Hairdressers win their battle for wage increases

([illegible]/349)

Labour Reporter Cp. Times 22/6/89

INCREASES of up to 100 percent on minimum wages have been awarded to hairdressing staff in the Cape Town region.

Employer proposals that January 2 and Easter Saturday become working days for the trade have been turned down.

These were the main results of an arbitration by Independent Mediation Services of South Africa after employers and the Hairdressers' Industrial Union deadlocked at negotiations to renew the main industrial council agreement.

The new agreement will run for two years, instead of three, with no provision for wage escalation.

In terms of the award, the minimum wage for unqualified hairdressers will rise to R470 a month from R330, qualified hairdressers go to R600 (R342), general assistants to R350 (R156) and receptionists from R300 to R500.

Salaries for other categories of employees, including apprentices, have also been increased.

Arbiter to settle dispute

349

E. Post 18/8/84

Post Reporter

VOLKSWAGEN and the National Automobile and Allied Workers' Union (Naawu) agreed to refer their dispute over a shop-floor altercation to arbitration at a meeting of the Industrial Council yesterday.

Naawu's national secretary, Mr Freddie Sauls, said this was the quickest way of finalising the case which had already gone on too long.

During his period of suspension the affected employee would be on full pay, he said.

"The union is adamant that it has at all costs to defend a member who, in the opinion of members in his area, seems to have been unjustly treated by management," he said.

It is not clear when the dispute is likely to be brought before an arbitrator.

Motor union plans action against six companies

349 Star 14/2/84

Pretoria Correspondent

The United African Motor and Allied Workers' Union (UAMAWU) intends taking five companies to arbitration for alleged unfair labour practices.

Mr Peter Mohlaka, organiser of the union, named the companies as Mini Bus (Pty), Rand Rubber Products (Pty), Auto Industrial (Pty), Easy Beat Spray and Panelbeaters (Pty), and Universal Bushes (Pty).

This brings to six the number of companies against which the union intends taking action.

Last weekend it announced at a public meeting at Soshanguve that it wanted to take action against Nissan Motor Corporation for the manner in which it retrenched 700 workers.

Mr Mohlaka alleged that Mini Bus failed to adhere to the ruling of the previous Industrial Court sitting.

"They failed to pay the retrenched workers as laid down by the court,' he said.

Mr J A Walters, manager of Mini Bus, said he was not not aware of the impending action. "As far as we are concerned the matter has been settled amicably and all the terms of court action had been met."

Seifsa hammers out new union bargaining deal

bom 349

14/9/81

By STEVEN FRIEDMAN

THE giant Steel and Engineering Industries Federation, whose members employ about half-a-million workers, is finalising major changes to its labour policy in an attempt to meet the demands of black unions which have rejected the official bargaining system.

Seifsa has been the staunchest and most important supporter of official industrial councils, and negotiates on the country's biggest council.

However, informed sources say influential Seifsa employers, although they continue to favour industrial councils, also support a "decentralisation" of bargaining with representative unions, as well as some form of direct negotiation with unions on the factory floor.

They add that this would imply important adaptations to the metal industries' industrial council, which some employers and unions believe has become too unwieldy and removed from grassroots workers.

These sources say the changes in Seifsa policy follow a hotly-debated rethink in the federation on labour relations issues.

Criticism

Seifsa's review comes as industrial councils are subjected to mounting criticism from unions demandin[illegible]

Unwieldy

A major metal employer who favours the council system has told the Rand Daily Mail the council will have to be "decentralised" to allow for smaller bargaining entities.

"The council is just too large and unwieldy. Decentralising it would allow greater worker participation," he said.

A change in its policy could have far-reaching implications for labour relations in other industries.

Seifsa's director, Mr Sam van Coller, confirmed yesterday Seifsa was rethinking its labour guidelines, published in 1979, which rejected any negotiation outside the existing industrial council system.

He declined to disclose details of the proposals. "We will make our stand public at the appropriate time," he said.

But on Monday Seifsa's president, Mr Leslie Boyd, while strongly supporting the industrial council system, added that there was a need for adaptation to enable black unions to take part in it "with the support of their members".

[illegible] he favoured retaining the industrial council "as an umbrella".

But he added: "We would like to see decentralised bargaining under that umbrella — bargaining in much smaller units.

"It is quite possible for councils to provide for 'house agreements' in which unions can bargain issues with individual employers. We would support such a system."

Industry sources say the proposals will be discussed with unions on the council and those off it before the new policy is finalised.

Registered unions on the council are known to favour the industrial council system strongly.

22. Interview with Mr S[illegible] & Sells.

23. FASB 34: Op. cit.,

t Cost", December

ng Developments : [illegible]nuary 1980, page 13.

n Acc[illegible] Execu[illegible]

Cost", The National

31. FASB DM: Op. cit.

32. Ibid, paragraph 62

33. Ibid, paragraph 6[illegible]

Press salaries 'low' — arbitrator

STAR 15/5/80 347 ~~157~~ ~~243~~

Journalist salaries are low and newsmen have difficulty in maintaining a good standard of living, according to the arbitrator in a pay dispute between English-language newspaper journalists and their employers.

Mr Arthur Chaskalson SC made this comment yesterday when he awarded what the journalists said were increases substantially higher than those offered by employers.

A spokesman for the Southern African Society of Journalists (SASJ), said preliminary estimates showed that the difference between the award and the minimum pay offer made by employers was at least [illegible]0 000 a year.

Mr Chaskalson ruled that January 1980 [illegible] of editorial employees who had remained with the same newspaper throughout 1979 should be at least 10 percent higher than their January 1979 salaries.

He also ruled that total salary bills payable to these staff should be at least 14 percent higher than those in January last year. The extra four percent will be distributed at the discretion of editors.

Mr Chaskalson said it [illegible] to him that there had been a lack of communication between the SASJ and employers.

He recommended that machinery should be set up to ensure the collection of relevant statistics and that if arbitration was resorted to again it should take place within the terms of the Arbitration Act.

Council may arbitrate on 'unfairly sacked' men

Star 31.1.80

349

By Elizabeth Wilson

The case of 11 black workers who claim they were unfairly dismissed from an engineering company in Ophirton is to be taken to the Industrial Council.

The workers say they approached Mr L Fry of Stratford Engineering on Friday asking for an increase in wages.

They told him they were not receiving the same pay as others doing the same jobs. They claimed they were seeking a standard rate for the job.

The man said their request was refused, and they were told there were "better people" to do the job. They allege that they were then ordered to bring their reference books "so that we could be paid off."

A spokesman for the eleven, Mr Anthony Zuma, who has worked for the company for 11 years told The Star: "Many of the men did not have their reference books with them. They understood they were to go home and fetch them since they believed they had been dismissed as of that time."

Mr Zuma said the workers returned to the firm on Monday with their books.

"When we arrived we found there were already black women doing our jobs," he said.

Mr Fry, manager of the Santon section of Stratford Engineering, said he had "dealt fairly" with the workers.

INCREASE

He confirmed that a group of workers had approached him on Friday asking why one man had received an increase and not the others.

He claims he told them that increases were due in March and they would have to wait until then.

"I explained that I was trying to move people individually towards a R60 a week level," claimed Mr Fry.

He said he left the group discussing the matter. When he returned from lunch there were "no black workers on the property."

He "took this as a walkout." He discussed the matter with the managing director of the company, Mr E J Stratford, and enquiries were made about women workers as replacements.

AGENDA FOR TH ... O BE HELD ON
WEDNESDAY ... 7 AT THE
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1. CALL TO ORDI
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4. ACCEPTANCE O
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    10.2. Nation
11. VICE PRESIDEN ... EPORT
12. EXTENSIONS
13. NEWLANDS NEWS
14. AWARDS
15. CORRESPONDENCE
16. GENERAL
17. CLOSURE AND NEXT MEETING

Star 17/10/77.

Row in Escom over pay

Labour Reporter

Trade unions in the electricity supply industry have demanded further negotiations with the Electricity Supply Commission over "unsatisfactory" pay increases.

If the demand is refused, the unions are expected to take the dispute to arbitration next month.

It is understood that Escom granted increases of up to R20 a month, but some operators at older power stations got no increase.

After representations from the unions, those who got no increase were given an extra R5 a month.

Union sources say, however, that the entire package and the R5 increases are unacceptable to their members.

A strike is out of the question because Escom is an essential industry, but the unions can call for arbitration in an effort to obtain acceptable pay increases.

Govt's 1978/79 Budget plans

800 000 workers may get rise

342

6/9/77

Mercury Correspondent

PRETORIA — Government plans to reflate the country's ailing economy are expected to include increases in the 1978-79 Budget for the 800 000 Black and White workers in the public sector.

Increases — 10 percent all round — were last granted in July, 1976, to State and Provincial Department workers and workers in the Post Office and Railways.

Railway and Post Office staff associations claim they are running 30 percent behind the consumer price index and that their members have had to make painful adjustments in their living standards.

Staff association leaders say lowering of standards is an ongoing process because of inflation, currently running at near 12 percent.

The general manager of Railways, Mr. Kobus Loubser, has conceded that Railway employees are having a wage backlog of 2 percent.

Government financial sources in Pretoria point out that a 10 percent increase for the public sector would inject a useful stimulatory R250 million into the economy.

In Durban last week, the Minister of Finance, Senator Horwood, said the economy must be given a boost "out of the recession to attract foreign capital and confidence."

Economists spoken to yesterday said if the economic pace was to be speeded up, putting more purchasing power into the hands of consumers was a basic ingredient of any reflation package.

On September 14 — the executive of the 22 000-strong Artisan Staff Association is to submit a demand for 17 percent rises to the Minister of Transport, Mr. Louwrens Muller.

The demand is certain to be rejected and a decision to take the Minister to arbitration is likely unless he gives an assurance that rises are to be granted early next year.

Increases, it is pointed out, could not be granted the Asa in isolation. They would have to be extended to all other workers in the public sector.

