disputes in the motor vehicle manufacturing and steel/engineering industries.

Numsa general secretary Enoch Godongwana said the union's central executive committee had resolved to reject employer wage offers (R54) (355)

Deadlock in the steel/engineering sector, which employs about 270 000 workers, was reached with employers offering 8% and the union demanding 12% (15%)

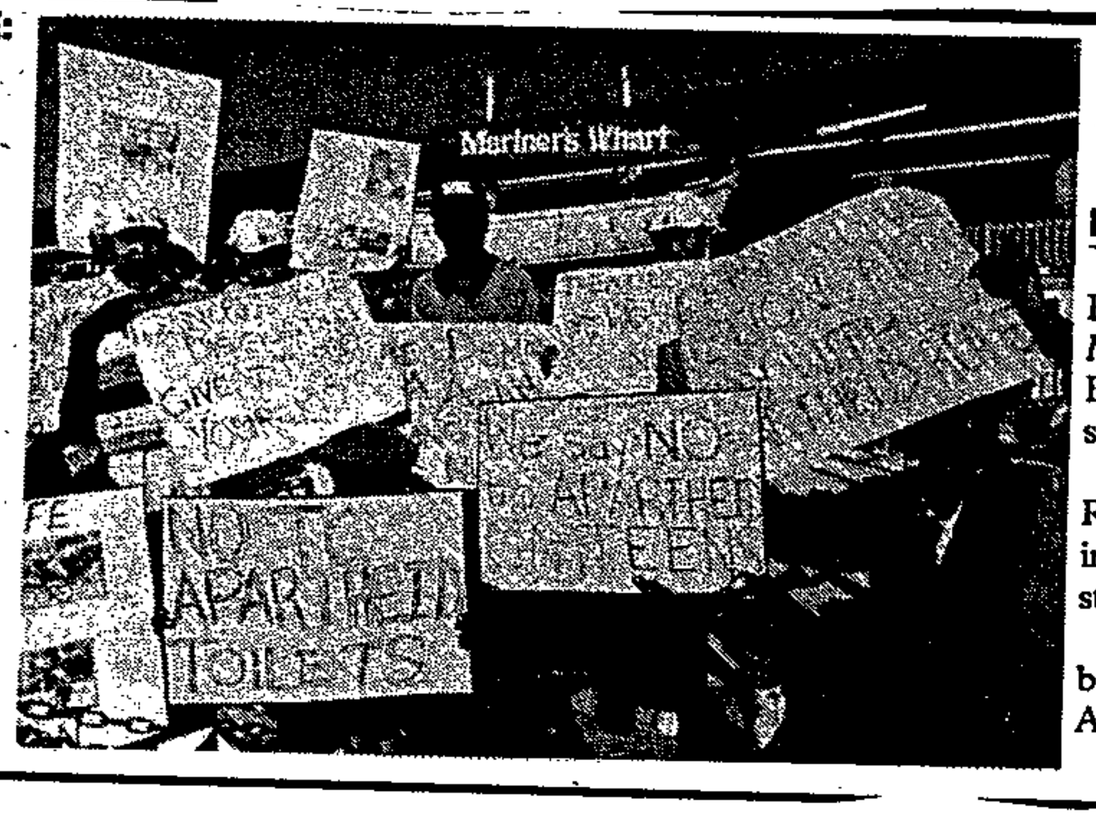
Other outstanding issues included basic education of 160 hours a year per worker, a new wage structure, narrowing wage differentials, industry restructuring and employment security, Godongwana said.

In the motor manufacturing sector, which employs about 25 000 workers, employers had offered 7% in response to the union's 15% demand. Other issues were the same basic education demand, employment security, revising the grading structure and extending the national bargaining forum to suppliers. Hours of work and overtime agreements were also in dispute.

Formal dispute meetings in terms of the Labour Relations Act would now be convened. If these failed to resolve the disputes, Numsa would ballot members on possible strike action.

Seifsa executive director Brian Angus expressed surprise at the declaration of a dispute. At the parties' last meeting, Seifsa's final offer had been rejected by all unions except Numsa, which said it wanted to canvass a response from some regions.

Angus said employers expected a written response today and would meet unions at a scheduled Industrial Council executive committee meeting on Tuesday.



ON STRIKE: Worker at Mariner's Wharf face dismissal after their wage protests and allegations of restaurant racism
Photo: Yunus Mohamed

Restaurant gets taste of strike action

South 8|7 - 12|7|94

By Quentin Wilson

FIFTY workers at the popular Mariner's Wharf complex in Hout Bay face dismissals after wildcat strikes on Sunday and Monday.

The workers are demanding a R60 across the board wage increase and claim the restaurant still practices petty apartheid.

"They don't treat us like human beings here at all," said Ms Almarie Peterson, local chairperson for the Food Workers' Council of South Africa (FWCSA).

"There are separate toilets for blacks. We have to eat in a different canteen to white workers and we are only allowed to use the back entrance after hours. Apartheid is still very much alive here."

Management closed the restaurant on Sunday and demanded that workers return on Monday or face the "possible alternative of dismissal".

Workers continued their action and said they would only resume work once they were satisfied their demands were met.

"We are involved in wage negotiations at the moment," said industrial relations manager, Mr Shaun Bloch. "We view this strike as illegal and therefore disciplinary action — from warnings to dismissals — cannot be ruled out."

Bloch denied claims about apartheid at the workplace.

Wages 'may fuel inflation'

ERICA JANKOWITZ

THE average annualised wage increase level recorded to July 1 was 10,23%, indicating employers were paying a "transition premium" of almost 1,5 percentage points above forecast settlement levels, industrial relations consultant Gavin Brown said. BIDay 11/7/94

In his latest Collective Bargaining Survey, Brown warned of inflationary consequences if growth did not outstrip the trend of companies granting real wage increases for the first time in four years.

"The inevitable inflationary effect of meeting labour expectations could still be exceeded by the pace of economic growth in the remaining two quarters. But if this is not forthcoming, widespread wage settlements based on a 'transition premium' well above the inflation rate will act to impede growth and perhaps assist other economic influences in arresting the decline in inflation levels." (355)

Brown noted two phases in this year's wage round: the pre-election and the post-election period, with different factors influencing settlement levels. In the pre-election period, settlement levels averaged 8,8%, marginally above inflation. But with uncertainty about the new administration's attitude to large-scale labour unrest, "many employers are accepting the inevitability of a transition premium in the 1994 wage round". Brown also

To Page 2

Wages

BIDay 11/7/94

From Page 1

attributed the increase in settlement levels to employers' apparent reluctance to risk major confrontations in the early stages of economic recovery.

Unions had not treated industrial action with the same circumspection. "The post-election period has been notable for a considerable upsurge in levels of strike action, mainly wildcat in nature, with some carefully orchestrated conflicts still possible in the next month or two, for example in the metal and mining industries."

The highest settlements recorded were in the retail, wholesale and commercial sectors, at an average 10,63%; food and allied were lowest at 8,57% (355)

He warned employers, who were awaiting confirmation of an accelerated economic upswing, that "the mood of labour is already heavily discounting this at the bargaining table".

Another feature of this year's wage round was the extent of rank-and-file involvement in negotiations, with management reporting shop stewards playing a more prominent role than normal. "In a large number of cases, the ongoing and apparently now permanent absence of cohesive union leadership is fragmenting and dissipating any clear strategic thinking in the conduct of wage negotiations."

Brown predicted an unusually large number of wage disputes in the next quarter because of delays in concluding this year's wage round. He said unions were dropping peripheral issues such as job security and affirmative action, and concentrating on forcing up wage levels.

Why incentives fail to succeed

Sowetan 12/7/94

By Ike Motsapi

HALF the companies that have introduced an incentive remuneration scheme reaching all levels of the organisation have failed to achieve the intended results.

This is the conclusion of research conducted by Mr Mike Olivier, managing director of human resources consultants Sibson and Company, South Africa.

He said production dropped at companies where about 75 percent of workers employed enjoyed the scheme because they "saw no link between personal performance and the pay they received".

Olivier said: "Negotiating a pre-designed incentive scheme which includes workers is not enough.

"It must be put together with full worker participation to ensure that they 'buy into' the process and identify with the goals. And the scheme must be carefully managed so worker expectations are not unrealistically high," said Olivier.

According to Olivier, if an incentive scheme is to work, it must help motivate workers to achieve goals that are in line with corporate strategy.

He said:"Workers must therefore be in a position to understand corporate strategy in the context of their own work. This process requires a willingness on the part of management to be more transparent about business issues, goals and results.

355

"It must be introduced in a way that allows workers to accept and understand the logic of the scheme and to see how factors they control actually relate to the incentive.''

Olivier believes that an incentive scheme for workers must be part of an overall effort to revitalise strategy and organisational effectiveness.

"And the process should always convert some of the fixed pay — the so-called guaranteed pay — to variable pay.

"Another important criterion when drawing up such a scheme would be to state clearly the objective of the incentive plan in terms of results the company wants to obtain and the behaviour expected of employees to reach these predetermined goals.

''Care must be taken to ensure the right performance measures are used for each individual and planned payouts under various company and individual performance scenarios are stimulated,"said Olivier.

He admits, however, that to design an effective remuneration system incorporating variable pay in a situation where different cultures, language groups, management and unions are involved is a complex exercise.

He said:"Where strong union presence exists, the key factors for success are clarity and transparency of corporate strategies and values, clear understanding of critical success factors, a direct and unambiguous line of sight between measures of performance and work factors under the individual's control.

"Trust must also be established between management and the work force so that measurements, appraisals and execution of the performance management system will be fair and transparent."



Mr Mike Olivier of Sibson and Company South Africa.

15 000 chain store workers on strike

Sowetan : 13/9/94

SHABBILY TREATED Black managers demand equal treatment:

By Ike Motsapi

MORE THAN 15 000 Pick 'n Pay employees yesterday went on a national strike in support of a demand for better pay and working conditions.

The workers, who are members of the South African Commercial Catering and Allied Workers Union, embarked on the industrial action after holding meetings at various outlets of the chain store yesterday.

Black managers employed by Pick 'n Pay have also given management until today to respond to their demand that they be treated on the same basis as their white counterparts.

A spokesperson for the black managers said they had been "shabbily treated" (351) (352) (355)

The striking workers are demanding an across-the-board salary increase of R200 a month while management has made a final offer of R175.

Demand a minimum

The workers also demand a minimum monthly salary of R1 200 while management said it was prepared to pay R1 080 a month.

Wage negotiations between management and Saccawu started last year and workers were due to receive their salary increases on March 1 this year.

Mr Bones Skulu, assistant general secretary of Saccawu, confirmed that the strike had started.

He said: "Parties to the dispute — the union and management — completed counting the ballot on Monday.

"It was established that the majority of the workers had opted to go on strike.

"We have tried our best to get the matter settled with management but our talks always ended in failure," he said.

Mr Frans van der Walt, Pick 'n Pay's industrial relations officer, could not be reached for comment.

Wage settlements stay below 10%

ERICA JANKOWITZ

THE average wage setlement level for the first six months of this year was 9,75%, marginally up on the 9,5% recorded for the period to end March, Andrew Levy and Associates researcher Renee Grawitzky said yesterday.

In the latest Wage Settlement Survey, Grawitzky said this was in line with the downward trend in settlement levels which emerged over the past few years.

The corresponding period last year recorded an average 10% wage settlement and in 1992 the figure was 13,5%. Although the entrenchment of single-digit increases was predicted for this year, the election and associated heightened expectations had pushed this up to just under 10%.

Grawitzky forecast settlement levels of between 9% and 10,5% for the rest of the year. "In view of the further anticipated upward pressure on wages, we could see some government attempt to implement a wage freeze or the movement towards a social contract."

The majority of wage settlement figures ranged between 8,5% and 10% during the period under review, with the highest settlement of 14% recorded in the retail and distribution sector.

The highest average minimum remuneration was in the petroleum sector where the lowest paid workers received an average R2 000 a month.

Grawitzky found that about 35% of participants experienced industrial action during the course of wage negotiations compared with 16,5% last year and 18,9% in 1992.

"Over the next few months, we could see the continuation of wildcat strikes which might have to be resolved by management alone, as some unions might prove to be ineffectual in getting members back to work."

Grawitzky found that the public sector, which accounted for less than 1% of industrial action monitored in the early 1980s, was responsible for two-thirds of strikes last year. Since 1987, this sector had been more willing to go on industrial action and this was expected to continue.

Grawitzky said that if the apparent discord between the leaders and members of unions affiliated to the Congress of SA Trade Unions continued, it might prove difficult for Cosatu and employers.

"Cosatu itself is grappling with the recent changes and its own shift in power from being a change agent to becoming part of the democratic process.

"The rift between leadership and grassroots became more evident when Cosatu began to channel its thinking through national structures such as the National Economic Forum and as collective bargaining moved more towards central level negotiations."

Unionised Cape workers cash in

ARG 13/7/94

SHARON SOROUR
Labour Reporter

WESTERN Cape employers are bracing themselves for more job losses this year than any other region — but for the first time in four years, unionised workers are getting increases on a par with their counterparts in the rest of the country, research has revealed.

Results of a survey conducted by industrial relations experts Gavin Brown and Associates estimated that about 58 percent of unionised workers in the Western Cape secured wage increases as a result of national bargaining arrangements — either through industrial councils or between employers and unions.

Some workers were getting the highest increases nationwide in their sector.

In the food sector, where Cape wage increases traditionally lagged behind other major metropolitan areas by up to two percent, the average increase was 10,1 percent, which was more than the national average of 8,5 percent.

The highest number of wage settlements in the general manufacturing sector had been reported by regional employers, where the average negotiated increase was 9,8 percent.

"Comparatively few agreements in this sector have been concluded elsewhere in the country," the report said.

Wage negotiations at companies based in the Western Cape experienced the lowest levels of accompanying strike action.

Less than 15 percent of employers reported industrial action during wage talks — compared with the national average of 22 percent.

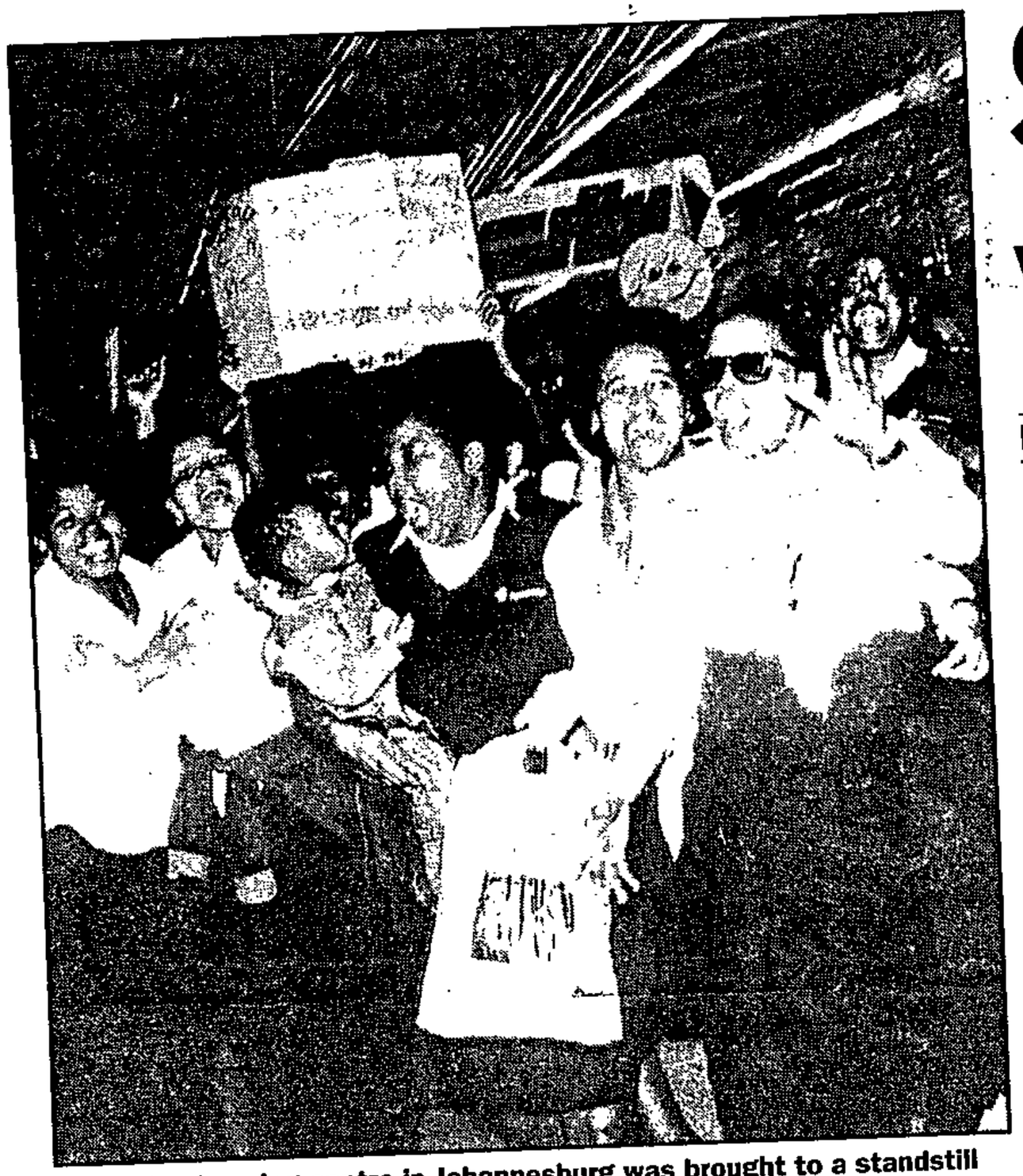
"A negative feature of Cape-based negotiations is the comparatively large number of employers who report that they expect job losses to continue for the rest of the year.

"Cape employers have the highest expectations of further retrenchments occurring this year, with employers in the textile, clothing and footwear sectors indicating that workforce reductions of between two percent and seven percent are still possible."

Although the figures were not as high as the previous three years, they were the among the highest in the country, excluding the mining sector.

The report said another unique feature of Western Cape wage negotiations was the continuity of union leadership.

NEWS Union demands a R200 a month increase ● No differences of opinion



Highgate shopping centre in Johannesburg was brought to a standstill yesterday when Pick 'n Pay workers went on strike over wages. Police reinforcements were called in but they failed to stop the workers. A number of workers were arrested at other branches.

PIC: MBUZENI ZULU

Scores of striking workers arrested

Sowetan 14/7/94

By Ike Motsapi

■ WAGE DISPUTE Police act after supermarket chain is granted order:

SCORES of striking Pick 'n Pay employees were arrested yesterday after management had obtained an order restraining them from disrupting business.

A number of strikers — members of the South African Commercial Catering and Allied Workers Union — were injured in a confrontation with the police.

The order restraining the strikers was granted by Mr Justice DR van Schalkwyk at the Industrial Court in Pretoria.

In papers before the court, Pick 'n Pay management applied for an order interdicting and restraining Saccawu from organising and orchestrating, and individual respondents from conducting, the following:

- Marches on to the trading areas;
- Occupation of trading areas;
- Eviction or ejection of customers entering the stores;
- Conducting sleep-ins; and
- Damaging to property.

Witwatersrand police spokesman Warrant-Officer Andy Pieke said police were acting on behalf of management in respect of an order issued by the court.

Pieke said workers, who had occupied some of the Pick 'n Pay outlets, were asked to disperse. He said some refused and they were arrested.

Tense situation

Pieke said the situation was tense but calm. Police were monitoring all the big Pick 'n Pay outlets.

At Highgate workers blockaded all the entrances leading into the store from 9am. Police were called in to restore order but workers would not allow them to get near the building.

An ugly situation was averted when a management representative asked the police to leave.

● At Southgate the store was empty with only three cashiers on duty when *Sowetan* visited the centre yesterday morning.

● At Steeledale police allegedly set dogs on workers who were toyi-toying and singing on the shop premises.

● At Norwood about five workers were wounded when police allegedly opened fire on them.

● At Northgate about 300 strikers were taken into custody.

Pieke said it was too early to say how many people had been arrested. He confirmed that three were taken into custody at the Randburg outlet.

Management and Saccawu are in dispute over wages. Saccawu demands an across-the-board salary increase of R200 a month for its members. Management made a final offer of R175.

EMENT

Pay hikes slow employment growth

BI Day 14/7/94

Business Day Reporter

SA could not go backwards and pay lower wages, but manufacturers had to be careful not to increase wages even further, National Productivity Institute executive director Jan Visser said yesterday.

Speaking at a Cosatu conference in Port Elizabeth, Visser said the World Bank had simulated the effect for SA of a wage increase of 5% above the inflation rate in 1995 and found that not only would employment growth be slowed, but that real wages would then actually be lower by the turn of the century.

Comparing SA's manufacturing wages in US dollars per hour with those in the rest of the world, Visser said local wages ($4,80) were much lower than those of the advanced industrialised countries and only marginally lower than those of the Asian newly industrialised countries Korea ($4,90), Taiwan ($5,46) and Singapore ($5,12).

But they were higher than those in Latin American countries such as Mexico ($2,40) and Brazil ($2,70).

SA wages were also much higher than in some of the rapidly expanding developing economies of Asia, including Thailand ($0,70), China ($0,50) and Indonesia ($0,30).

Much more emphasis was needed on technical training. A worrying trend was that the number of apprentices and artisans had decreased to unacceptably low levels since 1985. New indentures decreased 30,4% between 1991 and 1992. (355)

During 1992, 5 588 people completed their artisan training, which meant the number had decreased by more than half from the 12 933 artisans who qualified in 1985. In the long term this trend would have a negative effect on economic growth and productivity, said Visser.

Between 1975 and 1992 SA's labour productivity increased at a much slower rate than that of its main competitors. This was mainly because of insufficient throughput, which was the result of an inward focus.

High wages were not harmful as long they were accompanied by high productivity.

Visser said quality was becoming more important than price in many industries. In 1979, 30% to 40% of buyers put quality before price. This had changed to 80% in 1986.

"Quality does not happen by accident. It is the culmination of concerted effort by management and labour to produce according to the principle of "doing the right thing right the first time, every time".

Competitiveness was a multi-faceted concept and hinged on price, quality and service. All of these, in turn, were determined by the level of productivity.

Only if productivity became the central focus in the organisation would it be competitive. Government would have to do everything in its power to encourage greater productivity.

Builders to discuss wage demands

ARG 1/4/94

Staff Reporter

BUILDING workers' representatives will meet the Master Builders Association today to discuss wage and other demands following a city centre protest by more than 1 000 workers.

During yesterday's demonstration workers from six unions converged on the Building Industrial Council (BIC) offices on the Foreshore to hand over a list of demands to the Master Builders Association (MBA).

Protesters toyi-toyied, shouted slogans and displayed posters which read "Viva the worker's struggle" and a picture of a skeleton with the words "Still waiting for an increase".

"We are sick of waiting. This has been going on since Monday and we are tired," said worker Johnny Johnson.

"We are always told they would come back to us. Well, they never do and now we are taking mass action and we will keep it up until they give us some answers to our demands," he said.

"All we are asking for are our rights," Mr Johnson said.

His views were echoed by William Gaji who said workers had travelled to the CIB offices to get answers immediately.

Rodney Damons of the Building Workers Union said workers were also upset about the use of unskilled people for skilled work and the importation by certain employers of skilled workers for supervisory jobs.

President of the MBA Barry van Breda assured workers their demands would be looked at very carefully.

"We will be having a meeting with your representatives. I regard this meeting as a very serious event. Rest assured we will look at your demands," he said.

The entrance to the building was locked when workers tried to force their way through.



Strike action . . . dogs, police and angry strikers square up at Pick 'n Pay's Bedfordview head office yesterday. PICTURE: GARY BERNARD

Growing concern over supermarket strike violence

■ STAFF REPORTERS and OWN CORRESPONDENT

Union leaders, Pick 'n Pay senior management and Government were moving today to take the growing anger out of the increasingly violent and confrontational strike that has hit the national food retailer.

Joint managing directors of the company Gareth Ackerman and Rene de Wet flew from Cape Town to Johannesburg early today to join negotiations which reopened yesterday.

The behaviour of Pick 'n Pay strikers during this week's countrywide wage strike will top the agenda during today's talks.

Labour Minister Tito Mboweni has stepped into the issue warning that he strongly opposed "the brutalisation of the strike and any use of violence, either by the police or strikers".

It appeared, however, that Pick 'n Pay was sticking to its line of no improvement in its final pay offer of about 11,2 percent on its total wage bill and its expectation that the police must protect the company's property, staff and customers from "misbehaving" strikers.

This follows further clashes between strikers and police at

▶ To Page 3

Strikers' behaviour will top talks agenda

◀ From Page 1

the Southgate branch in Johannesburg.

At least 21 people were treated for dog bites and four for gunshot wounds at Baragwanath Hospital and 150 were arrested hours after a mass march on the Bedfordview head offices.

The strikers disobeyed a court interdict banning them from Pick 'n Pay premises when, after returning from the march, they discovered that scab workers had taken their places.

Marketing director Martin Rosen said striking workers had chased Southgate store manager Sakkie Verster and regional accountant George Comrie into an office in which they were held hostage.

Police with dogs were called in and 150 were arrested.

Workers accused police of using excessive force — they were shot with teargas and rubber bullets.

Labour EMERGENCY

C.P. 17/7/94

C.Press 17/7/94

By DESMOND BLOW and SAPA

THE GOVERNMENT of National Unity is facing its first crisis in the conflict between labour and big business and is walking a tightrope, trying to retain union support while not antagonising the industrialists.

The unions are flexing their muscles, believing they have the support of the government and this has placed it in an impossible dilemma.

Strikes and threats of strikes have mushroomed, but the worst scenario was the violence this week at Pick 'n Pay stores in which workers, the public and police clashed.

Former Cosatu leader, the Minister without Portfolio, Jay Naidoo, yesterday said the wave of worker action was a sign that democracy alone could not meet workers' high expectations. He said the collective bargaining system had to be urgently improved to ensure SA's economic growth.

Meanwhile, workers were reported to have injured customers, and to have smashed and trashed property. In one incident a baby's arm was injured after being caught in a door during chaos.

One manager said he had a knife held to his throat and two others said they were chased by about 150 strikers.

Police, called in in terms of a court order, were accused of acting too robustly in a manner reminiscent of the old SAP, by firing rubber bullets and teargas at workers.

Riots

Critics have pointed out that in riots overseas police in most democratic countries did not use their guns, even to fire rubber bullets.

In an effort to defuse the situation Safety and Security Minister Sydney Mufamadi held urgent talks with a Saccawu delegation. They later released a joint statement expressing "regret" at the incidents and stating that long-term and interim measures would be taken by all parties to avoid a repetition.

Pick 'n Pay successfuly sought a court order preventing striking workers from entering its offices and intimidating non-striking employees.

However, Saccawu claimed it was not informed of the order and that its members were confronted by police, resulting in the arrest of about 700 and injuries to 60.

In the statement Mufamadi said he would exhort all police officers to satisfy themselves that all parties involved in a dispute were aware of details of any court order before enforcing it.

It was also agreed that negotiations had to be held to ensure compliance with court orders before any action was taken against workers, and that arrests would only be made if workers refused to co-operate.

The statement said the incidents highlighted the need to review public order policing and that government and civil society would have to co-operate to normalise relations between police and the community.

An important aspect would include ensuring that all rights guaranteed to workers by the constitution were respected.

It stated: "Any role the police may be called upon to play in situations such as the Pick 'n Pay strike would have to be carried out so the rights of all citizens would be protected, and would be seen to be protected."

Despite the meeting, hopes that the matter would be defused and that the four-day strike would be resolved were shattered when union leaders walked out of a meeting with management on Friday night, accusing them of conspiring with police against workers.

At a press conference in Johannesburg, Saccawu assistant secretary-general Herbert Mkhize claimed management had approached senior police in the PWV in June to undermine the strike.

Pick 'n Pay denied the allegations and said the meeting with the cops had been an attempt to clarify the company's position with regard to any unlawful industrial action.

Mkhize alleged the meeting took place in secret and without the knowledge of PWV Safety and Security MEC Jessie Duarte. He said the union refused to accept bilateral meetings between management and police in matters which directly involved workers.

But Pick 'n Pay joint managing director Rene de Wet said the union wanted the talks to collapse and had used the conspiracy claims as an excuse. He said: "The meeting was called in response to that strike and threats from union officials and shop stewards that the purpose of the strike was to cripple the company."



PAY MORE ... Militant Pick 'n Pay workers take to the streets to punch home their wage demands.

■ Pic:ANDRIES MCINEKA

March

■ It was announced on Friday that a meeting with Shoprite/Checkers was on the cards following a month-long Saccawu strike involving about 500 workers. Saccawu said about 5 000 workers had marched to the company's Johannesburg head office and that managment had agreed to meet the union to discuss workers' demands.

■ In Alexandra on Friday striking municipal workers agreed to end their strike after PWV MEC for local government Dan Mofokeng accepted salary adjustment proposals.

■ Two trade unions yesterday appealed to thousands of Western Cape construction workers to end a five-day wildcat strike and go back to work tommorow so that wage talks could continue.

The call by the Construction and Allied Workers Union and the SA Woodworkers Union followed an attack on Friday in which five non-strikers were hurt. The walkout started on Monday, stopping production at Peninsula building sites, according to a union official. Affected companies included construction giants Murray and Roberts, Julius Cohen, Stocks & Stocks, LTA and Ovcon.

■ In Welkom mine workers living in the Ango-American Pioneer Hostel threatened to strike over a dispute about having to register all visitors to the hostel. They claimed that white employees living in a similar hostel did not have to register their visitors and that this was discrimination and not in kweeping with the new South Africa.

Wage talks break down

By Russel Molefe

THE nationwide strike by Pick 'n Pay workers is set to continue after talks between management and the South African Commercial Catering and Allied Workers' Union broke down on Friday.

The talks, which were aimed at breaking a wage deadlock and ensuring "appropriate standards of good strike conduct", ended following a walkout by Saccawu delegates.

They accused management of conspiring with police against the workers.

Saccawu assistant general secretary Mr Herbert Mkhize alleged that management "had secret meetings with police".

Secret deals

Police action during the strike, which resulted in about 1 000 workers being arrested and scores injured, was proof of the secret deals, Mkhize claimed.

Police have clashed with workers in most parts of the country since the strike started on Wednesday.

Mkhize said the union became aware of the "secret meetings" after the Congress of South Afrian Trade Unions met government officials to discuss the role of police in labour disputes.

Pick 'n Pay co-managing director Mr Gareth Ackerman disputed Saccawu's allegations.

He said the union's withdrawal from the meeting was "regrettable".

"This latest allegation is nonsense. Discussions with police were a direct response to threats made by certain union officials and shop stewards that the strike would be vicious and result in the closure of stores," Ackerman said.

He said the Saccawu action was a delaying tactic in the light of heavy criticism of violence by strikers.

Numsa wants time to consider offer

ERICA JANKOWITZ

THE National Union of Metalworkers of SA would ask the Steel and Engineering Industries' Federation of SA (Seifsa) to wait until Monday for the union's decision on whether to accept its 9% wage increase offer, Numsa general secretary Enoch Godongwana said last night. BD 19/7/94

Numsa's central executive committee discussed the issue last night, but could not arrive at a final decision because most of the regions had not had time to make an input. "We agreed to meet again on Monday," Godongwana said.

The union declared a dispute with Seifsa two weeks ago, with employers offering an 8% wage increase and the union demanding 12%. However, the other 12 unions recognised in the sector had indicated that they would be willing to settle at 9%.

Metal and Electrical Workers' Union spokesman Tommy Oliphant said his members were ready to sign. The issue of backdating had yet to be finalised, but the main agreement expired on June 30.

Employers said the only problem with the offer was regional applications for exemptions. Both Natal and Border employers had applied for a blanket exemption from the agreement due to the economic recession in the areas.

Numsa and the other trade unions were strongly opposed to blanket exemptions. Numsa said it would be prepared to condone individual company motivations for exemption from the wage component of the agreement. (355)

New R150-m pay deal for clothing workers

ARG 19/7/94

(R&R 355)

TOM HOOD
Business Staff

A NEW pay deal will put an extra R150 million a year into the pockets of clothing factory workers.

Employers and the trade union have agreed to a 9,95 percent boost to the total wage package — a compromise on the demand for 16,5 percent by the SA Clothing and Textile Workers' Union and the 5,5 percent counter-offer by employers.

Confirming the settlement, Johann Baard, one of the negotiators and chairman of the Cape Clothing Manufacturers' Association, said machinists — the backbone of the industry — would get a 10 percent rise of R23, making for a basic salary of R263 a week.

But employers faced serious problems on two fronts, Mr Baard said:

- Chances of absorbing the increase with the industry's low margins were remote.
- They could not pass on higher costs to retailers in the present economic climate.

"Companies may be pushed over the brink into bankruptcy or, alternatively, they will have to recover the costs from improved efficiency."

Mr Baard said the settlement was probably higher than manufacturers would have wanted in the circumstances, but people were referring to a so-called election premium that was built into the wage agreement.

Negotiations took more than two months, but were free from serious labour unrest.

Mr Baard said there was deep concern within the body of employers whether they were doing enough in the context of labour management relations.

"We are preparing the industry for the cold winds of competition, but we doubt if we are doing enough. The core sentiment we are trying to drive home is that each item of additional costs is a potential area of competitive disadvantage," said Mr Baard.

"With our current structure we are already at a cost disadvantage. So anything added on top of that needs to be met by a productivity quid pro quo.

"We have to look after our labour and improve standards of living and assist job creation, but it will have to happen on the basis of matching costs against other wages. That is a responsibility everyone will have to share.

"The informal sector was growing at such an uncomfortably rapid basis that we can no longer ignore the reality of the informal sector.

"The formal sector and the industrial councils will have to start drastically reshaping the way in which they interface."

Clothing trade settles wages

Sowetan

A NEW pay deal will put an extra R150 million a year into the pockets of workers in the clothing factories. 20/7/94

Employers and trade unions have agreed to a 9,95 percent boost to the total wage package — a compromise on the 16,5 demand by the SA Clothing and Textile Workers Union and the 5,5 percent offer by employers.

Mr Johann Baard, chairman of the Cape Clothing Manufacturers Association, said machinists would receive a basic R263 a week.

He said employers' chances of absorbing the increase with the industry's low margins were remote. They also could not pass on higher costs to retailers. (3 55) (16)

Metal unions settle for 9pc pay hike

Sowetan 20/7/94

■ **BIG BOYS** Two biggest trade unions still have to canvass members:

MOST UNIONS in the metal industry have settled for a 9 percent pay increase in terms of a provisional agreement, the Steel and Engineering Industries Federation told a Press conference in Johannesburg yesterday.

The provisional agreement was reached by a joint committee appointed after the 12 unions in the industry rejected employers' final offer of eight percent.

In the latest round of talks yesterday, most Seifsa affiliates indicated they would accept the proposal.

Affiliates in the Border region and KwaZulu-Natal were the exceptions.

Seifsa industrial relations head Mr David Carson said the provisional agreement had not been accepted by the largest union in the industry, the National Union of Metal Workers of South Africa, nor by the Metal and Engineering Workers Union and the Chemical Workers Industrial Union.

These unions had said they needed time to canvass their members and would probably respond by next Tuesday, when they are scheduled to meet Seifsa again. (384) (355)

"It's really not an agreement yet," Carson said.