SHOPWORKERS' WAGES

[illegible] F.M. 17/12/76

[illegible] rates are notoriously badly paid. According to the Department of Statistics, mid-year take home pay for Africans in the retail trade was R70 a month and in the wholesale trade R84. As there is no industrial council in this sector, the three unions rely heavily on the Wage Board to push up minimum rates.

The last Wage Determination was as long ago as October 1973. The unions, representing 14 000 workers of all races, asked for a 42,8% increase for workers not required by the anti-inflation manifesto to absorb cost of living rises, and a 39,5% increase for higher paid workers. These proposals were based on the expectation that the new minima would become effective in October.

Shopworkers' Ray Altman . . . defending the lower-paid

The unions point out that "in so far as the prescribed minimum rates of pay are concerned, the vast majority of employees in the commercial distributive trade are exempt from having to make any financial sacrifices in terms of the anti-inflation programme, because they fall into the below-R250-a-month group".

The Board's proposed new minima of R89.70 a month for male and R71,72 for female labourers in the main metropolitan areas are 42,7% higher than the old minima. The unions say this rise would just compensate for the 41,67% increase in the CPI between October 1973 and October 1976 — if it could have been implemented two months ago, as they had earlier anticipated.

But, with an unexpected delay in their publication, the unions do not expect the Board's recommendations to come into effect as a new Wage Determination until around April next year, by which time the CPI is likely to have risen another 6% or so. The net result is that the proposed new minimum for labourers does not compensate for CPI rises.

"One cannot escape the impression," say the unions, "that the Board has applied the principle of financial sacrifice (under the anti-inflation programme) to even the lowly-paid labourers. This is manifestly unfair. The Board's recommendations will have the effect of perpetuating the low-wage pattern in the commercial distributive trade."

The percentage increases proposed by the Board in other job categories are lower than for labourers. A shop assistant will start on R106, rising to R138 after four years' experience.

The unions are debating whether to lodge objections to the Board's recommendations. Wage Board chairman Izak Claassens tells the *FM* he thinks the proposed new rates are "quite reasonable and fair".

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Pay rise call for workers

NM 3/3/76

Mercury Correspondent

PRETORIA — The Wage Board has been asked to raise the minimum earnings of 60 000 shop workers in the major urban areas by more than 30 percent, it was learnt in Pretoria yesterday.

Early last month the Minister of Labour instructed the Wage Board to investigate wages in the commercial distributive trade, after repeated appeals by the National Union of Distributive Workers for a review.

The last increase was granted in November, 1973.

The demand for increases comes from the NUDW, representing Whites, the National Union of Commercial and Allied Workers, representing Coloureds and Asians, and the Commercial and Allied Union of South Africa, representing Africans.

The regional secretary of the NUDW in the Transvaal, Mr. Morris Kagan, said yesterday the joint memo from the union supporting substantial increases would be submitted to the Board before the end of the week.

He said there was irrefutable evidence that the sharp increases in the prices of all commodities, particularly essential commodities and food, since November, 1973, had caused great financial hardship among all races.

Mr. Kagan said in their proposals to the Wage Board the unions had taken fully into account the Government's request for wage restraints in terms of the anti-inflation programmes.

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2 216

All-race pay hikes for hotel trade

Cape Times Chief Reporter 10/9/75

SUBSTANTIAL increases in minimum wage-levels for the catering trade, announced this week by the Wage Board, have been welcomed as reflecting a new approach, and as providing a new deal for workers in the hotel and allied industries.

Minimum wages for workers in the catering trade in specified areas of the Republic — including the Cape Peninsula — have in some areas gone up 100 per cent, with no differentiation between the races.

Leading hoteli rs said yesterday that many were already paying well above the nev minimum and that they did not foresee the new wage determination having any effect on hotel tariffs and on food and liquor prices.

Mr G Munsook, secretary of the Hotel, Bar and Catering Trade Union, said: "This is something we have been battling for over the years, and it now puts us on a par with other industries.

"With our new provident agreement, the wage determination amounts to a complete new deal for the catering trade, which will now become a profession and which will attract the type of person required if we are to exploit the tourist potential of our hotel industry.

"More and more South Africa is going to have to draw on its own resources for hotel staff, and with the encouragement we are now being given, people other than Whites will have a chance to achieve executive status in the industry."

Mr Munsook said there would have to be a complete removal of the colour bar in the hotel business if it was to reach its full potential.

Examples of minimum-wage increases gazetted are: Clerk, from R18 to R36; cook, counter-hand, R12 to R22,30; waiters, R11,10 to R19,80; and waitresses, from R11,10 to R16,80.

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Wages up 10,5pc for council workers

(1) 262
(2) 149
(3) 328

Argus 23/9/75

The Argus Municipal Reporter

GOVERNMENT - APPOINTED arbitrators have awarded a significant 10,5 percent wages increase to almost 700 White workers in the Cape Divisional Council.

The industrial tribunal — appointed by the Minister of Labour, Mr Marais Viljoen, to settle a wages dispute between the workers' union and the Divisional Council — has rejected an approach by the employees to link annual increases to the consumer price index supplied by the Department of Statistics.

But the 10,5 percent adjustment — a fractional half percent less than the initial demand — has been back-dated to March.

This means most of the council's White employees will receive fatter wage packets this week.

The tribunal has also ruled that employees will not forfeit normal increases which might have been due above the 10,5 percent adjustment.

DISPUTE

The dispute arose early in August when the Divisional Council could not agree to wage improvements requested by the South African Association of Municipal Employees (SAAME), which represents the 700-odd White workers in the council.

SAAME wanted an 11 percent wages improvement and called for future adjustments to be linked to the cost-of-living index.

The industrial tribunal heard argument from both sides at a two-day sitting in Cape Town in the first week of August.

The dispute by-passed a conciliation board hearing and went direct to the industrial tribunal, which sat under the chairmanship of Dr F. J. Viljoen.

● Meanwhile, a second SAAME branch in the city, representing almost 4 000 White workers in the Cape Town Municipality, is still trying to reach a settlement with the City Council on wage demands of its own.

Conciliation talks failed late in July and an arbitration hearing has been set down for the first week in November.

...good enough.

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R55m pay hike for black miners

DD 17/7/78

JOHANNESBURG — Yesterday's pay increases for black mineworkers on gold and coal mines could cost the industry an extra R27 million this year and R55 million for a full year.

The Chamber of Mines announced yesterday that the minimum starting rate for underground novices would be raised by 11,32 per cent to R17,70 a week and by 18,18 per cent to R11,70 a week for surface workers. The new scale closely follows the six per cent pay increase negotiated by members of the Mineworkers' Union earlier this month and the 6,5 per cent granted to surface and technical officials last week.

Each mining house sets its own wages above the minimum level, and all workers receive free board and lodging, worth about R40 a month.

An average 10 per cent increase will raise the total wage bill paid to black workers by about R55 million over last year's figure of R558m.

The pay rise will initially affect about 400 000 mineworkers. But other mining operations, including platinum and copper mines, which together employ 494 000 workers, are expected to follow suit.

Wage increases granted to members of the Mineworkers' Union are expected to cost the industry about R7 million this year and R11 million in a full year. — DDC.

Railmen not to get 15pc rise

Star 7/3/79

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By Hugh Leggatt, Political Correspondent

A wage arbitration board has turned down a 15 percent wage increase claimed by railway footplatemen.

The footplatemen — drivers and stokers — will get a 10 percent pay increase in line with rises of the same percentage for other railwaymen.

The general manager of the railways, Mr Kobus Loubser, said today the outcome of the arbitration between the Railways and the footplatemen was being gazetted today.

He said the arbitration board had recognised the railways' case that wage increases should be in line with what the country could bear.

GAP NARROWS

In his Railway Budget speech in Parliament today, the Minister of Transport, Mr Muller, said the previously announced increase of 10 percent in wages and salaries for railwaymen would be effective from April 1.

The whites' increase would be 10 percent, but to narrow the wage gap coloured and Indian railwaymen would get 12,5 percent and blacks 15 percent.

The Minister also announced that he had decided to increase annuities payable to all railway pensioners by 10 percent from April 1.

National servicemen who have completed their initial 24 months' training would be given merit pay increases and seniority as if they had entered the railways' service before their military training.

Vita

Dio

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Railmen unhappy with pay rise

STAR 8/3/79

270

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By Sieg Hannig, Labour Reporter

Hopes that hard-pressed railway workers might get more than the 10 percent pay rise due on April 1 have been dashed by the rejection of yet another pay claim.

"Our members are very dissatisfied with their salaries which will be trailing the cost of living by about 35 percent after the April pay increase," said Mr Piet Roodt, general secretary of the Footplate Staff Association.

He spoke after yesterday's news that a claim for a 20 percent rise, submitted in December 1977 and later scaled down to five percent, was rejected by a Commission appointed to arbitrate in the pay dispute.

ENTITLED

"The commission found that although the staff was entitled to increases, the railways' finances did not permit increases (beyond those already announced)," Mr Roodt said.

He said the matter would receive further attention at his association's congress in Kimberley next week.

The law prevents railway workers from going on lawful strikes and compels them to take disputes to arbitration.

Last April another commission rejected a similar pay demand from the Artisan Staff Association.

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RAILWAY WAGES

Shunted aside

Railwaymen's pay hopes took a knock this week. An arbitration tribunal has rejected the claims of the SA Footplate Staff Association.

The tribunal found that the claim for a 15% increase was justified, but that without raising tariffs SAR could not afford any more than the 10% promised by government late last year. The railwaymen will get the 10% on April 1, but FSA general secretary Piet Roodt says his members "are still lagging 35% behind rises in the Consumer Price Index."

"It's an open secret that the tribunal's no-increase stance is a cabinet decision," said Roodt. Unions have argued in the past that government favours an unofficial ceiling on wage awards.

The unions will shortly discuss their reaction. The Artisan Staff Association was planning a wage demand, but that now seems a forlorn hope.

Roodt rejects the idea that Railways cannot afford to pay more. "The Railways are still not run on proper business lines. There are uneconomic services and as usual labour is expected to subsidise them. If the services are being run for the public, then the public must pay for them," he says.

Footplate men going to court

STAR 16/3/79

(270)

By Sieg Hannig, Labour Reporter

The congress of the Railways Footplate Staff Association has decided to refer its rejected pay claim to the Supreme Court.

This was announced today by Mr Piet Roodt, general-secretary of the association which represents about 9 500 drivers and firemen.

He said it would be contended that the rejection of the association's claim by an arbitration commission was based on considerations which were irrelevant to the claim.

The association put in a claim for a 20 percent increase when it declared its dispute at the end of 1977.

The railmen got a five percent rise in January 1978 and a 10 percent rise is due in April. But they claim their wages have fallen by up to 35 percent behind the cost of living.

The Railways Artisan Staff Association, also unhappy with the pay of its 22 500 members, is to submit a new pay claim later in the year.

PAY CLAIM

This was announced at the annual congress of the association in Pretoria by RASA president Mr Jimmy Zurich.

He told delegates the congress had decided to make the pay claim in the light of the increased fuel, fertiliser and other prices which would have filtered through to consumer prices by the end of the year.

Mr Zurich said it was also unlikely that SAR would use the R201-million deficit for which the Minister had budgeted.

The Minister would therefore clearly be in a strong position and could entertain wage claims.

Mr Zurich said the congress had sent a telegram of appreciation to the Minister for the R159,7-million he had set aside for housing loans this year.

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WORLD BANK OPTIMISTIC

25|11|77 (343)

Mercury Correspondent

NO ANNUAL document from the international development industry is more important than the World Bank annual report. The 1977 edition is just out and it is far more than a summary of the activities of the world's biggest aid organisation.

This year the report has added significance because Robert McNamara, a powerhouse behind bank strategy for 10 years, has just had his term of office extended for a further five years from April 1, 1978 ensuring his own brand of firm, committed management into the future.

The bank report, besides relating its own activities, gives its unique development - establishment view on the world economic situation. And this year it is guardedly optimistic.

The dire predictions which the Bank put about at the time of the oil crisis and the Catastrophic stagflation (inflation with recession) which followed, have been conveniently forgotten. Or possibly the rich have simply learned to live with inflation and the poor with their growing debt.

But the bank tells us that the world has adjusted to the crisis remarkably well. The oil-producing developing countries, particularly the larger and poorer ones like Nigeria and Indonesia, have already absorbed their windfall gains and their position will not be "in the near future radically different from many other developing countries."

The middle and higher income developing countries, which do not have oil, have done surprisingly well. By taking tough action to balance budgets and payments, and by borrowing heavily abroad, they have sustained growth rates well above industrial economies' average of only 1,9 percent in the 1970s, and even above the developing countries' average of 3,0 percent.

According to the Bank, even the poorest countries learnt to adjust their economies, and those which were able to fall back on a healthy agricultural base were able to survive adequately. But the Bank points out that most of the 800 million of the world's poorest people live in countries where growth remains so slow that poverty cannot be alleviated unless much greater efforts are made.

The net outstanding debt of 84 developing countries with no oil reserves, rose by 26 percent in 1974 and a further 21 percent in 1975 to a staggering total of 120 000 million dollars and if committed loans in the pipeline are also included the total goes up to an even more alarming 173 912 million dollars.

The annual balance of payments deficits of these countries are also up from about 33 000 million dollars in 1974 to 42 000 in 1975. But the bank points out that the figures for 1976 will probably show an improvement to a deficit of 31 000 million dollars as some countries benefit from recent higher commodity prices.

But some countries which have not been rescued by a sustained commodity boom are still reeling. Examples are the world's producers of sugar and copper. Some 75 percent of the debt of all sub-Saharan Africa was owed by four countries only — Ivory Coast, Sudan, Zaire and Zambia. And as the bank politely puts it, Zaire "encountered severe difficulties in servicing external debt." In other words, it was twice pulled back from bankruptcy, by its private and governmental creditors.

In 1975 the current account position of every country in South Asia deteriorated, a situation which the bank thinks will be reversed when the 1976 figures are available. India's current account went into surplus in 1976 and most other countries' deficits were reduced.

But the problem of poverty remains, and the weather, which had improved at the time the bank report was compiled, has already deteriorated in certain areas. The news of the return of the Sahelian drought, particularly hitting Gambia and its neighbours, is not included in the report.

The need for increased assistance to the world's poor, wherever they live, remains as great as ever. But the record is not good. Official development assistance only rose by 1 percent in cash terms, so progress was negative when allowance is made for inflation.

Norway joined Sweden and the Netherlands in achieving the target of contributing 0.7 percent of its Gross National Product (GNP) to development assistance, but the contribution of the Organisation of Petroleum Exporting Countries (OPEC) actually fell by 580 million dollars from its 1975 peak.

And so to the Bank itself. At one stage Bank lending was bounding upwards by over 50 percent a year. Phenomenal growth in 1973 and 1974 has since slowed, though the bank group has committed a staggering 7 273 million dollars this year. Bank and International Development Association (IDA) leading to the poorest countries has actually fallen for the first time ever, dropping from 2,5 billion dollars to 2,1 billion dollars in 1977.

The situation at IDA is critical. In the words of one Bank official: "IDA has reached the stage in which it has no funds at all." This is almost entirely due to opposition in the U.S. Congress which has in the past provided 30 percent of IDA funds.

Congressmen are increasingly reluctant to give a blank cheque to an organisation over which they have no control. They do not want to give assistance to certain countries which IDA helps like Laos, Vietnam and Cambodia, or to others like the citrus producers which compete with American growers.

Meanwhile, Swiss voters decided by referendum not to give any money to IDA, while the West Germans have said that their contribution is dependent on the Americans making theirs. So IDA is limping along with bridging finance provided by more generous countries, with little prospect that the fifth replenishment will be agreed before the beginning of the 1978 tax year.

The World Bank itself, which raises its funds from the money markets of the world, is not in such an acute position. It was able to borrow 910 million dollars more last year. It has also arranged for a selective capital increase bringing its authorised capital up to 41 billion dollars, which will allow it to lend at 5,8 billion dollars into the 1980s.

But the Bank itself usually loans its money at commercial rates of interest, and this chiefly benefits the richer developing countries which can afford to pay for their development projects.

But the poorest countries are waiting on the IDA replenishment, because IDA makes almost all its assistance available as interest free grants or on very soft terms. Many of the world's poorest, particularly those in Africa, or on the Indian subcontinent can only afford to borrow on this basis. Their reserves are already so low that they cannot afford to saddle themselves with any further debt burden.

So this is the real challenge of the bank in the year ahead. Somehow it must persuade its rich donors that IDA needs their support. And if it fails in this it must consider alternative ways in which IDA could raise its vitally necessary capital.

New emphasis on unemployment

Sun. Trib. Finance 18/9/77 (349)

JOHN CAVILL: LONDON

SOME 12 months ago, the South African delegation to the International Monetary Fund found itself in somewhat rueful accord with the dominant theme of the annual meeting of the fund's 123 members in the steamy heat of the Philippines.

Hammered home by hardline economic conservatives led by William Simon, then Secretary for the United States Treasury, it was: do not try to spend your way back into prosperity and again unleash the dragon of inflation.

Now, as a year ago, the international economic recovery is beginning to falter. In October 1976, the Americans were talking of "the pause".

The language, however, is stronger now. It is being called a slow-down or "growth recession" and, in some quarters, there are fears that 1979 will actually see a "growth reversal".

But there is also a new mood evident among the big industrial powers, the Group of 10 (or G-10 in IMF shorthand) which includes the United States, Japan, Germany, Canada, Britain, France and the other European nations.

The prospect that the present 15-million unemployed might become a long-term feature of life in the major industrialised countries is clearly alarming to the Governments. And while nobody is forgetting the fight against inflation, more urgency is being attached to providing jobs.

One senior Treasury official in Whitehall put it this way: "No one will be writing inflation out of their speeches at the IMF this year.

"But the new factor is that economic growth in 1977 has been disappointing and unemployment is running too high.

"People are now realising there must be a balance. It is no good going bald-headed for one thing, say cutting inflation, if one ignores the facts of real life.

"The struggle that lies ahead is how to balance the need to keep down inflation without opting for a deflationary crunch which squeezes the life out of industrial activity and growth."

The other part of the struggle is how to ensure that the vast surpluses earned by the Arab oil producers — which are automatically other nations' deficits — are somehow redistributed so that they do not continue to impose deflation.

The second problem is considerably less pressing than the politically explosive (at least in countries which practise genuine democracy) implications of the first.

Thus, in the last three weeks the world has seen even those most conservative of economic managers, the Germans to whom four percent inflation is almost sinful, proposing hefty injections of stimuli to keep their flagging growth rates on target.

With its own *economic* house in much better order — by bankers' standards at any rate — South Africa can hope for a somewhat different message from this year's get-together at the IMF even if a return to the golden age of the 1960s still looks remote.

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8. Traduisez en français:

'You know we love you Harold,' his mother said, 'and I want to tell you for your own good how matters stand. Your father does not want to hamper your freedom. He thinks you should be allowed to drive the car. If you want to take some of ... too pleased. We want you to ... settle down to work, Harold. Y... All work is honourable as he... thing.' (50)

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Rand stays fixed, says Browne

JOHANNESBURG — The Secretary of Finance, Mr. Gerald Browne, said here last night he was reasonably certain that no adjustment of the exchange rate of the rand would be necessary in the near future.

Speaking at a meeting of the Johannesburg Afrikaanse Sakekamer, he said South Africa's exchange rate policy fell within the terms of reference of the recently-appointed Commission of Inquiry into monetary policy, of which he was a member.