He said if the pay rise, backdated to July 1, was accepted it would benefit 280 000 members of the 12 unions.

"The increases will be offset against any wage increases granted on or after July 1 to the date of coming into operation of the new main agreement."

Carson said the Minister of Labour would be requested to publish the pay rise and make it binding on all parties.

He said employers in the Free State and Northern Cape might apply individually for exemption, or to give lower pay rises. A delegation of workers' representatives and management would travel to Durban and the Border region early next month to discuss the position of those regions. — *Sapa.*

Seifsa and unions enter final lap

BIDay 20/7/94

MARK ASHURST

SEIFSA yesterday reached a provisional settlement in the wage dispute in the steel and engineering industries, although two unions which declared disputes will only announce their final decisions on Tuesday.

A negotiating committee set up in terms of the Industrial Council dispute resolutions procedure agreed to recommend a 9% increase, backdated to July 1.

Numsa delegates on the committee initially demanded 12%, but agreed to recommend the proposed settlement to members. The union was expected to make a decision at its central committee meeting on Monday.

Seifsa industrial relations director Dave Carson said rapid resolution of the 12-day dispute was one of the terms of the settlement. The Numsa decision would be critical, although the settlement was technically dependent on acceptance by all union groups, he said.

Two employer bodies and two unions have rejected the proposal. They are the Engineering Industries' Associations in Natal and Border and the Chemical Workers' Industrial Union and the Metal and Electrical Workers' Union.

The Natal association has offered a 7,5% increase on actual pay rates with no change to scheduled increases. Border failed to table an offer, but has asked the union for separate negotiations.

Negotiations between union representatives and employers in the Natal and Border regions were planned for early August as the unions do not want to pursue the option of requesting Labour Minister Tito Mboweni to extend the agreement automatically without attempting to get employers on board.

If Numsa accepted the 9% offer, the increase would then be "binding on all parties and non-parties with effect from July 1 1994", according to the proposal. (354) (355)

Employers and unions still in dispute would then be legally bound to honour the terms of the settlement.

Other provisions in the proposed settlement include an expedited wage exemption procedure for small employers, an industrial policy forum and the resumption of negotiations on a code of conduct to end unfair employment practices.

Employers and trade unions will also be granted equal representation on the Metal and Engineering Industries Education and Training Fund. Discussion will continue on the proposed introduction of a five times annual salary death benefit, reduced annual working hours, and minimum severance pay.

focus on labour

The decision by Pick 'n Pay line managers to join striking workers indicates the wage issue may be the tip of an iceberg. Beneath lies a list of grievances and bitter rivalry, writes Labour Reporter Ike Motsapi:

Sowetan 21/7/94

ALL IS NOT WELL at Pick 'n Pay. The wage strike by about 15 000 employees is just the tip of an iceberg.

Tension is mounting daily between managers, supervisors and monthly paid staff, who call themselves the Joint Affirmative Management Forum, and senior management.

When the 15 000 weekly paid workers — most of them members of the SA Commercial Catering and Allied Workers Union — went on strike eight days ago, about 3 000 Jamafo members were engaged in talks with management regarding, among other things, the recognition of the organisation.

Jamafo spokesman Siphiwe Mazibuko said the organisation submitted a memorandum to management on July 1 listing their grievances, and to date they had received no reply.

This led to Jamafo members joining the strike on Monday in support of workers' demands for better wages, working conditions and recognition of the organisation.

"An urgent meeting between management and 18 Jamafo officials was held at Pick 'n Pay's regional head offices in Bedfordview, Johannesburg, last Monday but did not produce results," said Mazibuko.

"The 18 decided to stage a sit-in at the offices until our demands have been met.

"Management called in police to remove us but this did not happen because we had a written agreement that they would come back to us."

"We are not going to move out until our demands have been met. Our 3 000 members at various outlets will also occupy offices of senior managers," he said.

Pick 'n Pay spokesman Caps Stickdale promised to respond to Jamafo's allegations.

However, co-managing director Mr Gareth Ackerman on Tuesday warned Jamafo members that their action was illegal.

The agreement signed by Pick 'n Pay deputy managing director Mr Sean Summers and Jamafo executive chairman Mrs Linda Khuzwayo reads:

"As a result of the discussions held today on matters arising from previous meetings between Jamafo and Pick 'n Pay, both parties accepted and agreed to hold a meeting on July 19 at 10am to respond to Jamafo's demands and other outstanding issues."

However, this meeting deadlocked and Jamafo accused management of "walking out" on them.

In a memorandum presented to management on July 1, Jamafo demanded that:

- Management withdraw sponsorship for the World Cup;
- Management stop union-bashing tactics;
- Freedom of association and speech be allowed as a right and not a privilege;
- Workers be consulted about wage and salary increments;
- A 40-hour a week be implemented, and that the company should embark on job-creation initiatives;
- The racially-based executive come to an end;
- Company profits be fairly shared;
- Intimidation of the democratically elected leadership of Jamafo be stopped;
- There should be free and fair representation;
- Promotions be decided on merit;
- Jamafo be recognised; and
- All salary increases below the bread level be immediately reviewed.



Mr Siphiwe Mazibuko of Jamafo.

These demands have heightened tension between management and Jamafo.

Jamafo comprises white and black line managers at Pick 'n Pay.

Negotiations are underway to form such structures at Shoprite-Checkers, OK Bazaars and other chain stores.

Mazibuko said Jamafo was formed to:

- Eradicate racism and sexism by destroying the patriarchal system of management;
- Promote participative management;
- Build, develop and motivate workers throughout the country;
- Encourage the sharing of ideas to maximise productivity and improve customer service;
- Establish mechanisms to motivate people in their jobs and social life;
- Make available resources to empower workers in their jobs; and
- Emancipate workers in South Africa and abroad.

Talks between management and Saccawu, initiated by State President Mr Nelson Mandela and Congress of SA Trade Unions general secretary Mr Sam Shilowa, resumed yesterday.

However, the big question is: will the meeting between Jamafo and management resolve the burning issue of racism at the workplace, which it seems, is hurting Pick 'n Pay's assertion that it is a leader in the field of progressive industrial relations?

Only time will tell.

Star 21/7/94

P 'n P and union agree to mediation

■ BY JOVIAL RANTAO and SAPA

Pick 'n Pay and the South African Commercial Catering and Allied Workers Union (Saccawu) agreed yesterday to mediation to end a dispute over wages.

A statement by the Labour Ministry said Minister Tito Mboweni had viewed the strike with growing concern and had recommended mediation to the two sides.

"The Minister of Labour has recommended to the parties that the dispute be referred to mediation and that a mediator be appointed as a matter of urgency. This recommendation has been accepted by both Pick 'n Pay management and Saccawu," the statement said.

Cosatu general secretary Sam Shilowa told a media briefing earlier yesterday that Pick 'n Pay and Saccawu were willing to allow Cosatu to broker a settlement in the dispute. (552 words)

Saccawu called 15 000 workers out on strike on Tuesday last week to press its demand for a R229 per month pay rise. Pick 'n Pay's final offer is R175.

The chain has reportedly lost R10 million in the first five days of the strike, and employees lost about R70 each daily.

Shilowa's deputy Zwelinzima Vavi said if everything else failed, the union might call for a consumer boycott of all Pick 'n Pay stores.

The Cosatu leaders expressed hopes that the strikes in the PWV region would be resolved to avert a proposed one-day general stayaway.

South Africa is experiencing its biggest upsurge in industrial action in three years.

STRIKES: THE CAUSES & THE COST

MANHOURS LOST through strike action APRIL-JUNE

'94	1,2m
'93	700 000
'92	650 000
'91	375 000



WAGES: 45,1% of strikes.
GRIEVANCES: 33%
DISMISSALS/ DISCIPLINE: 16,3%.
RECOGNITION DISPUTES: 5,5%.
RETRENCHMENTS: 0,1%.

THE MAIN DISPUTES

■ **LEGAL STRIKE:** Pick 'n Pay (15 000).
UNION: SA Commercial Catering and Allied Workers.
DEMAND: R229 a month increase.
OFFER: R175.
STATUS: Deadlock. Cosatu has intervened.

■ **ILLEGAL ACTION:** Checkers (6 000).
UNION: Saccawu.
DEMAND: Reinstatement of more than100 union shopstewards.
RESPONSE: Negotiation.
STATUS: Mediation agreed.

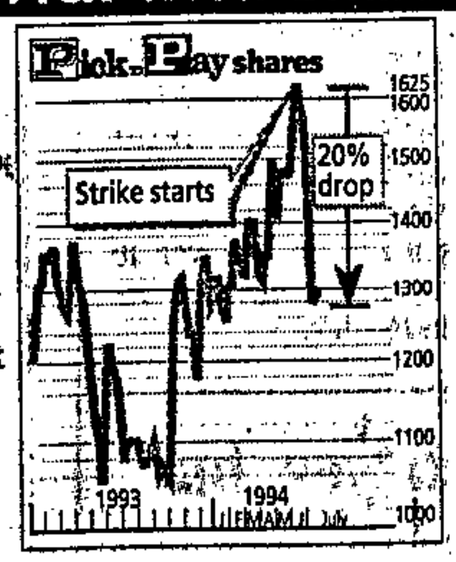
■ **ILLEGAL STRIKE:** Court interpreters (1 000).
UNION: SA Court Interpretation Officers and Allied Workers Union (Sacioawu).
DEMAND: Non-pensionable allowances. Details not available.
OFFER: Negotiations.
STATUS: Talks continue.

■ **STRIKE:** Gallo: (500).
UNION: Saccawu.
DEMAND: R205 (23%).
OFFER: R150 (14%).
STATUS: Negotiations continue.

■ **THREATENING STRIKE:** Spar Group: (6 000)..
UNION: Saccawu
GRIEVANCES: Establishment of a regional bargaining unit, end to "racism and union-bashing" tactics.

COST OF THE PICK 'n PAY STRIKE

■ The 15 000 workers are each losing about R70 a day, a total of R1 050 000 a day.
■ Pick 'n Pay refused last night to comment on speculation that it is losing about R2 million a day in turnover, offset by not having to pay strikers
■ Pick 'n Pay shares have fallen by about 20% on the JSE since the strike began.



WHY NOW?

Reneé Grawitzky, of Andrew Levy & Associates, says these are some of the factors that account for the spate of strikes and threats of strike and industrial action:
■ Traditionally the seasonal highs for industrial action are June, July and August.
■ The high expectations created by the promise of a nonracial democracy.
■ The feeling that workers helped the ANC to victory and now it's pay-back time with the demand that both Government and bosses "deliver".
■ Alleged racism is playing a part.
■ The possibility that strike action is a test of the new Government.

SOURCE: ANDREW LEVY & ASSOCIATES

Numsa marching

JOHANNESBURG. — About 5 000 members of the National Union of Metalworkers of SA gathered in central Johannesburg today for a march to the headquarters of the metal industry employer grouping Seifsa to back demands for higher pay. (161) (162) (355)

Seifsa announced earlier this week that nine of 12 unions in the industry had accepted a wage increase of nine percent. — Sapa ARG 21/7/94

SA Breweries faces strike threat

SA BREWERIES workers would conduct a strike ballot in the brewing division next week, as wage negotiations had deadlocked, the Food and Allied Workers' Union said yesterday.

Fawu spokesman Ernest Buthelezi said the company was offering a 10% package. The union was demanding an 11,5% increase. Management had refused to revise its final offer, even during mediation. The union had dropped its demand from 13%.

There was a "possibility of industrial action" involving about 5 000 SAB workers nationally, but the union hoped this could be avoided and settlement reached.

Business Day 21/7/94

ERICA JANKOWITZ

SAB had asked the union for a meeting to discuss strike rules so as to avoid confrontations similar to those that had occurred in the Pick 'n Pay strike, he said.

However, Fawu had responded by saying that both parties had to control their ranks. If no temporary labour was employed, union members would not be provoked into confrontation. "We don't mind if they run the plant with non-striking workers, but they mustn't bring in scabs."

SAB management could not be reached for comment.

PICK 'n PAY STRIKE

Testing times

Confrontation with unionised workers is the last thing the ANC, as government — or even Cosatu, its most cohesive alliance partner — wants at this stage of transition. For one thing, it would cloud the far more important task of implementing the RDP, in which the business sector is expected to take part.

The ANC and Cosatu are in a sense being drawn into the acrimonious strike by the SA Commercial, Catering & Allied Workers' Union (Saccawu) at Pick 'n Pay against their will. But it may mean that the inevitable crunch with reality will come sooner than expected, which will not be a bad thing.

So far, however, President Nelson Mandela, who has urged restraint by workers and management, appears to have put off making an unambiguous choice — like the one Robert Mugabe made in the first year of Zimbabwe's independence, when he ordered strikers back to their jobs, sending the signal potential investors want to see.

Though it cannot be said that cracks have appeared in the ANC's alliance with organised labour, observers such as Duncan Innes of *Innes Labour Brief*, see the issue as being how far unions can push the new government and get it on their side. It is hardly surprising that the new government is handling the issue with great sensitivity.

Andrew Levy & Associates' Pat Stone believes we are seeing natural teething troubles and should not read into the strike an attempt by the union, much less Cosatu, to bring SA to its knees. Mandela's involvement has been statesmanlike, he adds, but it is crucial that Manpower Minister Tito Mboweni, who intervened early on, should not become embroiled in this or other wage disputes, unless he wants to be kept busy doing nothing else.

The Minister's role, which he outlined at the weekend, should be to provide a sound basic framework for industrial relations, not be perceived as taking sides.

Though primarily a wage dispute, the week-old strike — the first major industrial action under the new order — needs to be seen in the context of certain "environmental" factors that have aggravated it, says labour consultant Gavin Brown.

First, Saccawu has a long history of militancy and factionalism and has, like unions in general, been hard hit by the departure of top officials to government and elsewhere.

Former Saccawu general secretary Papi Kganare is now in charge of police in the Free State. He has been succeeded by former Port Elizabeth branch secretary Bones Skulu, described by one private sector man as a "D-team player." Veteran Kaiser Thebedi has resigned to become a consultant.

At the end of last year, a new split occurred with a breakaway group setting itself up under the union's former name, Ccawusa. So there's a leadership vacuum in Saccawu in particular, which has made it largely shop steward-driven. Some say this is symptomatic of most unions after the election.

Membership loss and reduced income have added to union problems. This weakened state could leave them at their most dangerous — hence, perhaps, the near anarchy in the way Saccawu handled the strike in the first week, with a restraint interdict not getting filtered down to union members and more than 700 strikers arrested on trespassing and intimidation charges.

A second factor results from the April election, which delayed many wage negotiations and led to shop floor frustration.

Third, news of the economy moving out of recession has led to the belief among workers at Pick 'n Pay (which had its last strike eight years ago) that increases higher than inflation can and should be paid.



According to Gavin Brown, there are unrealistic expectations among the rank and file of what the advent of the new government means. Nonetheless, perceptions of a shift in the balance of power towards black and worker interests appear to be a factor.

Saccawu spokesman Jeremy Daphne rejects all this. He says the claim of a union leadership vacuum is overplayed and the "prevailing dynamic in the labour market" is at the root of the strike, which would have occurred under any leadership cadre.

"The strike is due more to a manifestation by workers of their experiences in Pick 'n Pay, in combination with dramatically increased confidence, assertiveness and militancy of workers, as opposed to union officials, around the negotiating table," says Daphne. He does not, however, believe there is a significant move away from the ANC alliance or that we are seeing different class interests being played out — yet.

"The cracks have not started; we are only seeing the union exercising its independence and making healthy criticism."

Daphne says the Pick 'n Pay experience for workers is not as rosy as is sometimes implied. They allegedly encounter "racist and arrogant" attitudes from management. It is not because they see the company as a soft touch or particularly liberal and progressive that they have gone on strike.

"The strike is about inequality, not affordability. This is the key reason," he says, adding that SA has the highest Gini coefficient (the worst income distribution between rich and poor) in the world and that Pick 'n Pay workers' experience is an aspect of this unacceptable inequity. "Workers are comparing their remuneration with managers' and owners' and the inequality is stark."

Worker anger has apparently been fuelled by the union having reached a productivity agreement with the company, with management subsequently turning to lower wages. "If this is the reward for flexibility and productivity, we've got a problem," says Daphne. He adds that the union has won comparable or better increases from Edgars, Makro and Ellerines.

Pick 'n Pay joint MD Renee de Wet says it is only partially correct that the strike is prima facia because of unrealised wage demands. The strike has been coming for a long time. Since the 1986 strike, the union has taken the company to the brink each year before settling. This year, it is felt that the union was determined to go over the edge if the company did not meet the demand for a minimum increase of R229 or 15%. The group's offer is R175 a month, which would take the average wage to R1 638 and the minimum to R1 150.

De Wet says he was told by the union that "a fight is a fight" and that "they will close the business down if necessary to get what they want."

Other joint MD Gareth Ackerman says unions are under pressure from members to ensure minimum wages rise enough for them to be able to pay rentals they have been boycotting when the payments again become enforced.

Management believes some good will come from the strike. Consequences will include: strike rules; clarifying the position for the police, as the law of trespass regarding strikers is unclear; and the co-operation of

Fin 22/7/94 (39)

labour with government and capital.

Labour experts also believe that, instead of having to cope with ad hoc strikes, a social compact is needed involving employers, unions and government, to deal with issues such as industry's international competitivenes, industrial restructuring, the RDP and how a wage policy relates to these. (382)

Before the election, politics motivated strikes as much as worker grievances did. With politics removed from the equation, negotiations should follow normal economic and financial criteria, says Pick 'n Pay. (355)

The company favours workers' rights to protest and strike within the bounds of acceptable behaviour but says customers' rights to shop and workers' rights not to take part in strikes must also be respected. ■

NEWS 500 strikers arrested at Highgate ● Top cop resigns over intrigues and infighting



SOME of the arrested members of Saccawu at Pick 'n Pay Highgate being led into a waiting police truck after their arrest yesterday.. PIC: VELI NHLAPO

Bid to end store strike

■ WAGE DISPUTE Cosatu steps in as matter is referred to mediation:

Sowetan 22/7/94

By Ike Motsapi
Labour Reporter

MORE THAN 500 striking workers at Pick 'n Pay Highgate were arrested and charged with trespassing yesterday.

The arrests come in the wake of renewed efforts to end the strike, which enters its ninth day today.

Congress of SA Trade Unions general secretary Mr Sam Shilowa and his deputy Mr Zwelinzima Vavi were due to meet management at 4pm yesterday.

Their meeting followed talks between Labour Minister Mr Tito Mboweni and Pick 'n Pay management on Wednesday.

Arrested scores of members

SA Commercial Catering and Allied Workers Union media officer Mr S'thembele Tshwete said police arrested scores of their members at several Pick 'n Pay outlets.

Witwatersrand police spokesman Warrant-Officer Andy Pieke confirmed the arrests.

Pieke said the arrested strikers could be released on warning or pay admission of guilt fines of up to R300.

Ten women strikers who were arrested in Pietersburg on Tuesday were allegedly forced to strip down to their panties at Louis Trichardt Prison.

"The white wardens called the women kaffirs as they put their guns on their private parts while hurling abuse at them," said Saccawu organiser Mr Lepola Mokgopi.

He said he advised the women, whose ages range from 40 to 50, to lay charges.

"A senior white officer known as Westhuizen refused to let the women lay charges, and we wonder whether the new Government condones such action," said Lepola.

A Lieutenant Westhuizen from Louis Trichardt Prison denied the allegations, saying all his men were loyal to the new South Africa and would not insult anyone. He had slammed down the phone before.

Meanwhile, the ANC yesterday welcomed the decision by management and Saccawu to settle their wage dispute through mediation.

Wages, working conditions most important issues

Star 22/7/94

(355)



■ BY CLAIRE GEBHARDT

Wages and working conditions have emerged as the most important collective bargaining issue for 1994, according to SPA Consultants.

SPA says these issues emerged top of the list in 34 in-depth interviews with trade unions, employers associations and industrial councils.

Included were reduced working hours, improved overtime rates, paid maternity and paternity leave, job-grading and safety agreements.

Another crucial issue was training and adult basic education.

"Where training was previously job-specific and related to improving productivity, unions are now calling for training to allow for the total upliftment of the individual and this includes literacy, numeracy, life skills and managerial skills."

Social security issues such as better retrenchment packages, housing, medical aid, educational subsidies and job security were also identified.

SPA says new issues likely to be added to the collective bargaining table this year are:

- Information disclosure and union involvement in financial planning.
- Worker participation.
- Affirmative action and an end to all forms of discrimination in the workplace.
- New technology agreements.
- Job creation and the creation of unemployment funds.
- A revision of current and future public holidays.

Predicted ranges of wage settlements for 1994 vary from 5 percent to 12 percent for various industries, reflecting the differential between industrial negotiated minima and in-house negotiated actuals, says SPA.

Major challenges in the restructuring of benefits will include a demand from labour for employers to increase their financial contribution to pension, provident and medical aid funds.

SPA says the introduction of compensatory legislation for occupational diseases and the new Health and Safety Act will also have implications for both capital and labour.

Thoughts on retrenchments in 1994 fell into three schools, with some respondents predicting that retrenchments would continue until the end of the first half-year and then decline sharply, says SPA.

"Others felt that various industries had shrunk enormously and would need to re-employ people to keep up with increasing demand.

"Thirdly, it was felt that certain industries would still experience retrenchments, such as the municipal services and industries previously protected by import tax legislation.

"In this scenario, labour would push hard for the retraining of retrenchees and the creation of safety nets and worker security funds."

SPA says the major challenge facing South Africa is not to debate the "high wage high productivity versus low wage job creation" paradigm, but to move towards becoming a wage-effective economy with a new spirit of tripartite co-operation.

Nupen to mediate in Pick 'n Pay strike

Star 22/7/94

■ BY JOVIAL RANTAO
LABOUR CORRESPONDENT

Charles Nupen, director of Independent Mediation Services of SA, has been appointed to mediate in the Pick 'n Pay strike following an appeal by Labour Minister Tito Mboweni.

Mboweni said the SA Commercial, Catering and Allied Workers Union and Pick 'n Pay should meet Nupen as soon as possible, and urged them to settle their dispute urgently.

The appointment comes as a wave of labour disputes in different industries countrywide continues unabated.

Yesterday, the PWV saw the start of yet another strike when more than 400 shunters at the Metro Rail Service stopped work over wage demands and the job evaluation procedure.

In Cape Town, hundreds of workers at a fruit exporting company went on strike, also in support of increased wages.

Police arrested more than 800 Pick 'n Pay workers in the PWV yesterday for violating an Industrial Court interdict preventing protests within 500 m of Pick 'n Pay stores. Saccawu said yesterday it would challenge the interdict in court.

(~~[illegible]~~ 355)

Upsurge

The Industrial Relations Network has recorded more than 15 strikes, involving more than 30 000 workers, in the first three weeks of this month.

Labour experts say the current upsurge in industrial action could be attributed to the many wage negotiations currently underway and workers' high expectations after the election.

Labour analyst Duncan Innes said workers expected to get bigger increases because of political change and the fact that the economy was coming out of the recession.

Economists have expressed fears that the industrial action posed the biggest single impediment to foreign investment.

Labour analysts Andrew Levy and Associates said the number of working days lost in the second quarter of 1994 was almost double that of the same time last year.

Sapa reports that Acting President Dullah Omar said last night that the strikes currently facing the country were not directed at the Government or the ANC, but at monopolies which were not interested in building the country.

Speaking in Cape Town, Omar said all South Africans and businesses had to assist the Government in nation-building.

He said workers and bosses would have to organise themselves better to prevent future strikes.



Numsa members took to the streets of Johannesburg yesterday in a march on Seifsa headquarters. Picture: ALLEN VAN DER LINDE

Numsa set on 12% rise

ERICA JANKOWITZ

THE mood of National Union of Metalworkers of SA (Numsa) members would seem to indicate they would not accept Seifsa's final wage offer of 9%, the union's general secretary Enoch Godongwana said yesterday. BIDay

Sapa reports about 10 000 workers marched through the streets of Johannesburg yesterday to present a memorandum to Seifsa in support of their 12% wage demand. 22/7/94

Seifsa reached provisional agreement with nine of the 12 recognised trade unions on Tuesday on a 9% wage offer, with Numsa, the Chemical Workers' Industrial Union and the Metal and Electrical Workers' Union saying they needed more time to consult their membership.

A final response to the offer was expected at a meeting scheduled for Tuesday. (26/7/355)

Seifsa executive director Brian Angus said Numsa had indicated it would recommend the 9% offer, but Godongwana said the union had been hard pressed to persuade membership to move from the 15% demand to the 12% deadlock position.

"We are nowhere near balloting members for strike action," Godongwana said.

Pick 'n Pay offer is 16%, while union demand is 22%

ARG 22/7/94 (452) (2+) (855)

BRUCE CAMERON
Business Editor

THE minimum wage for a permanent employee at strike-ravaged Pick 'n Pay is R240,02 a week.

About 20 percent of the employees, including till packers, cleaners, packers, pickers and unqualified chefs are on this scale, the chain store said.

A further 40 percent of staff are on a split level second category where the weekly wage is R234,94 or R252,62 a week.

The increases offered by Pick 'n Pay for the bulk of its employees would mean increases of about 16 percent, while the union demand would result in increases of about 22 percent.

The lower scale of category 2 employees includes security officials, unqualified chefs, floor sales people and light vehicle drivers.

Cashiers are on the upper scale of category 2.

The Pick 'n Pay across-the-board offer of R175 a month would add R40,38 a week to all categories, giving the minimum weekly wage earners a 16,8 percent increase; the lower category 2 employees 16,55 percent and the cashiers 15,98 percent.

The union wants R229 a month across-the-board. This would add R52,84 a week to all categories of wage-earners. For minimum wage earners this would mean a 22 percent increase; a 21,66 percent increase for lower category 2 employees; and 20,91 percent for cashiers.

According to the annual report of the company, employees receive many other benefits. These include:

- Medical aid.
- Group life insurance if they are on the retirement fund.
- Parental benefits, which include nine months' paid maternity leave and two months unpaid, and eight days' paternity leave.
- Low interest housing loans.
- Educational bursaries for lower paid staff and their children.
- Depending on job category, two weeks' long service leave is granted after each five-year period of employment with the scheme being standard for all permanent employees with 15 years' service.
- A non-contributory funeral scheme which pays R720 on the death of a registered dependant.
- A disability scheme paying 75 percent of income if an employee can no longer work.
- Heavily subsidised canteen facilities.



CONFRONTATION: A striker hurls abuse at policemen forming a human barrier to prevent marching workers from turning into Mill Street on their way to the Gardens Centre.

Pictures: ANDREW INGRAM, The Argus.

Dispute declared by mine union

JOHANNESBURG. — The National Union of Mineworkers has declared a dispute with the Chamber of Mines in the latest round of pay talks for gold and coal miners.

"We have reached a stage where we are unable to reach a settlement," NUM general secretary Kgalema Motlanthe said yesterday.

"We will now be taking the issues to the conciliation board."

The union and management failed to agree on wage increases, holiday leave allowances, the mineworkers' provident fund and the question of traditional healers.

The NUM said it wanted employers to recognise traditional healers for consultations and sick notes, but the chamber had declined.

De Beers accused the NUM of negotiating in bad faith after wage talks collapsed earlier yesterday.

The NUM is demanding an across-the-board increase of 15 percent and the company has offered 8,5 percent. — Sapa.

PAY DAY

Star 23/7/84

355

TRADE union giant COSATU appears to be on a collision course with its former alliance partner the ANC, writes PATRICK LAURENCE.

AN ANC-LED Government of National Unity is in power but worker militancy is on the increase, causing acute discomfort to Nelson Mandela's Minister of Manpower, Tito Mboweni.

In the past three days workers from different unions have marched through the streets of Johannesburg, disrupting the flow of traffic in a manner reminiscent of ANC "mass action" protests.

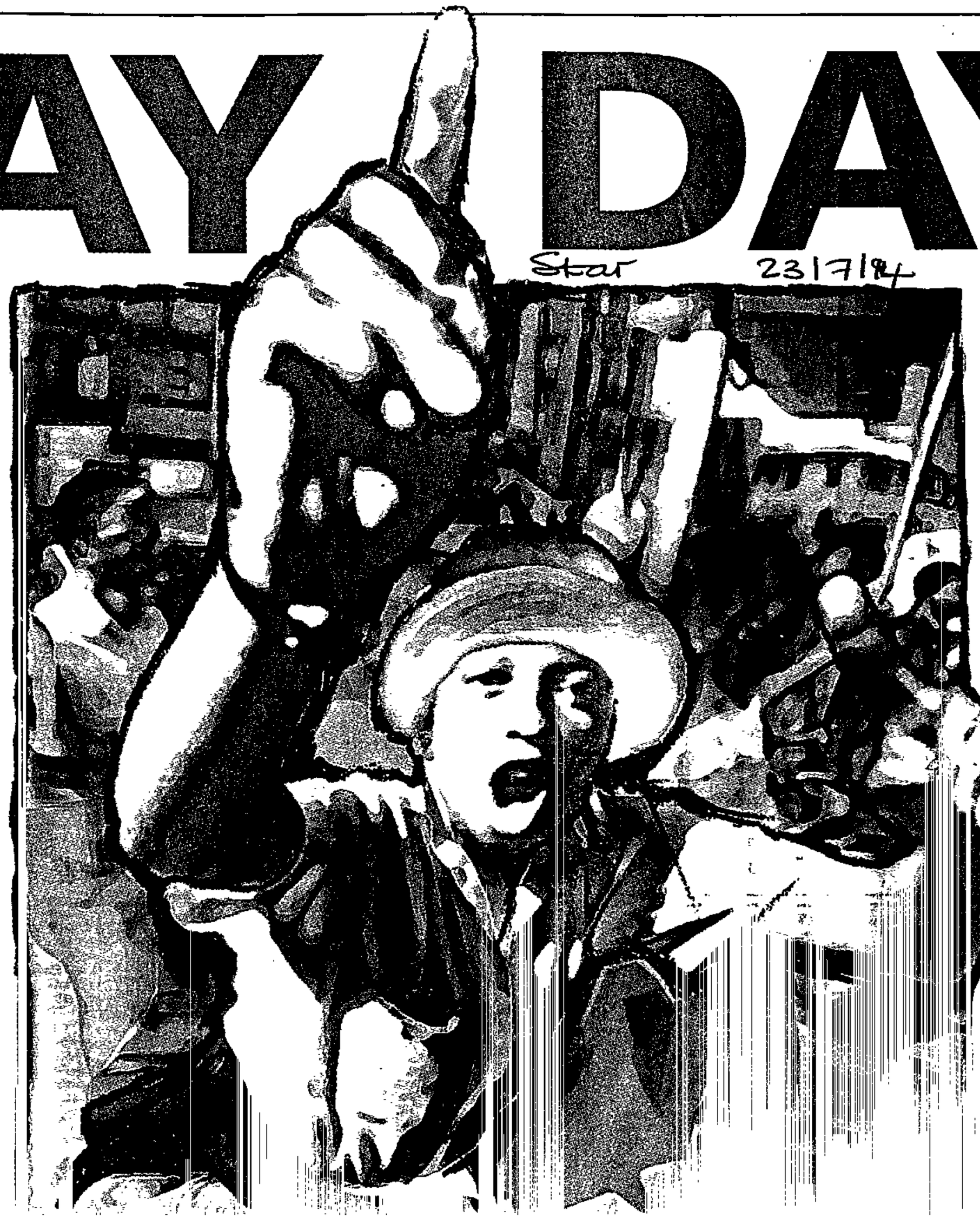
Striking workers from the South African Commercial, Catering and Allied Workers' Union (SACCAWU) have converged on the Johannesburg Stock Exchange, with the intention of accelerating the plunge in the shares of giant chain store, Pick 'n Pay.

SACCAWU is locked in a bitter wage dispute with Pick 'n Pay. SACCAWU wants a R229 monthly increase but Pick 'n Pay will not budge beyond its offer of R170. The contest has turned nasty. Strikers have defied a court interdict ordering them to keep clear of Pick 'n Pay premises and not to interfere with shoppers. Pick 'n Pay has asked the police to intervene and strikers have been injured by rubber bullets and stun grenades and have been arrested.

The National Union of Metalworkers of South Africa (NUMSA) has mobilised 10 000 workers to march on the headquarters on the Steel and Engineering Federation in support of their demand for a 12 percent wage increase, as against the federation's offer of 9 percent.

The echo of stamping feet and chorused cries of impatience is still in the air. Another major strike threatens.

It is impossible to pick up a newspaper or turn on the television without reading about strikes or seeing striking workers



munications Association, and Shepherd Mdladlane, the former president of the South African Democratic Teachers' Union.

The impact of the exodus of leaders to the various parliaments is accentuated by departure of unionists for NGOs and business. Sakhela Buhlungu illustrates the demoralising effect on the unions in an illuminating article in the latest issue of the South African Labour Bulletin.

He quotes Chris Bonner, of the Chemical Workers' Industrial Union, as saying: "The staff is restless because the labour movement has lost a sense of direction. There is no consensus or united vision as we once had."

In the same article Gavin Hartford of NUMSA observes presciently: "After the election union officials will be in the market. There will be affirmative action and many people will be looking for clever guys with black faces."

The turmoil of the labour front may, however, merely be the first eddies in the storm to come. The main, headline grabbing strikes in the past two weeks have involved unions operating in the private sector. The real struggle may be approaching in the public sector. The adversaries in the private sector are the company bosses and managers. The antagonists in the public sector are Mandela's Cabinet Ministers.

In many ways the most aggressive trade unions are relatively new public sector unions. Two which raised the ante on the labour front last year come to mind: the National Education, Health and Allied Workers Union (NEHAWU) and the South African Democratic Teachers' Union (SADTU).

Having pushed strongly against the former white government and its auxiliaries in the tribal homelands, there is no guarantee that they will retreat into passivity in the months to come.

On the contrary, there is every indication that they will be driven by the same

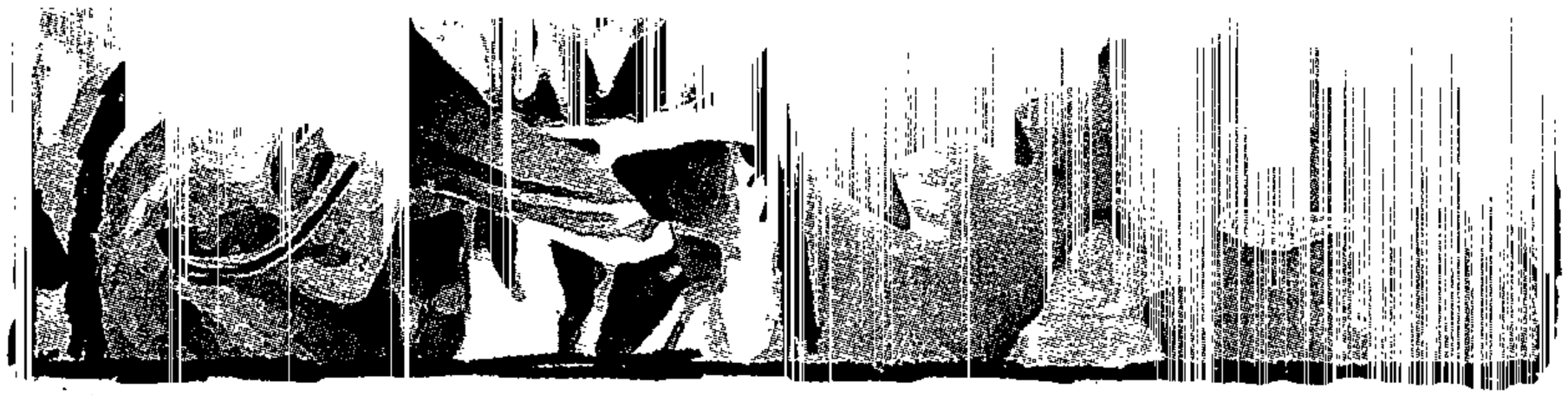


Illustration: FRANCOIS SMIT

Workers are on the march again. Behind the militancy are many factors, not least the feeling that now is the time they deserve their reward for all their sacrifices

rused cries of impatience is still in the air. Another major strike threatens.