He therefore did not wish to adopt a standpoint on this occasion regarding the relative merits of various exchange rate systems for the republic.

However, it was clear that in the present-day world of floating exchange rates, adjustments to the exchange rate of the rand would probably have to occur more frequently in future.

"I can say so now because I am reasonably certain that no adjustment will be necessary in the near future. But in the present circumstances adjustments must be regarded as a normal instrument of economic policy and not as a dramatic event to be greeted with emotion-laden headlines in the financial Press."

Monetary reform

International monetary reform had not been so much in the news in recent months but would probably come to the fore again when the amendments to the articles of agreement of the International Monetary Fund come into operation — probably before the end of the year and possibly by the end of September.

"Several countries, like France, Mexico and Australia have already revalued their gold reserves and South Africa will do so when the amended IMF articles come into force."

"The revaluation of our gold reserves will mean that our total gold and other foreign assets will increase from about R870m to between R1 600m and R1 800m. This, of course, is not a real increase but rather a more realistic valuation of our reserves.

...siderable book profit for the Government but this profit will be sterilised because in present circumstances it can be inflationary to use it for the financing of State expenditure.

"My general conclusion of the significance of the monetary reform for gold is that gold has once again shown its strength as a monetary asset" Mr. Browne said. — (Sapa.)

Listing ended

JOHANNESBURG — The listing of the shares of Van Dyn Mining Corporation which was under suspension, was terminated by the committee of the JSE at a special meeting yesterday. — (Sapa.)

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This banking world

Foreign financiers have every confidence in country's future

Financial Correspondent

THE SYMPATHIES of all foreign banks in South Africa have lately been called into question, first by the announcement that Barclays National intended to spend R10-million on defence bonds, and then by the statement by David Rockefeller, chairman of the Chase Manhattan Bank, that the Chase Manhattan Corporation in this country would not make any more loans "which in any way support the principle of apartheid".

The opening of branches in this country by large banks in Europe and the US was largely a post-second world war phenomenon.

First to arrive was the Bank of Athens in 1947, followed by the French Bank in 1952. (The latter, incidentally, still puts out literature stressing South Africa's connections with the French Hugenouts.)

The next was Citibank (American) at the end of 1958. A month later, the same year, the Chase Manhattan Bank (of New York) came to South Africa, merging with the Standard Bank in 1965.

Ten years later, however, it "unmerged", though not as a bank but as a "representative office", being a branch of the Chase Manhattan Overseas Corporation of New York. Last of all came the Bank of Lisbon in 1965.

The French Bank is an affiliate of the Bank of Indo-China and Suez, but the local operation owns 50 percent of its own capital and is quoted on the Johannesburg Stock Exchange.

The Bank of Athens is 90 percent owned by the Bank of Greece, that country's national bank, and one of the world's largest.

Largest

Citibank is owned by Citibank in New York, the second largest bank in the US, and probably the largest parent organisation mentioned in this survey.

The Bank of Lisbon was established jointly by two of Portugal's biggest banks, the Banco Nacional Ultramarino and the Banco de Lisbon-Angola.

The operations of these banks differ widely one from another, since they were not all established with the same purpose in mind.

The French Bank, for instance, is a commercial bank offering a full range of commercial activities at every one of its 10 branches in South Africa, although a spokesman admits that they are more interested in wholesale banking than in looking for the man-in-the-street.

"We are also heavily involved in imports into and exports from South Africa, they say.

"We serve 'not only French companies but local companies as well, and we are active in providing the Republic with export credit for the importation of capital equipment."

Nationals

The Bank of Athens was established mainly to serve the needs of Greek nationals in this country and is also a commercial bank. In addition, it operates a very active foreign exchange department which also handles imports and exports chiefly, once again, for the country's Greek nationals, who now number just over 250 000.

One of the trends on the part of large local business concerns such as Roberts Construction and Anglo's new Sigma Motor Corporation which the Bank of Athens has been glad to encourage in recent years is the placing of a portion of the latter's banking business with them.

Citibank also offers the services of a commercial bank, but because its presence in South Africa is quite small when viewed in absolute terms and in relation to other South African banking institutions, it operates "principally in the corporate area, and has virtually no interest in retail banking."

Like all overseas branches of Citibank, its mission is to "provide corporate banking services wherever we can do so legally and profitably."

The fact that it has only one branch, in the centre of Johannesburg's financial district, does not in any way limit the extent of its operations, as much of its business is done by long-distance telephone calls between executives and bank officials, rather than by personal visits.

The Chase Manhattan Overseas Corporation has a substantial share in the currency loan market, but, having no banking licence, it is not allowed to receive rands from or for clients. It has, in the recent past, been involved in arranging loans for para-statal organisations and large industrial corporations. It is presently active in import-export short-term finance.

It works in co operation with local banks, but since it is not a licensed dealer, does not handle foreign exchange. It is, however, relatively heavily involved in the affairs of South Africa.

The Bank of Lisbon was intended to be a link between South Africa and Angola, Mocambique and Portugal.

It was also hoped that it would serve the needs of the growing Portuguese community in the Republic, which now numbers 500 000.

The connections between some of these banks and certain large local concerns are interesting. The French Bank's largest shareholder, for instance, is Union Corporation, while General Mining (which has a controlling interest in Unicorp) owns not less than 10 percent of the share capital of the Bank of Lisbon.

Besides the fact that most of these banks are to a greater or lesser extent stamped with the image of a certain national group, the foreign banks have something far more important in common, and that is their optimism about the country's future economic prospects — an attitude which is becoming rather hard to find elsewhere.

Even the French Bank, where the attitude, although by no means pessimistic, is at least conservative, is pursuing a policy of "cautious branch expansions."

Buoyant

More buoyant still is the mood at the Bank of Athens, which employs 110 staff throughout the country "and all branches are presently looking for staff because of expansion."

"When the economic expansion of South Africa gets under way, we want to be ready for it, so that we can be in the game from the start," they say.

At the Chase Manhattan Overseas Corporation, they are modestly optimistic for the long term.

"We have only this office (in Johannesburg), but as it is our only pied-a-terre in South Africa, we are building it up," they say.

"Our situation is a little different from most, because Chase Manhattan is traditionally a bankers' bank, and many local banks have accounts with us."

Directors of the Bank of Lisbon claim that they have only one problem today — ceilings.

"That means that, as far as advances are concerned, we cannot advance as much money as we want but, by and large, business is expanding so fast that we have already opened two new branches in less than a year, in places in which there are large concentrations of Portuguese nationals," they say.

Assisted

"In our endeavours to build up the Bank of Lisbon we have been assisted by the fact that the Portuguese community is a hard-working one. The average head-of-household earns between R500 and R700 per month, lives frugally, and saves whatever he can — with us."

At the end of 1976, Dr. D. F. Marques, Portuguese director of the Bank, went on record in a daily newspaper as saying that, although the Republic had "some difficult problems to solve," these were sometimes magnified abroad "out of all proportion by those who do not know or do not wish to know the realities of the South African situation."

He went on to urge all recent immigrants, whether Portuguese or others, to stay and try to make a life for themselves here.

Recently he affirmed the above statement, adding: "The more I travel — and I have been in most countries of Europe, in the United States, and in South America — the more I realise the fantastic potential of this country. I believe that we all have a fine future here and that the Bank of Lisbon has a share in that future."

At all the foreign banks, indeed, the emphasis is upon expansion, consolidation, and the opportunities which a future upswing in the national economy will — they feel, inevitably — provide.

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US Bill threatens IMF, World Bank aid to SA

Sun. St. Times (Bus. Times) 12/6/77

BY JIM SRODES

WASHINGTON. — As if South Africa does not have enough political problems in the United States. A growing controversy over aid to Vietnam threatens to splash over and result in South Africa being blocked from such international financial agencies as the World Bank and International Monetary Fund.

On Friday, the US Senate began debate on a $5,2-billion package of funds for the World Bank and so-called international financial institutions such as the African Development Bank, and others. In an unprecedented manoeuvre, a mixed bloc of old Vietnam warhawks and liberal doves introduced an amendment to that Bill to forbid any aid to be given to Vietnam, Cambodia or Thailand by any of these international agencies.

The controversy began when the Carter administration seriously miscalculated the resentment that the American public has harboured over being forced out of Vietnam less than two years ago.

On the surface, the United States apparently has put the war behind it, and there is little or no public debate about the war, or even on such sensitive issues as amnesty for the thousands of youths who fled conscription to Canada and Sweden.

But the supressed frustration surfaced last month when the White House began to talk in Paris about restoring diplomatic ties with Hanoi. The Vietnamese delegation startled Americans by producing a promise made secretly in 1972 by then President Richard Nixon of a $4,5-billion aid package to Vietnam, dependent on a quick cease fire at that time.

The US negotiators quickly rejected this claim for aid as a precondition for the talks and Mr Nixon even came out of self-imposed exile to say the promise was void because Hanoi did not end the war in 1972 as asked and went on to take over the south.

But, as Carter aides sav, the fat was in the fire. Last month, both House and Senate voted overwhelmingly to forbid the US negotiators to promise or give any economic assistance to Vietnam.

Now with the Foreign Aid Fund Bill, these same critics have offered an amendment that would require all US delegates to aid agencies to vote against any effort to give economic assistance to the three South-East Asian countries. If the aid is given anyway, the US contribution to that agency is to be automatically reduced by the exact dollar amount of the aid allocated.

The measure is given a good chance of being adopted. Since the backers include Senator Robert Dole, Gerald Ford's vice-presidential running mate last year, and Senator William Proxmire, a well-known liberal. The Bill's backers also point to the overwhelming vote a month ago as a mandate to prevent any funds being given to Hanoi.

"The mail from our constituents shows that Americans are dead set against any so-called normalisation of relations with Hanoi," Senator Dole has said.