It is impossible to pick up a newspaper or turn on the television without reading about strikes or seeing striking workers carrying banners or screaming abuse at police and "scabs". Court interpreters, hospital workers and municipal workers flit into focus, conjuring up a vista of spreading industrial strife and incipient anarchy.

The Police and Prison Officer's Union (POPCRU) cheer the strikers on. KwaZulu policemen stage sit-ins at police stations. Disgruntled members of the ANC army, Umkhonto weSizwe, hold a demonstration outside the ANC office in Durban.

Renee Grawitsky, of Andrew Levy and Associates, offers a statistical perspective: between April and June 1,2 million manhours were lost in industrial disputes compared to 700 000 for same period last year and 650 000 for the year before. Jeremy Baskin, director of the National Labour, Economic and Development Institute, confirms that strikes are on the increase.

What are the reasons for the increased militancy and why has the installation of an ANC-led government not led to a decrease in strikes?

One reason is obvious enough. It is strike season. The three-month period from July to August is normally the time when workers seek to improve their wage packet and working conditions. But that does not explain the rising tempo of strikes and their increasing bellicosity.

Baskin identifies another reason: the "catch-up" factor. Since 1990 workers have had to settle for increases below the inflation rate. Now, however, spurred on by signs that the recession is over, they believe it is "pay up" time. Baskin sums up their attitude in three words: "Enough is enough".

The triumph of the ANC in the April election is a third cause. Far from serving as a balm it has acted as a stimulant. Workers have heightened expectations. They expect a better deal from an ANC-led government. They want to be rewarded for their loyalty to the ANC.

The high salaries earned by ANC MPs and MPLs (Members of Provincial Legislatures) encourage workers to push for high wages and increase their resistance to calls for wage restraint from ANC leaders. ANC MPs and MPLs earn R193 000 and R184 000 a year respectively. They are seen by many workers as passengers on the proverbial gravy train. Their salaries set down markers for all South Africans who were discriminated against during the apartheid era.

Grawitsky quotes workers as saying: "We do not care about the economy. We want something now. The bosses must make a contribution. The onus does not only lie on the Government to provide." Linked to impatience with the "wages of apartheid" is increased sensitivity to, and intolerance of, racist attitudes associated with the past. Actual or perceived racial slurs can trigger strikes. Recent marches include protest against racism, real or sensed, on the shopfloor.

Another important factor lies behind the upsurge in strikes: the loss by the trade union movement of many of their frontline leaders to the ANC as MPs and MPLs, to NGOs (Non-Government Organisations) and even to management in the big corporations and companies.

The depletion in the front ranks of the trade union leadership has left many second-line leaders in key positions at a time of rising worker militancy. These less experienced leaders have not been able to retain control of their restless constituents.

Grawitzky observes of trade unions: "One of the most noteworthy developments has been the apparent change in attitude of the grassroots membership who, in a number of sectors, are ignoring the views and instructions of officials and shop stewards."

She cites two examples: the inability of head-office officials of the National Union of Mineworkers (NUM) to prevent their members from embarking on "unprocedural industrial action"; the failure of SACCAWU head-office officials to persuade their members to abide by court interdicts.

The extent of the "brain drain" away from trade unions is worth spelling out. About 60 top trade union leaders have become MPs and MPLs. They include some of the big names in the trade union movement. To mention a few: Jay Naidoo, the former general secretary of the Congress of South African Trade Unions (COSATU); Alec Erwin, a former educational officer with NUMSA; Moses Mayekiso, the former general secretary of NUMSA, Kgabisi Mosunkutu, the former president of the Post and Telecom-

...ar..es :n t.e tr..a...ome anc s, there :s no guarantee that they will retreat into passivity in the months to come.

On the contrary, there is every indication that they will be driven by the same factors which have led to increased militancy in the private sector unions. The strike by court interpreters – who are not even unionised – is a portent of the future.

Deanne Collins, a writer on the SA Labour Bulletin, remarks: "The public sector is a time bomb."

Grawitzky writes: "Prior to 1985 the total mandays lost as a result of industrial action was less than one percent. From 1985 onwards the figure rose dramatically and approximately 67 percent of all mandays lost stem from industrial action in the public sector, as at 1993."

There was already more than a whiff of discontent in the trade union movement at an agreement signed by the Transitional Executive Council (TEC) – which served as the precursor to Mandela's Government of National Unity – and the International Monetary Fund. The TEC's signature binds the incoming Government to ensure that there would be no real increase in the civil service bill.

Union members are unlikely to be impressed by the arguments in favour of wage restraint, particularly when MPs earn more than R15 000 a month against the substantial proportion of public sector workers who earn less than R1 250 a month.

As Collins notes, most of the worst paid workers are found in education, health, police services and local government where COSATU public sector unions are strongest.

COSATU and its erstwhile alliance partner, the ANC, appear to be on a collision course. COSATU general secretary Sam Shilowa has sounded a warning: "We have sacrificed our leaders to the ANC and it is time to repay the debt."

Unless urgent preventative action is taken, an ugly political brawl seems inevitable, with adverse consequences for the ANC-led alliance's ambitious plans to improve the lot of South Africa's poor, many of whom are unemployed.

SHILOWA WARNS IT'S TIME TO PAY BACK FOR LOST LEADERSHIP



SAM SHILOWA – COSATU general secretary



KGABISI MOSUNKUNTU – ex Post & Telecom Association.



MOSES MAYEKISO – former general secretary of NUMSA.



ALEC ERWIN – formerly with NUMSA.



JAY NAIDOO– former COSATU general secretary

Big salaries: Interdict threatened

By CHRIS BATEMAN
Political Staff

ANGRY members of the Public Servants Association (PSA) have threatened to get a court interdict to prevent the appointment of "special advisers" to ministers, claiming they are being paid exorbitant salaries.

However, at least one special adviser hit back yesterday, claiming that recent press reports failed to "compare apples with apples,". He said he was paid R19 200 a month, but he did not get perks.

"The reports don't mention that the R10 000 to R11 000 cited for a director can be boosted by 50-60% when you add on his perks," he said.

At 60% this would bring the salary to R17 600.

The adviser — one of two for a certain minister — said he could also be given just one month's notice.

"Some other advisers have three months' notice," he said.

The source said perks for senior state officials included generous housing subsidies, cars, medical aid and pensions, and they had lengthy contracts.

Talks

Mr Corrie Smit, a spokesman for the Public Service Commission, said talks were being held with PSA in an attempt to reach a solution.

He confirmed that there had been correspondence with PSA lawyers.

The controversy stems from recent cabinet approval for the appointment on contracts of two "special advisers" to each minister.

According to reports the PSA have negotiated a moratorium on all further specialist appointments until July 29 or pending the outome of negotiations.

Another source suggested that the specialist adviser deal be offered to senior state officials.

The PSA says the advisers are being paid R19 200 a month (or R120 an hour), R24 000 a month (or R150 an hour) or R28 800 a month (or R180 an hour), depending on skills, qualifications and experience.

Election expectations explode as workers say now is the time to . . .

The bosses thought strikes were over. No, until you pay us enough, say the workers. Both want the government on their side. SEKOLA SELLO assesses the labour situation.



WE'LL PICK OUR PAY ... Pick 'n Pay workers shatter business expectations that the ANC-led government would put an end to strikes. Pics: THULANI SITHOLE

THE expectation in some business and political circles that, with the ANC neatly ensconced in power, the country could expect a blissful period of industrial harmony and quiet have been shattered by the two-week nationwide Pick 'n Pay strike.

Instead of industrial peace the Pick 'n Pay strike – as well as rumblings in other crucial sectors like mining – have triggered fears that the honeymoon between workers and bosses has come to an end.

Observers also speculate that these developments could indicate emerging tensions between Cosatu and its affiliates on the one hand, and its senior alliance partner, the ANC, on the other.

Cosatu, the country's largest trade union federation, denies there ever was any honeymoon with the owners of capital and dismisses any potential split with the ANC "in the foreseeable future".

But Cosatu secretary-general Sam Shilowa does not discount such a possibility.

He says Cosatu is aware of examples where unions have helped liberation movements to power only to be dumped after *uhuru*.

He says Cosatu will not allow this to happen. They will not allow themselves to be reduced to "conveyor belts" of political parties.

"This is why our unions continue to stress some of the dangers which have been experienced by unions in other countries."

Expectations of labour tranquillity were largely based on the mistaken belief that an ANC in power would easily rein in its more radical alliance partner, Cosatu.

Those subscribing to this belief fail to recognise the ANC's commitment to the right of workers to strike – a right which President Nelson Mandela and Labour Minister Tito Mboweni confirmed this week following the Pick 'n Pay strike.

Mandela supported the right of workers to strike, but criticised their violent actions. Mboweni was even more forthright. He stated that the right to strike was "constitutionally enshrined" and that the Labour Ministry "reiterates its full recognition (of this right)".

With the government having spelt out clearly that it has no intention of being dragged into labour disputes, conflict in the future is likely to be confined to the two traditional combatants – the barons of industry and organised workers.

Given the prevailing conditions in the country, relations between the workers and the bosses are likely to remain tense and in some case even confrontational for several years to come no matter which party is in power.

The core problem is the disparity in the distribution of wealth. According to Cosatu spokesman Neil Coleman, most surveys by reputable researchers show that the majority of workers are still earning below the Poverty Datum Line or Mimimum Living Level.

Having fought for political freedom, these workers have now trained their sights on earning "living wages, democratising the economy and workplace" and this could prove to be a long, drawnout battle of attrition.

The trade union federation has drawn up a plan which is as wide-sweeping as it is revolutionary. If acted upon, it could change the entire employer-employee relations in the country or in Shilowa's words, it would be "pioneering a unique experiment in industrial democracy unparalleled in the developing world".

Among Cosatu's proposals are joint decision-making on issues such as investment, training, technology, research and development, job creation, levels of remuneration and even the distribution of profits.

While a growing number of big business has in recent years adopted more liberal policies and have brought some workers onto their boardrooms, they are unlikely to meet most of Cosatu's proposals. In fact they are likely to fight them tooth and nail.

Balancing workers' demands and the fears of big business could be the crucial factor determining labour relations in the future. Caught in the middle will be the ANC-dominated government which came to power on support from the workers.

Much as the ANC's sympathies might lie with the workers, they cannot in these early years of governance adopt policies that have the potential to alienate or antagonise big business. They also have to consider whether their policies will not impact negatively on foreign investors.

Tensions between the ANC and Cosatu could increase if plans to form one super federation made up of Cosatu, the Africanist/Black Consciousness-leaning Nactu and the non-aligned Fedsal succeed.

In these circumstances the ANC would need the skills of a trapeze artist while the workers and the employers do battle. This could well be the feature of industrial relations for the foreseeable future.

Strikes for higher wages set to spread across South Africa

APG 25/7/94

355

JOHANNESBURG. — Strikes to back demands for higher wages would spread across South Africa over the next weeks, analysts said — and President Mandela has said he is worried industrial unrest will scare off investors.

Labour and union analysts said that in spite of Mr Mandela's concern, industrial unrest would spread to the country's largest mining and metal industries before subsiding.

"The country is in for three or four months of tough labour battles after which things will calm down," said labour magazine Innes Labour Brief.

Unionists and analysts said there had been more strikes in South Africa than in any year since 1987 and they were spreading rapidly.

Workers — ranging from the catering, metal, paper and oil industries to the municipal and judicial sectors — have been involved in 45 separate protests during the last two-and-a-half weeks. Violence has marred some of the protests.

"Strikes and demonstrations for a living wage will continue," said Congress of South African Trade Unions general secretary Sam Shilowa.

Strikes are also looming in the steel and beer industries.

"Once the strikes spread to the mining and steel industries, the economy will be in for a hard time," an analyst said.

Mr Mandela yesterday accused some union leaders of finding it difficult to move away from resistance politics to nation-building. He said recent strikes would frighten away investors and slow down the Reconstruction and Development Programme. — Reuter.

Mining wage talks fail

JOHANNESBURG. Wage negotiations between the Council of Mining Unions (CMU) and De Beers ended in deadlock yesterday, with De Beers refusing to abandon performance-related increases as part of its overall approach.

The CMU, which represents artisans and miners, was demanding that De Beers abandon a system agreed on in 1993 giving employees general wage increases as well as increases based on individual performance.

The CMU wanted an across-the-board 10% increase, while De Beers had offered a basic salary increase of 5,5% with a further three percent for merit increases. — Sapa

CT 26/7/94

Cosatu threat

CT 26/7/94 (355)

Workers will exert power

Staff Reporter
and Sapa

JOHANNESBURG. — Cosatu yesterday threatened protests on an unprecedented scale should the labour crisis remain unresolved.

Cosatu Witwatersrand regional secretary Mr Langa Zita warned that employers would no longer be dealing with individual industrial disputes because organised workers planned to "bring their weight to bear on all deadlocks".

His statement followed a march by about 3 000 workers to the Johannesburg Stock Exchange and John Vorster Square to publicise demands, including the right to a "living wage" and freedom to strike and picket without police intervention.

Mr Zita said the march was the "first campaign of workers in the new society with the object of putting workers' demands at the top of the new South Africa's agenda".

Cosatu secretary-general Mr Sam Shilowa, addressing the marchers outside the JSE, where a list of demands was presented to representatives of organised business, said the current wave of industrial action was aimed at reinforcing the ANC's hand to bring about change.

Amid loud applause, Mr Shilowa said strikes were about the democratisation of the country's economy.

He rejected accusations that strikes were killing the economy.

"Investors must not pretend this is the first time they've heard about unions and strikes," he added.

Mr Shilowa also dismissed employers as "hypocrites", claiming they were hiding behind the Reconstruction and Development Programme.

"When workers demand a living wage, they (the employers) say this makes it difficult for them to employ other people.

"They're blaming us for unemployment. But democracy is good for business."

But Mr Raymond Ackerman, chairman of Pick n' Pay, probably the single company worst-hit by the current wave of strikes, hit back at the strikers for their "disgusting" behaviour.

New assessment

"We respect the right of workers to withdraw their labour, but not to swear and intimidate customers or to close stores down," he declared.

Meanwhile the authoritative Standard Bank Investment Corporation's report says that in spite of a smooth political transition, "developments over the past few months have forced a new assessment".

Analysts also believed that growth projections for 1994 should be watered down.

● Strikers march through city — Page 7



BAGS OF OIL . . . City Council workers were hard at work on Clifton yesterday, cleaning up bags of oil which were washed from the rocks onto the sand by high seas at the weekend. A helicopter commissioned by the council to move the bags failed to arrive on Friday.

Picture: CLIVE SMITH

ays part ● Innovative new drama promises success

Salaries based on racial lines — claim

■ **PAY SCALES** Contents of 1991 company memorandum revealed:

By Ike Motsapi
Labour Reporter

PICK 'N PAY was paying staff salaries based on racial lines in 1991, a memorandum sent out by the company in that year reveals.

Senior staff members insist that the company was still using the race-based formula. This has been denied by Pick 'n Pay.

The salary discrepancies emerged in a memorandum from the chain store's head offices in Cape Town sent in 1991 to various store managers and personnel officers titled "Average salary statistics".

The memorandum reads in part: Average salary statistics: Listed below are some average salary comparisons.

● Average weekly paid wage (all races) R204,40

● Average salary for white employees with no status R2 045,07

● Average salary for non-white employees with no status R1 624,21

● Average salary for white employees with status R2 617,42

● Average salary for non-white employees with status R1 891,35.

This means that the average salary paid to a white employee with no status is about R400 more than that paid to his black counterpart.

A white employee with status earned about R800 more than his black counterpart.

Mrs Nicky Bicket, general manager for manpower planning at Pick 'n Pay, confirmed the existence of the memorandum but said it was outdated.

She denied that race still played a role in determining salaries and said the categories specified as white in the memo had been occupied by whites at the time.

Bicket also pointed out that the difference in salary scales depended on the tenure of individual employees with the company.

She said: "Within the two levels as stated there is no differential based on race. Where discrepancies do exist, they are based on tenure. That is, length of service in a particular position.

"Employees who are promoted from within the company and who are new in their positions earn less than those with longer tenure. White employees have on average a much longer tenure," she added.

● Meanwhile, the strike by Pick 'n Pay employees continued yesterday, with union and company representatives locked in mediation to resolve the two-week old dispute.

Unions reject final Seifsa wage offer

ERICA JANKOWITZ BIDay

THE Steel and Engineering Industries Federation of SA and its 12 recognised trade unions yesterday failed to resolve the wage dispute in the sector, with three unions refusing to accept a final employer wage offer of 9%. 27/6/94

Seifsa said the Nactu-affiliated Metal and Electrical Workers' Union had proposed a 10% settlement. Cosatu affiliates the National Union of Metalworkers of SA (Numsa) and the Chemical Workers' Industrial Union suggested mediation, but employers replied that they had no mandate to agree to this and would table their reply at a meeting on Monday. (1355)

Numsa general secretary Enoch Godongwana said he believed employers should "apply their minds seriously" to the mediation proposal, or the union might be forced to go the same route as others in resolving deadlocks. He hinted at the possibility of strike action in the industry which employs about 280 000 workers.

He said members were concerned about the low wage offer and a proposal from employers in the Natal and Border regions that they be granted a blanket exemption from the wage settlement level.

Numsa did not budge from its 12% demand, but Godongwana said if the parties agreed to go to mediation, both would have to compromise. Numsa's wage policy proposal, tabled for the first time last year, was still far from being met, although some aspects — including skills, grading and productivity bargaining — were contained in the draft settlement.

Responding to a newspaper advertisement by the Automobile Manufacturing Employers' Organisation (Ameo) concern-

To Page 2

Seifsa

BIDay 27/7/94

From Page 1

ing Numsa's dispute, he charged that employers were doing too little too late. Numsa had proposed a two-year plan to close the wage gap, and submitted detailed proposals. Employers had responded with a three-year plan which would alleviate, but not remove, the problem. (1355)

Godongwana said a production worker earned only 60% of the wage paid to a skilled worker, compared with an international standard of 85%. An SA manager was paid between five and eight times a production worker's wage, whereas the international norm was about 3:1.

Ameo had also rejected a union proposal to eradicate illiteracy on the shopfloor by 2002, requesting an additional two years and wanting to carry only half the costs.

Dispute resolution mechanisms and skills development were also in dispute.

Cape construction sector had sparked renewed strike action, Construction and Allied Workers' Union regional secretary Lulamile Mtikela said yesterday.

Building operations in the area had been halted by the action, which began on Monday. Labour Minister Tito Mboweni and Safety and Security Minister Sydney Mufamadi would be asked to intervene in the strike.

Sapa reports that a march by thousands of strikers brought traffic in Cape Town's Sea Point suburb to a halt yesterday. The demonstrators demanded the release of several arrested strikers. 2817194

A wage strike by about 6 000 construction workers started on July 11, but was suspended when the Master Builders' Association agreed to resume talks. Part of the agreement was that no disciplinary action would be taken against the strikers, but the construction union had received reports of dismissals, Mtikela said.

Workers had downed tools again on Monday, pending talks with the association.

stake than just wages. Workers were demanding workplace democratisation and a review of the industrial council constitution to allow for greater worker participation.

□ Basil Read and the Construction and Allied Workers' Union reached agreement yesterday on a wage package intended to end a lock out of 200 workers, sparked by a strike ballot. Basil Read MD Chris Jarvis said workers were expected, in terms of the agreement, to resume work on Monday. (355)(355)

Samwu workers to get 7,5%

355 ITRU 28/7/94

SHARON SOROUR
Municipal Reporter

MEMBERS of the SA Municipal Workers' Union (Samwu) are set to get increases of up to 7,5 percent in terms of an agreement reached with the Cape Town city council.

Council human resources director David Beretti said the agreement, signed yesterday, brought the minimum monthly wage paid by the council to R1 275.

Most of the union's 12 000 members will get a seven percent increase, but the average increase was 7,1 percent, Mr Beretti said.

Workers on lower notches would get 7,5 percent.

The council will ratify the increases at its monthly meeting today.

Mr Beretti said the union originally demanded 15 percent or R230 a month — whichever was greater. This amounted to an average increase of 19,5 percent.

A joint negotiating forum was established to streamline this year's round of wage talks, which took about four months to conclude.

For the first time, the council negotiated collectively with three unions: Samwu, the SA Association of Municipal Employees (SAAME) and the Cape Town Municipal Professional Staff Association (CTMPSA).

Mr Beretti said the move to negotiate with all the stakeholders in a forum had paid off as all three unions, which represented different sections of the workforce although some overlapped, were not handled in isolation.

Negotiations with the CTMPSA have not been concluded.

MOTOR INDUSTRY WAGES

Dicing with contracts

When vehicle manufacturers and unions last year proudly announced they had signed a ground-breaking agreement that would dispel the need for conflict in negotiations it was tempting to believe them. For years, the industry's annual bargaining process had been beset by ill-temper, threats and often industrial action. At last, through the National Bargaining Forum, the two sides thought they had broken the trend.

As the last week's events have shown, however, that optimism was premature. The industry's main union, the National Union of Metalworkers of SA (Numsa), is this week balloting members on strike action. Following an unsuccessful conciliation board meeting, Numsa has declared a deadlock and there seems little doubt that the membership will vote to strike.

The result of the ballot is expected by Monday at the latest. In an attempt to avert a strike the two sides were due to resume talks on Wednesday and continue through the weekend if necessary. If progress is made the union will probably recommend postponing the strike.

The gap has narrowed but the manufacturers and Numsa remain far apart on the key issue of pay. Numsa, which opened talks with a 25% increase demand, now wants 15%. Manufacturers, having insisted they couldn't afford more than an inflation-linked 7%, came in with a late 9% offer. That, too, has been rejected.

Pressure from the other main issue in the negotiations, training, appears to have eased slightly. Numsa had demanded that all employees should be given time off for 160 hours of education and training a year — much of it directed towards upgrading literacy. Employers, having agreed last year that such training was necessary, nevertheless balked at the amount of time off — equal to more than one month a year.

Late last week employers, represented by the Automobile Manufacturers Employers' Organisation (Ameo), came in with a counteroffer. They are prepared to spend R100m in the next 10 years to bring all workers' literacy and numeracy skills up to the standard of the general education certificate, roughly equivalent to standard seven. Not only will this improve the general educational standard within the industry and raise its chances of becoming world-competitive, employers say, but it will also bring workers to the stage where they can consider formal further education and open up promotion and career paths.

Numsa's initial response appears favourable but negotiators say they want the programme to take eight years, not 10. There is also disagreement over whether employees should give up some of their time to undergo education. Ameo says that to avoid abuse, workers should have "equity" in their own education. By this, it means that for every hour they are paid to attend classes, employees should sacrifice one unpaid hour of their time. Not surprisingly, this has not found instant union favour.

Nevertheless, pay remains the chief stumbling block. Some union officials insist the rank and file is pressing for rises well above the inflation rate. They say the demands are the result of expectations built up by general election promises.

This explanation is not accepted by all employers, some of whom suspect the motor industry is set to become one of the battlegrounds for the threatened confrontation between government and Cosatu, of which Numsa is a leading member.

If the strike goes ahead, they warn, it will do untold damage to the industry. Not only will it disrupt the domestic market, when manufacturers are starting to enjoy an upswing after years of depression, but also damage the industry's international reputation. Overseas car and truck manufacturers are increasingly using SA plants to build vehicles and components for international markets. Any perceived long-term threat to reliable supply could result in those decisions being re-examined. ■

Behind the strike

Fm 29/7/94

1553 — 355

Leonard Gentle is national research co-ordinator of the SA Commercial, Catering & Allied Workers' Union (Saccawu).

The incipient strike wave in SA has seen a range of theories as to the causes. These theories reduce thousands of workers to mere pawns who can be manipulated by Machiavellian union leaders at will. At a time when unemployment is near 40% and retrenchment a constant threat to job security, adult human beings with families are going on strike with the full knowledge that they are risking much.

To be sure, the April-July period is the traditional time for wage negotiations and can be called "the strike season." To be sure, too, the union movement has lost many able leaders. But why is it assumed that this loss stimulated strikes? Why did it not limit their spread and intensity?

No, the biggest cause is the fact that workers are simply people who are poor and have seen their living standards eroded as food, transport, education, housing and health prices have soared. Over the past two years, average wage settlements of organised workers have been below inflation. To this must be added the fact that inflation for working people is even greater than the official inflation rate, since low earners spend roughly 50% of their wages on food — and food inflation has been, at times, above 30% in 1992.

Over that same period, wealth disparities have increased. In 1992, when unionised workers took a real wage cut, a Labour Research Service survey of chief executives showed that they took increases in bonuses and perks of 28,8% on top of a basic salary increase of 14,7%. In 1994, directors' emoluments went up by 37,7%.

In April this year, workers voted for the government of their choice and for the RDP. Given the sacrifices workers had to make in the past and given the sacrifices they made to get an ANC-led government, the 1994 negotiations were approached with some sense of optimism. What did they get in return? Provocative wage offers. After two years of below-inflation increases the mining houses are offering 6%-8%, Seifsa 9% and the actual offer by Pick 'n Pay, revised over a 12-month period, amounts to little more than 9,4%.

As regards the constant gripe by business that workers are unproductive, a survey done by the FMCG Trade Digest on Pick 'n Pay shows that sales per employee were R282 000 at last year-end and sales/m² R17 631, which is well above what OK and Shoprite/Checkers achieve.

Then there is the pious argument that by embarking on strikes for reasonable wages, workers are guilty of pushing up the inflation rate and sabotaging the RDP. Part of the recently won democracy which so many of its new converts now laud is the right to strike and the right to assemble and picket. Workers will strike, demonstrate and picket (including trying to persuade customers and scabs of the legitimacy of their cause) for as long as inequalities exist. That is their right and the fact that they have met with the ire of big business is an indication that, while paying lip service to democracy, for many of the barons of the boardroom it is business as usual on the ground.

The violence associated with the Pick 'n Pay strike was that of the company utilising the old apartheid statutes (dubiously enforced by the Industrial Court) to limit workers' right to march peacefully and to picket and then calling in the police in customary fashion to deal with the infringement of those very anachronistic statutes.

The issue of linking the inflation rate and wages is a contentious one. Over the last two years, average wage settlements were below inflation. The relation of one factor, wages, to inflation is not, therefore, a determinative one.

As regards implementing the RDP, it is a cruel irony that those who spent so much time criticising the RDP now lecture us as to its implementation. Post-election converts ranging from Reserve Bank Governor Chris Stals to Anglo's Julian Ogilvie Thompson have given their version of the RDP with prescriptions that are far from the letter and spirit of reconstruction and development. *Sunday Times* editor Ken Owen calls for business to "stop whining and implement the RDP" while attacking housing programmes which promise good housing (as opposed to site and service plans) and Ogilvie Thompson echoes British Minister Michael Heseltine in lecturing us about how privatisation can be used to finance the RDP and improve social services.

The only basis for an acceptance of low take-home wages for workers would be if the State were to increase its involvement in providing living standard benefits in the form of a social wage (that is, more subsidised transport, housing and unemployment benefits).

What we, as labour, find hypocritical is the appeal for wage restraints and cutting benefits at the same time as wealth taxes, land taxes and the like are greeted with howls of indignation by business. Arguments that paint organised workers as a greedy minority who are taking away job opportunities for the unemployed are similarly untenable. Organised workers are in the main the brothers, sisters, children and parents of the unemployed.

The key to addressing unemployment is through job creation investment strategies. And despite initiatives such as Columbus, Kalahari Sands and Alusaf, there is still an outflow of capital from SA, showing that the principal cause for unemployment is the low level of real fixed investment in SA — even by SA-based companies. And reasons for that include the skewing of investment into speculation and share trading, monopolisation, low levels of beneficiation and the small size of the market for many commodities.

The poor and voteless were the victims of apartheid. Under the hypocritical conversion to the RDP by erstwhile critics in big business, must the poor and now enfranchised be the victims of democracy?

Wage deal for Dions, union

JOHANNESBURG. — An agreement on wages and working conditions has been reached by Dion Stores and the South African Commercial, Catering and Allied Workers' Union (Saccawu), it was reported yesterday.

Saccawu said in a statement the company had agreed to the union's demand for a R200-a-month pay rise on the last day of a conciliation board hearing on Tuesday.

The parties had also agreed to a R1 200 minimum wage. — Sapa

Council agrees to give 7,5% increase

(355) (~~356~~) (~~363~~)

Municipal Reporter

THE city council has avoided the wave of industrial action crashing down on business and industry by agreeing to give the 12 000-strong South African Municipal Workers' Union increases of up to 7,5 percent.

The lowest two notches will get 7,5 percent, the third and fourth notches will get a R100 a month increase, and the other notches a seven percent increase.

At its monthly meeting yesterday, the council agreed to pay workers the increases, which were on a par with those awarded to the South African Association of Municipal Employees.

Urging the council to accept the recommendation, executive committee chairman Clive Keegan said: "The whole country is awash with industrial action, and when I returned from leave last week, I was convinced we would be confronted with it too. We should be grateful this has not happened."

Mr Keegan compared the increases with those given by municipalities in Durban (8,5 percent), Johannesburg (10 percent) and Pretoria (8,5 percent).

ARG 29/7/94

Councillor Arthur Wienburg noted the increases brought the minimum wage paid by the council to R1 308 plus benefits.

Voting against the recommendation, Mr Wienburg questioned how many councillors paid that wage to their domestic workers or gardeners.

● Mr Keegan said the city would ask to be exempted from the Town Clerk Remuneration Board proposal to give town clerks a 12,5 percent increase.

Seifsa reverts to 8% wage increase offer

THE Steel Engineering Industries' Federation of SA (Seifsa) and its 12 party unions agreed to refer their wage dispute to mediation, but Seifsa withdrew its provisional wage increase offer of 9% and reverted to 8% at a meeting yesterday.

The National Union of Metalworkers of SA (Numsa) slammed the move and said that Seifsa had given notice at the meeting that employers would not table an offer of more than 9% during the mediation proceedings.

"Seifsa appears to be mocking the mediation process by reducing its offer prior to mediation and effectively giving notice that it will raise it again during the process," it said.

The three unions which refused to sign Seifsa's provisional wage agreement of 9% — Numsa, the Chemical Workers' Industrial Union and the Metal and Electrical Workers' Union of SA (Mewusa) — have not budged from their demands for wage increases of between 10% and 12%.

Mewusa general secretary Tommy Oliphant said the parties would meet this morning to sort out procedural issues, including choosing a mediator and setting dates. The process would include reaching agreement with Border and Natal employers who have demanded a blanket exemption from any wage agreement.

Numsa indicated its dissatisfaction with Seifsa's conditional acceptance of the mediation process and said the move would "provoke" workers.

"This reflects an attitude that wants conflict and not resolution."

ERICA JANKOWITZ

☐ A threatened march through Johannesburg to Seifsa headquarters by 8 000 United Metal Industries and Allied Workers' Union supporters failed to attract more than about 200 marchers.

They handed a memorandum to Seifsa's industrial relations director Dave Carson, demanding the dissolution of the industrial council.

No low wages for investors

CT 2/8/94 (355)

Political Staff

ANC MP Mr Cyril Ramaphosa said yesterday that South Africa did not want investors who were seeking a strike-free, low wage environment.

Speaking during the Budget debate, Mr Ramaphosa commented on the allegation that industrial action and the current wave of strikes would drive investors away.

"We believe that those investors who want a strike-free environment (with) low wage policies that will lead to exploitation of workers are the type of investors we do not want".

He said the country wanted investors who responded to Mr Mandela's call for investment based on "sound economic policies".

"They are investors who know that they are coming to a South Africa that will finally have modern labour laws . . . labour laws that do not lead to the exploitation of workers".

● Mr Ramaphosa also said the ANC was committed to maintaining fiscal discipline and wanted to reduce the share of defence in the Budget.

NEWS

25 000 metal workers already on strike

Crucial talks for car industry today

Star 3/8/94

■ BY JOVIAL RANTAO
LABOUR CORRESPONDENT

Employers in the car industry and the National Union of Metalworkers of South Africa (Numsa) meet today in a crucial round of negotiations to resolve the strike which could affect more than 200 000 workers in the industry.

About 25 000 metal workers at 11 automobile assembly plants embarked on an industry-wide strike on Monday after they had held report-back meetings at which they were told of management's latest offer and the results of their strike ballot.

Numsa general secretary Enoch Godongwana said he had already had notice from 180 employers in the component-supplying industry that if the strike continued, they would have to lay off 80 000 workers. "We further anticipate the strike to affect over 100 000 workers in the service and dealership side of the industry," he said.

Harry Gazendam, vice-chairman of the Automobile Manufacturers Employers Organisation (Ameo), said he was disappointed that workers went on strike.

"We believe the strike is inappropriate and will make negotiations a lot more difficult. Ideally, one would not want to negotiate while there's a strike," he said.

Numsa enters today's negotiation with a reduced demand of a 12 percent increase, linked to a wage policy, education and training, job security and multi-skilling. Employers have offered 9 percent. Central in the Numsa dispute with Ameo is the time-frame required to rectify wage anomalies.

Employers want the process to be completed in four years, while the union demands that it be completed in two years, but it would consider three years, subject to a satisfactory wage offer.

According to Gavin Hartford, Numsa's national organiser in the automobile industry, the differentials between workers in the same grade was R20 among the highest-paid workers and R5 among the lowest paid.

Hartford said the average metal worker earned eight to 10 times less than his superiors. In the rest of the world, the differential is "about 2½ percent".

The other area of conflict is the number of modules of training for workers to get from bottom grade to artisan level. The union has proposed 60 modules and management 119.

Numsa said another difference was that employers offered to pay for some and not all the studies which workers would undergo to upgrade their skills.

Regarding the dispute surrounding the period to rectify wage difference, Gazendam said Ameo had been negotiating a wage model with Numsa to institute changes but the process could not be implemented in a short period without bankrupting the industry.

No winners as strike ends

Star 4/8/94

■ BY JOVIAL RANTAO and ABDUL MILAZI

Although a "watershed" wage agreement had laid a strong foundation, there were no winners in the three-week-old Pick 'n Pay strike which was resolved yesterday after nine days of mediation.

Rene de Wet, Pick 'n Pay's joint managing director, said the company had lost more than R70 million in trading revenue, and a further undisclosed amount in damage to stores. Each worker, he said, has lost an average of R1 560 through the "no work, no pay" principle.

However, the South African Commercial Catering and Allied Workers Union (Saccawu) yesterday claimed a victory for workers. Saccawu co-ordinator Jeremy Daphne said management was forced to make available R3,9 million, which was redirected towards workers' wages.

More than 15 000 Pick 'n Pay workers are expected to return to work tomorrow after agreement on a R180-a-month increase over 15 months was reached between Pick 'n Pay and Saccawu.

The agreement was brokered by Charles Nupen, director of the Independent Mediation Services, who was appointed by Labour Minister Tito Mboweni in an unprecedented step.

In terms of the agreement, an average Pick 'n Pay employee will now earn R1 643, a 12,3 percent increase. The increase will be backdated to March and will remain in effect until May 1995.

After being through what it described as a traumatic period, Pick 'n Pay management said it would embark on an exercise to rebuild its image and staff relations.

It called for rules governing strikes to be clearly defined, and committed itself to collective bargaining.

De Wet said criminal and other charges against employ-

▶ To Page 3

No winners as strike at Pick 'n Pay ends

Star 4/8/94

◀ From Page 1

ees would not be dropped but promised to review most cases. "In the spirit of reconciliation, we would also talk to authorities and see if trepassing charges against most of our employees cannot be dropped," he said, adding that management would meet the union to work out a mechanism for dealing with disciplinary hearings.

De Wet said besides the "equitable" settlement, further issues were negotiated and would be implemented by January.

Gareth Ackerman, Pick 'n Pay's deputy MD, said the strike had meant losses for all, and questioned the union's motives in declining to negotiate further before calling a strike.

He believed the root problems of the strike was that post-election workers' expectations were in excess of what was practically possible.

Labour Minister Tito Mboweni said he was encouraged by the settlement.

He thanked Nupen for "the skillful manner in which he dealt with an extremely difficult situation". Pick 'n Pay and Saccawu also needed to be congratulated for reaching a settlement "in a spirit of maturity and good faith".

Turnover of at least R70m lost

Wage deal ends strike at Pick 'n Pay

BIDay 4/8/94

ERICA JANKOWITZ
and VERA VON LIERES

THE acrimonious three-week strike at Pick 'n Pay stores countrywide ended yesterday with the company and the SA Commercial, Catering and Allied Workers' Union (Saccawu) signing a 12,3% wage agreement.

The parties settled on a R180 across-the-board increase for 15 months, pushing the average wage to R1 643 a month backdated to March 1. The company had originally offered a R175 across-the-board increase, while Saccawu had shifted from its R229 demand to R196,16.

Pick 'n Pay joint MD René de Wet estimated that the strike had cost the company about R70m in turnover, but this could not be calculated definitively yet. He hoped this would not translate into higher prices for consumers.

Workers had lost about R1 560 each as a result of the no-work, no-pay rule.

"Neither side really won and now the task is to rebuild our relationship and our customer share," De Wet said.

The agreement package included worker training and development and career pathing; affirmative action; worker empowerment; information disclosure; and a courtesy agreement.

Saccawu campaigns co-ordinator Jeremy Daphne said the agreement represented an "important breakthrough".

Both sides had mapped out a process to rebuild their relationship. In terms of this they agreed to set up task forces with representatives from the union and management. Among the issues to be investigated were worker participation in the company, employee incentive schemes, the conduct of future industrial action and a revision of the recognition agreement.

The task forces would meet within 14-30 days and should complete their work by the end of January.

"The fact that task forces have been set up, and the implementation of these issues in the wage agreement, is a clear sign that all is not well in the company. These issues delve deep into workplace reorganisation and the extension of workers' rights at Pick 'n Pay," Saccawu said.

Labour Minister Tito Mboweni said he was "encouraged by the final settlement" and thanked mediator Charles Nupen for his skilled handling of a difficult task.

The parties also agreed on a minimum wage of R1 110 a month — a R17 or 7,7% increase — and reached a return-to-work agreement emphasising that there would be no victimisation.

Workers would go back to work tomorrow, giving the union "time to communicate with their members and to issue a

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Pick 'n Pay

BIDay 4/8/94

☐ From Page 1

statement where both the company and the union record their opposition to all forms of discrimination, including anti-Semitism", Pick 'n Pay said.

Management had also agreed to withdraw all trespass charges, review criminal charges laid and to give workers a R100 advance on back pay, Daphne said.

Both sides will meet next week to address discipline and grievances arising out of the strike — an issue they could not reach consensus on. De Wet said the company would review disciplinary action with a view to reconciliation and a speedy resolution of the strike's aftermath.

Daphne said the union had called on Safety and Security Minister Sydney Mufamadi to institute a judicial commission of inquiry into police action during the strike. Saccawu had also called for compensation for all strikers who had been injured.



Pick 'n Pay joint managing directors Rene de Wet and Gareth Ackerman addressing a Press conference at the company's head office in Bedfordview, Johannesburg, yesterday.

PIC: LEN KUMALO

P 'n P strike settled

Sowetan 4/8/94

By Joe Mdhlela
Political Reporter

THE Pick 'n Pay strike has ended.

Most of the 15 000 workers are expected to return to work tomorrow. Details were still being worked out at the time of going to the press. Management announced that a settlement had been reached with the South African Commercial, Catering and Allied Workers Union through mediation.

Joint Pick 'n Pay managing director Mr Rene de Witt told a Press conference in Johannesburg that the two parties had agreed on a R180 a month increase for 15 months.

They also agreed on a revised disciplinary code of conduct and procedure during industrial action, job security and flexibility of labour, employee-trainee development programmes, affirmative action, worker participation and information disclosure, employee incentive schemes and a revised recognition agreement. The bulk of the agreement would be implemented next January.

The three-week strike — often characterised by violence, stern police action and mass arrests of workers — resulted in the chain store losing millions of rands since the strike started on July 12. A total of 1 000 workers were arrested during the strike.

Saccawu declared a dispute with the company after management failed to meet their R229 across-the-board demand. Management was prepared to settle at R175. When it became clear that there would be no settlement, Labour Minister Mr Tito Mboweni recommended that the dispute be referred to mediation.

At mediation presided over by Independent Mediation Services director Mr Charles Nupen, the union revised their demand to R196 a month over 12 months while the company offered R175 over 15 months.

Union officials are expected to reach an agreement with the company with regard to workers who were arrested during the strike.

Pick 'n Pay joint MD Mr Garreth Ackerman said: "The prolonged strike has meant losses for all."

He also questioned the union's motivation for refusing to negotiate further before calling a nationwide strike. "Ultimately both parties are losers in this unfortunate industrial action. Striking workers have lost income while the company has lost substantial trade revenue."

Striking builders in crisis



STRIKE ACTION: Building and construction industry workers demonstrate outside the offices of the Building Industry Council to highlight their demands Photo: Yunus Mohamed

By Edwina Booysen

STRIKE action by workers from the building and construction industry entered its fourth week on Monday and workers are worried that they could land up with serious financial problems if the dispute is not resolved soon.

Close to 2 000 workers gathered outside the Building Industry Council offices on the Foreshore, toyi-toying and singing freedom songs.

One of the strikers, Mr Nasser Taliep, has been on the streets with his colleagues since the beginning of the strike.

"I managed to pay my rent this month, but what about other accounts and food? Other workers face the same crisis. The negotiations are being drawn out on purpose," he said.

"All we are asking for is a living wage, in line with our colleagues in the rest of the country. Tradesmen earn R11 an hour and labourers earn R5 an hour. We want that increased to at least R18 and R10 respectively," he said.

Taliep, a painter by trade, said that during last week's negotiations between the six trade unions representing the strikers and the Master Builders' Association (MBA), workers asked for an increase of R2 for labourers and R3 for tradesmen.

They were offered a 7,5 percent increase: barely 34 cents an hour!

Workers are also demanding the total reform of the building industry's council, saying that they have a right to decide what happens at the council as it belongs to all the workers in the industry.

Mr Ralph Samuels, a builder, believes that if an agreement is not reached soon the peaceful strikers could "turn nasty".

Construction and Allied Workers Union shopsteward, Mr Lulamile Mqikela, said the workers have been urged by the BIC to return to work while negotiations are under way.

WAGES AND PRODUCTIVITY

Paying more for less

Higher wages are fine as long as productivity increases in tandem

"Stop management luxury," said a banner waved by a Pick 'n Pay striker in just one of the many industrial actions that have hit the country over the past few weeks. Pictures of toyi-toying workers waving placards and sticks have filled TV screens.

Some of what should be merely noisy protests have turned nasty. Intimidation of shoppers and violence in stores have drawn police into disputes.

Workers are pushing for wage increases that managements believe are unfair.

For these workers, many of whom have suffered from discrimination under the apartheid system, more money means better homes, better food and better education. Promises made to them during the general election campaign have left the poor with high expectations of a better life — now.

Disagreements between trade union chiefs and the shop floor haven't helped, with many members embarking on industrial action without consulting the leadership. According to labour expert Andrew Levy, the average level of wage settlements has increased since the election compared to the first quarter of the year — from 9,5% to 9,75%. Signs are that these will increase even further.

The SA Commercial Catering and Allied Workers' Union is demanding a 15% increase in wages from Pick 'n Pay; the National Union of Metalworkers of SA is negotiating for a 12% average increase with higher increases for low earners and lower increases for higher earners; and the National Union of Mineworkers is demanding wages 12% higher.

These demands can be compared to an inflation rate which stood at 7,5% in May.

Management and industry representatives say such large increases are unaffordable and will push up the cost per unit produced to unacceptable levels. But how can wage levels be determined?

International markets

"How long is a piece of string?" Levy asks. "There is no answer to the question. It's all about how much workers will accept and what management will pay."

But with SA's re-entry into international markets has come a greater need for competitiveness. "Competitiveness hinges on prices, quality and service," National Productivity Institute head Jan Visser said at an Industrial Relations Network conference last month.

"All of these are determined by the level of productivity in the individual firms wanting to compete internationally."

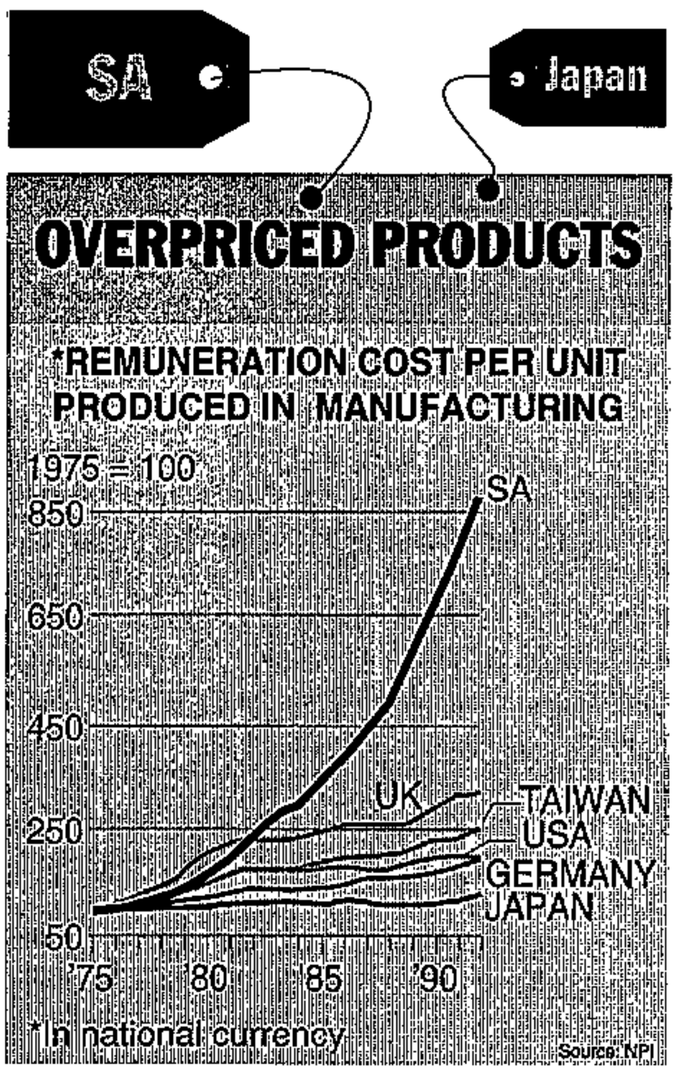
Local companies cannot survive by producing for local markets alone and, once tariff protection is reduced in line with imminent Gatt requirements, overprotected companies, many of which are already uncompetitive on world markets, will face other problems: higher wages, probable higher inflation and what is considered to be a poor productive workforce.

For together with competitiveness comes productivity. Right now SA rates dismally on the productivity scales.

Looking at comparative world remuneration tables, one could be misled into thinking that SA's wages are not as high as some say. In dollars per hour, SA falls somewhere in the middle of 38 countries surveyed — slightly lower than Taiwan, much lower than the US, UK and Germany and just above Hong Kong.

However, when productivity is also taken into account, it is evident why SA lies right at the bottom of the competitive pile.

Remuneration cost per unit produced in Taiwan has remained almost the same since 1975 whereas in SA it is almost 11 times higher. Labour productivity in manufacturing in SA has remained almost static since



1975 — it increased from an index of 100 to 111,3 in 1992 — while in a country such as Taiwan it grew from 100 to 260.

The Taiwanese example shows there is nothing wrong with higher wages as long as they go hand in hand with higher productivity. Hourly compensation of Taiwanese employees in manufacturing is in fact higher than in SA.

But how can productivity be measured? Levy says that when gauging productivity the unit cost of labour needs to be watched. "As this goes up, productivity comes down," he says. Unit cost of labour accounts for labour productivity by examining the labour cost compared to the value of production per employee.

But the National Productivity Institute's Visser says one must be careful not to blame productivity on labour alone. "It is the efficiency and utilisation of all resources," he adds. "Companies should ask themselves whether they are in the right markets or selling the right products and whether they are serving the needs of the clients."

However, labour often makes up a fairly large overall percentage of costs. The Chamber of Mines estimates that about 40% of gold mining working costs are linked to wages; the National Union of Metalworkers of SA estimates that in its industries 15%-25% of unit costs are made up of the labour component, depending on the type of product being manufactured. So excessive increases in labour costs, without the same increases in productivity, will have detrimental effects on competitiveness.

Pick 'n Pay and its union have designed another method to keep staff (and indirectly wages) in line with trading levels. It uses units per manhour to establish staffing levels. Staffing levels can be adapted to trading levels in the different stores.

"If trading and units sold increase, the number of staff can increase," says Pick 'n Pay industrial relations manager Kevin Wynne. "We can reduce staff if the opposite occurs." The agreement helps to keep labour costs in line with sales.

The introduction of the agreement, which was due this month but will take longer — ironically, because of labour disputes — is an example of how companies, industries and unions have to change their ways of thinking.

Labour expert Duncan Innes believes wage negotiations should revolve around productivity bargaining. "Wage increases in line with inflation could be agreed and anything above that would relate to productivity or performance," he says. "Productivity programmes and schemes have to be negotiated with the unions. The framework could be agreed at industry level and the details at company level."

Great disparity

But the criticism that trade unions are pushing SA out of the running on world markets — by not taking into consideration the problems of productivity — cannot be attributed to all unions. Numsa proposes that the union should negotiate nationally on minimum standards while productivity agreements could take place at plant level.

P.T.O.

Numsa declares a wage dispute with tyre makers

BDay 9/8/94

THE National Union of Metalworkers of SA (Numsa) yesterday declared a wage dispute with tyre manufacturers, and a meeting was scheduled for later this week to try to resolve the impasse, national organiser Gavin Hartford said yesterday.

About 8 000 workers in four plants — three in the Eastern Cape and one in Brits — were affected.

Although employers had agreed to benchmark wages against artisans' actual average rate, Numsa rejected their proposal to achieve a wage curve with 10% differentials over a three-year period. The union's demand was for the policy to be in place within two years.

Numsa's demand for a minimum 12% wage increase was countered by a 7,5% to 9% employer offer, Hartford said. (~~389~~) (355)

Adult basic education, time off for report-back meetings, employment security and an employer refusal to join the motor industry national bargaining forum were also in dispute.

Meanwhile, the strike in the motor assembly industry continued yesterday with Numsa rejecting a framework agreement by employers. Negotiations will resume today.

ERICA JANKOWITZ

The strike by about 25 000 workers began last Monday at all manufacturers and was estimated to cost about R110m a day in lost turnover. Component manufacturers would be forced to place about 80 000 workers on short time or retrench them if the strike lasted more than two weeks.

Hartford said that, in terms of the employer proposal to calculate the 9% wage offer on average wages, 48% of the sector's workers would receive only 5% to 9% increases.

Numsa members yesterday rejected the wage offer as well as the four-year timeframe for correcting anomalies and "all other non-cost demands of the employers".

He said that as artisans would receive a 9% increase on actual wages, this would widen, not close, the wage gap between unskilled and skilled workers in the industry.

Automobile Manufacturers Employers' Organisation vice-president Harry Gazendam confirmed employers would meet Numsa today and resume negotiations.

Metalworkers spurn 9% offer

Star 9/13/94

■ BY JUSTICE MALALA

Striking National Union of Metalworkers of South Africa (Numsa) members nationwide yesterday rejected the 9 percent wage increase offered by automobile industry employers and negotiations between the two bodies will resume today.

The more than 25 000 workers, who have been on strike since last Monday, mandated their bargaining committee in meetings countrywide yesterday to return to negotiations today with an unchanged demand for a 12 percent increase.

Automobile Manufacturers' Employee Association (Ameo) chairman Harry Gazendam confirmed yesterday that the automobile industry was losing an estimated R110 million in turnover a day while workers were losing at least R3,5 million a day in wages. The Government was losing about R20 million daily in taxes.

The negotiations between Numsa and Ameo broke down on Thursday and the employers' association presented a document the next day with the 9 percent proposal and other items.

After shop steward councils at the weekend and general meetings yesterday, the document was rejected by Numsa.

The union also rejected Ameo's four-year time-frame for the correction of wage anomalies.

Numsa national organiser Gavin Hartford said yesterday that the union's 12 percent demand was in line with the consumer price index. Numsa members in the industry had accepted increases which were less than the consumer price index for the period of the recession.

Gazendam said the organisation's 9 percent offer was not a final one and that a settlement would depend on a "host of other issues".

Business's tantrums cannot return SA to the bad old days

BIDay 10/8/94

NEVA SEIDMAN MAKGETLA

THE recently published World Bank report, Reducing Poverty in SA, resembles one of those ice cream shops with flavours and toppings to mix and match — with so many on offer, you can always find something you like.

Given this wide range of options, business people have reacted like most small children — if they can't have exactly the same sundae they ordered the last three times they came, they will throw a tantrum.

The World Bank's main proposals include:

- ☐ Land reform that would redistribute up to a third of agricultural land;
- ☐ Substantial support for small and medium enterprises;
- ☐ Extensive training programmes; and
- ☐ An increase in government investment.

Faced with this wealth of options, business representatives zero in on the vanilla: they fixate on the subsidiary finding that, between 1979 and 1990, union activity raised wages 15% for African workers, which in turn decreased the number of jobs created by 200 000 to 400 000.

The World Bank itself notes that the magnitude of the fall is disputed. Moreover, it stresses that "wages in SA's formal manufacturing sector are in the middle rank among developing countries — about one-third those of Korea and Taiwan, but 10 times those prevailing in countries like Indonesia and Bangladesh."

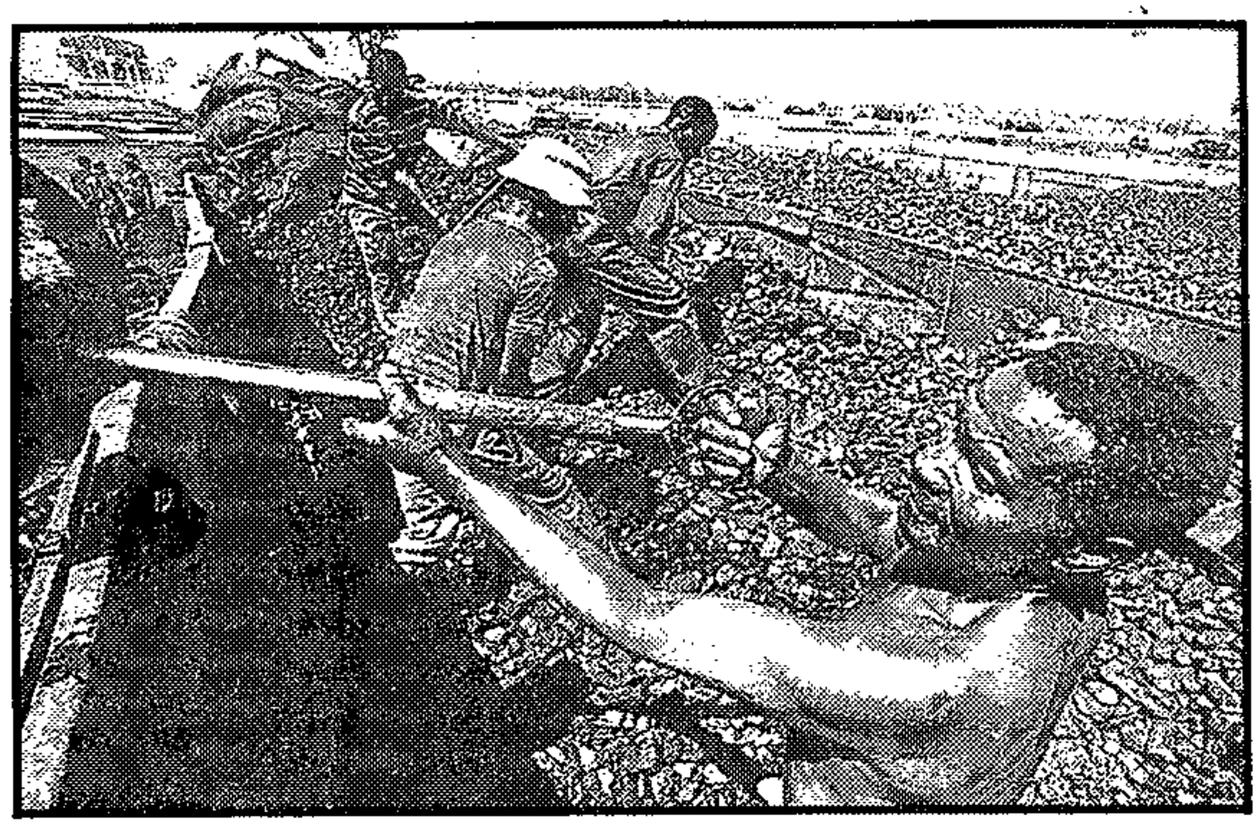
Often business commentators simply brush these caveats aside and use the World Bank's figures to argue that higher wages and higher employment will prove mutually exclusive — and that therefore unions must moderate their demands.

These arguments ignore the facts about poverty in SA. In fact, if we created 400 000 more jobs at the cost of a 15% fall in wages, the share of income going to the poor would actually decline. That hardly seems a useful way to combat deprivation.

Using census data on income distribution, we modelled the World Bank's estimates of the labour market situation. We found that, in the absence of unions, the poorest 40% of the population would receive just less than 3% of the national income — slightly less than at current wage and employment levels. The share of income going to black people as a whole would fall about 10%.

These conclusions should not come as a surprise. The World Bank's studies consistently find that demand for African labour is inelastic. That is, a rise in wages has historically led to a smaller proportional decline in employment, and therefore would increase the total income going to African workers. In this case, a 15% wage hike led, according to the World Bank, to a cut in employment of between 4% and 8%.

A textbook argument in economics suggests that, even if the poor as a whole earned more, greater inequalities result from higher wages but lower employment levels. But that argument ignores the fact that, in SA, wage earners support unemployed family members. Despite the psychological and social costs of unemployment, when they are barely earning enough to survive most families would prefer a higher income to slightly higher employment.



The workplace: too much focus on wages and too little on training.

In any case, focusing exclusively on the average remuneration of workers to assess the relationship between employment and wages is misleading. Conservative estimates suggest that, on average, 60% of total remuneration goes to management. That is a very high share by international standards, and surely reflects the way apartheid stratified the labour force. It follows that substantial improvements in pay for ordinary workers would not push up total labour costs too much — if demands at the top end of the scale become more reasonable.

When business blames wages as a major source of unemployment, they are misusing the standard analysis of the labour market. The argument that links the cost of labour and job creation arose to explain modest variations in unemployment. At least since Keynes, no serious economist would use it to explain joblessness of the order of half the labour force, as in SA. The normative economic model, for instance, works hard to blame high wages for unemployment — and ends up agreeing that cutting wages would do little to induce more job creation.

The inelasticity of demand for African labour in the World Bank's model points to the importance of addressing structural factors if we want to combat unemployment. Depressing wages will only cause hardship and probably aggravate social and criminal violence, without generating the necessary jobs.

Instead, the World Bank looks to the way in which apartheid shaped the economy to limit productive employment opportunities for the majority. At no point does the World Bank propose any measures that would reduce wages. It argues only that SA must avoid "conflict-ridden industrial relations". Peaceful labour relations are possible only when all participants feel they are fairly treated and remunerated.

Instead of calling for wage cuts to create jobs, the report seeks to address the structural factors underlying mass unemployment. As its authors note repeatedly, its conclusions come very close to the reconstruction and development programme.

Above all, the report implies, high unemployment results from the systematic deprivation of the majority under apartheid. Most South Africans have long been denied access to productive assets as well as to skills. Moreover, a heavily concentrated and protected environment for a minority has done little to foster efficient, competitive management.

Logically, then, the key World Bank proposals do not revolve around wages. Rather, they would bring about more equal ownership of productive assets and far greater training. Most important, the report suggests that "if 30% of all commercial farmland in SA was redistributed, the equivalent of close to 1,5-million full-time jobs would be created in agriculture, and nearly 400 000 created in related activities".

The report calls for sweeping changes in the economy and society, with substantial changes in regulatory practices, the use of government resources, training systems and the rural economy. While one can disagree with many sections, the bottom line is well taken: SA cannot afford business as usual. To misread the report as a call for low wages is to miss the point entirely. That would simply return us to the bad old days of "solutions" that harmed the majority of South Africans.

☐ **The author is senior researcher at Cosatu's National Labour & Economic Development Institute.**

Seifsa and unions in provisional accord

ERICA JANKOWITZ

PROVISIONAL agreement was reached between the Steel Engineering Industries' Federation of SA (Seifsa) and the 12 party trade unions on the second day of mediation yesterday. 8 1 Day

It was believed that the wage offer was between 9% and 10%, but the parties would not disclose details until Friday, when the agreement was expected to be ratified. 10/8/94

Seifsa said the mediation process dealt with the wage issue and inclusion of Border and KwaZulu/Natal employers in the main agreement. "Provisional agreement was reached on both issues. (355)

It was understood that KwaZulu/Natal and Border employers — who had applied for blanket exemption from the wage provision of the agreement — agreed to a regional wage exemption procedure. This would allow companies to apply for exemption, which would be dealt with at a regional level. A standard exemption application form would be drawn up within 14 days of signing the agreement.

Employers were obliged to consult workers before applying for exemption. Unions agreed not to obstruct the process.

The provisional agreement followed protracted negotations and the rejection of a previous agreement by the National Union of Metalworkers of SA, the Chemical Workers' Industrial Union and the Metal and Electrical Workers' Union of SA.

Unions turn down higher car manufacturers' offer

Star 11/8/94

Port Elizabeth — Car manufacturers, in an attempt to break the crippling motor industry strike, increased their wage increase offer from 9 to 10 percent yesterday afternoon, but said this had been rejected by the unions.

Automobile Manufacturers' Employers Organisation (AMEO) acting chairman Harry Gazendam said in a statement that employers had made a 10 percent across-the-board offer based on actual wages and a 12 percent increase for minimum-wage employees.

He said that the unions concerned had indicated they could reach agreement at 10,5 percent across the board, but had reverted to their original demand of 12 percent.

The AMEO said it believed the latest offer was in the best interests of the industry, the many support industries and tens of thousands of employees affected by the strike.

Employers said earlier yesterday they would not review their original 9 percent offer until the framework for the implementation of a wage policy had been agreed to.

The National Union of Metalworkers of SA (Numsa) is demanding that a wage policy framework be implemented within three years, instead of four as suggested by employers.

The Iron and Steel Workers Union has proposed that the wage policy framework be referred to a study group.

Latest estimates put the cost of the 10-day strike at almost R1 billion.

The employers' latest offer followed a day of tough bargaining between a team of negotiators from employers and Numsa in Port Elizabeth on Tuesday. — Sapa (355)

Ackerman takes stock

Fin 12/8/94

Pick 'n Pay chairman Raymond Ackerman admits to being "rather shattered" by the behaviour of some workers during the three-week strike that battered his company last month and helped burst the bubble of post-election euphoria.

But, looking back after last week's settlement, he says the lessons that emerged from the trauma could benefit not only Pick 'n Pay and the SA Commercial, Catering and Allied Workers' Union (Saccawu) but also companies and unions in other sectors, as well as the authorities.

Though the initial response from the Labour Ministry to Ackerman's call for mandatory pre-strike mediation and clear regulations on strikers' behaviour has been lukewarm, the proposals have merit.

Ackerman believes early mediation could have prevented the strike. He says Pick 'n Pay suggested mediation in June when it became clear that the conciliation board would be unable to resolve the wage dispute, but it was rejected by Saccawu.

At the height of the strike, it took the personal intervention of Labour Minister Tito Mboweni to bring about the appointment of a mediator who paved the way for a settlement. Had this not happened, says Ackerman, the strike would probably still be on.

"Mediation should be compulsory before a strike can be called. In my view, a conciliation board is just a paper tiger."

He says the behaviour of strikers also needs to be regulated. Two behaviour agreements were concluded with Saccawu, one of which was facilitated by Mboweni and Safety & Security Minister Sydney Mufamadi. But, says Ackerman, the union subsequently tore up both.

Action by some strikers, such as intimidation of working staff and customers and malicious damage to company property, was so unacceptable that Pick 'n Pay was compelled to call in the police.

"I believe we need strike rules that are fair to both sides and which allow strikes to be conducted in a civilised manner."

Ackerman also wants the wording on strike ballots to be regulated so that it is fair to workers and management. He believes the question put to workers in the pre-strike ballot was so loaded that they had little option other than to support a strike.

He believes government acted correctly during the strike by remaining independent. The police behaved professionally at all times, he adds, and criticism of them is not justified.

It is ironic that Pick 'n Pay's progressive staff policies relative to the retail sector may have fuelled Saccawu's determination to push ahead with the strike.

Ackerman is convinced of that. He believes the union's initial demand of a R229 across-the-board increase was deliberately unrealistic.

He says shop stewards told him they were confident the company would cave in after three days of strike action because it would not want to risk spoiling its reputation as a fair employer.

As further evidence of the strikers' questionable motives, Ackerman says that after the conciliation board failed to resolve the dispute, he personally arranged a meeting between management, Saccawu and Pick 'n Pay shop stewards on July 1.

It resulted in an agreement based on a R175 across-the-board increase, subject to worker approval. But 10 days later, at 5 pm on July 11, he received a letter stating the offer was unacceptable and the strike would begin the next morning.

It was the first time in five years of wage negotiations that an agreement reached with union leaders was rejected by the workers. Ackerman believes the settlement was not properly explained by the leaders, who buckled under pressure from militant shop stewards convinced they could break the company.

But in the end, the strikers as well as the company were losers. Ackerman estimates the strike resulted in a R70m loss in turnover. The strikers lost an average of R1 500 each in wages and benefits. The final settlement was an increase of R180 a month and a minimum monthly wage of R1 110. The average monthly wage of weekly paid workers is R1 643.

The company's offer when the strike started was R175 and a minimum of R1 110; the union's demand was R229 and a minimum of R1 200.

The cost in goodwill destroyed within the company and among customers is incalculable.

Ackerman feels particularly hurt by the actions of people he thought he knew well and by the anti-Semitism directed at him and his family and other Jewish managers. "It's going to take a long time to get over it, but I believe we will."

His disillusion was eased by the workers who did not strike. In the Western Cape, nearly 90% stayed at their posts compared with 10%-15% elsewhere.

In addition, he says most managers displayed an unprecedented depth of loyalty. Not only did they have to cope with striking weekly paid workers, but in the middle of the strike a group of 500-600 junior black managers formed a union and stopped work in sympathy with the other strikers, causing additional disruption.

There are other positive aspects. Ackerman believes the strike provides the company with an opportunity to examine its values and rededicate itself to basic principles.

This will be possible partly through provisions in the settlement for the joint implementation by workers and management of employee training, career planning and affirmative action; incentive schemes; a courtesy agreement; agreement on conduct during industrial action; and the revision of disciplinary procedure.

Ackerman says the strike also showed management that one of Pick 'n Pay's founding principles — to look after staff so that they will look after customers — has been eroded over the years and needs to be reinforced.

"We've also made it clear that we won't allow the union to take over the company. The way ahead must be a partnership between staff and management in which all of us take responsibility for the company."

Auto strike costs R1,2 bln

Employers' union in deadlock

Workers lose R35 million in wages

Star 12/8/94

NO END to strike in sight as Numsa rejects 10% offer from nation's auto-industry employers

■ BY JOVIAL RANTAO
LABOUR CORRESPONDENT

Mediation was ruled out yesterday as a way to resolve the 12-day strike by 25 000 vehicle industry workers, setting the course for an indefinite strike.

National Union of Metalworkers of South Africa (Numsa) national organiser and chief negotiator Gavin Hartford said the union was willing to refer the strike to mediation or arbitration, but employers had made it clear they were not interested.

The strike has cost employers more than R1 billion in turnover, workers R35 million in wages, and the Government more than R200 million in taxes (~~R91~~) (~~R52~~) (355)

"Employers have made it clear that their offer of 10 percent was final and not open to any further negotiation or mediation," Hartford said.

Bargaining

He said the union had no other avenues left, in terms of the law and collective bargaining, to help resolve the strike. Even Labour Minister Tito Mboweni could not intervene as he needed the consent of both parties in order to do so, Hartford added.

Automobile Manufacturers' Employers Organisation (Ameo) vice-chairman Harry Gazendam yesterday confirmed that employers were not prepared to go into mediation.

"Entering into a mediation process implies that you're prepared to make further concessions. We've made our final offer, which we believe is the best in the country, and agreeing to mediation knowing that we will not move would be doing so in bad faith," said Gazendam.

He added that employers were hoping Numsa would consider the employers' entire package and accept it.

Gazendam said an average Numsa member earned R1 935 a month. The company's offer of 10 percent would increase that to R2 128 a month. "Add to that an average 42 percent of a fringe benefit package and that takes the overall package of a Numsa member to over R3 000 a month," he said.

Hartford said that because Ameo had rejected the union's final unmandated demand of 10,5 percent when talks broke down in Port Elizabeth on Wednesday, the union had reverted to its previous demand of 12 percent.

He said Numsa's National Auto Shopstewards' Council would meet today in a bid to break the impasse.

As the strike seemed set to continue indefinitely, an economist warned that the livelihood of families linked to the vehicle plants and related industries in the Eastern Cape and Pretoria would be adversely affected by the stoppage.

Tony Twine, an economist at Econometrix, said: "The industry might restore its productivity through overtime when the strike is resolved, but will not restore its profitability.

"When you work overtime to increase productivity, you pay high wages and your profitability suffers."