South Africa becomes an unwitting target because of tactical efforts by Senate liberals who want the Dole amendment killed on the grounds of the harm it would bring to the World Bank and other agencies.

Forces led by Senator Hubert Humphrey have sponsored another amendment that would include

Robert Dole . . . backs the Bill.

South Africa and Chile by name as countries also to be banned along with a general provision that would bar other countries "which are found to violate human rights".

The introduction of politics into the World Bank and other aid institutions has always been avoided by the US and the major powers despite calls from Third World countries for expulsion of so-called "controversial" countries.

The principle has been based on obvious logic. If South Africa, Chile, Taiwan, Israel, Cuba or any other nation that has disputes with other countries are ousted, then the agencies would soon be denuded of members.

South Africa's role in these agencies has always been defended even by its harshest American critics on these grounds and its access to the R474,7-million borrowed from IMF last year, for example, was never challenged on political grounds.

Where any or all of the amendments remain attached to the Appropriations Bill will not be decided until the end of the debate sometime next week.

In any event, the final Appropriations Bill for the international aid agencies will also have to go to a joint House and Senate conference committee where further debate will take place. And a final vote on the Bill and any amendments added to it cannot come for a fortnight, observers predict.

Zaire debt meeting

10/6/77 R.D.M

PARIS — A World Bank consultative group of Zaire has begun a meeting in Paris to review the bank's present and future lending programme.

World Bank sources say the Zaire delegation will present routine reports to donor countries, including some Arab states, that have not previously lent to Zaire, on the progress of current projects being supported by the bank.

They will report on the Zaire Government's programme. Technical experts from donor countries will consider what projects could be backed.

Mining and hydro-electric projects will be under special consideration. The world bank is anxious to wean Zaire from its dependence on copper.

Most World Bank lending to Zaire is in the form of International Development Agency credits with a long grace period and low interest rates, so that the re-scheduling has not been a problem.

Informed sources say no meeting of the Club of Paris group of Zaire's Government creditors is scheduled. French Government officials say one is provisionally scheduled for July 6 and 7.

The club, in which the International Monetary Fund and World Bank are represented, agreed last year to reschedule Zaire's repayment of government debt. Commercial bank debt has also been given a partial moratorium.

Zaire received a 28 850 000 special drawing rights standby from the IMF under its compensatory financing facility and is able to buy a further 45-million SDRs from the funds. — Reuter.

Art.

a) ...tee is empowered to ... laid down in the ...e additional fees ...is necessary in the ...n this Province.

b) ...e before investiture

Art. 7 - REGALIA AND JEWE...

The furniture, Jewels, Regalia and all other property of Provincial Grand Chapter shall be vested in the Grand Superintendent, The Provincial Grand Treasurer and the Provincial Grand Scribe E and shall be in the care of the latter.

The furniture, Jewels and Regalia shall be insured against loss by fire and theft.

Art. 8 - DISPOSAL OF FUNDS.

All monies received by the Provincial Grand Treasurer or Scribe E shall be lodged in such Bank or Building Society as the Provincial Grand Chapter Executive Committee shall direct. The Provincial Grand Treasurer's accounts shall be audited by one or two persons to act as auditors or examiners.

Cheques are to be signed by two of the following :-

The Provincial Grand Treasurer, or
The Provincial Grand Scribe E and countersigned by one of two nominated Provincial Grand Chapter Officers.

Art. 9 - AUDIT OF ACCOUNTS.

The accounts of the Provincial Grand Chapter shall be audited and certified prior to the Annual Convocation, and an abstract thereof shall be sent to every subordinate Chapter in the Province or read out and reported on by the Provincial Grand Treasurer at the Annual Convocation.

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FIN MAIL 25/2/77

MIGRANT LABOUR

SA in the spotlight

Migrant labour in SA and elsewhere is to come under the spotlight from two international organisations. Both the International Bank for Reconstruction and Development (World Bank) and the International Labour Organisation (ILO) have started in-depth studies.

The World Bank team, whose work began last year, will analyse the international migrant labour system and the costs and benefits on both sides of the situation, and also attempt to develop a strategy for labour export by supplier States. The ILO study will concentrate on Botswana, Lesotho and Swaziland which supplies around 190 000 workers for SA.

The Lesotho government is concerned SA might reduce labour demand, particularly in the now relatively high wage mining sector, especially following the recent unilateral removal of the subsidy on grain exports to Lesotho. It fears that a prospective repatriation of (say) 30 000 Lesotho workers would raise the unemployment rate, diminish government revenue, squeeze the remittances received through the Lesotho Bank and create greater social instability.

Official projections of employment growth for 1975-80 for Lesotho hold out little hope that all workers could be absorbed locally. In 1969-74 paid employment grew by only 6 000 jobs — well below the target of the First Five Year Development Plan. For the new plan period up to 1980 the government is relying on the export of an additional 30 000 workers to SA.

Lesotho, like other Black States which supply labour to SA, is concerned should SA seek to reduce its own Black unemployment — variously estimated between 600 000 and 2m — by applying restrictions on foreign labourers.

TABLE NO. 5

PRIVATELY-PAID TEACHERS AS
A PROPORTION OF ALL TEACHERS

Type of School	1959 %	1974 %
Farm	5,5	2,8
Government	1,2	0,6
Community	2,8	6,3

Sources: Bulletin of the Department of
R.P. 45/1975

The farmer officially employs the teach
and it is thus the owner of the farm, c
with the owner's permission, who appoir
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expansion of schools with the

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In hetration of education into the rural environment comparison of enrolment over a time span is useful. This question will be dealt with more fully later but it is apparent that the proportion of children in farm schools has remained fairly constant over 13 years.

Wage increase pacts exceed inflation rate

BDay 11/5/92 (349)

DIRK HARTFORD

PAY increases exceeded the inflation rate in three wage settlements in the past week.

Wage increases of between 18% and 28% for contract cleaners were agreed upon in negotiations between the Transport and General Workers' Union (T & GWU) and the National Contract Cleaners' Association for Natal.

This brings the minimum wage for contract cleaners to R610 a month.

The agreement follows five months of negotiations after a five-week strike by 8 000 cleaners last September.

Also agreed upon was transport for night workers, guaranteed maternity leave, various shop steward rights and a commitment to literacy training.

This agreement will be gazetted in an industrial council for the industry in Natal, which the parties have agreed to establish in July.

The NUM and Anglo American Property Services (Ampros) reached agreement on increases ranging from 14% to 17%, bringing the national minimum wage for Ampros workers to R1 000 a month.

The increases, which will be implemented in June, are retrospective to April.

The third significant wage settlement followed the Pep Stores strike in Port Elizabeth. The SA Clothing and Textile Workers' Union settled for a 17% wage increase.

☐ Meanwhile, 12 000 cleaning workers outside Natal are in dispute after employers reversed a decision to form a national industrial council.

Public servants' salary dispute ends in dissent

BDay 20/5/92 (349)

GERALD REILLY

THE public service salary and wage dispute was settled in Durban yesterday, with lower paid workers winning big increases.

This follows weeks of negotiations between staff organisations and the Commission for Administration.

The deal includes increases of between 16% and 31% for lower paid workers and the abolition of the three bottom notches on the salary scale.

Other workers got 9,5%. Public servants initially demanded a 15,5% increase. The adjustments are effective from August 10.

However, six organisations pulled out of negotiations and rejected the deal.

It was unclear last night what action the dissenting groups may take.

Sapa reports that the commission said the six organisations' members would also receive the negotiated increase.

The five employee organisations who remained in negotiations represented 260 000 members, or 75% of the 11 organisations' total membership, they said in a joint statement.

They are the Public Servants' Association, Hospital Personnel Association, SA Nursing Association, The Natal Provincial Administration Personnel Association and the Public Service Artisan and Allied Workers' Association.

Those who withdrew from talks are the Natal Provincial Staff Association, National Education Health and Allied Workers' Union, Health Workers' Union, Public Servants' League, Public Servants' Union and the Institute for Public Servants.

Public Servants' Association GM Hans Olivier said government had refused to raise the R2,2bn set aside in the budget for increases. "So we had to make the best possible use of the allocation and we think we have achieved this."

The six dissenting organisations had predominantly black memberships, he said.

About 95 000 workers would benefit from the 16% to 31% increase.

Government spokesmen last night declined to comment on the fact that SA MPs received a 12% increase last year — more than most public servants.

W/mail
12/6–18/6/92

LABOUR

[redacted]

Progress in me[redacted]talks

ALTHOUGH the metal and engineering industry remains locked in a dispute with the National Union of Metalworkers of South Africa, there was some progress this week. 349

Employers increased their wage offer to eight percent, up from 6,4 percent, on condition that the union drops its substantive demands. In return, the companies will withdraw their demand for changes to the industry's main agreement.

The employers tabled proposals for establishing a training fund for retrenched workers and for a code of conduct to promote non-discrimination.

Wage increases fail to keep up with inflation

HILARY GUSH (349)

WAGE increases agreed to so far this year were falling behind inflation and were expected to slow even further by year-end, labour analysts said.

Industrial relations consultant Gavin Brown said wage settlements had averaged 13% this year and were likely to fall even lower as tougher employer-union negotiations got under way.

Reviewing the benchmark settlements achieved in key sectors since the beginning of the year, Brown predicted a "dramatic" fall in wage growth rates. Unions were likely to settle lower, he said, as the wage round passed its mid-point. This was particularly true in the retail sector where year-on-year wage increases currently averaged 15,2%.

Seven major settlements in the chemical industry had shown rises in wages of 13%. Average settlement in the food sector was 14,7%, while parastatal workers' wages increased by 9,6%. BDay 15/6/92

Research by industrial relations consultants Andrew Levy and Associates indicated an easing in the national settlement rate to 15,86% in the year to May from 15,98% in the 12 months to April.

Levy and Associates predicted an average 13% to 14% wage settlement for 1992.