MERCEDES-BENZ OF SOUTH AFRICA (PTY) LTD

Star 12/8/94

REPORT ON AUTOMOBILE INDUSTRY STRIKE

INTRODUCTION

Over the last few years the Employers and NUMSA have concluded many complex and far-reaching agreements at the National Bargaining Forum (NBF). This has been in response to the crisis facing the Motor Industry caused by the threat of greater international competition and instability in the industry. There is serious concern that some companies may not survive. The National Bargaining Forum has an important role to play in formulating broad based strategy, ensuring that efficient support structures are in place to support operational needs and that fair conditions of employment are in place. The inability to-date to successfully implement the complex agreements reached is creating serious concerns in the workplace. NUMSA and the employers are going to have to carefully reassess the situation. If these problems are not sorted out at the NBF the future of the motor industry will be seriously threatened as well as the job security of thousands of employees.

EMPLOYER OFFER

The two key proposals of the employers offer are:

1. **A proposal that a long term agreement on a new Wage Model should be referred to a Working Group, rather than creating another complex agreement before the basics are in place and the proper research done.**
2. **An offer by the Employers of a 10% increase on actual rates earned.**
   An offer by the Employers of a 12% increase on industry minimum rates.

GRADE	MBSA CURRENT MINIMUM	INCREASE	NEW MINIMUM (+10%)	MINIMUM WEEKLY EARNINGS	*MINIMUM MONTHLY EARNINGS
1	R10,59	R1,06	R11,65	R466,00	R2019,00
2	R11,05	R1,11	R12,16	R486,40	R2107,00
3	R11,58	R1,16	R12,74	R509,60	R2208,00
4	R11,87	R1,19	R13,06	R522,40	R2263,00

*** Exclusive of year end gratuity - 8⅓% of annual wage.**

*** (Based on an average 4.33 week month)**

NUMSA made it clear to the employers that it could reach a settlement on a 10,5% increase. However, if no agreement was reached there would be a protracted strike which could result in the closure of some companies. The Employers responded that a 10% increase on actuals and the 12% increase on industry minima, together with the high costs incurred in implementing the current NBF agreement was a very good offer and not subject to further negotiation or mediation. The Employers stressed the importance of NUMSA and the Employers successfully implementing the current plans at Plant level to form a sound basis for future developments.

SUMMARY REPORT OF MBSA - EL PLANT AGREEMENT PRIOR TO THE INDUSTRY STRIKE

NUMSA and management have agreed to very constructive plans to meet the international standard expected by MBAG

"The goal is that MBSA be the most efficient manufacturer of motor vehicles in South Africa by 1996 as a first step towards meeting international competition"

Some Examples

1. Agreement to improve existing Quality, Quantity and Plant Performance standards and plans in line with the drive towards becoming a world class manufacturer. Meeting the standards results in an extra bonus payment of 6 weeks pay a year if standards are met and more than 6 weeks bonus if standards are exceeded (6 weeks bonus equals 11,5% of an employee's annual wage).
2. Plans to dramatically lift the skills of all operators by 1997 and training in specialised fields for Shop Stewards at a combined cost of approximately R5 million per annum, in order to support the goal of becoming a world class manufacturer. This is in addition to existing training plans and costs.
3. Plans to improve the current housing scheme by facilitating the building of 1000 houses closer to the workplace to ensure a better quality of life.
4. A structured process of communication and participation has been agreed to where Management, Union and all employees will be able to better participate in the drive towards becoming a world class manufacturer.

COMMENT

MBSA has tangible plans to improve the company's performance which are in line with the objectives agreed at the NBF. Through broad consultation throughout management and the representative structures, the Manufacturing Strategy was developed to give effect to the objective of becoming the most efficient manufacturer in the South African Motor Industry. The recent in-plant agreement with NUMSA was agreed to in line with the overall Manufacturing Strategy. MBSA needs the NBF, as a matter of urgency, to put in place the supporting resources for delivery of training, skill modules etc.

CONCLUSION

The Automobile Industry National Bargaining Forum, like many other structures in South Africa, is going through a difficult transition. MBSA appeals to all its employees to understand the difficulties and accept that the current offer is the best offer under the circumstances. There are problems which will be resolved but we must not let those problems threaten the future of the Company and all employees.

Management wish to resume normal production as soon as possible and need the support of every employee. We sincerely regret the hardship and inconvenience caused to our employees, customers, dealers, suppliers and the many other people affected by the strike.

Mercedes-Benz

C KÖPKE
CHAIRMAN
MERCEDES-BENZ OF SOUTH AFRICA (PTY) LTD

RI RUSSEL
MBM: MANUFACTURING AND HUMAN RESOURCES
MERCEDES-BENZ OF SOUTH AFRICA (PTY) LTD

Strike mandate at hospital

Staff Reporter

THE Public Servants League of SA (PSLSA) yesterday obtained a mandate from about 400 Lentegeur Hospital staff to lead a strike if future wage negotiations deadlocked. CT 12/8/94

This was said by PSLSA spokesman Mr David Meiring, who added that league president Mr Malcolm Domingo had called the meeting to assess "grassroots feelings".

Star 12/8/94

Metal sector players strike deal

EMPLOYERS and workers in the metal and engineering industries yesterday reached a pay-rise agreement. The agreement was reached in Johannesburg between the Steel and Engineering Industries Federation of SA and 12 trade unions.

SEIFSA said in a statement 280 000 employees would get a 9,5 percent pay rise, backdated to July 1, and improvements in their conditions of service.

The agreement follows 15 meetings of the two industry work groups, four dispute resolution meetings and two days of mediation by Professor Mark Anstey of the Independent Mediation Services of South Africa.

SEIFSA said any pay rises granted since July 1 would be offset against the 9,5 percent rise. A longstanding debate on the need for regional wage differentials had resulted in agreement on an exemption procedure for employers in KwaZulu/Natal, the Western Cape, Border, Free State and Northern Cape.

"These employers may apply individually for exemptions to implement wage increases of a lesser amount, and if the regional industrial council concerned is unable to reach agreement on the proposed exemption, the employer may refer the matter to independent arbitration," SEIFSA said.

It said an expedited exemption procedure for businesses employing 10 or fewer employees was a big step forward. It would substantially improve the speed with which the Industrial Council dealt with exemption applications.

"The new exemption arrangements show an increasing awareness by the parties of the need for flexibility in wage arrangements in the industry, particularly with regard to smaller employers and those experiencing real financial difficulties."

An industry document on productivity bargaining would be finalised by December 31, reflecting an awareness by all parties of the need to improve competitiveness in world markets.

"The document is intended to encourage and assist companies in entering voluntary agreements with trade unions at company level to achieve productivity improvements," SEIFSA said. — Sapa.

AT R48 000 A MONTH SA BOSSES CAN AFFORD TO LAUGH AT UNION PAY DEMANDS

Fat cats take the cream

ST Times 14/8/94

SOUTH AFRICA's corporate bosses, who have slammed trade union wage demands, have been awarding themselves hefty above-inflation pay hikes.

A study by the Labour Research Service claims that the directors of top companies earn an average of R47 872 a month, with some earning up to R118 000 a month.

In other words, the average worker (earning R1 161) would have to put in 40 years to earn the annual salary of a top director. (356)

And, the survey said, directors paid themselves an average increase of 18,4 percent — nearly double the inflation rate — even when the profits of their companies declined.

However, companies have hotly disputed the LRS figures. The highest salary admitted to was R55 000.

Even this would make the gulf between workers' and executives' salaries among the largest in the world.

By RAY HARTLEY
Political Reporter

Another study, by FSA Contact, into the remuneration and fringe benefits of 1 200 South African companies released this week found their increases have "generally exceeded the inflation rate".

Figures from Regency Personnel and Training show the basic monthly salary of a financial manager — a typical management position — is around 10 times greater than that of a typical worker.

While a financial manager earns around R141 600 a year in cash, a worker's average yearly wage is R13 932. If perks are included, the manager probably ends up with more each month than a worker does in a year.

Compared to the wage gap in the UK, South Africa is in the dark ages. The salary of the average managing director of a large UK company is only about 6,4 times that of the average wage.

Compounding the problem, R45 370 a month — less than half the amount claimed in the LRS report — is philosophical about directors' pay.

"It's all a matter of supply and demand. Those people out there (who criticise high salaries) cannot do my job. I work long hours, you can find me in my office at 7am," he said.

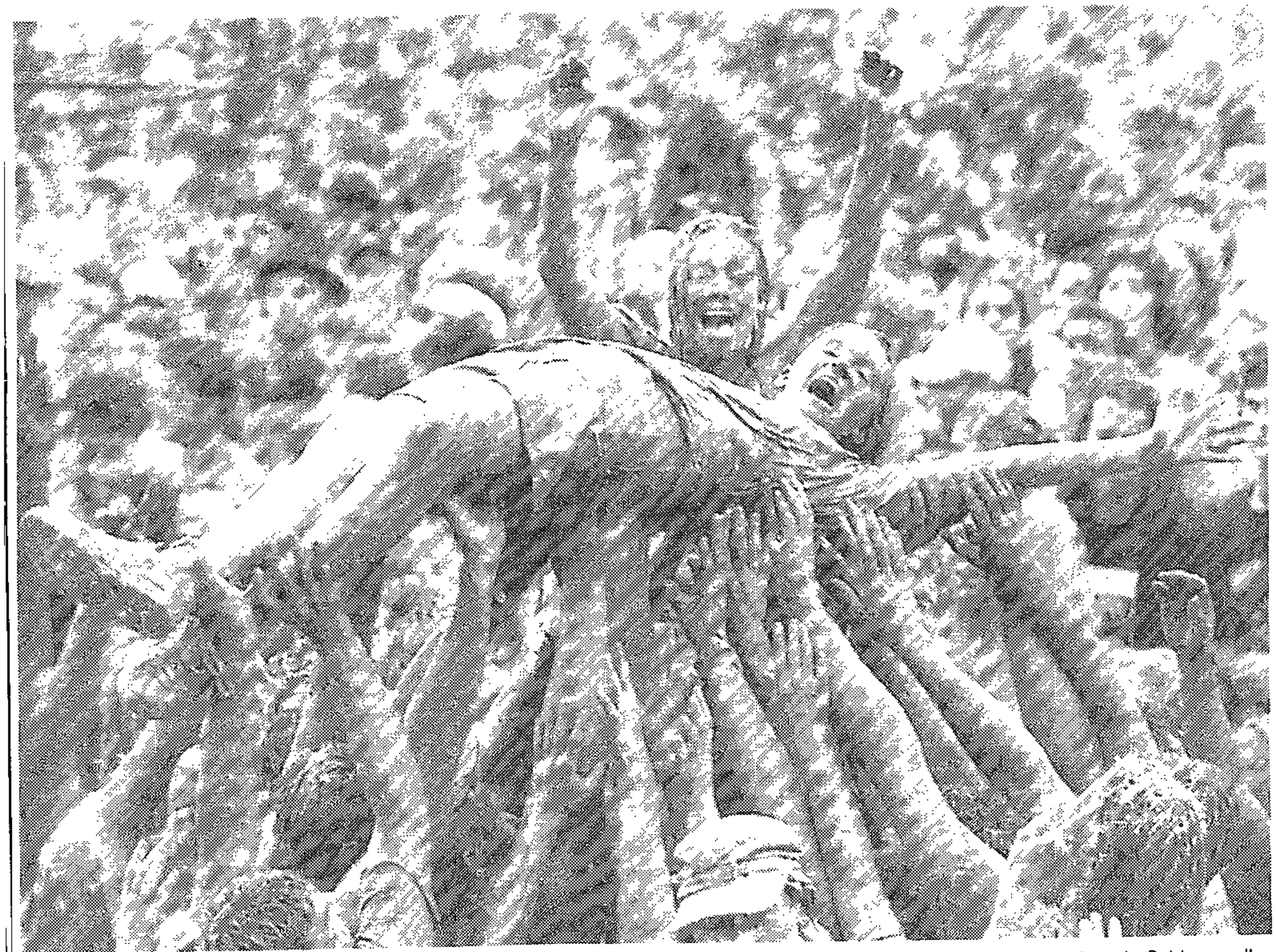
And, South African directors were in any case nowhere near the top league. "Our pay is average," he said.

Institute of Directors head Richard Wilkinson went even further: "Directors' pay is low, converted into any foreign currency".

The LRS figures have also come under fire from several of the companies referred to in the report.

Plate Glass and Shatterprufe Industries, named as having directors with monthly incomes of R118 300, suggested the figure was exaggerated.

"During the financial year-end March 1993 a si



ROCK ON . . . concert-goers at Woodstock '94 — many of whom were not born at the time of the original in 1969 — get into mud and rock music. But two small events marked the passage of time — a small amount of marijuanan was discovered and confiscated by police, and gatecrashers trying to avoid paying $135 (R486) for tickets were evicted. Last time round, it was declared a free festival for the 500 000 who attended and the cops stayed away Picture: AP

14/8/94 S. Times

385

em is the cynical First World/Third World split in remuneration criteria.

When workers wages are discussed, comparisons are made with Third World countries, but management salaries are invariably compared with those paid in the US, UK, Europe and Japan.

The result: a huge chasm between management and worker salaries.

But this pales into insignificance compared to the gap between directors and workers.

Sentrachem executive director Norman Kennelly, who takes home around

nificant proportion of PGSI executive directors' remuneration was paid in pounds sterling or US dollars and converted into rands for reporting purposes," the company said.

OK Bazaars human resources director Keith Hartshorne said the report's claim that his company had increased its directors' pay by 164,7 percent was incorrect — the actual figure was nine percent. Directors were paid about a third of the R63 679 mentioned in the report, he said.

Group Five human resources manager Piet du Preez accused the LRS of "Chinese accounting". He said his company's directors took home only R55 656 a month — not the R83 250 suggested in the survey.

Mr du Preez defended the R667 872 annual salary. "These guys are running companies, there should be an incentive," he said.

Malbak's industrial relations head Dennis Malan questioned the claim that his company paid directors R83 333 a month, but would not supply the actual salaries. "That information is confidential," he said.

Seifsa, Numsa settle at 9,5%

NUM to hold strike ballot as talks fail

B/Day 15/8/94

IN THE latest development on the troubled labour relations scene, the National Union of Mineworkers (NUM) yesterday announced plans to hold a strike ballot among members following the failure of conciliation board wage talks with the Chamber of Mines last week.

The move came as a 9,5% settlement was reached in the engineering sector, but the strike in the motor assembly sector industry continued without an end in sight.

NUM general secretary Kgalema Motlanthe said yesterday the ballot did not necessarily mean workers would go on strike, but if there was an "overwhelming majority" in favour of striking, the union's national executive would have to discuss the issue further.

"All we would like is for the chamber to offer us 10%" and the executive would accept this, Motlanthe said.

The chamber's "final offer" last week stood at 9,25% on gold mines and 10% on collieries. The NUM reduced its demand to 11%. Agreement between the union and the chamber has been reached on maternity and paternity leave, funeral payments, deferred pay, affirmative action, membership information and traditional healers.

The Steel and Engineering Industries' Federation (Seifsa) signed a 9,5% wage agreement with Numsa and 11 other unions on Friday after numerous rounds of negotiations, dispute meetings and finally mediation.

Seifsa said the wage increase pertained to actual and schedule rates and would be effective from July 1. Employers which had granted increases since that date could offset these against the 9,5%.

ERICA JANKOWITZ and JACQUIE GOLDING

Three trade unions declared a dispute with Seifsa over a 9% final wage offer and the question of blanket exemptions for various areas. (211) (189)

The need for regional wage differentials had resulted in "an expedited exemption procedure being agreed to for employers in the Natal, Border, Cape, Free State and Northern Cape regions", Seifsa said.

Employers would be required to apply individually to implement lower wage increases through regional industrial council structures, and if the council was unable to reach agreement the matter could be referred to independent arbitration. (365)

A similar arrangement was agreed to for small businesses employing fewer than 10 scheduled employees. "The new exemption arrangements show an increasing awareness by the parties of the need for flexibility in wage arrangements in the industry, particularly with regard to smaller employers and those experiencing real financial difficulties."

The parties also agreed to finalise an industry framework document on productivity bargaining by January, reflecting an awareness of the need to improve efficiency in production.

The document was designed to encourage companies to enter into voluntary agreements with unions at company level to address this issue, Seifsa said. Once finalised, the document would be incorporated into the main agreement.

Numsa on Friday reaffirmed its demand

☐ To Page 2

Labour talks

B/Day 15/8/94

☐ From Page 1

of a 12% wage increase to motor manufacturers and said the two-week strike which had crippled the industry would continue indefinitely. (189) (211) (365)

Numsa said its 12% demand on actual earnings — to which the union reverted when employers refused to meet an unmandated 10,5% settlement proposal — and a three-year timeframe to correct wage anomalies "remains our bottom line for the settlement of the strike".

This followed a shop stewards' council meeting on Friday at which the Automobile Manufacturers Employers' Organisation's (Ameo's) final offer of a 10% increase on actual wages was discussed. Numsa said it was prepared to reopen negotiations with employers or refer the dispute to mediation.

"Numsa believes that Ameo has adopted a position seeking to bash the union into submission based upon a principled struggle to force auto workers' conditions down to those of the engineering industry and manufacturing in general, and not on the normal collective bargaining principles of affordability versus employees' needs."

The union said it would not oppose government intervention to facilitate reopening the collective bargaining process. This followed an announcement by Labour Minister Tito Mboweni on Friday that he would see what action he could take to help break the impasse.

Reuter reports Mboweni said: "We are looking at the situation and will see whether parties are interested in us playing a role. Something is going amiss there."

But Mboweni stressed that any intervention by his department would be within the confines of existing labour law. He would meet unions and management involved in the strikes this week.

NUM ballot on mine wage offer

JOHANNESBURG. — The National Union of Mineworkers is to hold a ballot over the final wage offer from the Chamber of Mines, the union said in a statement yesterday.

This follows the failure of the Conciliation Board to reach a settlement on August 10 after two days of discussion.

Agreement had been reached on several other issues, the NUM said.

NUM moved from a wage demand of 15% to 11%, while the Chamber is offering 9,25% to goldminers and 10% to coalminers. The union said the ballot result was expected in two weeks.

● PWV IFP chairman Mr Humphrey Ndlovu has called for racial integration at mining hostels.

He was speaking after IFP supporters' demands for the reinstatment of 350 Zulu-speakers fired from a Boksburg mine last month. — Sapa

Wage dispute settled at Capegas but discontent lingers

ARG 16/8/94

ROGER FRIEDMAN
Labour Reporter

AGREEMENT has been reached in the wage dispute between Capegas and the Chemical Workers Industrial Union but the aftermath threatens to reverberate into the future.

About 60 union members have been on strike since July 22.

The death of striking greaser Aubrey Kilana two weeks ago, allegedly at the hands of a security guard sub-contracted by the company, complicated the matter.

Yesterday the union's Shop Steward Council decided an industry-wide regional stayaway of its 4 500 members would take place next Tuesday.

And it announced plans to take its dispute with the Woodstock-based Capegas to Johannesburg, where the Capegas holding company, Ozz Limited, is based.

Organiser Colin Rani said the union had agreed to accept the 45c-an-hour across-the-board wage increase offered by the company after lengthy mediation.

But it rejected a company proposal that disciplinary hearings against allegedly violent or intimidatory members be held "in camera".

"We need to ensure the rights of workers are adequately protected," Mr Rani said.

The union has also demanded the dismissal of Capegas executives Keith Lloyd and Bernard Straughan, compensation for Mr Kilana's family and action against Sea Point Security, whose officer allegedly fired the fatal shot.

Mr Straughan said a "witness protection programme" was essential or no employees would be willing to testify against their allegedly violent or intimidatory peers. Union lawyers would be allowed to cross-examine witnesses.

Mercedes Benz plant fails to open

B Day 16/8/94

ERICA JANKOWITZ

MERCEDES-Benz of SA failed to restart production yesterday and end a crippling two-week motor manufacturing strike when an insufficient number of workers reported for duty, company spokesman Delene Stroh said.

A "significant number" of workers arrived at the East London plant. However, production could resume only if about 90% were willing to break the strike.

Delta Motor Corporation in Port Elizabeth announced it would try to open its plant today. Stroh said Mercedes would again open for normal production and hoped a larger staff complement arrived.

Meanwhile, talks between the National Union of Metalworkers of SA (Numsa) and the Automobile Manufacturers Employers' Organisation (Ameo) continued after intervention at the weekend by Labour Minister Tito Mboweni and Deputy President Thabo Mbeki, the union said.

Numsa spokesman Roger Etkind said the initial round of negotiations was unlikely to broker an agreement between the parties. The union was planning for prolonged strike action.

Although talks broke down last week with only half a percentage point separating the parties, Ameo had taken some persuasion to come back to the negotiating table, insisting 10% was its final offer.

The National Automotive Component and Allied Manufacturing Association said the strike had cost component manufacturers about R220m in lost turnover as no parts had been delivered to vehicle assemblers in the past 10 days. Temporary plant closures and employee retrenchments had started in the component sector.

Etkind warned manufacturers that worker resolve would not be broken by the attempts to reopen plants and offer workers the 10% wage increase immediately. If employers insisted on setting a benchmark for other industries, members would not respond positively. "Employers have misread the situation if they think they can divide us by advertising that they are re-opening the plants. They forget that this strike is the result of a transparent and democratic process culminating in a ballot in which our members voted overwhelmingly to take this action."

Delta and Mercedes indicated there was a strong economic rationale behind their attempts to resume production, although Delta said it recognised workers' right to strike.

Mercedes indicated it had serious problems with the National Bargaining Forum which it believed should be attended to urgently. The company acknowledged the forum had an important role to play in formulating industry strategy and enforcing fair minimum employment conditions, but believed plant-level negotiations were required to supplement these minima.

Sapa reports hundreds of striking motor industry workers gathered at the Durban City Hall yesterday to press their 12% wage increase demand. (~~R92~~) (355)

Auto strike settlement

Make up lost time, demand employers

THE auto industry workers' strike, more than two weeks old, has cost manufacturers more than R1,5 billion in turnover and more than R40 million in wages, reports Labour Reporter JOVIAL RANTAO.

THE Automobile Manufacturers Employers' Organisation (AMEO), currently involved in talks to resolve the 16-day-old strike by motor assembly workers, has, as a settlement precondition, demanded a guarantee that workers would make up for production lost during the strike.

This was disclosed yesterday by the National Union of Metalworkers of South Africa (NUMSA), which declared there would be no settlement from the union's side without an improved offer from AMEO on the workers' basic wage.

In a statement, the union said its National Auto Shopsteward Council — the highest decision-making body in the sector — found nothing in the employers' repackaging of their offer.

Employers, who have made a final offer of 10 percent, have put forward various options for ex-gratia payments, none of which, according to NUMSA, would improve the basic wages of workers. NUMSA, which had reduced its demand of 12 percent to 10,5, has reverted to the original demand.

■ See Page 4

"The nature of AMEO's offers make clear that it does not understand what our members require.

"We can spell it out very clearly so that there is no further confusion: there will be no settlement from our side without an improved offer from employers on our members' basic wages. It's as simple as that," NUMSA said it a strong-worded statement.

The union said it had made numerous concessions during the dispute.

The last was the provisional agreement to postpone the beginning of the exercise to correct wage anomalies to next year.

Harry Gazendam, AMEO's vice-chairman, expressed disappointment that NUMSA had rejected employers' offer of a supplementary increase and maintaining of the old production schedule.

He said employers had approached the negotiations consistently and rationally and believed the offer was an excellent one. "I'm deeply disappointed," he said.

Gazendam said AMEO had proposed that the parties should consider a "final-offer arbitration" — where an arbitrator reviews the position of the two parties and decides on one of them. This, he said, was rejected by NUMSA.

Gazendam said that although no informal talks, encouraged by government intervention, or negotiations were scheduled, the AMEO would do all it could to resolve the matter.

NUMSA has also declared its commitment to resume negotiations.

The strike has cost manufacturers more than R1,5 billion in turnover, workers more than R40 million in wages and the Government more than R250 million in taxes.

Workers reject offer

ST Times (Buss

By DON ROBERTSON

AN IMPROVED wage offer by motor manufacturers has failed to end the 15-day strike by 25 000 hourly-paid workers.

The Automobile Manufacturers Employers Organisation (Ameo) has offered an additional 1% to its original 10% wage increase for a six-month period beginning in January, provided workers agree to end unprocedural stayaways.

The additional 1% would not be part of the base rate offer and would be considered an ex gratia payment.

Leaders of the striking National Union of Metal Workers of South Africa (Numsa) were apparently happy with the concession, but had difficulty "selling" the scheme to shop stewards.

In an effort to end the strike and meet pleas by Deputy President Thabo Mbeki and Labour Minister Tito Mboweni to seek a responsible solution, Ameo is understood to be prepared to enter into US-style "final-offer arbitration" in which only wage issues will be negotiated.

Discussions under this concept hold risks for both parties as each would be obliged to abide by the decision of the arbiter.

On Friday Numsa refused to accept the ex gratia offer and said there would be no settlement unless employers agreed to increase basic wages. 21/8/94

Attempts by Mercedes-Benz and Delta to encourage employees back to work by opening their factories each day this week failed as insufficient numbers of workers turned up to allow production to begin.

The strike is costing motor manufacturers about R100-million a day in lost production, while employees are forfeiting R3,5-million in wages. The state loses R20-million a day in taxes and VAT.

(355)

Auto strike latest

WAGE talks between the Automobile Manufacturers Employers Association and the National Union of Metalworkers of SA remained deadlocked this weekend after a flurry of negotiations between the two bodies.

The talks were resumed earlier this week after Deputy President Thabo Mbeki and Labour Minister Tito Mboweni intervened.

Employers offered workers a six-month, ex gratia, one-percent payment from January next year, which would not form part of the basic wage packet, in a bid to shift the parties closer to each another.

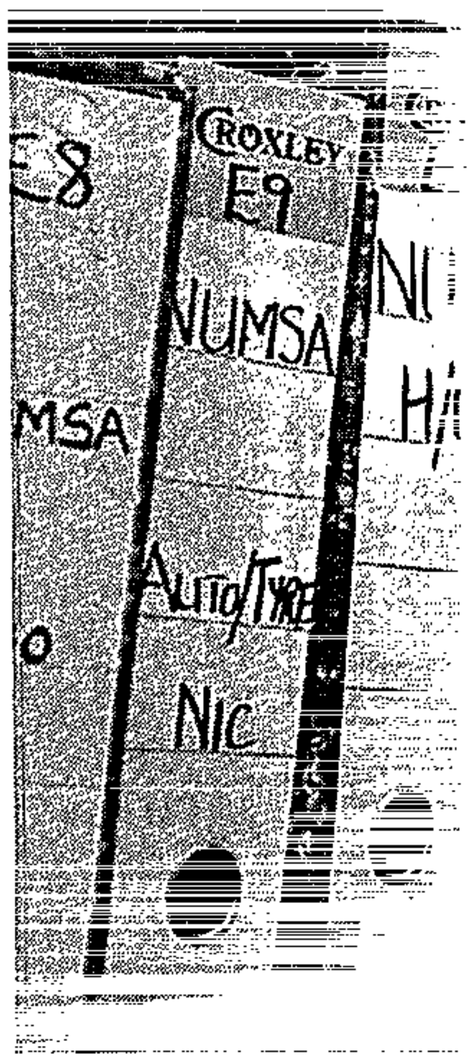
But on Friday Numsa poured cold water on hopes that the offer would lead to a settlement and signalled that only movement on the basic wage offer of 10 percent would resolve the dispute.

Negotiations had been on hold since last week, when employers said their 10 percent offer was final, and Numsa, which had suggested a 10,5 percent compromise, reverted to its original 12 percent demand.

ST Times 21/8/94

CAR WARS

It's a fight 'to the death' over just half a percent



NEW BALL GAME . . . Numsa's

ARNIE ANGLES is all dressed up with nothing to sell. The gleaming cars that once filled Port Elizabeth's Embassy Volkswagen showroom have long been sold to impatient customers.

By RAY HARTLEY: Political Reporter

The giant advertising screen overlooking the deserted sales area has been silent for two weeks and Mr Angles is getting anxious. Used to talking his way through car sales from dawn to dusk, he is like a fish out of water.

Since the supply of cars dried up two weeks ago, the phrase on the lips of almost everyone in South Africa's motor city has been "ripple effect".

Mr Angles's boss, Clive Taverner, punches his computer and issues the statistical verdict: the 19 cars his salesman has sold "on paper" would have earned him around R7 000 in commission if they had been delivered to clients. And commission is what Mr Angles lives on.

By the end of this week the strike had rippled through the industry's food chain, nibbling at Mr Angles on its way to reducing demand for paint, upholstery, tyres, autoglass and electrical gadgetry.

Around 185 000 workers in jobs supplying the auto industry or dependent on its products are affected by the strike, says Mr Taverner.

For Port Elizabeth, the strike and the ripples in its wake have brought back bad memories of the mid-80s shockwave that followed the withdrawal of strike-hit Ford from the city.

A short stretch down the road from Embassy Volkswagen in the industrial area of Korsten, National Union of Metalworkers of SA organiser Gavin Hartford has been on the phone to employers.

Replacing the receiver, he tells Numsa president Mtutuzeli Tom across his cluttered desk: "They're going to fight to the death for 10 percent and our troops are going to war."

Mr Tom, who has worked at East London's Mercedes-Benz plant for 12 years, just shakes his head and stares hard at the ceiling.

Although a veteran of years of bargaining within the industry, Mr Hartford says nothing could have prepared him for this year's 300-hour-long wage talks. "It's a whole different ball game. That's fine, but if they want us to play they must tell us the rules," he says.

The gap between the adversaries had narrowed to just half a percent union has said it will settle for 10,5 cent and the Automobile Manufa... Employers Organisation is offer... percent.

But that is not what the strike is says Mr Hartford. "They have told hundred times that their final offer is in concrete. We are no longer a... about money; this has become an ... principle."

Employers have decided to sit strike to ram home to car workers a understanding — that strikes won't matically lead to wage increases Hartford says.

Believing this does not ease his ... tion over the tiny gap. "We're ... about R30 on the price of a small ... says.

In nearby Uitenhage, Volkswag... Peter Searle is equally frustrated. ... after year we hear this argument. ... does it get you in the end? It gets ... unaffordable motor car and an ... petitive situation," he says.

The car industry has reached a ... stage and the realities facing it are ... "We've got to bring down costs; we'... to make better use of our people and abilities. If we don't do that, we ... going to have an industry in five ...

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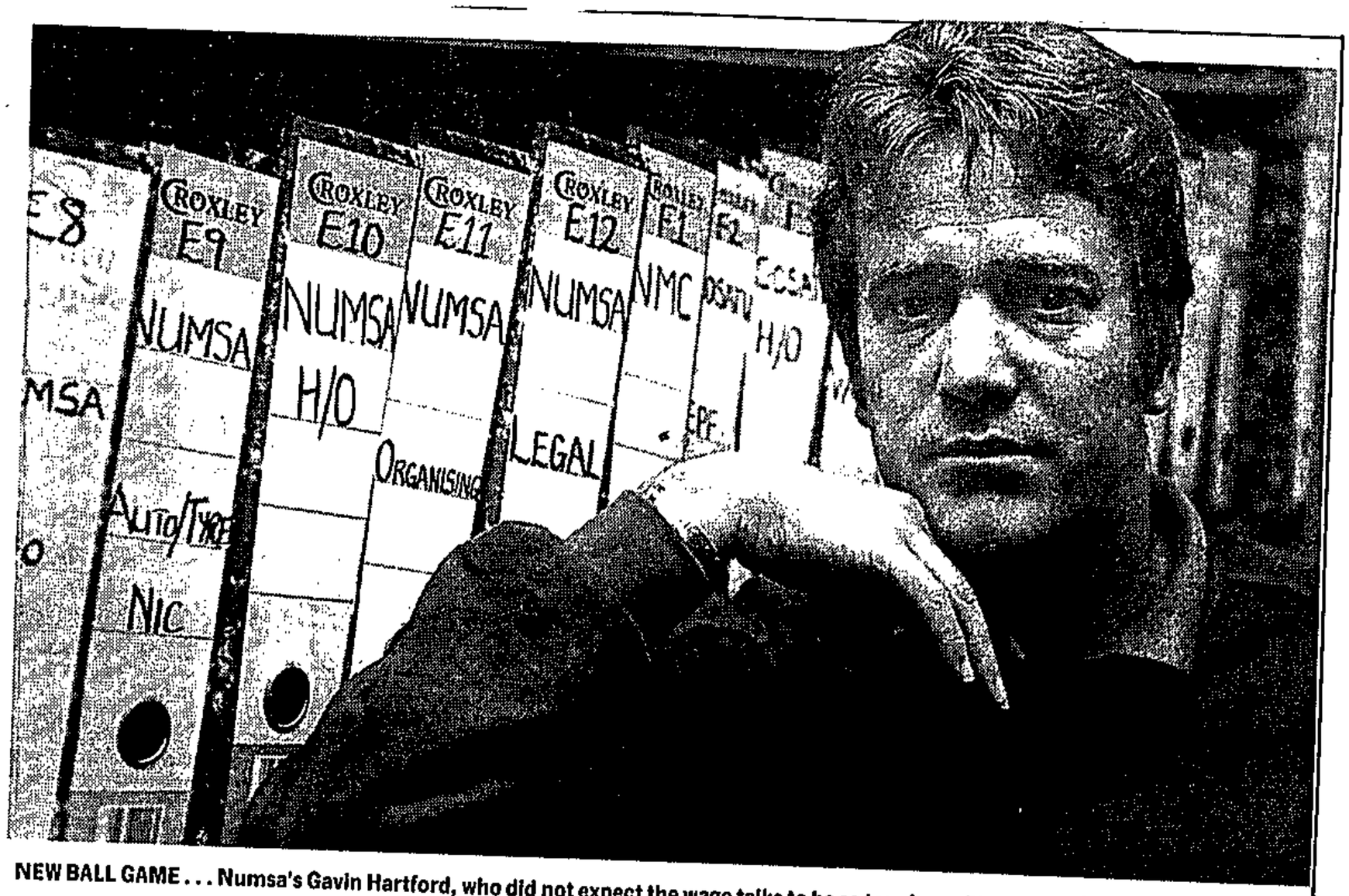

NEW BALL GAME . . . Numsa's Gavin Hartford, who did not expect the wage talks to be so tough Pictures: COBUS BODENSTEIN

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: Political Reporter

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narrowed to just half a percent — the union has said it will settle for 10,5 percent and the Automobile Manufacturers Employers Organisation is offering 10 percent.

But that is not what the strike is about, says Mr Hartford. "They have told us a hundred times that their final offer is cast in concrete. We are no longer arguing about money; this has become an issue of principle."

Employers have decided to sit out the strike to ram home to car workers a new understanding — that strikes won't automatically lead to wage increases, Mr Hartford says.

Believing this does not ease his frustration over the tiny gap. "We're talking about R30 on the price of a small car," he says.

In nearby Uitenhage, Volkswagen MD Peter Searle is equally frustrated. "Year after year we hear this argument. Where does it get you in the end? It gets you an unaffordable motor car and an uncompetitive situation," he says.

The car industry has reached a critical stage and the realities facing it are stark. "We've got to bring down costs; we've got to make better use of our people and their abilities. If we don't do that, we aren't going to have an industry in five years," Mr Searle says from his Uitenhage executive suite.

Except for the company's management and public-affairs divisions, the giant plant has ground to a standstill.

The General Agreement on Trade and Trariffs concluded last year, after years of excruciating trade talks, figures prominently in Mr Searle's world view.

Boiled down to its essence, the agreement means that, within five years, the tariffs that protect local manufacturers from efficient, low-paying international competitors will have gone.

Mercedes-Benz human resources head Ian Russell's words are equally stark. "There is really a sword of Damocles hanging over us," he says. For Mr Russell and his East London-based company the sword has a razor-sharp edge.

Within days of unveiling the company's new C-Class Mercedes-Benz to the public, production was halted by the strike.

With 10 000 anxious buyers signed up for the new car, the pressure for delivery drove the company to open for business despite the strike. But not enough workers have turned up to bolt together the new design.

Sitting at a table designed in imitation of the company's famous badge, Mr Russell adopts a less direct approach than Mr Searle.

The industry's over-bureaucratised National Bargaining Forum where wage deals are cut is the main problem, he insists.

Instead of setting wages and cutting detailed agreements at the NBF, he would like to see agreements confined to minimum wages, giving individual companies latitude to improve productivity with incentive pay.

Across the highway from Mr Russell's office, worker Ludwe Bakaco has just left a workers' meeting.

He is sure the strike is about making the industry competitive but, he says, the remnants of apartheid inequality in the workplace must also go.

Mr Bakaco, a grade 3 worker taking home around R2 000 a month after 10 years' service, says it's all about changing a wage structure designed to give whites more money and skills than blacks.

Eight people depend on his R2 000 salary, he says. As a Numsa shop steward, he has been given a car for his union work, otherwise he would not be able to afford one.

Workers, managers and union officials are all acutely aware of the industry's precarious perch.

But, as if mesmerised by the enormity of the change, they have remained strangely motionless.

As the strike threatens to enter its third week, Mr Russell will drive his Mercedes to work at the East London plant. The company's 3 000 workers will make the four-taxi journey to sit out the strike across the road.

And in Port Elizabeth salesman Arnie Angles's chances of sinking into the leather seats of a sporty demonstration model remain bleak.



FEARS FOR THE FUTURE . . . Volkswagen MD Peter Searle, who is determined to cut costs

Wage offer may be end of car strike

ST Times 28/8/94

By RYAN CRESSWELL

THE devastating month-long car strike seems set to end.

Tomorrow is probably D-day, with National Union of Metalworkers of South Africa (Numsa) and Iron and Steel Union negotiators reporting back to strikers on a new offer of a 10,5 percent increase in actual wages backdated to July 1.

The offer by the Automobile Manufacturers Employers Organisation (Ameo) came on Friday night.

By Saturday afternoon Numsa had not reacted publicly to the offer but it is believed the unions plan to test the new offer at report-back meetings at all seven major manufacturing plants tomorrow.

When negotiations stalled this month over Ameo's actual wage offer of 10 percent and then 1 percent not on the base rate from next January, Numsa indicated it would be happy with a 10,5 percent actual rate.

Ameo chairman George Stegmann said: "Following constructive and non-prescriptive intervention by Deputy President Thabo Mbeki and Labour Minister Tito Mboweni, the employers have offered a 10,5 percent increase in actual wages effective from July 1 1994."

The break came shortly after surprise talks between Mr Mboweni and four motor company chief executives in Port Elizabeth on Friday.

Mr Stegmann said the strike had devastated the economies of Port Elizabeth, Uitenhage, East London, Pinetown and Durban. He said the industry had lost R2,2-billion in turnover, the government more than R400-million in revenue and employees over R70-million in wages.

When people don't behave like dead fish

(355) WM (BM) 29/7-4/8/94

The rightwing belief that lower wages equals more jobs has been thoroughly discredited, writes **Will Hutton**



FOR 15 years the assumption has been that the market for jobs is like the market for dead fish. If the price is high, demand falls; if the price is low the demand rises. What is required is to make the labour market operate as freely as a fish market — and a "market-clearing" wage for labour and unemployment will be solved.

This is a very simple thesis which for Conservative politicians has the happy merit of chiming with deeply held instincts. The great unwashed, who will organise themselves into trade unions to try to bargain for improved pay and conditions, are offending natural laws of economics — and this should be prevented in the interests of all.

This is certainly the view of the new Employment Secretary, Michael Portillo. But he has two substantial problems. There is no more bashing of trade unions or lifting of labour market regulations to be done. Britain has few regulations and ranks bottom with the United States in the international league table of labour standards, the OECD Employment Outlook said last week. Deregulation is virtually complete.

But secondly, and potentially more serious, there is a growing body of theory and evidence that the labour market does not operate like a fish market. Economists are coming to terms with the fact, as Nobel laureate Professor Robert Solow puts it, that the labour market is a social as much as an economic institution — and that interaction between human beings cannot be interpreted in the same way as the supply and demand for dead fish. Whether Portillo and his followers like it or not, ideas of fairness and morale imbue the labour market and turn on their head the way its operation should be modelled.

For example, there is the perplexing refusal of employers to be as aggressive as they should about reducing wages in a recession, or about hiring workers from the vast pool of unemployed at the low wages for which rationally they should work. As the Bank of England plaintively put it in the February *Inflation Report*, "wages are still strikingly unresponsive to changes in unemployment" — despite the labour market reforms. Quite so.

In Britain the reaction is to redouble the efforts to remove all forms of labour market protection and incite employers to be even more hawkish in their hiring and wage-setting policy. But some of the world's best economists are beginning to wonder why better employers consider it rational not to behave as free-market economics predicts. Perhaps it is employers who are rational and free-market economics that is irrational.

For when you start to question employers about why they behave as they do, as Harvard's Truman Bewlay has done in Connecticut, New Right economists get some discomforting replies. Firms do not slash wages in recessions because they fear there would be a calamitous drop in morale; they do not hire unemployed workers at lower rates than the existing pay scale because of the disruption and sense of injustice that results. And when they try to implant systems of performance-related pay, closely tying wages to productivity, they find perversely that the consequent drop in morale leads to worse performance.

In fact, the paradox, as the Institute for Manpower Studies reported in its study on performance-related pay earlier this year, was that incentives worked best where workers trusted that they were fair and just. There needed to be relations of trust with immediate superiors who made the judgments of performance, and workers themselves needed to be involved in the design of the system. But of course those are the circumstances, with strong bonds of trust and high motivation, where performance-related pay is not needed. People, exasperatingly, refuse to obey the laws applying to the fish market.

All this has prompted two British economists, David Blanchflower and Andrew Oswald, to examine the data in 12 countries showing the actual relation between wages and unemployment — and what they have discovered will cause Portillo heart failure. Free market theory predicts that low wages would be correlated with low local unemployment; and high wages with high local unemployment.

But Blanchflower and Oswald have found precisely the opposite. In 12 countries the same law holds — the higher the wages, the lower local unemployment and the lower the wages, the higher local unemployment. This is not a conclusion that can be squared with free-market textbook theories of how a competitive labour market should work.

None of the chain of causations supposed by the textbooks work in practice. Somebody with precisely the same skills will earn more in a city or region with high employment than somebody with the same skills in an area of high unemployment. Whether in trade union-dominated Germany, the deregulated US or the police state of South Korea, there was no measurable competitive effect: the unemployed in the adjacent area of high unemployment did not bid down the wages of those in work in areas of low unemployment. There was no tendency — as the market theorists would predict — to equivalence of wages or employment whatsoever.

Indeed, as unemployment rises, so wages fall marginally in all 12 countries — but this does not lead to the jobs market correcting itself and moving back toward higher employment. It is simply a new equilibrium in which both unemployment is higher and wages lower. Wages do not operate as a market clearing device at all in any national, regional or local labour market, regulated or non-unionised. It is one of the most devastating findings of contemporary economics.

The way to visualise the labour market, say Oswald and Blanchflower, is not as the interaction of the supply and demand for labour — for there is no labour supply curve as free-market economists suppose. Rather, there is an employed labour force and a stock of unemployed who have little or no impact in determining the clearing price of labour in any kind of labour market that exists in the real world. Moreover, as Robert Solow argues, it is perfectly rational for any individual unemployed person not to bid down the price of wages — because when they get a job they will be poorer as a result. The rational option is to get the fair or just wage that prevails for the mass of those in employment. It is those ideas of fairness again — people just won't behave like dead fish.

Indeed, the more you attempt to run the labour market as a market in a commodity like any other, the more destructive the results. Blanchflower and Oswald have no simple explanation for the relationship they have uncovered, but all the theories they advance are united by some form of human agreement that raises the value of work above the market-clearing level.

It may be that when times are hard, workers who have jobs put in more effort, thus warranting a higher wage than the market-clearing wage (the so-called efficiency wage); it may be that employers choose to reward their existing labour force highly because they have known skills, and retraining and monitoring the performance of new workers is expensive. But these are human bargains in which morale, motivation and productivity have been achieved independently of the wider jobs market and so underline Solow's point that this is a social institution.

More important still, the key to making the labour market efficient is to respect people's desire for fairness. In Switzerland local workforces react to economic downturns by sharing out the short-time work and parcelling out wage reductions equally — but only on the promise that they will be reversed equally when times improve. But this is not the result of an atomised deregulated labour market; it is constructed around legally binding consultative relations, unions on boards and strong relations of trust. Exactly the system that the government has spent 15 years dismantling, and when represented in the European social chapter is regarded as the work of the devil.

Yet the new thinking will out. It is seeping into the OECD, which invoked collective bargaining, unions and workplace consultation as a means of promoting labour-market efficiency for precisely these reasons — and which, if internal politics allow, is poised to give a critical assessment of the way the deregulated UK labour market works. It would be nice to think that Portillo will read both Solow's book and the Blanchflower and Oswald paper — it would take no more than a morning — and reconsider his position.

After all, each economy is capitalist, driven by the profit motive, so that a change of policy could hardly be represented as a sell-out to socialism. But British government is not about the application of sensible economics; it is the hysterical application of ideology.

NEWS Flack and Bryson's shows in jeopardy ● Step

Sowetan 30/8/94

Workers study pay offer

By Mzimasi Ngudle

THE shop stewards council of the National Union of Metalworkers of South Africa will today consider management's latest wage offers as a step towards ending the month-long strike at several car manufacturing plants.

Numsa spokesman Mr Roger Etkind said the union would refer the 10,5 percent offer from car manufacturers to its members during report-back meetings held at all its plants yesterday.

"After receiving reports from all the plants, we'll see what happens," he said.

Meanwhile, a spokesman for the Automobile Manufacturing Employers Organisation, Mr George Stegmann, has warned that the month-long strike could result in large-scale job losses.

"The strike is threatening the future viability of automobile manufacturers, component manufacturers as well as distributors," Stegmann said.

He said Ameo had moved from 9 to 10 percent on industry average wages.

Stegmann said the strike had cost the industry more than R2 billion in turnover, workers over R70 million in wages and the Government more than R400 million in revenue.

He said employers, following the intervention of Deputy President Mr Thabo Mbeki and Labour Minister Mr Tito Mboweni, had decided to offer a 10,5 percent increase in wages with effect from July 1 this year.



Minibus taxi-drivers gather outside the Westgate taxi rank in Johannesburg yesterday before embarking on a go-slow in protest against working conditions. The routes affected are between the Vaal Triangle, Baragwanath Hospital and Johannesburg. PIC: LEN KUMALO

Motor workers spurn latest wage offer, but lower demand to 11%

BDay 31/8/94

ERICA JANKOWITZ

THE National Union of Metalworkers of SA yesterday rejected a motor employers' revised offer of a 10,5% wage increase, but revised its demand from 12% to 11% and mandated its negotiating team to achieve the target "by whatever means possible".

After an all-day auto shop stewards' council meeting yesterday, Numsa said members "decisively rejected the 10,5% offer tabled by employers after a four-week strike as it is not seen as a serious attempt to settle the dispute".

The half percentage point separating the parties could be achieved as an add-on to the basic wage or "in any other form which may result from negotiations".

Numsa called on employers to return to the negotiating team as soon as possible and said it expected its revised position to allow a speedy resolution of the dispute.

However, speaking before Numsa rejected the offer, Automobile Manufacturers Employers' Organisation vice-president Harry Gazendam warned that a negative response would have disastrous implications for assemblers, component suppliers and dealers. Sapa reports that he said the industry was considering importing vehicles as all production had halted since the strike began on August 1.

He said employers would not change their offer, which he described as final. If it was rejected, the industry would have to be rationalised, which would have major implications for the labour force. SA could follow the Australian example, where the motor industry halved the number of models produced, stepped up imports and became more viable. (365)

Numsa denied reports of a split in its ranks, saying Mercedes-Benz workers who had voted to accept the 10,5% offer had agreed to abide by the majority decision and would not return to work today.

Mercedes spokesman Delene Stroh confirmed the company had not been finally informed of the workers' decision. But the plant was open this week and "some production" had been achieved on two lines.

Delta Motor Corporation had also achieved limited production for the past few weeks, a company spokesman said.

Meanwhile, 21 component manufacturers had been forced to close temporarily because of lack of demand for products, National Association of Automotive Component and Allied Manufacturers president John Brandtner said.

About 8 000 workers had been laid off temporarily as a result, he said. Others were earning well below their normal wages as short time had been introduced.

Naacam had appealed to Labour Minister Tito Mboweni to prevent the strike — now in its fifth week — from devastating the industry. "Urgent, top-level intervention is necessary if we are to rescue our manufacturing capability."

Union holds out for 0,5%

Auto workers reject final offer

Star 31/8/94

(175) (355)

■ BY JOVIAL RANTAO
LABOUR CORRESPONDENT

The five-week strike by 25 000 workers in the motor industry is to continue after workers decisively rejected employers' final wage offer.

The National Union of Metalworkers of South Africa (Numsa) yesterday reduced its demand from 12 to 11 percent, effectively rejecting the 10,5 percent offer by the Automobile Manufacturers Employers' Organisation (Ameo).

The decision to revise the demand was taken at a national auto shop steward council meeting in Port Elizabeth yesterday to consolidate mandates from workers who had held meetings on Monday to consider the employers' offer.

Numsa spokesman Roger Etkind said the shop steward council had mandated Numsa's bargaining committee to achieve the 0,5 percent — which constituted the current difference between the employers' offer and the union's latest demand — by any means necessary.

And Numsa said yesterday that contrary to reports, Mercedes-Benz delegates and workers were fully committed to the decision to continue the strike.

Ameo vice-chairman Harry Gazendam said although he had not been officially notified of Numsa's position, it was distressing that workers had rejected the employers' offer.

"We've tried everything in our power to resolve the dispute," he said, adding that employers would be willing to manipulate their package within the confines that they had outlined.

Ameo's offer came after Numsa rejected an earlier offer of 10 percent plus a 1 percent ex-gratia payment in January. Ameo moved from 10 to 10,5 percent on Friday, following another "non-prescriptive" intervention by Labour Minister Tito Mboweni.

NEWS No end in sight to automob

Still no end to lengthly auto strike

Sowetan 31/8/94

■ OFFER REJECTED Shop stewards present counter offer to Ameo:

By Mzimasi Ngudle

HOPES for an end to the month-long auto strike were dashed yesterday after the National Union of Metalworkers rejected the latest 10,5 percent offer from car manufacturers.

Instead, Numsa called on employers to resume talks to consider the union's revised demand of 11 percent.

The decision to reject the offer was made at Numsa's national shop stewards council which met to consider a report-back from its membership on the employers' latest offer.

Making its final offer, the Automobile Manufacturers Employers Organisation said the strike could result in large-scale job losses.

Yesterday, the Minister of Public Works Mr Jeff Radebe said the Government was concerned about the devastating effects of the five-week-old strike, especially on ancillary industries such as harbours and railways.

Numsa spokesman Mr Roger Etkind said the union decided to move from its previous demand of 12 to 11 percent increase in wages.

"We think that our revised position constitutes a basis for a speedy resolution of the strike," he said.

Etkind said Numsa invited all the employers to come back to the negotiating table to consider its revised 11 percent demand. "Firstly we reject the 10,5 percent offered by the employers. Secondly we have revised our demand from 12 to 11 percent (355)

"We mandate the bargaining committee to get that half outstanding percent by any means necessary," he said.

"We will accept the outstanding half percent in the form of basic wages or in any other form which we may get in talks," he said. Etkind dismissed reports that workers at Mercedes-Benz had accepted the 10,5 percent offer.

He said Numsa had one bargaining forum at all seven major plants, and that Mercedes-Benz workers were "fully behind the majority".

Numsa sticks to 11% demand

Strike in motor sector is suspended

BDay 6/9/94

355

THE National Union of Metalworkers of SA (Numsa) yesterday suspended the strike by about 25 000 motor assembly workers and said production would resume tomorrow. However the union has not accepted manufacturers' offer of a 10,5% wage increase and negotiations will continue.

Numsa general secretary Enoch Godongwana said workers had accepted a recommendation by the auto shop stewards' council to resume production pending the outcome of further negotiations aimed at getting employers to agree to workers' 11% demand.

Automobile Manufacturers Employers' Organisation (Ameo) vice-president Harry Gazendam welcomed workers' decision to return to work, although Ameo had not received formal notification by late yesterday. However, he said employers were not prepared to negotiate further and their "position is well known".

Negotiations broke down last week with the parties separated by half a percentage point as Ameo refused to budge from its final offer.

Godongwana said the union had been mandated to conclude an agreement by Friday and its trade-off proposal was still on the table. In terms of this proposal, Numsa suggested employers divert contri-

ERICA JANKOWITZ

butions from a work security fund to pay packets for the contract period to make up the differance between the two positions.

Ameo rejected Numsa's proposal, saying the fund would be used to retrain those workers who would be displaced by the introduction of Phase 7 of the motor industry task group's proposals and tariff reductions announced last week.

Cosatu general secretary Sam Shilowa yesterday condemned Trade and Industry Minister Trevor Manuel's move to slash tariffs on imported vehicles, calling it ill-timed and unilateral. Although Cosatu was committed to SA's position on the GATT proposals, Shilowa said proper consultation with all parties was required.

Godongwana said workers had made significant gains from the strike, including winning a 10,5% increase on actual wages when employers' pre-strike position had been 9% on average wages. A comprehensive adult basic education agreement had also been conceded by employers, the first such industry-wide agreement.

Yesterday's planned opening of the Mercedes-Benz plant in East London was thwarted after workers attended a report-back meeting at which the shop stewards'

□ To Page 2

Motor strike

BDay 6/9/94

□ From Page 1

decision was discussed, a company spokesman said. Although "an overwhelming majority of workers was ready to start production", the decision to continue the strike until tomorrow was adhered to.

Delta Motor Corporation was "encouraged" by Numsa's decision, as normal production would be scheduled from tomorrow. "The challenge now is to schedule maximum production in an effort to offset units lost over the past weeks."

However, Gazendam said it would probably take about 12 months to make up for all production losses during the 27-day strike. Some sales had been permanently lost to second-hand or imported vehicles.

Godongwana described the strike as "the longest and costliest industry-wide strike in the history of the motor manufacturing industry worldwide".

By the end of last week, employers said more than R3bn in turnover had been lost.

● See Page 5

355

Wage increases outstrip inflation

CT 7/9/94

NEA 355

Own Correspondent

WAGE increases averaged 9,88% during the third quarter of 1994, well above the 7,56% average inflation rate, IR Network found in its latest quarterly wage analysis.

This was in sharp contrast to the same period last year when workers wrested wage increases averaging 7,8% or a decline of 1,8% in real wages. In the third quarter of 1992, workers' wages also declined 1,7% in real terms, IR Network researcher Wendy Dobson said.

"The real wage increases secured in the third quarter are probably more as a consequence of the record low inflation rate rather than substantial increases in union bargaining power."

The average minimum wage increased over the last 12 months from R6,90 an hour to R7,31 an hour — or R1 392,70 a month based on a 44-hour week, IR Network calculated.

Dobson found workers in the retail, beverage, chemical and manufacturing sectors were granted above average increases and those with national bargaining units secured the highest wage awards. Natal-based negotiations netted the lowest average increase of 8,22%.

Dobson warned that unions were unlikely to accede to wage restraint proposals until income inequality was eradicated.

"Wage disparities are a key concern for organised labour, perhaps much more important than the actual percentage wage increase negotiated."

Dobson said some progress had been made in closing wage gaps. For example, Shoprite/Checkers granted an average 11,4% wage increase, but the minimum wage was increased by 16,8%.

In contrast, FSA-Contact's latest general staff remuneration survey found workers received their lowest increase in five years in the year ended August 31.

Top drawer changes at Sanlam

Business Staff

JOHANN Treurnicht, MD Of Sanlam Properties has been appointed senior GM, individual assurance of Sanlam.

He succeeds Walter Scheffler who has resigned to devote his full attention to his new post as president of The Afrikaanse Handelsinstituut.

Barnus van der Walt, GM of Sanlam Properties has been appointed MD of Sanlam Properties, Desmond Smith, MD of Sanlam announced last night.

CT 7/9/94

More finance on pages 12 and 13

Numsa stalls on signing of pay accord

EAST LONDON.— The Automobile Manufacturers Employers' Organisation (Ameo) is hoping to sign a final wage agreement with the National Union of Metalworkers (Numsa) today but the union says it wants further talks.

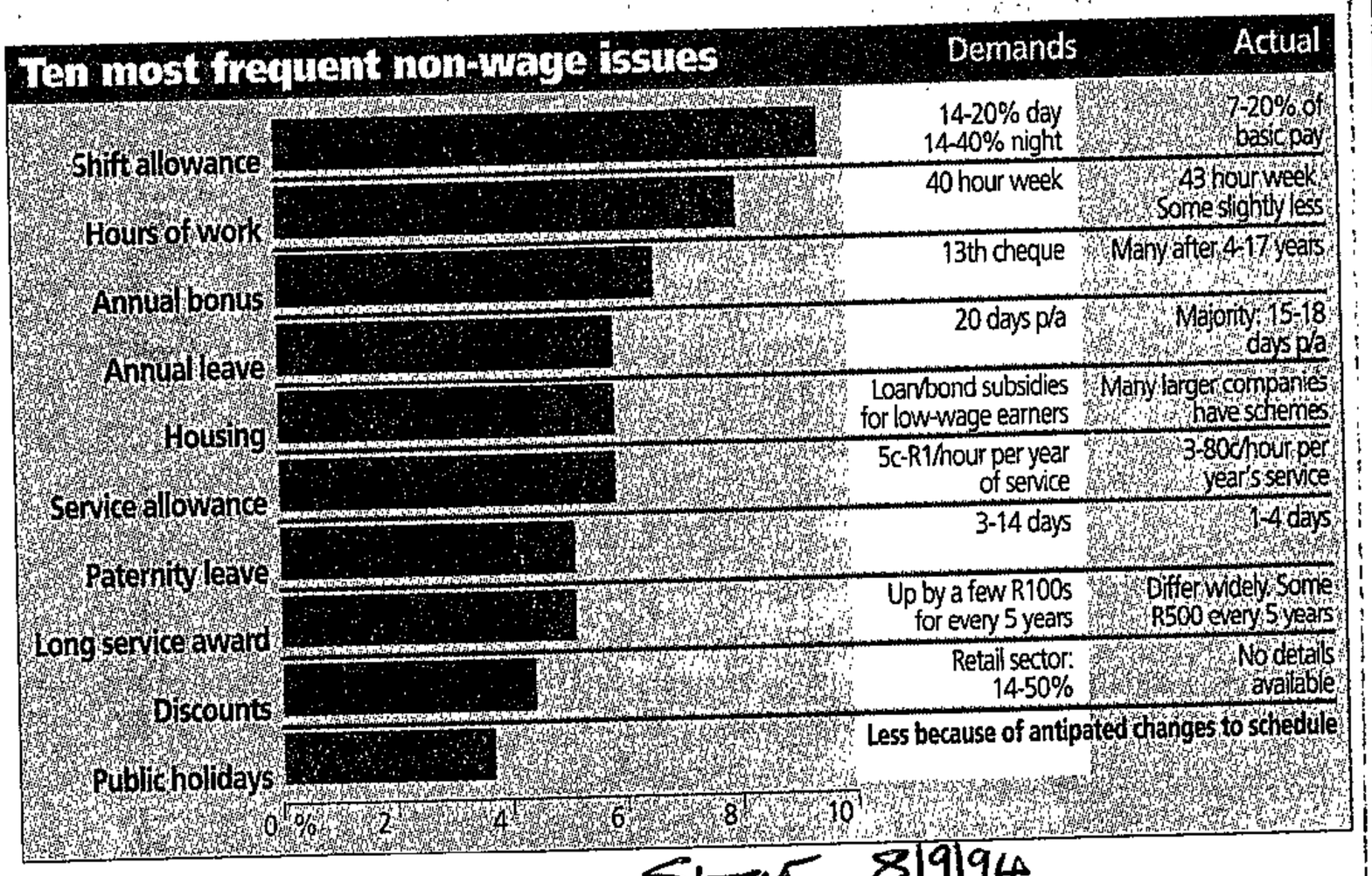
The union suspended the five-week strike by its 25 000 members on Monday and production in the car industry resumed yesterday while wage talks continued with management.

Ameo deputy chairman Harry Gazendam said he had invited Numsa to the meeting in Port Elizabeth today to sign an agreement accepting the employers' 10,5 percent offer.

Numsa, however, remains set on an 11 percent increase and wants further negotiations on the matter.

"We are not prepared to negotiate with them any further," said Mr Gazendam.

Numsa national organiser Gavin Hartford said the union would attend the meeting to further negotiations and not to sign the agreement. — Reuter.



Star 8/9/94

Militant unions get average 9,88% pay hike

BY HELEN GRANGE

Trade unions, more militant than expected in the wake of the April election, secured an average wage increase of 9,88 percent in the last quarter — beating the inflation rate by just over two percent.

The finding appears in the quarterly wage analysis conducted by the IR Network.

While the average wage increase was higher than the 7,8 percent for the same period last year, it has to be seen against the low inflation rate (7,56 percent), rather than a substantial increase in union bargaining power.

Wage negotiations involving national bargaining units secured the highest increases (10,9 percent). 355

The recent round of collective bargaining, accompanied as it was by many wage strikes and disputes, was also accompanied by dire warnings from various quarters in the business community, says IR Network researcher Wendy Dobson.

Although the emphasis was on wage increases, unions continued to table a shopping list of non-wage demands covering shift allowances, hours of work, annual bonuses and leave, housing and service allowances and paternity leave.

Dobson, assessing trends for the rest of the year, predicts that wage-related industrial conflict will taper off, although union demands will remain relatively high — especially given that food inflation is expected to increase to 15 percent by the end of the year.

Competition 'will narrow salary gap'

ET 8/9/94,

355

THE huge disparity between management and employee salaries would be resolved over time as a result of international competition, Deputy Finance Minister Mr Alec Erwin said yesterday.

During a debate in Parliament's joint standing committee on finance, Mr Erwin said executives' high salaries had developed as a result of a "stagnated, protected and weak economy".

With the introduction of global competition and the country's move toward a stronger, free marketplace, the gap between manager and employee would be narrowed.

The economy was, however, starting to revive and grow, Mr Erwin said. Export levels were looking good while the government had committed itself to keeping consumption expenditure in check and to fund the RDP from savings.

Mr Ken Owen, editor of the Sunday Times, said there was a public perception that the government was overspending. "I don't think there's anything to be terribly self-satisfied about."

Government spending, financed by a higher gold price, had been rising since 1975.

If the new government had cut the salaries recommended by the Melamet Commission by just five percent, this would have helped alter the perception of overspending. — Political Staff, Sapa

Negotiations end auto strike

CT 9/9/94

Own Correspondent

JOHANNESBURG. — Weeks of tedious negotiations and deadlocks came to an end last night when the National Bargaining Forum agreed to a 10,5% across-the-board increase for motor industry workers.

And Volkswagen South Africa said yesterday it had successfully negotiated with Mainland China to reschedule the rest of its multi-million rand export order which was badly affected by the five-week strike.

Despite last minute wranglings over details of the agreement, relieved delegates emerged at 7pm last night at Midland Chamber of Industries' premises, triumphantly producing a signed settlement.

The dispute has centred on the discrepancy between the employers' offer of 10,5% and the union's demand for 11%.

Initially employers offered 10% and the unions lowered their demand to 10,5% which was refused at the time.

Delegates from the National Union of Metalworkers, Automobile Manufacturers Employer's Organisation and Iron and Steel Worker's Union signed the document.

Most striking workers went back to work on Wednesday. Volkswagen workers will return on Monday.

The increase will be backdated to July.

Some low-paid employees will get a 12,5% raise.

MOTOR INDUSTRY STRIKE

No more guilt concessions

By holding out for too long in their strike against the motor industry, the National Union of Metalworkers of SA (Numsa) turned what might have been claimed as a victory into psychological defeat. For despite putting a brave face on their decision to accept the employers' final offer of a 10,5% wage rise and return to work this week, the mood at union headquarters is far from upbeat.

The strikers' defeat in effect sets a new tone for industrial relations under the new political order, signalling the end to "liberation" strikes and employer "guilt" concessions.

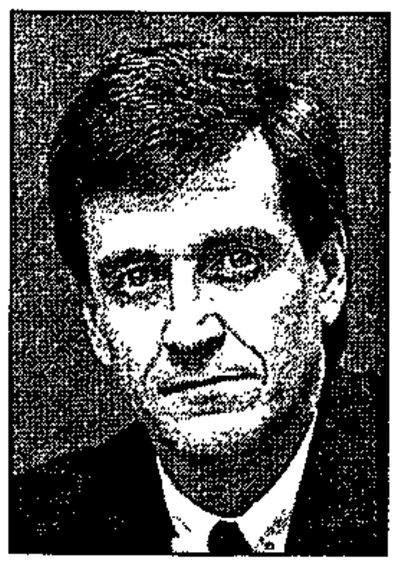
It also highlights the increasingly problematic relationship between organised labour under Cosatu and its tripartite alliance partner and leader, the ANC in government. This is reflected in the spat between Numsa/Cosatu and Trade & Industry Minister Trevor Manuel over the phased lifting of import tariff protection affecting the motor and textile industries (see *Business*). Announcement of this decision — taken by the Motor Industry Task Group made up of government, business and labour representatives — has been imminent since March. However, the unionists who were party to the decision are now in government — notably former Numsa official Alec Erwin, now Deputy Finance Minister.

The inevitable (if gradual) undermining of the tripartite alliance (which includes the SA Communist Party, or what's left of it) does not mean the relationship will necessarily become antagonistic, says Wits University's Tom Lodge. Cosatu will probably throw its weight behind the ANC at general elections, for instance, but relations could become more truculent. Social contracts between government and labour (and business) are, however, notoriously difficult to sustain. Cosatu will have to decide whether it is to be a partner in government, through some corporate structure, or pursue its own interests. It will be fascinating to see what happens at Cosatu's congress this week when former union chiefs like Erwin and Minister Without Portfolio Jay Naidoo appear at a "question the leadership" session.

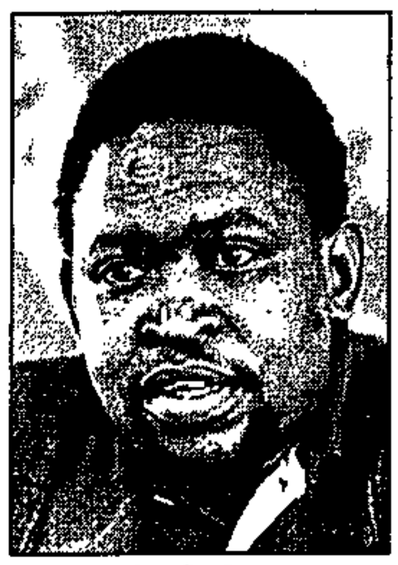
The 27-day strike by 25 000 workers — the longest and costliest in the motor industry worldwide — is estimated to have lost the workers R94,5m in basic wages alone, according to Harry Gazendam, chief negotiator of the Automobile Manufacturers Employers' Organisation (Ameo). Based on the industry's R100m turnover a day, it lost R2,7bn. (The saving on the wage bill, which makes up 10%-15% of costs, is not regarded by the industry as sustenance since other costs had to be carried.) Loss to government revenue in the form of Vat, Paye, duties, levies and surcharges on imports is put at R540m at least, and the strike has probably shaved about 0,25% off the country's growth rate for the year — not good for the RDP. Meanwhile, the backlog in new orders will take 12-18 months to make up.

While it may be true that Numsa has, as it says, "gained the highest ever increase on actual rates" in the industry, the cost in wages forfeited seems hardly to have been worth it. Industry sources reckon that by doggedly sticking to their 11% demand over the past four weeks (a 0,5% difference which would have meant R100 more on average per worker per year), workers have lost about R2 500 each. It underlines the futility of prolonged strikes.

In a statement, the union says that negotiations around outstanding issues, including the 11% wage demand, will continue. Gazendam, on the other hand, is adamant that wage talks will not be reopened.



Ameo's Gazendam



Numsa's Godongwana

It became clear last week that the strike was starting to crack. Hardliners, largely confined to the Volkswagen and Samcor factories, were determined to hold out and could yet present a problem. It may be that Numsa's stated intention to pursue wage talks is a form of appeasement to the hardliners. Certainly to some in Ameo it appeared earlier on that Numsa's negotiating team was prepared to accept 10,5% but was being pushed from below.

Numsa says Ameo could easily have met its demand and ended the strike when the union offered to settle on 10,5% after 11 days into the strike, but alleges that employers were pursuing another agenda, which includes rationalisation of the industry, destroying centralised bargaining, setting a benchmark on wage increases for all workers on behalf of all employers, and hastening tariff reduction to erode jobs.

Numsa's charge, that the employers' "stubbornness" was a conspiracy on the part of the larger manufacturers to drive out the smaller ones, is dismissed as ludicrous by Gazendam.

The union also claims as victory the employer concession on reducing from eight to five years the programme of adult basic education (Standard 7 level) for workers. However, Ameo says it conceded this in the first week of negotiations.

Numsa also makes great play of the fact that Ameo never argued that it could not afford the increase demanded: "The public has rightly asked, what madness gives rise to a strike so costly for a mere 0,5% increase? We ask that this question please also be addressed to the employers." Gazendam responds that against the background of an industry facing a crisis, with import protection being phased out, rising inflation and international competition, "it made no sense to give an increase higher than inflation. However, given the expectations prevailing in the new SA, we deemed it necessary to make a good wage offer in order to facilitate a settlement." According to labour consultant Andrew Levy & Associates, increases of 10%-10,5% are the ballpark settlement figures this year.

In response to the union charge that Ameo seeks to destroy centralised bargaining, Gazendam explains that Ameo is not against it, "provided you deal with the appropriate issues at the appropriate level." However, profit-sharing mechanisms must be implemented at plant level, in view of competition and different profitability levels between manufacturers.

Asked why the union decided to call off the strike, Numsa general secretary Enoch Godongwana says there were a number of factors: "It was clear that some of the employers were digging in in order to destroy smaller plants. That's one factor we took into account. We argued to our members that it is important to go back without bleeding the industry to death. It is still difficult now to persuade some of them." He said he was "feeling fine in terms of the achievement."

Would he have handled it differently with hindsight?

"We've learnt a number of things in the context of a democracy. The question of public opinion featured prominently, the press was hostile." He says the ANC itself was not hostile and "did not at all prevail on Numsa to settle." ■

Firms 'quick to cut staff but not bonuses of bosses'

ALIDE DASNOIS
Business Staff

355
ARG 10/9/94

STRATEGIES adopted by leading South African companies were attacked — and defended — at a conference of management scientists in Bellville this week.