The Bureau of Economic Research (BER) at the University of Stellenbosch forecast a 13,6% year-on-year change in employees' remuneration by the third quarter of this year and projected a rise to 14,1% by the fourth quarter.

W/Mail 19/6-25/6/92

LABOUR BRIEFS

Retail workers' pickets

SOUTH African Commercial Catering and Allied Workers' Union members have held lunchtime pickets nationally to highlight wage and other demands in the past fortnight.

On Thursday, a crucial meeting between employers and the union attempted to reach some agreement on the union demand for a centralised bargaining forum.

And in a related development, Saccawu will take a dispute with the beleaguered Checkers-Shoprite group to a conciliation board on June 24. The possibility of an agreement with the chain remains distant because the company has suggested a 10 percent wage cut.

Union relations with Checkers have been strained in the past year because of Checkers' intentions to close down a number of stores. The dispute has been taken to court on several occasions.

W/Mail 19/6-25/6/92

More pay for guards

THE Transport and General Workers' Union this week clinched a healthy wage settlement with Fidelity Guards.

Traditional guards will get 20,3 percent and 21,3 percent increases, while key points guards will get 12,5 percent increases.

The agreement also provides transport allowances for guards, time off for shop stewards to attend to union business and improved training and promotion policies.

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R1 612 minimum pay at SA Brews

ST Times (Buss) 12/7/92

By ADRIAN HERSCH

SA BREWERIES and the Food and Allied Workers Union (Fawu) have agreed on a 15% pay increase.

This year's wage talks were concluded well within the negotiation period — for the first time ever.

Fawu negotiator Ernest Buthelezi says the rise takes the minimum wage to R8,53 an hour — about R1 612 a month for a 45-hour week.

The minimum for those working a 40-hour week will be about R1 433 a month.

The relationship between SAB and the union has improved since the seven-week strike in 1989. (349)

SAB public affairs manager Adrian Botha ~~says~~ negotiations were held in a positive fashion.

Mr Botha says: "This is the first time we have been able to conclude negotiations before the expiry of the current substantive agreement — and without any third party intervention."

Mr Buthelezi is not entirely unhappy with the agreement, but says the union would have "preferred an agreement about 3% or 4% above the inflation rate".

Fawu did not push strongly for this because the union is also giving attention to improvements in non-wage issues — housing and medical aid.

These matters are being discussed in a separate forum.

Mr Buthelezi says "some progress" has been made.

Strike averted by last-minute talks

BDay 13/7/92 (349)

LINDA ENSOR

CAPE TOWN — A threatened strike by clothing workers to back wage demands has been averted at the 11th hour and the beleaguered clothing industry has been rescued from what employers say would have been a disastrous blow.

Finishing touches were being placed on agreements in the western Cape, Natal and Transvaal on Friday, with only the eastern Cape still plagued by indecision.

The agreements were reached in informal, closed door negotiations after the SA Clothing Workers' Union declared a formal dispute and workers staged a march.

Wage increases averaged 11%-12%, with packages ranging between 12,75% in the Cape and 13,9% in the Transvaal.

Cape Clothing Manufacturers' Association and Cape Knitting Industries Association executive-director Peter Cragg said the settlement was realistic in current economic conditions. Retrenchments were at record levels.

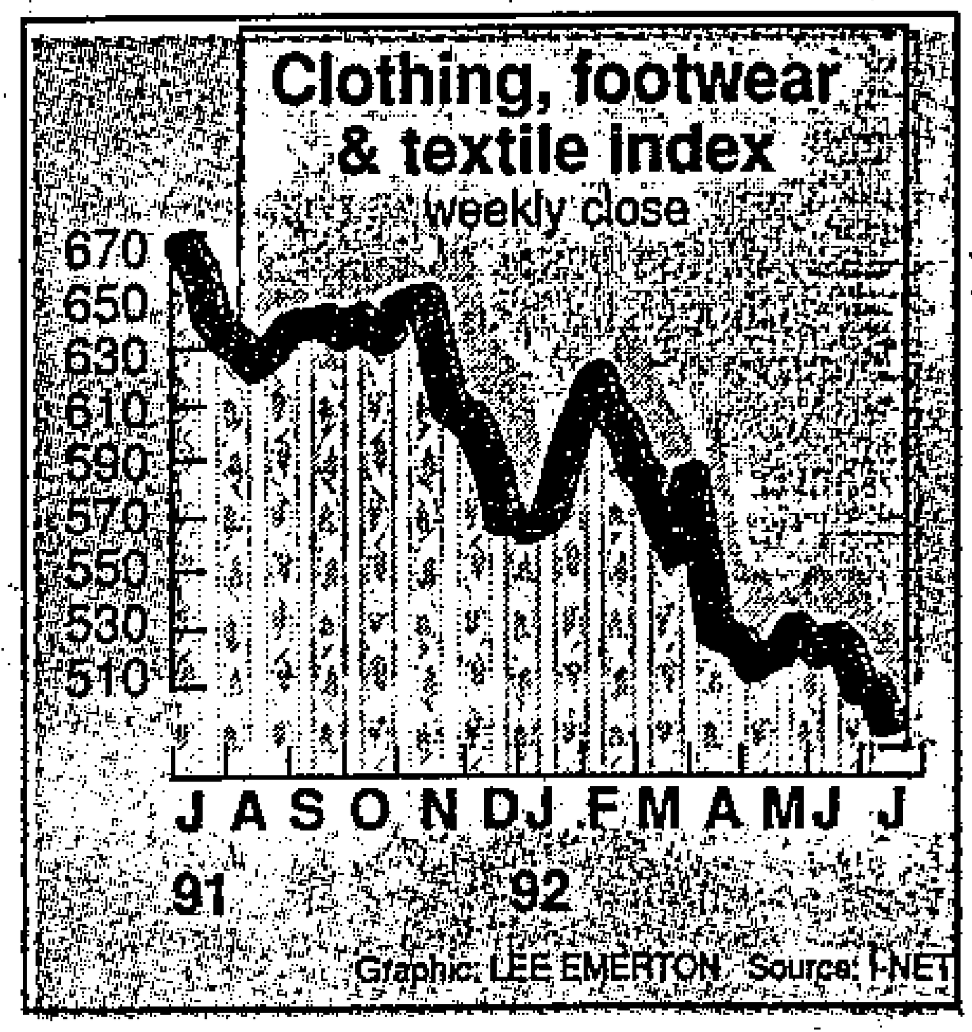
National Clothing Federation (NCF) figures showed that over the last eight months the number of manufacturers in the western Cape, Natal and Transvaal had fallen by 73, and more than 13 000 jobs had been lost.

The clothing, footwear and textiles index fell about 25% since July 1991.

Cragg said Cape employers, unlike those in Natal and Transvaal, would not accede to calls for the creation of a slack fund and for a guaranteed annual bonus.

Chief negotiator for Cape employers and Seardel industrial relations executive Johan Baard said employers had started out with a 5% offer and the union with a package which amounted to a 45% increase. A dispute was declared at the point

☐ To Page 2



Strike

BDAY 13/7/92.

☐ From Page 1

(349)

where the unions proposed an increase of 22% and the employers 8%.

Baard said it was the first year since the industry had been exposed to "Cosatu-style negotiations" that the parties had reached a settlement without third party intervention. This augured well for the future of collective bargaining in the industry.

Meanwhile, five listed clothing and textile companies have disappeared from the JSE board over the last year. And many unlisted companies have gone under.

The two industries' circumstances have been made more difficult by an uncertain legal framework.

A new interim tariff and quota structure was introduced in May and was due to be amended again by the Board of Tariffs and Trade in the next few weeks. The long delay in instituting a new structure caused serious disruptions, industry sources said.

One analyst said this was a sector in deep trouble and a lot of the share prices were at "bombed-out" levels. But he added there was still relative value in some shares like Seardel and Romatex.

Earlier this month, JSE-listed clothing retailer Focus Holdings was provisionally liquidated. Leegall Clothing, Trimtex, Filati Holdings (DCM) and, last week, Debonair Group were other listed companies which collapsed.

Unispin was only saved from the brink by a R120m restructuring agreement with its bankers. Chairman Robert Wachsberger partly blamed the flood of cheap imports, estimated at 65% of the market.

Significant unlisted companies which fell by the wayside include Starter Clothing in Cape Town and Calypso, Triple-A, Daylee Clothing and Nina Fashions in Durban, while Hebox Textiles in Hammarsdale and Scotford Mills in Ladysmith had been plagued by problems.

Employment over the last eight months had fallen to 103 000 from 116 000, NCF executive director Hennie van Zyl reported. This excluded the rural and homeland areas where 40 000 people worked.

Clothing output dropped 5% between November and June and 13% since the beginning of 1990. Van Zyl expected a further contraction up to the fourth quarter. Thereafter, positive growth was expected.

Protests 'may benefit employers'

B DAY 15/7/92 (349)

DIRK HARTFORD

SOME major employers are taking the view that pending mass action will assist in achieving more modest wage settlements, according to labour consultant Gavin Brown.

He says these employers think mass action will "sap worker enthusiasm for strike action" and that many unions will be more keen to reach modest settlements in the weeks following mass action than in the present situation.

He says negotiated wage increases so far this year average out at 13,3%, below the current inflation rate of 14,8%.

His findings are based on a survey of 57 major settlements during 1992.

Brown says the highest increases to date have been in the paper and wood sector and the hard pressed retail sector where the average settlement among seven major chains has been 15,7%.

But he points out that the most important settlements — in the mining, car assembly and metal industries — still have to be reached.

These are likely to be considerably lower than the national average, he predicts.

In addition, many outstanding wage deals have been characterised by lengthy dispute periods which indicates tough bargaining and the high risk of industrial action.

Average settlements in the clothing and footwear sectors have been 11,8%, reflecting the impact of job losses and reduced consumer demand.

In the chemical industry average settlements have been 13,6%, in the paper and wood sector 15,6% and in the manufacturing sector 12,8%.

The lowest increases have been in the parastatal sector with an average of 9,6%.

The food and beverage sector — which usually establishes benchmarks in national settlement levels — will increase this year by an average 14,5%, according to Brown.

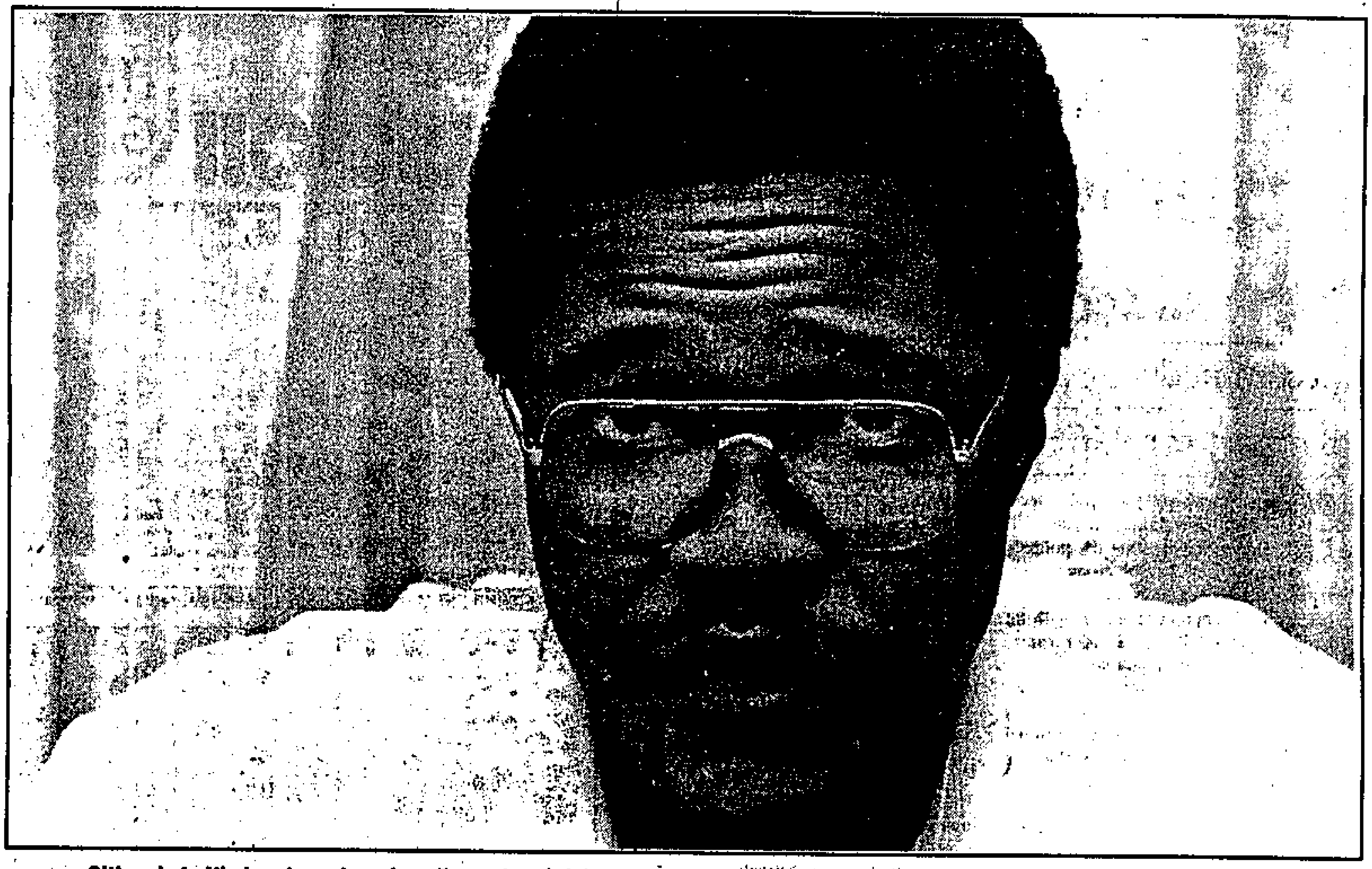
He says it still has one of the highest average basic wage rates and has been affected to a lesser extent by retrenchments than other sectors.

"The increase comes close to cushioning the ravages inflation does to our people's disposable incomes"

S'thembele Khala, Mwasa's general secretary

All about Khala

Place of birth: George Goch, Johannesburg.
Date of birth: November 16, 1958.
Education: Completing BComm with Unisa this year.
Holds a labour law diploma with Institute of Industrial Relations
Career: Joined Mwasa as administrator in 1986
Appointed Mwasa's general secretary in 1987.



S'thembele Khala, champion of media workers' rights.

Khala is positive after SABC strike

Sowetan 24/7/92 349

By Joe Mdhlela

■ RIGHTS CHAMPION Mwasa will be involved in achieving parity and expects the corporation to endorse agreements following the strike:

THE UNION has discharged its responsibility and the SABC will have to prove its bona fides.

That was the immediate reaction of Mr Sithembele Khala, general secretary of the Media Workers Association of South Africa, following the provisional settlement Mwasa reached with the corporation this week to end the two-month strike.

Khala said he did not expect the corporation to refuse to ratify the decision Mwasa reached with the SABC.

"Nobody in their right minds would refuse to accede to the compromises we made," he said. "They are reasonable and I think they elicit our commitment to negotiating in good faith.

"While the compromises we made are reasonable, they did not betray our people."

Strike and other benefits

Khala said the end of the strike had other benefits: "It allowed us an opportunity to attend to other union matters.

"The 15 percent increase as opposed to the initial 11 percent SABC offered comes close to cushioning the ravages inflation does to our people's disposable incomes."

The general secretary also expressed great joy at the scrapping by the corporation of the "merit component" increase.

The merit component

"The merit component has always placed our members at a disadvantage...at the mercy of some of the most verkrampt line managers of the corporation.

"Discriminatory, rather than scientific methods, were used by the line managers to the disadvantage of our members.

"We will now, together with SABC, work out a scheme to evaluate our members," said Khala.

He was also happy that the SABC agreed that the union get involved in achieving parity in the workplace.

Political tendencies

"Again this only proves that we have not been confrontational even though other people would like to believe otherwise. We only acted in the best interest of our workers."

SABC workers will get a minimum wage of R1 300 back-dated to October 1991 and will be paid for the month of July.

Khala believes that trade unions should be free of political tendencies if they are to maintain their identity and survive.

"Mwasa experienced a split in 1983 precisely because a section of our members openly subscribed to, and brought into the union, Charterist philosophies.

We arrested the rot

"However, we were lucky because after a lot of negotiations we arrested the rot and were able to avert a split," he said.

Who is this Khala?

He received his political initiation from the late president of the PAC, Mr Zeph Mothopeng.

"The mentorship of Uncle Zeph gave me a deep understanding of politics," he said.

Also, the interaction with political prisoners on Robben Island contributed towards turning Khala into an unrelenting and hard-boiled unionist.

Khala (34) was embraced at an early age by Mothopeng. He has grown in stature since those early days of 1974 when he first met the PAC patriarch and stormy petrel of African politics.

With other young activists, Uncle Zeph carefully nurtured Khala, teaching him weighty things of political life.

In just under two years, Khala, with Mothopeng, was convicted for treason and conspiracy in the famous Bethal Trial.

Robben Island

He served his term on Robben Island where he again came under the tutelage of Mothopeng.

After his release in 1986, Khala joined Mwasa as regional administrator. A year later he was appointed general secretary of the union.

"It was by accident rather than design that I joined the trade union movement.

"At the time of my release from the Island, political organisations were still banned. The one alternative was to join a trade union if you wanted to get some political expression. That is how I found myself in the trade union movement," he said.

Although a strong adherent of the Africanist philosophy, Khala does not hold office at PAC.

He finished matric while serving a 10-year prison term on Robben Island and is to complete his B Comm degree at the University of South Africa this year.

Textile, clothing union agrees on 14,5%

DIRK HARTFORD

THE SA Textile and Clothing Workers' Union (Sactwu) has negotiated an average 14,5% wage increase for most of its 107 000 members in the clothing industry.

In agreements with various employer organisations nationally, the union secured R150m in increases to wages, bonuses and provident and sick funds.

Sactwu assistant general secretary Ebrahim Patel said the settlement was acceptable to workers against the backdrop of the economic recession and a huge decline in the clothing industry's output. The agreement represented "a fair balance between wage improvements and the need to maintain maximum employment in a highly labour-intensive industry".

The union also managed to extend its closed shop agreement to employers who were not part of Transvaal and western Cape employers' associations.

The Transvaal industrial council will now cover highly paid categories of work and an industry short-time fund has been established. It was also agreed that a joint union-employer delegation would visit the Bophuthatswana government to seek recognition for Sactwu in the homeland.

Patel said employers had also agreed to discuss matters which included national centralised bargaining, a national productivity council and wage parity.

BDAY 13/8/92

849

STrm 12/8/92.

Car workers back on job as deal sealed

By Thabo Leshilo and Sapa

About 20 000 car assembly workers will return to work today following a draft agreement between employers and the National Union of Metalworkers of South Africa (Numsa).

An agreement "in principle" was reached at talks in Port Elizabeth on Monday, said Fred Ferreira, chairman of the auto assembly industry National Bargaining Forum (NBF) and Numsa senior spokesman Dr Bernie Fanaroff.

Mr Ferreira said: "Several minor issues are yet to be resolved, but the key elements of an industry agreement are in place.

"As a consequence, employees currently on strike will return to work today," he said.

A full statement, detailing the content of the new NBF agreement, would be released on Friday, pending resolution of the outstanding issues.

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Full production

Dr Fanaroff confirmed that workers would return to work today.

In another development, about 5 000 tyre and rubber workers returned to work on Monday after the parties agreed on a 12 percent wage increase for skilled workers, a R1,13-an-hour across-the-board increase as well as a moratorium on retrenchments until June 1993.