In a paper presented to the SA Institute of Management Scientists' conference, Unisa researchers B J Swanepoel and P Venter claimed South African companies were out of touch with the needs of a developing country.

Barlow group economist Piet Haasbroek replied that South Africa could not be described as a developing country.

Analysing the annual reports of the top 100 JSE-listed companies, the Unisa researchers found big companies were quick to lay off staff in hard times but not to cut other costs such as executive benefits or bonuses.

Nearly 80 percent of companies analysed had adopted a strategy of restructuring — acquiring businesses and rationalising them to make them more profitable. More than 70 percent had adopted downsizing strategies.

"The American experience with restructuring has been less than reassuring," the researchers said, pointing out that a decade of massive downsizing and restructuring had failed to improve the competitiveness of most US corporations.

In SA the problem was compounded by the skewed distribution of wealth.

Restructuring aimed at generating more profit, often through the retrenchment of redundant staff. In South Africa, wealth on the JSE was concentrated in the hands of a few, and companies typically reinvested less profit and paid out more in dividends to shareholders than in other countries. In this context the effect of restructuring was to strip the company of wealth to the benefit of "a select few individuals".

The researchers concluded that although many contributed generously to social upliftment programmes, "a great number" of companies in SA had not made the development of the country their goal.

Barlow's Dr Haasbroek said the authors had overlooked the "dualistic" nature of the South African economy. The strategies used by leading companies, he said, were adapted to the "core", highly developed economy where these companies operated, and not to the underdeveloped "periphery".

"Describing South Africa as a developing country eliminates this difference," he said.

Dr Haasbroek said no company would willingly adopt a strategy of decline.

"Especially in SA, where legitimacy is so important to companies, company directors hate the idea of destroying jobs."

Police want 40% pay rise

PRETORIA — The South African Police Union yesterday demanded a 40% pay rise for police. Organiser Mr Bereng Kholoane told a union meeting the rise should apply to all 11 police agencies and include clerical staff "whether there is money or not". "We work in dangerous and adverse conditions, yet we have not had a decent increase since 1991," he said. — Sapa

Wage rises lowest in 5 years

355
ARG 13/9/94

Staff Reporter

SOUTH African workers got their lowest percentage wage increase in five years for the year which ended on August 31 — and percentage increases are unlikely to be any higher in the year to come.

These are the findings and projections of a General Staff Renumeration Survey conducted by Johannesburg-based management consultancy FSA-Contact.

The survey examined pay policies and structures of more than 1 000 companies across the economic spectrum.

It found a "steady decline" in percentage salary increases over the past five years, with the result that general staff salaries were lagging behind inflation.

Region's wages among SA's highest

355

LT 13/9/94

CAPE delegates at the Bifsa congress in Mmabatho yesterday pointed out that labourers in the Western Cape building industry were among the highest paid in the country.

Mike Loy of the Peninsula Master Builders' Association said that following last week's wage settlement in the Western Cape, general workers would earn R5,60 per hour as of November 1 against R4,70 earned by their Transvaal counterparts.

While Cape artisans were paid about R1 less per hour than their Transvaal counterparts, pension benefits paid by Cape employers put them on par with Transvaal artisans.

Optical workers and blind in pay battles

(192) (365) ARG 14/9/94

Labour Reporter

BLIND workers and those in the optical industry launched industrial action today to support their demands for higher wages.

Frank Sam, of Cape Town Civilian Blind Society, said about 45 workers were to picket outside the society's premises in Salt River to protest against "abysmal" salaries.

Mr Sam said some workers earned as little as R300 a month.

● A spokesman for about 80 workers at General Optic Company in Commercial Street, Cape Town, said they were to hold lunch-hour pickets every day until the end of the month, when they would strike.

The workers, members of the Federal Council of Retail and Allied Workers of South Africa, are demanding a R250 a month across-the-board wage increase. The company has offered five percent.

Wage hikes exceed inflation

ERICA JANKOWITZ

WAGE increases averaged 9,88% during the third quarter of 1994, well above the 7,56% average inflation rate, IR Network found in its latest quarterly wage analysis.

This was in sharp contrast to the same period last year when workers wrested wage increases averaging 7,8% or a decline of 1,8% in real wages. In the third quarter of 1992, workers' wages also declined 1,7% in real terms, IR Network researcher Wendy Dobson said.

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The average minimum wage increased over the last 12 months from R6,90 an hour to R7,31 an hour — or R1 392,70 a month based on a 44-hour week, IR Network calculated.

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Dobson warned that unions were unlikely to accede to wage restraint proposals until income inequality was eradicated.

"Wage disparities are a key concern for organised labour, perhaps much more important than the actual percentage wage increase negotiated."

Dobson said some progress had been made in closing wage gaps. For example, Shoprite/Checkers granted an average 11,4% wage increase, but the minimum wage was increased by 16,8%.

In contrast, FSA-Contact's latest general staff remuneration survey found workers received their lowest increase in five years in the year ended August 31.

Signing to end Numsa pay issue

ERICA JANKOWITZ

THE National Union of Metalworkers of SA (Numsa) and motor manufacturers would meet in Port Elizabeth tomorrow in a bid to settle wages, while normal production was expected to resume at all but one of the strike-affected plants today, sources said.

Indications were that Numsa and the Automobile Manufacturers Employers' Organisation (Ameo) would sign a 10,5% wage settlement agreement, despite Numsa's demand that its 11% final demand be met.

Ameo vice-chairman Harry Gazendam said employers were not open to further negotiations, but had invited the union to a signing ceremony. Numsa national organiser Gavin Hartford indictated the union would attend the meeting.

Gazendam said employers had interpreted Numsa's decision to return to work as the ending of the five-and-a-half-week strike and a signal to manufacturers that normal production would be resumed.

"It is now essential to set about repairing the damage to the industry and the economy in an atmosphere of reconciliation without further disruption and under the umbrella of a formalised agreement." He warned that it would take the industry 12 to 18 months to make up lost production, but he was confident plant-level agreements would be signed ensuring overtime and Saturday work.

Hartford said the National Bargaining Forum allowed for voluntary overtime. Members would probably agree to this until at least the end of the year when the industry traditionally shut down, to make up for lost wages. Sources estimated strikers lost about R75m in wages.

Manufacturers were gearing up to resume production today in terms of Numsa's strike suspension, announced on Monday. Volkswagen's Uitenhage plant, however, was expected to start up tomorrow as a report-back meeting on Monday was not well attended. Another was scheduled for today.

Volkswagen spokesman Raymond Hartle said the firm was optimistic that workers would report for duty tomorrow, although this was one of the two plants which rejected Numsa's proposal to suspend the strike.

Delta Motor Corporation in Port Elizabeth announced plans to recruit 400 extra workers to man a second shift in its body shop. This was planned prior to the strike, but postponed as a result of the action.

FREE

SEPTEMBER 16 TO SEPTEMBER 20

A SOUTH PUBLICATION

LIVING A LIFE OF SLAVERY

355A

Teenagers lured with promises of work and money in Cape Town

BY VICKY STARK

BROUGHT from their homes on farms, many teenage girls are being forced to work like slaves in Cape Town households.

Miss Francis Skippers, 16, of Tulbagh, sought help from the South African Domestic Workers Union (Sadwu) last week.

She described her working day:

"I would get up before 7am to clean the house. Then, the madam would take me to the shop to bead tops for Muslim people.

"At five they would take me to the supermarket where I would work till eight.

"I worked like this for three months and they haven't paid me a cent," said Miss Skippers.

Her nightmare started when a woman from Rylands arrived at the farm she lived on.

"She asked my sister if she knew anybody who would work for her in Cape Town. I didn't want to go at first. I told my sister I wasn't ready to work in the city," Miss Skippers said.

"But the woman promised she would take good care of me. So I went with her."

She shared a bedroom with her employer's daughter and another domestic worker.

"We were lucky. Three boys from the farm had to sleep on the kitchen floor," she said.

"We had to wash outside in the cold every morning. If I got a chance, I could wash inside on a Sunday."

Her weekends were spent working at the shop, the take-aways and the supermarket.

"On Sundays we were also allowed to take chocolates and chips from the shop. But they wrote it up because they planned to deduct it from our salaries," she said.

"I'm so scared, I don't know how much I owe them."



WAITING TO BE PAID: Susanne Bronn, 16 who ran away from her employer *Photo: Roger Sedres*

Sadwu official, Mrs Shahieda Wagied, said Miss Skippers could not possibly owe more than she should have earned in three months.

"While there is no legal minimum wage, we recommend that domestic workers are paid R600 a month," Mrs Wagied said.

"Francis has worked more that 46 hours a week. They owe her overtime too."

Mrs Wagied said Sadwu would like the government to change the Labour Act which says people over the age of 15 are employable.

"We think these children should be encouraged to stay in

FREE

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"I'm so scared, I don't know how much I owe them."

Sadwu official, Mrs Shahieda Wagied, said Miss Skippers could not possibly owe more than she should have earned in three months.

"While there is no legal minimum wage, we recommend that domestic workers are paid R600 a month," Mrs Wagied said.

"Francis has worked more that 46 hours a week. They owe her overtime too."

Mrs Wagied said Sadwu would like the government to change the Labour Act which says people over the age of 15 are employable.

"We think these children should be encouraged to stay in



WAITING TO BE PAID: Susanne Bronn, 16 who ran away from her employer Photo: Roger Sedres

C. Press
4/9/94

PAY MORE, GET MORE!



WE ARE THE PEOPLE . . . Some see this as a "threat to the economy". But South Africa's extreme level of income inequality is in fact an obstacle to economic growth.

Profits won't come cheap in RDP

4/9/94 CPrs

(355)

The RDP is fine – as long as it does not interfere with business, some business people say. But business, labour and the RDP can't be separated – and the apartheid years have proven that cheap labour is no engine for economic growth, Cosatu publicity officer NEIL COLEMAN says in an address delivered to the Institute of Certified Mechanical and Electrical Engineers this week. Here are some edited excerpts.



SOME business people say the RDP is fine outside of business, insofar as it addresses the delivery of basic services denied to people under apartheid. Apart from stabilising society, it will also increase demand for their products. But the RDP should not interfere with business itself. This view is tantamount to quarantining the workplace from the RDP.

Some business people even argue that since the struggle for liberation "is over", the umbilical cord between the trade unions and the liberation movement can be cut. Now, they say, the "real obstacle" to economic growth should be dealt with – the trade union movement. They contend that the main factors preventing South Africa from becoming internationally competitive are "high wages", an over-regulated labour market, and too many strikes.

A flood of articles in the media have echoed this view: blaming workers and unions for low productivity, high unemployment, and scaring off investors.

Few could deny that South Africa's economy is under performing chronically. Apartheid's stranglehold over South Africa's most important resource – our people – is the key problem. The RDP identifies "the destruction, distortion and neglect of the human potential of our country" as having had "devastating consequences for social and economic development".

It is a little unfair to blame the victims of this underdevelopment for the resulting economic mess. In a society characterised by the most extreme levels of income inquality in the world, those at the bottom of the ladder will not be impressed by calls to produce more and earn less, while those at the top continue to ride the gravy train.

Apartheid tried for decades, and ultimately failed, to design a system of cheap labour as the engine of growth of our economy. Driving down wages is not a recipe for economic success, but rather for economic disaster, as the experience of the vast majority of "Third World" countries demonstrates.

The Asian and other experiences show that in rapidly growing economies, productivity growth does not always outstrip wage growth. In fact, higher wages have sometimes been a stimulus to raised productivity.

Refusal to address the plight of low-paid workers is unacceptable when vast resources are being ploughed into super-salaries, perks and hidden benefits for management. The National Productivity Institute estimated that total remuneration is made up of 60 percent salaries (to white-collar employees, supervisors and management), and only 40 percent wages (to blue-collar workers). In many companies, low paid workers would have to work 80 to 100 years to earn their director's annual wage.

Affirmative Action

Most companies at the moment view affirmative action (AA) as the promotion of select individuals into senior management positions. This not only causes resentment and frustration, but leaves the position which AA is supposed to address – the disadvantage and discrimination against the vast majority of workers – largely untouched.

The only way to redress this situation is to develop a bottom-up, negotiated approach.

Workplace negotiations need to take place between management and unions on a process of affirmative action. This should result in the setting up of joint affirmative action committees, with equal representation of management and workers. Resources would need to be made available, including for training, research on the problems to be addressed and full disclosure of information.

Public Works

Obviously the RDP's main focus is on the creation of sustainable jobs through economic development, particularly in our manufacturing sector. But in the short term, labour-intensive public works programmes (PWPs) will play a critical role in creating jobs, particularly for the young unemployed, training them, and putting in basic infrastructure in our rural and urban areas.

Our focus should be on broadening our technological base, rather than unnecessary use of machines in areas where good-quality, labour-intensive techniques can be as effective, as well as saving us foreign currency.

Using labour-intensive methods in PWP projects is not necessarily less effective or economical. In fact a study done by the Johannesburg City Council for their electricity department found that labour-based excavation was more economical.

Workplace Democratisation

SA will only unleash its productive potential if management is prepared to end the culture of unilateral decision-making.

The RDP states that legislation should be framed for "worker participation and decision making ... (and) worker access to company information".

NSIDE BACK PAGE

★ ★ ★ ★ ★

IES

Business Times' Salary Survey '94

- a separate supplement today

Employers denounce 40-hour week plan

ST Times 18/9/94

By Buss

By DON ROBERTSON

BUSINESS is fighting government proposals calling for a reduction in the working week to 40 hours, arguing that it will add considerably to wage bills and lead to more capital intensive production methods.

"A statutory 40-hour week would cause serious harm to our industry," says Adrian du Plessis, industrial relations adviser to the Chamber of Mines.

Gold-mine employees work an 11-shift fortnight, equivalent to between 46 hours and 48 hours a week.

Labour Minister, Tito Mboweni announced last week that the working week would be reduced from 46 to 40 hours.

Employer bodies also slammed the suggestion that hours be determined by government decree, rather than through collective bargaining agreements.

Jan Visser, head of the National Productivity Institute, says shorter hours could lead to higher employment, "which is, perhaps, the underlying message Mr Mboweni wants to convey to Cosatu".

However, if the plan is implemented, it will probably result in many companies making more use of automated production methods, he adds.

Brian Angus, executive director of the Steel Engineering Industries Federation (Seifsa), says the consequences of a shorter week would be serious in terms of costs and more overtime would have to be used to maintain production. Seifsa employees work 44 hours at present and employers have resisted attempts to cut down on time.

Sacob economist Keith Lockwood says any move in this direction would be counterproductive, although it could result in an increase in employment.

He does not believe, however, that a shorter week will have far-reaching effects as many industries are currently working close to these hours.

Large employers such as the motor industry and certain sectors of the clothing industry are currently working 40-hour weeks.

ARG 19/9/94

Female civil servants' demo

Labour Reporter

WOMEN in the public service are to hold a placard demonstration outside parliament today to demand equal rights.

The demonstration has been organised by the Public Service League.

The demonstrators will demand that married women should qualify for housing subsidies, a minimum wage of R1 500 for all civil servants and a general salary increase of 15 percent.

Stalemate in auto industry

Star 2/9/94

■ **BY JOVIAL RANTAO**
LABOUR CORRESPONDENT

Employers yesterday officially rejected the National Union of Metalworkers of South Africa's scheme to settle the five-week-old strike by 25 000 workers in the motor manufacturing industry.

In its offer, Numsa suggested that manufacturers suspend their contributions to the worker security fund (WSF), with reserves of R18 million, for 10 months, to make up the 0,5 percent which is the current difference between the employers' offer (10,5 percent) and Numsa's demand (11 percent).

Harry Gazendam, vice-chairman of the Automobile Manufacturers Employers' Organisation (Ameo), said at yesterday's meeting that his delegation had reiterated it would not convert contributions to the WSF into a wage increase. The WSF was designed to assist workers who lost their jobs.

Gazendam said Ameo had also made a proposal to Numsa for a joint restructuring of the National Bargaining Forum to "avoid the crisis we have now, in future".

He said Numsa had undertaken to come back to employers with an answer to the proposal.

In a statement, Numsa said Ameo's position had become one of principle and not cost. "They're clearly not primarily interested in resolving this dispute," the union said.

Numsa said it believed that employers were now fighting for the following:

■ The rationalisation of the market — the larger employers were trying to get rid of their smaller competitors.

■ Smashing the centralised bargaining forum (495)

■ To establish a ceiling on wage increases this year of not more than 10,5 percent.

The trade union said it would now reassess the situation at a shop stewards' council meeting to be held tomorrow. No further meetings were scheduled to resolve the wage dispute. (355)

Police salaries 'scandalous'

CT 22/9/94 (355)

Tasks to be 'more difficult'

PRETORIA. — Police salaries were scandalous and a national disgrace, President Nelson Mandela's legal adviser, Professor Fink Haysom, said here yesterday.

He told a human rights conference attended by 40 police generals and 12 attorneys-general the new constitution would affect the South African Police Service. Management would have to deal with new labour rights.

"The salaries and working conditions of the police are a national disgrace and a scandal," he said.

Prof Haysom said the new constitution would make policing more difficult.

The bill of rights would require a thorough review of police practices. Interrogation techniques and issuing search warrants, for example, would demand "rigorous adherence" to the law.

This would be essential to avoid what he called the Dirty Harry syndrome, when policemen tended to take the law into their own hands.

The police should realise they would come under closer public scrutiny from now on.

On the other hand, the new constitution would also allow the police to be more professional.

Prof Haysom said police could rest assured the government regarded safety and security as a central part of the RDP. "That is why the police force has not been cut. They are the guardians of a new human rights order."

Major-General Tienie Cronjé, head of decentralised training, said the police would be in the frontline of the constitutional relationship between the state and the individual.

This was becoming clear, for example, when granting bail, which could not be as easily refused under the bill of rights. — Sapa

Women 14% of Defence Force

By BARRY STREEK
Political Staff

ONLY 14% of the members of the South African National Defence Force (SANDF) are women — and none are generals or admirals.

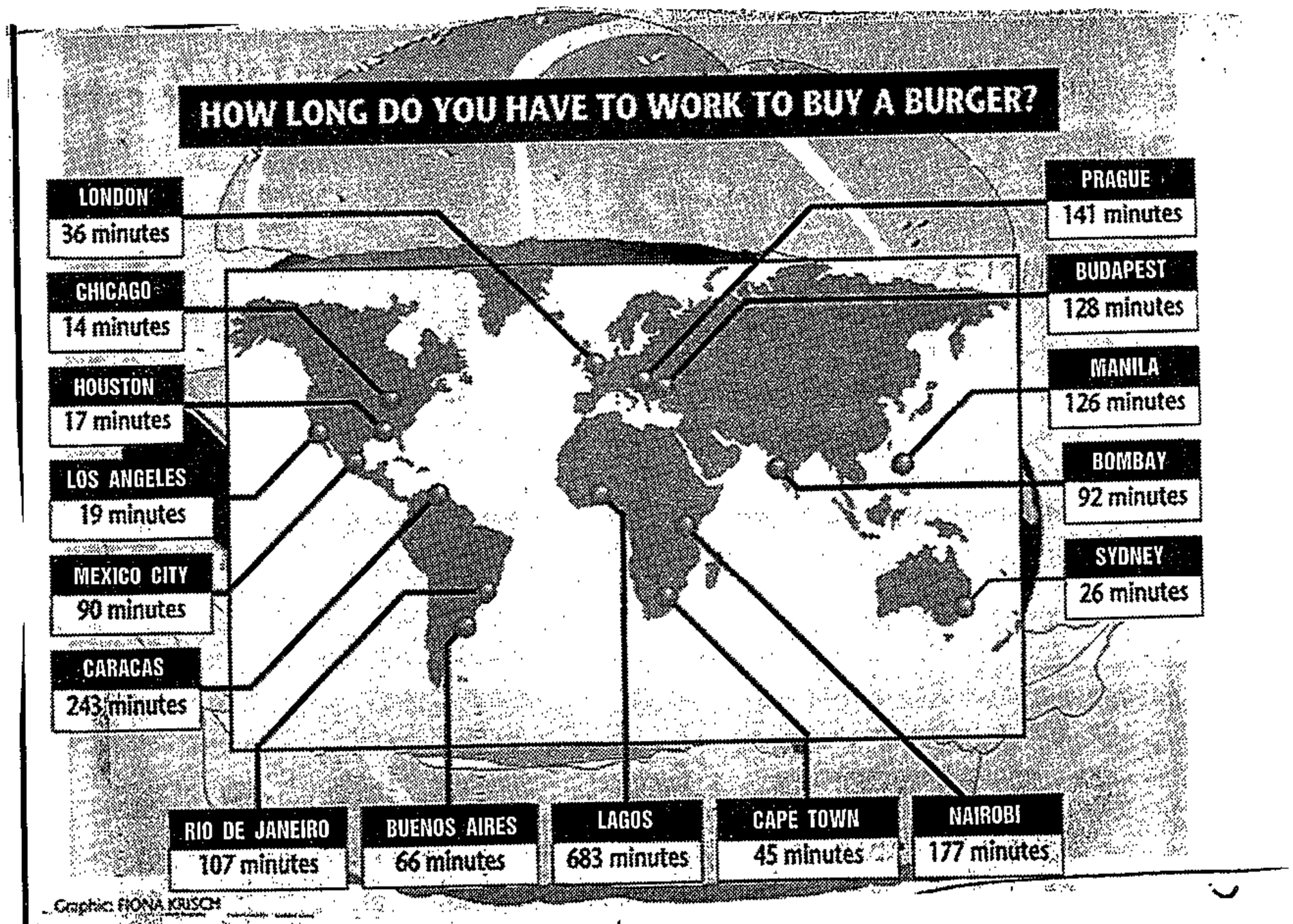
Defence Minister Mr Joe Modise said yesterday in reply to a question by Senator James Selfe (DP) the highest ranking women were two brigadiers in the army and two in the SA Medical Corps.

There were 12 colonels in the army, two in the air force, five in the medical corps and two captains in the navy. CT 24/9/94

Mr Modise said there were 2 648 women in the army, 985 in the air force, 302 in the navy and 2 387 in the SA Medical Corps, 6 322 in total.

The chairperson of the Joint Committee on Defence, Mr Tony Yengeni, said the gender issue in the force would have to be addressed.

Mr Modise said a post of Director: Personnel Utilisation and Women Rights has been created.



How SA salaries shape on the 'burger meter'

SI Times (C/Metro)

BURGERNOMICS, the study that measures the real meatiness of your pay packet, suggests the average South African has to work 45 minutes to be able to afford a hamburger and chips.

If that is hard to digest, compare it with the two days an average Nigerian must work to earn enough to pick up a Big Mac and French fries or the 14 minutes a resident of Chicago must toil before he can pop down to the local burger joint.

MacDonalds' Big Mac burger and chips — obtainable in most countries but not in South Africa — are used as a universal gauge of purchasing power.

In a new study, the Union Bank of Switzerland has measured just how far the average wage in 51 countries will stretch. (The average wage is obtained from the hourly pay of 12 professions.) (355)

Burgers are considered luxury items in Nairobi, where an employed person must work twice as long as his South African counterpart before he can tuck in. 2519194

In Western Europe, it can take between 20 and 56 minutes for the pleasure. South Africa's burger-buying power is in the same league as Athens, Helsinki and Seoul.

When it comes to bread, it is a different story. South Africans must work 10 minutes to buy a kilogram of bread — around the same time as a worker in Amsterdam, Dublin, Houston, Bahrain, Oslo, Sydney and Toronto.

Workers in Abu Dhabi, Copenhagen, London and Luxembourg are better off, but Nigerians and Venezuelans have to work almost two hours before they have enough money to buy their daily bread.

The average global citizen takes 23 minutes of work to earn a loaf.

Federation wants wage freeze in public sector

Call in mediators, Cosatu urges unions

Star 21/9/94

■ BY JOVIAL RANTAO
LABOUR CORRESPONDENT

The Congress of SA Trade Unions has urged unions involved in a wage dispute in the public sector to submit their grievances to independent mediation.

In a move to support the non-participation of the National Education, Health and Allied Workers' Union (Nehawu) in the mooted public service strike, Cosatu also called for a wage freeze in the upper echelons of the public sector.

Both Cosatu and Nehawu, however, upheld the right of other unions and staff associations to go on strike and supported the call for a R1 500 minimum wage and a 15 percent across-the-board increase.

The wage freeze, Cosatu said, would reduce the wage gap between high and low earners in the industry, while the wage increase should be implemented on a sliding scale to ensure that workers at the low end of the pay scale benefited more.

On Friday, Cosatu condemned the mooted strike action by employee organisations in the public sector, saying the action of the unions was bent on, among other things, sabotaging the implementation of the RDP.

Nehawu negotiated in the same forum with the 17 other public service unions/staff associations but distanced itself from intended strike action against the Government.

After a deadlock was declared in the public service negotiating forum on Thursday, the 17 public sector unions announced the formation of a strike committee to co-ordinate strike ballot activities around the country.

Cosatu deputy general secretary Zwelinzima Vavi said: "While they have resisted all the demands for transformation and for closing the wage gap, they have opportunistically included the R1 500 minimum wage gap to try and win public sympathy. This demand, however, has no relevance to members of the Public Service Association, Public Service League and other staff associations, whose members earn way above this."

To support his argument, Vavi made examples of directors-general who earned more than R30 000 a month while public servants at the rockface, mostly Nehawu members, earned between R140 and R800 a month.

SA women 'remain invisible'

CT 30/9/94

PRETORIA. — South Africa has made some progress in integrating women into government at national level, but women in general remain invisible at most levels in public structures.

This is according to the official 1994 government report on the status of SA women, which was released yesterday. The report is to be submitted to the 1995 Beijing conference on women.

The report said that although 26,5% of the MPs in the National Assembly were women, the fact remained the great majority of women had not been integrated into the social, political and economic spheres of society.

"The key challenge for the new government (in SA) is to ensure integration of women at all these levels," the 60-page report said. To achieve this a strong lobby had to be built inside and outside Parliament.

The report stressed that to enable women to participate effectively in society cognisance had to be taken of the obstacles women faced here.

Recent studies had confirmed that women constituted a disproportionate number of those who were unemployed, under-employed, impoverished and subject to oppressive workplace conditions. — Sapa

Employers budget for 10% salary increases

ST 3/10/94 (355)

From ERICA JANKOWITZ

JOHANNESBURG. — Employers could expect to pay salary increases next year — to July 1995 — of between 8% and 10%, depending on the industry, Hay SA consultant Keith Roxburgh said at the weekend.

Speaking on the latest Hay Compensation Report results, Roxburgh said participants in the financial sector had budgeted for a 9,7% average salary increase for the year ended July 1994, while those in the industrial/service sectors predicted an average 9,8% increase for the same period.

In the year ending July 94, participants in the financial sector had increased payrolls of 10,1% and those in the industrial/service sector by 10,7% (including annual and ad hoc increases), Roxburgh said.

There was a marked trend towards performance incentives away from hikes in base salary packages, reflected in higher total remuneration movements for the year. Industrial companies were introducing more non-guaranteed payments at executive level, Roxburgh said.

This year was the first year since 1990 that real increases had been awarded in both the financial and industrial/service sectors.

Roxburgh said staff turnover in the industrial/service sector had risen to 9,8% in 1994 from 9% last year. In the financial sector, staff turnover was still decreasing, being measured at 8,8% in 1994 from 10% in 1993. In 1990, it stood at more than 20%.

On the issue of pay differentials, Roxburgh said SA was not out of step with other countries in paying executives 4,01 times an average supervisory wage. The Netherlands paid an average 2,83 times and Italy an average 4,62 times the supervisory wage to top earners.

However, when it came to SA's lowest paid workers' incomes compared with other remuneration packages, the contrast was more stark with top executives raking in about 10,6 times these wages, middle management 4,5 times and supervisors 2,5 times the lowest wage package.

Incentives

Roxburgh predicted that in future SA would follow international trends in structuring remuneration packages with "above-the-line incentives" based on individual and organisational performance. Companies would also move away from building perks into remuneration and rather opt for a total cash package giving more flexibility to employees.

Future pay systems were likely to be organisation-specific with pay levels reflecting identified performance factors and being more dynamic in form.

Surveys would therefore have to be based on more flexible databases with output tailored to customer requirements, Roxburgh said.

IMF warning

CT 3/10/94 (355)

Higher wage demands threat to SA economy

From SIMON BARBER

WASHINGTON. — The International Monetary Fund (IMF) has stated publicly for the first time that its sees unchecked wage increases as the single greatest threat to South Africa's economic recovery and to its chances of competing internationally.

The message is delivered in the IMF's just-released 1994 annual report, which contains a summary of its board's hitherto confidential assessment of the South African economy in light of last December's Article IV consultations.

The phrase "wage restraint" is repeated like a drumbeat throughout the annual report.

The summary suggests that unless unions are willing to temper wage demands, the Reserve Bank will be hard-put to reduce interest rates from levels that not only cripple growth, but also by increasing the slice of the budget devoted to paying interest on borrowings, further limit what the government can responsibly spend on education, housing and the like.

Wage restraint is also seen as the key to raising rates of "productive investment", both foreign and domestic, and to reducing formal unemployment.

Investors, says the IMF, will stay away unless they are convinced South Africa's authorities are committed to financial stability — in other words to fighting inflation, a key component of which must be the reining in of wage demands.

The IMF's directors — representatives of the world's finance ministries — recommend the negotiation of a "social contract", under which that segment of the South African workforce which currently has wage employment, is asked to forgo pay increases in return for increased expenditures on social upliftment.

The directors are well informed on Trade and Industry Minister Mr Trevor Manuel's policies.

They favour the shift to "a more liberal, outward-looking policy on trade", which includes the reduction of protective tariffs and the introduction of mechanisms that ensure that exporters have access to inputs at world prices.

They would like to see "an effective anti-trust policy" that would further unleash healthy market forces, but they are willing to wait for the scrapping of exchange controls and the two-tier rand until "circumstances permit".

If asked to chose between the imperatives of removing the "racial discrepancies" in social spending that are apartheid's legacy and of fiscal responsibility, they would lean in the latter direction, the choice being between gratification delayed and no gratification at all.

EMPLOYERS BUDGET FOR 10% SALARY INCREASES
See PAGE 10



ANTI-CRIME CRUSADE ... Police vehicles, carrying scores of Nyanga and Crossroads children, yesterday indicated the improved relations with the community. ● Report Page 5. Picture: CLIVE SMITH

Unions' challenge to govt

CT 3/10/94

Own Correspondent

DURBAN. — Deputy President F W de Klerk warned at the weekend that while the government was faring well, it faced challenges from the union movement which had not realised its responsibilites to the nation.

While he said the National Party recognised the right to strike, the wave of demands for salaries beyond inflation — particularly in the motor manufacturing industry — threatened investor confidence.

There was a need for a negotiated economic accord — similar to the constitutional accord reached at Kempton Park — between business, labour and government to undercut labour instability and make South Africa investor-friendly.

"The unions need to become part of the economic solution."

Addressing the kwaZulu/Natal NP congress at the weekend, he said the ANC owed it to the nation to impress among unions the need for responsibility to promote economic growth and increase productivity.

He said it was the ANC's duty, rather than that of the other two parties in the coalition, to do this because the unions were members of the ANC's alliance partner, the Congress of SA Trade Unions (Cosatu).

Mr De Klerk said, during recent business trips abroad, it had been impressed on him by businessmen that the NP's continued presence in the government — in which it kept its eye on South Africa's fiscal and monetary policies — was crucial to investor confidence.

He also said the truth and reconciliation commission should not be allowed to become the instrument of any one party. He pointed out there had been no agreement on the issue at cabinet level.

It was important that the disclosure of facts should be managed confidentially so that retribution was prevented, he added.



Pay rises of 10% forecast by expert

BIDay

ERICA JANKOWITZ

EMPLOYERS could expect to pay salary increases of between 8% and 10% in the year to July 1995, depending on the industry, Hay SA consultant Keith Roxburgh said on Friday. 3/10/94

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To Page 2

Pay

BIDay 3/10/94

From Page 1

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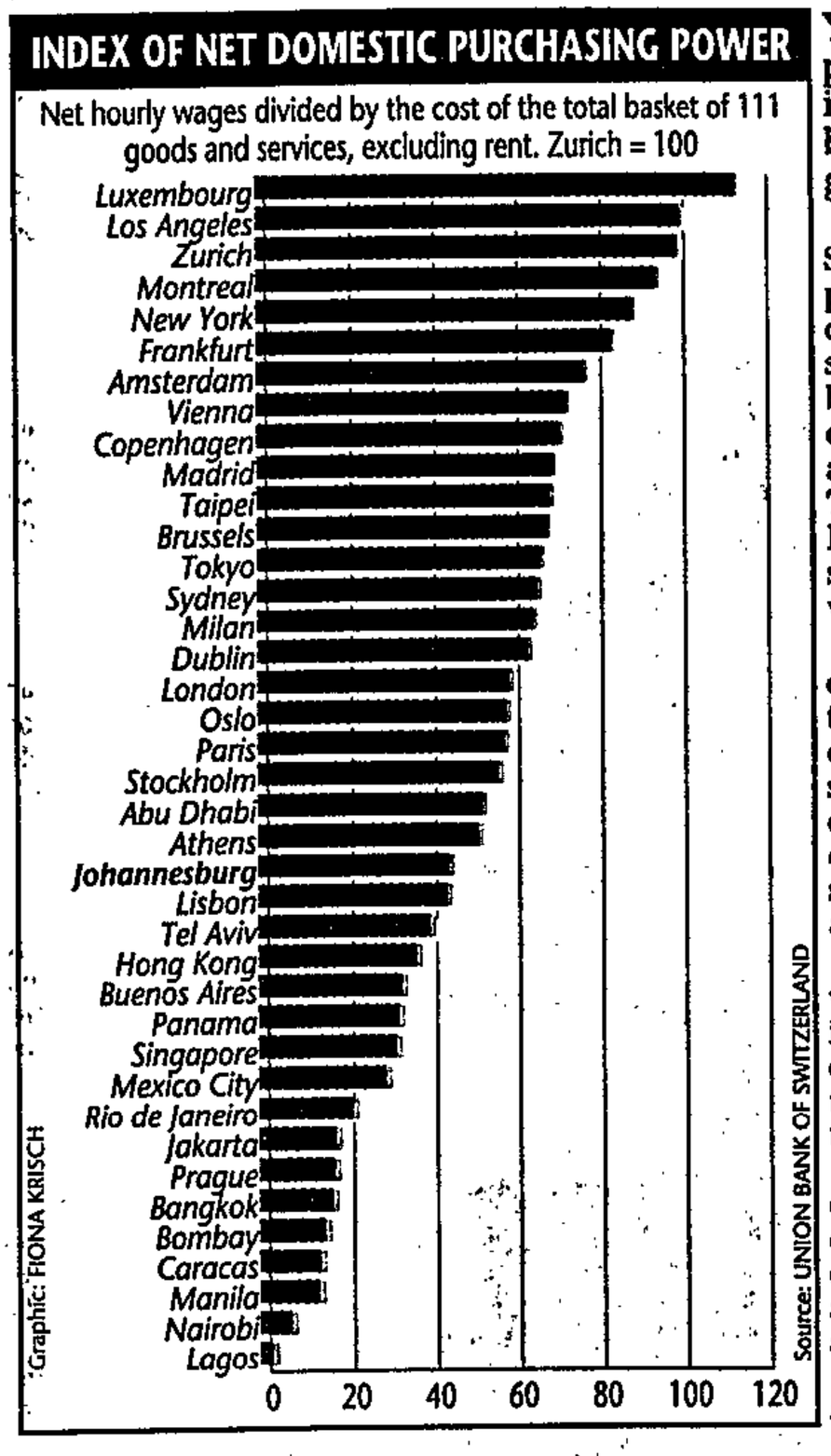
Roxburgh predicted SA would follow international trends in structuring remuneration packages with "above-the-line incentives" based on individual and organisational performance.

Companies would also move away from building perks into rumuneration and rather opt for a total cash package.

Future pay systems were likely to be organisation-specific, with pay levels reflecting identified performance factors and being more dynamic in form. Surveys would therefore have to be based on more flexible databases with output tailored to customer requirements, he said.

Bank says money goes further closer to home



YOUR pay's purchasing power in Johannesburg is half that in Luxembourg and 17 times greater than in Lagos.

So says a Union Bank of Switzerland survey on prices and earnings in 53 cities around the globe. It shows that while Johannesburg is the seventh-cheapest city for a basket of goods and services — a third of Tokyo prices — this is partly offset by the fact that salaries are a quarter of the world's top earners'.

Surveyed occupations include a primary school teacher, bus driver, car mechanic, building labourer, skilled industrial worker, department manager, bank credit clerk, secretary, saleswoman, textile worker, and electrical engineer.

Lagos residents are the worst off — while the Nigerian city is the second most expensive, wages there are the second-lowest among all the cities surveyed.

Deduction for taxes and employee social security contributions among workers surveyed accounts for about 20% of wages and salaries in the 53 cities.

Johannesburg is slightly above average at 25%. Employees in Copenhagen, Brussels, Frankfurt and Dusseldorf lose more than a third of their income in deductions.

By TERRY BETTY

The average worker in Johannesburg works 10 minutes to buy 1 kg of bread, compared to six minutes in Abu Dhabi and just under two hours in Caracas, Venezuela.

A Big Mac burger, or its equivalent, is a real luxury in Lagos where a worker toils for almost two days to afford it.

In SA you have to work 45 minutes to buy a Big Mac equivalent, compared with 14 minutes in Chicago.

The average family of three spends R3 320 a month on a basket of goods and services in Johannesburg — the seventh-cheapest on the table. This compares with R9 171 in Tokyo.

At R774 a month, Johannesburg food and beverage prices are the fifth-lowest. Tokyo is the most costly at R3 348 a month.

On a regional basis, Western Europeans pay the most for their foodstuffs, followed by the North Americans and Asians.

The most popular medium-priced Toyota Corolla will set you back R53 550 in Johannesburg, below the average of R63 152 in all the cities surveyed.

The cheapest equivalent is to be found in Caracas for R21 777, and the most costly by far in Singapore for R195 636.

The average labour cost for a 15 000km service, excluding spare parts and an oil change, is about R282 in Johannesburg. The cheapest service is available in Prague at R14.

Avoid Tokyo if following fashion is a priority. A selection of upmarket clothing that costs R1 429 in Johannesburg would set you back R17 921 in Tokyo. Even fashion centre Paris is far cheaper at R4 034.

Hong Kong is the most expensive place to rent an apartment. A furnished four-room apartment will set you back almost R50 000 in Hong Kong compared with R2 678 on average in Johannesburg.

The average rent locals pay is closer to R606 in Johannesburg and is cheapest in Prague at R142.

A fridge, sewing machine, colour TV, vacuum cleaner, hair dryer and camera would total R5 000 in Chicago, R7 100 in Johannesburg and R15 172 in Lagos.

Europe is the most expensive for public transport. A 10 km ride, or 10 stops with the bus, will cost about 54c in Bombay, Nairobi, Manila and Mexico City. The same trip will set you back R10,80 in Copenhagen and about R3 in Johannesburg.

An overnight stay for two in a hotel with two evening meals and a bottle of red house wine, a taxi ride in the city centre, car hire for half a day, cinema tickets for two, a couple of Big Macs and two public transport tickets will cost a visitor R1 285 in Johannesburg. This compares with R2 641 in Tokyo, the most expensive city.

FRANCHISE OPPORTUNITIES
MIKE'S

More wage claim pressure forecast

B/Day 18/10/94

ERICA JANKOWITZ

UPWARD pressure on wage settlement levels was likely to continue until well into the next round of negotiations, with Andrew Levy and Associates' wage settlement survey recording average wage increases of 10% for the year ending September.

Andrew Levy and Associates' researcher Renee Grawitzsky predicted settlement levels would fluctuate around this level until year-end and in many cases might push 11%.

She said this year's settlement level should be compared with an average increase of 9,75% in the second quarter of 1994. Settlement levels ranged from 6% to 23%, with the majority in the 8,5% to 11% range.

During the same period in 1993 settlements averaged 10%, well down on the 12,6% recorded in 1992, 15,3% in 1991 and 16,9% in 1990.

Industrial action in support of wage demands soared to 30% of respondents this year, compared with 10% in 1993 and 21% in 1992.

The current average minimum wage for all sectors was R1 276,46 a month, with the lowest paid workers in the agricultural sector, where the average minimum was R349 a month.

The highest paid workers were in the petroleum and rubber and tyre industries, with minimum wages of more than R2 000 a month.

Grawitzsky said the survey suggested more companies were moving towards regional or enterprise-level bargaining at which commitments were made to remove wage differentials based on regional considerations. 355

Management was also becoming more proactive in tabling counter demands and had succeeded in securing such concessions as peace obligation clauses, implementation date changes, productivity improvement agreements and flexibility on shutdown periods.

Workers demands included workplace democratisation, recognition of traditional healers, education and training, a 40-hour working week and full-time shop stewards.

Grawitzsky found there was an increasing trend to refer wage disputes to mediation. Workers had made more use of public demonstrations and picketing to draw attention to disputes in progress.

She noted employers appeared more relucatant to challenge the legality of strikes in court.

Pay clashes worry govt

BLOEMFONTEIN. — The government is concerned about the adversarial approach adopted by labour and management in recent pay talks, Labour Minister Mr Tito Mboweni said yesterday.

The government would try to remedy the situation through the speedy promulgation of new labour relations legislation and the establishment of a statutory National Development and Labour Council, he told the SA Chamber of Business' fifth annual congress.

The council, a "golden triangle" alliance between business, labour and the government, was expected to be in place before December.

In his address, Sacob president Mr Cedric Savage said management and labour had to have joint goals.

Industrial relations and the role of business in the Reconstruction and Development Programme are likely to be the focus of debate at the congress.

'Longer leave, shorter hours'

CT 18/10/94 (FB) (355)

By BARRY STREEK
Political Staff

SHORTER working hours and longer leave are among proposals the Labour Ministry will make to the National Manpower Commission early next year.

Replying yesterday to a question by Mr Douglas Gibson (DP), Labour Minister Mr Tito Mboweni said his ministry was finalising a five-year plan to place labour policy in the context of the Reconstruction and Development Programme.

He said the plan would focus on labour law reform, covering possible changes to laws affecting conditions of employment.

5-year plan for policy on labour

"I intend to propose changes to the existing Basic Conditions of Employment Act, 1983, including the number of working hours a week and longer periods of annual leave," Mr Mboweni said.

These proposals would be submitted to the National Manpower Commission or its substitute body for consideration.

Mr Mboweni said his department intended taking steps to increase productivity.

These included restructuring the education and training system, and democratising the workplace to ensure better worker participation and consultation.

Others steps were possible adjustments to collective bargaining, co-ordination of various tripartite institutions, labour market adjustments and launching a campaign for greater awareness of the need to improve productivity.

The cabinet had not yet discussed these issues, Mr Mboweni said.

Night workers are at greater risk of injury

(355)

LONDON. — Night workers are at higher risk of injury than colleagues on day shifts, a study published in the Lancet medical journal claims today.

Dr Lawrence Smith and his colleagues at the University of Sheffield also found the risk of injury on night shifts increased towards the end of the working week.

"Our study offers clear evidence that safety is reduced during night work," says the study, which is based on analysis of 4 645 injury records among 4 250 night-shift workers at a large engineering company.

More than 36% of injuries occurred at night. CT 22/10/94

The study, which also found that night-time accidents were more severe than those during the day, said the higher accident rate did not appear to be a function of lack of sleep.

It was more likely that it reflected "workers' circadian rhythms in performance capabilities and alertness", the study said.

Circadian biorhythms are a person's 24-hour body clock and affect production of the adrenal steroid hormone cortisol, which controls many vital body processes. — Sapa-Reuter

Govt's plan to curb wages

CT. 27/10/94

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By ANTHONY JOHNSON
Political Correspondent

THE government is poised to announce a sweeping national "belt-tightening" exercise to curb union wage demands.

The cabinet gave its unanimous approval to the plan yesterday after a comprehensive briefing on the initiative from Finance Minister Mr Chris Liebenberg, a top government source said.

It is understood the deal will include a proposed agreement between workers and business involving wage restraint by unions in return for more democracy in the workplace.

The goal is both to limit inflation and reduce the chances of production disturbances to spur growth and make the country more attractive to foreign investors.

The determination at executive level to instil fiscal dicipline is likely to have a signficant impact on bargaining between government and public service unions — whose latest demands would cost the economy R8 billion, Parliament was informed yesterday.

All eyes will be on Public Service and Administration Minister Dr Zola Skweyiya when his budget vote is discussed in the National Assembly.

The minister faces the difficult problem of closing the gap between the lowest and highest paid civil servants, as well as integrating former state and homeland bureaucracies, where huge discrepancies in pay packages exist.

Many civil servants in the homelands awarded themselves promotion and huge pay and perks hikes shortly before the elections.

NOT FEASIBLE TO CUT EARNINGS

See PAGE 12

Government sources said it was likely a cap would be placed on the packages of many senior civil servants to allow those lower down to close the gap.

Mr Liebenberg's presentation to the cabinet focused on a programme to revamp the public sector in line with the government's commitment to fiscal discipline and affirmative action.

Cabinet secretary Professor Jakes Gerwel said: "The programme would consist of the transformation of the public sector through reprioritisation of expenditure on the one hand and the achievement of greater representativity on the other hand, as well as belt-tightening measures.

"A few details have to be finalised and a full announcement will be made before the end of the week."

Prof Gerwel said there was "unanimity" among the ANC, NP and IFP cabinet members "on such a key policy initiative".

The drive would be in line with the government's "commitment to fiscal discipline as a crucial prerequisite for the implementation of the RDP and for sustainable economic growth and prosperity".

The cabinet believed transforming the face of the public sector was important "to the success of the transition".

The cabinet also discussed the composition of the various statutory boards and councils within the jurisdiction of government departments and government ministers are to report to the cabinet on steps they had taken to reconstitute these bodies "in line with the changed political circumstances".

Public Works Minister Mr Jeff Radebe's plan to review the state procurement process, as well as the appointment of planning, construction and civil engineering consultants was also approved by the cabinet yesterday.

"It is envisaged all these measure will lead to greater representative participation in all aspects of our public life," Prof Gerwel said.

R8-bn needed to meet full wage claims

Star 27/10/90

Cape Town — Meeting employee demands in full in the current public service dispute would add R8 billion to the annual wage bill and a strike could be inevitable, a senior Government adviser said yesterday.

"One cannot guarantee that strike action will not take place . . . it is a normal part of bargaining," Paseka Ncholo, adviser to Public Service and Administration Minister Zola Skweyiya, told a parliamentary select committee. (3558)

"What is important is that when strike action does take place, we must have exhausted all means at our disposal."

Ncholo said Skweyiya had met the public service bargaining chamber twice to discuss civil service wage demands, including a minimum wage, and the talks would continue next week.

The chamber is demanding a minimum wage of R1 500 a month and an across-the-board 15 percent increase. — Reuter.

Business executives unlikely to take pay cuts

(355)

CT 1/11/94

By DAN SIMON

THEIR salaries were determined by shareholders — and there probably would not be a pay cut for them, business executives said yesterday in response to the decision by top government leaders to accept pay cuts.

One top businessman said he needed no prompting to embark on a belt-tightening exercise as he was forced to slash directors' increases because of the effects of strike action.

Pick & Pay chairman Mr Raymond Ackermann said: "I haven't dropped the salaries of my board but I cut increases down to 5% as part of our belt-tightening exercise caused by the strike."

Pepkor executive director Mr Jimmy Fouche said: "Politicians get paid from public funds but the private sector's remuneration is dictated by shareholders and the market.

Important signal

"People who depend on public funds shouldn't be paid too much but you should offer a reasonable package to attract the right people."

Standard Bank managing director Mr Eddie Theron said the cabinet's pay-cut decision sent a very important signal to the country.

"Hopefully it will also lead to a reduction in parliamentarians. Are 400-plus parliamentarians cost effective in producing good government?"

First National Bank managing director Mr Barry Swart said the government's call on business to take pay cuts was an "unfair request".

"At the end of the day we have big businesses to run. We don't only perform for our shareholders but for our staff and customers."

● Privatisation of state assets would lead to them being owned by economic power blocks and foreign interests, Freedom Front spokesman Mr Joseph Chiole said yesterday.

Strikers get ultimatum

Star 21/11/94

Durban — Natal-based Rainbow Chickens has issued a final ultimatum to striking workers that they accept a 10 percent wage increase and return to work or face dismissal.

Company spokesman Steve Pattinson said at the weekend the Food and Allied Workers' Union had not officially declared a strike and many operators had continued as normal.

However, others had entered into illegal strike action, and incidents of violence and intimidation had occurred and access to and from facilities had been prevented by strikers.

"Clearly, the company cannot allow this behaviour towards employees, company property and livestock to continue," he said. "We are committed to bringing about a return to work."

The company is offering a minimum wage of R1 195 a month; a 10,7 percent increase, to weekly paid employees at processing plants in Hammarsdale and Rustenburg; and R900 a month, a 10 percent increase, to employees on farms.

The union is asking for a 16 percent increase. — Sapa.

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SABC staff among 'the best paid'

Star 3/11/94

■ BY MICHAEL SPARKS

SABC employees earned R90 000 a year on average, absorbing half the corporation's annual advertising revenue of about R1 billion, according to accountant Anton Hayward.

He told an Independent Broadcasting Authority hearing in Johannesburg yesterday: "This must be one of the highest per capita remunerations in any organisation in the country."

Management comprised 30 percent of staff and took up most of the salary allocation.

In an interview, Hayward added that the salary bill of other South African service organisations was seldom higher than 20 or 30 percent.

He also said the SABC's running costs were nearly double its claimed budget of about R1,2 billion a year.

If the SABC were to pay for cross-advertising, and the costs of services and infrastructure charged to business units within the corporation, the actual operating expenditure would be around R2,3 billion a year.

Hayward was appearing on behalf of the Group of 13, which includes human rights bodies, cultural organisations and community broadcasters.

ARG 11/11/94

Figures misleading, say civil servants

(355)

Political Staff

CENTRAL Statistical Service (CSS) figures indicating civil servants got pay rises of more than 24 percent from March to June this year have been described by the Public Servants' Association (PSA) as creating a total misperception.

According to the figures the average monthly salaries of workers in central government departments and provincial administrations rose from R2 753 at the end of March to R3 437.

This represents an increase of 24,84 percent.

Salaries for employees in the public sector — including local authorities, agricultural marketing boards, public corporations and universities and technikons — rose by 17,95 percent, from R2 784 to R3 284 a month.

PSA deputy general manager Anton Louwrens yesterday said the figures were not the experience of the average civil servant.

Mr Louwrens said hundreds of millions of rands were paid in election allowances only to specific groups of employees — police force, correctional service and peace force members.

Including this in the figures created a wrong picture, he said.

UCT pay talks reach deadlock

CHARLENE CLAYTON
Weekend Argus Reporter

THE salary dispute between the UCT staff association and the University of Cape Town has resulted in a deadlock following failure by both parties to reach agreement on the conciliation board.

Management's offer of six percent across the board and a once-off bonus at the end of March of 2,4 percent for staff on the top of their salaries was rejected by 73 percent of the 300 members present at an emergency report-back meeting.

The staff association is demanding an 8,4 percent salary increase.

"We believe we have been offered a highly discriminatory wage increase," said Mark Ramsden, president of the staff association, which represents about 1 300 people (in pay-classes 4 to 12).

"It is well below the present 11 percent rate of inflation and the gap between the salaries of the academic and that of the support staff has been widening steadily over the past ten years.

"In 1982 a lecturer earned R1 847 a month and his non-academic counterpart, a chief technical officer, earned R1 807. In 1994 the lecturer earns R7 057 and the chief technical officer R6 102.

"We acknowledge that there is a shortage of resources at university, but it must be shared out fairly and equitably.

"We are not saying that everybody should get the same increase, but why should our staff bear the brunt of problems facing the university?" he said.

In an open letter to members of the staff association, Professor Martin West, deputy vice-chancellor said the university was in extraordinarily difficult financial times.

"We have offered a basic six percent to all staff in all categories. As we have done in the past, we have made some other adjustments with what little money we had left.

"This year the key adjustment was to academic staff salaries. Last year we increased the allocation for merit awards in 1994 for staff in pay classes 4 to 12 by 25 percent."

■ Next week the staff association will ballot members about whether they wish to embark on some form of legal industrial action.

In the event of a "Yes" vote, the staff association's "working group on action" is proposing a series of short and sharp work stoppages at critical times.

Executives 'unlikely to take voluntary salary cuts'

BIDay 22/12/98

ERICA JANKOWITZ

SA executives were unlikely to accept salary cuts corresponding to those taken recently by politicians, as this would, at best, have a minimal effect on the economy, FSA-Contact remuneration consulting division head Jim Steer said recently.

Reacting to Cosatu's challenge to the private sector to follow the example set by politicians, Steer said it made little sense for executives to accept lower packages, although they might come under increasing moral pressure to do so.

The negligible effect this would have on the economy was likely to be outweighed by its detrimental effect on motivation and executives' willingness to work under the high stress levels expected of them.

"SA's top executives are paid what they are worth. FSA-Contact's work with international companies shows that top business people in SA are not paid any more than their counterparts elsewhere."

Steer pointed out the issue was the ratio of lowest to highest-paid workers within an organisation, with a perception that those at the bottom of the remuneration hierarchy were poorly paid.

To narrow the wage gap, Cosatu had suggested top earners accept lower incomes and deflect the difference to the lower echelons. However, if executives bowed to pressure and took a cut in pay, this may well have a ripple effect throughout the organisation, he warned.

There was still a shortage of skilled workers at executive level. This, together with tax levels and social, economic and political pressure, meant executives were not overpaid. (365)

"In addition, they are striving to be world players in a low productivity, labour-intensive environment often with a relatively militant labour force."

On the other hand, growing momentum towards executive pay disclosure was likely to make companies more cautious in setting pay levels for their top layers of management, Steer predicted.

Companies pay up to avoid strikes

Star 25/11/94

■ BY HELEN GRANGE
LABOUR CORRESPONDENT

Companies this year settled for higher year-end wage increases than budgeted for rather than risk the cost of strikes, according to the latest wage report by Andrew Levy and Associates.

Settlements moved back up to the 10 percent mark (coinciding with a rate of inflation of 10,1 percent) despite earlier indications of single-digit increases.

The incentive in the retail sector to avoid strikes was largely attributable to the damaging Pick 'n Pay strike earlier this year, the report said.

"It is anticipated that in the year ahead, the upward pressure on wages will not abate and wage negotiations in 1995 will be extremely difficult.

"In budgeting for increases for 1995, parties should take into account the settlements achieved in the particular industry as well as related industries.

"Depending on the circumstances of the company, it should budget for 0,5 percent to 1 percent higher than settled during 1994," the report said.

It was estimated that settlement levels for 1995 would range between 9,5 and 11,5 percent.

Labour analysts have pointed out that this year's increased worker indiscipline stems largely from the vacuum of leadership since 90 senior Cosatu officials left for positions in Parliament and the civil service.

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EXECUTIVE PAY

Fm 9/12/94

No need for the confessional

The MD's package is a matter for the market to decide

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Does the argument that top executives should take a pay cut hold any water? Or is it founded on basic ignorance of how business works (and why business is different to politics)?

Those making the call for cuts include not only the trade union umbrella body, Cosatu, but also the two largest political parties, the ANC and the NP. The politicians have pointed to the President and his two deputies agreeing to 20% reductions in their gross salaries and to Cabinet Ministers and provincial premiers giving up 10%. Senior executives, they say, should join them in a symbolic act of belt-tightening.

Cosatu wants much more than symbolism. Paring away at executive and managerial salaries is seen as part of a morally legitimate process whereby unskilled workers are paid "respectable" minimum wages and "obscene wage gaps" in the private sector are closed.

The response from business to the suggestion was predictable — and justified. In a statement issued through umbrella body Business SA, the idea was turned down flat. Says Keith Lockwood, economist at the SA Chamber of Business: "The call indicates a fundamental misunderstanding of the whole basis of business and the way it operates." Adds Michael McDonald, economist at the Steel and Engineering Federation of SA (Seifsa): "Business is not a democracy. If you treat business like government, then business will be as inefficient as government."

What seems to elude politicians and trade unionists is that, unlike them, entrepreneurs and those they employ have to survive in a commercial jungle. Above all, entrepreneurs are paid to take risks. Meeting market demand better than competitors do is what it's all about — and the market is increasingly tough and international.

As a result, bidding for the services of people who can deliver the goods — whether as CEOs, technical specialists or managers — has become increasingly keen. Headhunter Johan Redelinghuys believes that SA has suffered a substantial net loss of management talent over the years. Hundreds of young but experienced executives decided that the balance of challenge and reward in SA, to say nothing of increasingly unstable social and political conditions, made emigration a wise choice.

At the other end of the employment spectrum, unskilled workers, as SA's trade barriers are steadily lowered, will have to face the harsh truth that if the cost of employing them makes the goods they produce internationally uncompetitive, their jobs will disappear. Employers have always known that "respectability" has nothing to do with wage levels — or, indeed, with any aspect of commercial life. Affordability is what it's about. That is why the real level of average wages for unskilled workers follows pretty closely the general boardroom view of immediate business prospects.

Something else that trade unionists and socialists in general seem perversely unable to understand is that wealth creation is driven by economic motivation. Take away — or substantially reduce — the possibility of material reward, and watch the economy shrivel. This applies not only to CEOs but to all levels of the skills hierarchy.

People seek to become artisans, accountants or production engineers because they believe, accurately enough, that such jobs offer better rewards. And so it should be.



Woodburn

Cosatu, however, wants to undermine that truth, even on the factory shopfloor. The wage gap between unskilled workers and artisans is unacceptably wide, it has declared, with the negotiated minimum wage for unskilled workers at about 45% of the minimum paid to artisans.

In fact, the gap between wages actually paid is wider than that — and so the situation is even worse from Cosatu's point of view. Artisans are in short supply and are generally paid more than the negotiated minimum — but there is no shortage of unskilled labour. As a result the average worker's wage is around 30% of the average artisan's wage.

This should not be alarming. It is the law of demand and supply in operation; it is not morally good or bad. Trying to enforce artificially inflated wages would be a recipe for economic distortion.

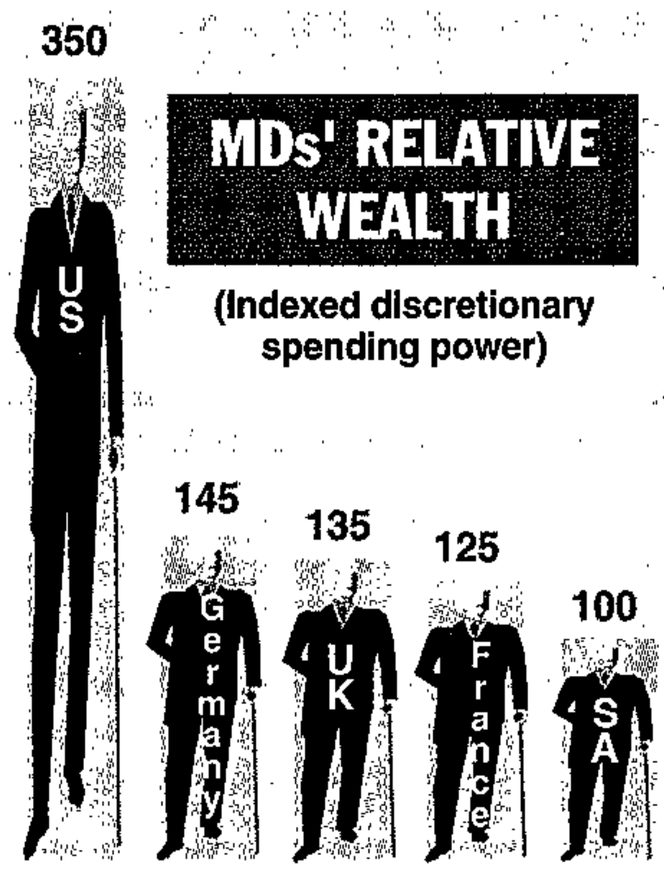
In any case, the economy badly needs skilled workers. The lower the wage differential between artisan and unskilled, the less incentive there will be for an unskilled worker to improve himself — and the economy will suffer accordingly.

The Nationalist government, of course, spent decades denying the virtues of open competition and freedom of opportunity. The consequent economic underperformance impoverished everyone. PE Corporate Services (PECS) has calculated that in 1979 the CE of a small to medium-sized manufacturing company (turnover R50m in today's money) spent less than half his after-tax income on basic living costs, but is spending well over half today. In other words, he has sustained a pay cut over the past 15 years.

Not surprisingly, that CE's lot (to say nothing of those heading larger companies) has also been declining in comparison with his foreign counterparts. PECS has marshalled figures that show that once the CE has paid income tax and other State deductions and met basic living costs, the local (let alone international) purchasing power of what he has left compares badly with that of his British, French, German and American counterparts (see graphic).

Six months ago, says PECS MD Martin Westcott, the hypothetical CE was not quite so badly off. The explanation is that in SA — as in the US, Britain and elsewhere — an increasing number of CEs are deriving part of their total remuneration from performance bonuses. But where foreign executives are now operating in boom conditions, SA is still struggling to achieve even 2% annual economic growth.

None of this, however, prevents rising blood pressure among trade unionists when they read that the CE of a major SA quoted



company could (according to Trevor Woodburn, MD of executive search company Woodburn Mann) be receiving a salary of up to R1m a year, plus perks that might be worth another R500 000 — and share options on top of all that. Place that alongside average minimum wages paid by companies — they range between R1 000 and R2 000 a month, depending on the sector (according to industrial relations consultancy Andrew Levy & Associates) and the disparity upsets some people. Journalist and former editor Allister Sparks is unhappy that some editors are — or so he claims — earning R40 000 a month. Placed against the wage paid to those who bring them tea, that may indeed seem "obscene." Sparks clearly thinks it is too much when compared with the R3 000-R4 000 paid to some reporters. But again, if an editor is getting 10 times more money than his average reporter, that is simply a reflection of supply and demand.


Wilkinson

It seems to have become conventional wisdom that big income differences are inherently a bad thing. If so, the conventional wisdom must be challenged. For if we ditch market principles as a means of setting remuneration packages, what could be put in their place? A government or trade union committee of comparative salary setters?

How could such a committee — any committee — come close to estimating accurately the talents and stamina required of a successful CE? "Remember," says Woodburn, "that a shopfloor worker can screw up a couple of items if he makes a bad decision. If the MD does that, he can cost the company its life." And the chances of poor decisions being made by SA executives is greater than elsewhere, Woodburn argues, that because they have fewer immediate lieutenants they therefore, work under much greater stress than their overseas counterparts. In short, they endure greater risk — and, therefore, deserve greater reward.

Nor could a committee of unionists and civil servants begin to put a price on vision, that elusive but vital quality that distinguishes leaders from managers. Nor could it build into the equation the fact that a CE doesn't get three written warnings from his board when profits continually fail to meet expectations — he just gets fired.

Some labour consultants believe Cosatu's demand for a tighter wage structure is at least partly motivated by a desire to know what the various jobs in a company hierarchy are worth. That is not idle curiosity, says labour expert Duncan Innes, but part of a quest by union representatives for the power that information provides when it comes to wage and other negotiations.

Unionists would like to know as much about a company as the MD does, including what he is paid.

This is why, says Seifsa executive director Brian Angus, unionists have tried for some years to write a general clause into the steel and engineering industry's annually negotiated main agreement concerning information disclosure at plant level. This has been resisted, he reveals, because the terms of the demand were too general; employers are prepared to reveal only information that is directly relevant to specific matters, such as productivity bargaining.


Innes

Trade unionists are unlikely to back off. It is not only more information they are demanding, but more participation in areas traditionally the preserve of management. For example, says Angus, the National Union of Metalworkers (Numsa) has been asking for the right — described in what it calls a code against unfair employment practices — to share in decisions over who gets taken on at artisan and labourer level in individual factories. Seifsa, not surprisingly, has not agreed to that; it would mean an abrogation of managerial responsibility.

Innes paints a scenario he thinks trade unions may well aspire to, in which they know everyone's salary, the detailed financial state of the company and its future plans. Numsa has also indicated, he says, that it is looking to the day when workers will have a say in who is appointed to manage them. "And is it not inevitable," he asks, "that once you, as a worker representative, know how much executives and managers are earning, you demand they start making personal contributions to the RDP?"


Redelinghuys

He may be overpainting the picture, but clearly the demand that senior executives take a voluntary pay cut not only flies in the face of economic commonsense; it risks setting in motion a dangerous process of information disclosure and potential abuse of that information. It is one thing for the President and other government figures to announce they will sacrifice 20% of their salaries; everyone knows what that amounts to — and has a right to know because those salaries come out of the public purse.

It is an altogether different matter for private sector salaries to be made public. The Cadbury Code of Best Practice, published two years ago in Britain — where rapidly raised top-executive salaries were beginning to produce much public distaste — tried to balance shareholder interest with the individual's right to privacy. The code recommends that the emoluments of only the chairman and the highest paid UK director need be given in individual detail, says Richard Wilkinson, executive director of SA's Institute of Directors; the remaining directors' rewards are described so broadly that no individual's privacy is impaired. This has been accepted by the London Stock Exchange, which makes adherence to the code part of its listing requirements.

Our own recently released King Report on corporate governance follows this approach (*FM* December 2). Indeed, it goes no further than recommending that executive directors' rewards be reported only for the group as a whole. Salaries, fees, benefits, bonuses and share options should (like those of non-executive directors) be separately quantified — but not for each individual.

In the end, the facts are simple. This country's CEs have in reality been taking pay cuts for several years, just as workers' real wages have been rising. And CEs' earnings are by no means "obscene" when considered in relation to wage gaps elsewhere in the world. The trouble is that unionists tend to be very selective in their comparisons.

The problem in this country is not so much the high salaries paid to Cabinet Ministers and public servants — though these are detemined arbitrarily — but the fact that there are simply too many people drawing these salaries. In short, there is too much government and not enough private sector.

And if the people needed to run the private sector are in short supply, companies will have to fork out to get them. Otherwise, the talent will go elsewhere, to other companies or other countries. This is not a moral issue; it is a fact of life — and executives need feel no guilt about it. ■

Cosatu to oppose privatisation, tariff reductions and wage freeze

BD 14/12/94

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PROPOSALS for privatisation, tariff reductions, a wage freeze and cuts in social spending would spell the failure of the reconstruction and development programme (RDP), Cosatu general secretary Sam Shilowa warned yesterday.

Although Cosatu was prepared to debate any policy proposal intended to resolve SA's economic problems, the federation believed this "unsolicited advice" was tied to conditions set by international trade and finance institutions dominated by advanced countries. "Cosatu opposes the growing phenomenon of these unelected and unaccountable institutions undermining the sovereignty of democratic states by imposing policies which directly contradict the programmes of those societies."

The union federation wanted a new democratic platform for world trade and financial relations which recognised the social priorities of member states rather than financial and trade interests of developed countries. It would lobby international trade union movements and government to propose this at the UN social summit meeting in Denmark in March.

ERICA JANKOWITZ

The union federation would also vigorously oppose privatisation which, it said, would have an adverse effect on the RDP. Subjecting parastatals to the laws of profit would hamper uplifting the poor, as would unplanned trade liberalisation.

"The push by some elements in government to implement tariffs even lower than the rates set out in GATT, without consultation, will be resisted by Cosatu."

Shilowa said Cosatu would be involved in drawing up the Budget to ensure resources were channelled away from supporting bureaucracy to service delivery. "We will be monitoring the extent to which government implements zero-based budgeting — advanced in the RDP White Paper — which requires all line departments to justify their budgets from scratch in line with RDP objectives."

Cosatu would also push for the restructuring of the tax system to move towards a progressive and fair scheme which shifted the burden from the poor and encouraged productive investment. Parastatals and semi-autonomous state institutions would be scrutinised as all state-funded bodies should be fully accountable and democratically run. The Reserve Bank would have to prove its monetary policies were based on political choices which would not undermine the RDP.

The private sector should invest profits in productive local initiatives, not "in an orgy of speculation" abroad, so as not to squander the benefits of an economic upswing. "When international and local investment picks up, tangible results must be seen in terms of jobs created, people trained and technological development."

● See Page 11

'Veil may be lifted on executive pay'

(355) BD 15/12/94

THE veil of secrecy surrounding the pay packets of SA public company executives is likely to be lifted next year — either voluntarily by the executives, or through legislation, according to management consultant Jim Steer of FSA-Contact.

Steer said recommendations in the recently released King committee report regarding executive pay disclosure were likely to come into effect.

The committee proposed that executive pay disclosure become a voluntary code of practice for listed companies.

"The issue now is the word 'voluntary'. It is highly unlikely that public companies will be allowed to side-step the major thrust in SA towards increased transparency and accountability in government and the public service," Steer said.

"As a result, government is likely to be unable — or unwilling — to withstand sociopolitical pressures for the disclosure of what was previously regarded as strictly confidential information." — Sapa.

Govt proposes salary plan

DAVID GREYBE

CAPE TOWN — Deputy Presidents Thabo Mbeki and FW de Klerk yesterday told public service unions threatening a national strike over wages government was prepared to reconsider its salary offer.

However, they made it clear to a top-level delegation representing all 18 public service unions that the state did not have the money to meet the unions' wage demands, which would cost at least R8bn.

Mbeki and De Klerk, impressing upon the union delegation that a public service strike would damage growing confidence in the economy, proposed that government and the unions jointly work out a three-year salary plan for the public service.

Delegates at the Pretoria meeting agreed to establish a joint working group to seek ways to break the stalemate. Public Service Minister Zola Skweyiya was also at the talks. BD 15/12/94

The working group, set up under the auspices of the Public Service Commission and Skweyiya's office, would establish task teams to start work next month. The teams would also examine other disputed public service issues. 336 335

Public Servants' Association (PSA) GM Casper van Rensburg said he had been impressed by the sincerity displayed by Mbeki and De Klerk. However, it was premature for the PSA to withdraw its strike threat. The PSA would continue strike balloting in non-essential services and seek arbitration on wages in essential services.

"We want to see whether the task teams reach consensus on anything before we reconsider our position."

The task teams would have to look at the overall renumeration situation in the public service. His biggest concern was that they would get bogged down.

The PSA insisted that the task teams answer to the central chamber of the Public Service Bargaining Council, he said.

A government source said the lack of a common position among the unions was expected to complicate the teams' work.