The strike had affected production at Gentyre, Firestone and other major tyre companies.

Production at the Mercedes-Benz of SA (MBSA) plant in East London returned to normal on Monday following the Numsa strike last week.

MBSA public relations manager Wendy Hoffman confirmed that production had resumed.

At least two car manufacturers — Volkswagen SA and Samcor — reported full production yesterday.

MBSA's East London plant was fully operational on Monday.

Toyota was not affected by the national strike, while BMW and the Delta Motor Corporation were.

Numsa Border secretary Enoch Godongwana said the union would begin balloting workers in the engineering sector in Ciskei and Transkei today.

Meanwhile, the strike in the engineering industry continues.

Numsa estimates the number of strikers involved in this sector at 115 000.

However, Steel and Engineering Industries Federation of SA director Brian Angus yesterday put the number at between 60 000 and 80 000.

The union was preparing to ballot its members in the motor industry in the next few weeks.

This follows an impasse at industrial council negotiations and an agreement that the dispute would not be referred to mediation or arbitration.

Unions are forced to settle for less

W/Mail 21/8-27/8/92

By MONDLI MAKHANYA

UNIONS have had to settle for below-inflation wage increases this year as the recession continues biting into workers' bargaining power.

With most sectors now having completed wage negotiations, settlements appear to have averaged 12 percent — four points below the inflation rate and way below the 27 percent food inflation rate. This figure may drop to single digits after settlements have been reached in the strike-hit engineering industry, where employers have indicated they will not budge from their 8,6 percent offer.

Apart from the engineering industry, where the National Union of Metalworkers of South Africa (Numsa) has revised its demand from 20 to 16 percent, unions' opening demands were moderate, indicating their expectation of low awards. Instead, they have concentrated on working conditions and issues of job security.

Econometrix economist Azaar Jammine notes that, in the past, unions usually added the growth rate to the inflation rate as their bottom line for wage increases — meaning that this year's increases should have averaged 18 percent.

The lowest increases in a major industry were granted in the gold-mining industry, with workers settling for a five percent increase plus a 20 percent profit-sharing scheme.

Coal miners accepted an 11 percent wage hike, while hotel and public-sector workers settled for 9,8 percent and 9,6 percent respectively. In the retail and chemicals industries, average settlements were 15 percent.

Motor-manufacturing workers accepted a 12 percent increase and concentrated their energies on pushing for a renewal of the retrenchment moratorium. In the end, Numsa managed to secure a fund for retraining retrenched workers.

Gavin Brown and Associates consultant Andre Jooste predicts the trend will continue beyond the recession.

The virtual bridging of wage gaps between black and white workers and the hardening of employer attitudes as a result of the politicisation of industrial relations have also contributed to the lower settlements, Jooste adds.

Tanning strike over W/Mail 21/8-27/8/92

■TWO thousand tanning industry workers ended a three-week strike this week after a 14,7 percent wage increase had been agreed to between employers and the South African Clothing and Textile Workers' Union.

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Savings to fund salary increases

(349) ADRIAN HADLAND

MORE than 10 000 Johannesburg municipal employees would receive increases of between 9,26% and 15% from October 1, it was announced yesterday.

The agreement between the council and employee representatives, which was ratified by the management committee and the Industrial Council, would cost the city an additional R57m by the end of the current financial year. BDAY 25/8/92

Management committee chairman Ian Davidson said the increases would be financed through internal savings and would not increase the council's deficit. "We believe the increases are in line with those in the public sector and reflect the economic strictures facing all organisations in SA at present."

The agreement included a limit on overtime, a new minimum salary of R1 037 and the freezing of vacant posts for seven months.

Davidson said large-scale retrenchments would not take place but the council would negotiate with unions on a programme to achieve optimum staff levels.

Arbitration 'not an alternative to strikes'

BDay 10/4/91

VERA VON LIERES

WAGE arbitration should not be viewed as an alternative to strike action. It was a justifiable, equitable means of resolving disputes, Andrew Levy of labour consultants Levy and Associates said yesterday.

He told delegates at a wage arbitration symposium in Sandton the right to strike was a fundamental right in any workers' bill of rights, and arbitration should not be seen as a means of avoiding a strike.

Criticisms of arbitration were that drove parties to adopt extreme positions, and that it was a correct method only for disputes of rights such as dismissals, not disputes of interest, which included wage disputes.

In national disputes such as last year's OK Bazaars strike and those in which social costs were vast, wage arbitration tended to be favourable for employers.

International arbitration studies showed that UK arbitrators tended to settle closer to employers' positions than unions' demands. Unions were more reluctant to go along with arbitration than employers.

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SA Clothing and Textile Workers' Union (Sactwu) general secretary John Copelyn said it was easy to dismiss wage arbitration because of "uncertain costs that could flow from the award". However, employers should genuinely sum up the potential costs of losing the arbitration award and the cost of strike action.

For arbitration to become more acceptable, unions and employers had to agree on basic principles and a method of improving the quality of bargaining had to be established.

Independent Mediation Service of SA (IMMSA) director Charles Nupen said it was vital to hear and dispose of disputes in which relations between management and labour were at stake as soon as possible. Statistics showed that dispute resolutions through arbitration were far less lengthy than Industrial Court action.

Arbitration depended on parties adopting a "more collaborative" attitude with each other.

Levy and Associates' Pat Stone said it appeared employers were concerned with the way in which arbitrators had handled certain issues. Trade unions shared employers' suspicion of handing something as subjective and complex as the wage bargaining process to a third party until they had confidence in the system.

Wage bargaining was viewed as a disruptive process. If arbitration could force parties to be more constructive in collective bargaining, it had an important role to play in SA.

SACCAWU victory

Sowetan 24/9/92

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■ **Workers forced final settlement through militant action**

By Ike Motsapi

THE four-week-old strike by about 100 members of the South African Commercial Catering and Allied Workers Union at Fredsmol In-store Marketing was called off on Monday.

The most important concession gained by the union is the realisation of its demand for a monthly minimum wage of R980.

The settlement was reached last Thursday at 3am while approximately 70 strikers toyi-toyied through the night at the company's head office. Strikers returned to work after management and the union reached a settlement on a variety of issues.

Ms Sue Harvey of Saccawu's legal unit said: "The most important thing for our union is that workers forced the final settlement through their own militant action"

Harvey said the union and management reached agreement on the following issues:

*Short timer's hours are immediately increased from 30 to 35 per week and they receive the same increase - R145 as full-time staff members. This increase is back-dated to March 1 1992;

*Moratorium on retrenchments;

*No new employments until short timers have full-time jobs;

*A minimum monthly salary of R980;

*A worker's committee is to sit with management to study the company's operations. This is intended to find ways of reverting back to a 40 hour weekly working period;

*No disciplinary action will be taken against people who had been on strike; and

*That strikers must report back to work on Monday September 21.

Eskom settlement

[redacted] (349)

ESKOM and the 10 unions operating in the company concluded their wage negotiations this week — agreeing on a 14 percent wage increase. Monthly paid workers will get a seven days' paid leave bonus while those in the lower grades will get a five days' leave bonus.

To avoid a repeat of the somewhat unwieldy negotiating process next year, the National Union of Mineworkers, the National Union of Metalworkers of South Africa and the independent Electrical Workers' Union are to enter into discussions on a possible merger at the company.

W/Mail 25/9 – 1/10/92

Wage agreement in engineering sector

(349) ALAN FINE

AFTER seven months of negotiations, including a four-week strike by 80 000 Numsa members, employers and unions in the engineering industry reached agreement yesterday on wages and working conditions for 1992/3. BDM 14/10/92

A Seifsa statement said the agreement, effective from July 1, provided for a 9,1% wage increase for 320 000 employees.

For the first time, the increase will apply to actual, as opposed to scheduled, minimum wages. In return, the unions have agreed to a clause that will bar them from compelling employers to negotiate additional increases at plant level.

Another unusual feature is an undertaking by parties to the industrial council to give sympathetic consideration to applications from companies in certain economically depressed regions for permission to pay less onerous increases.

Free State and northern Cape employers dependent on the mining industry may apply for an exemption allowing them to implement the increase from January 1. Natal employers may apply to pay only a 7,3% increase.

A previous arrangement whereby Border employers could pay 5% less than the scheduled rate to people employed from July 1 1991 remains in force. The agreement also offers improved severance pay and subsistence allowances.

Sapa reports Numsa spokesman Les

☐ To Page 2

Engineering

BDM 14/10/92

(349) ☐ From Page 1

Kettledas said it was not an agreement members could be jubilant about.

It is understood Numsa withdrew a request for a clause committing Seifsa to recommend reinstatement of 3 000 workers dismissed during the August strike.

The union is attempting to pursue the issue through official channels. A request that the matter be dealt with as a single dispute was turned down by employers.

Confederation of Metal and Building Unions director Ben Nicholson, who represents six artisan unions, said certain unions had dragged out discussions by their "unwillingness to accept the realities".

"We could have saved those 3 000 jobs. Although we are accused of not being militant enough, the outcome shows that militancy does not always pay," he said.

☐ Numsa announced it planned a march on Anglo American headquarters tomorrow to protest against the dismissal of 600 Boart employees during the strike.

Fishermen win most demands

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SOUTH 14/11 - 18/11/92

By Justin Pearce

STRIKING lobster fishermen achieved a partial victory this week when the West Coast's largest fishing company conceded most of the fishermen's demands.

But the West Coast Fishermen's Union has vowed to continue the strike until the company meets their demand of R6 per kilogram payment for the lobster they catch.

Oceana, which holds about 45 percent of the total rock lobster quota, has agreed to compensate the 101 fishermen and 28 other workers who were made redundant at the beginning of the current season

The company has also undertaken to employ all lobster fishermen as full-time employees, with the associated benefits.

Until now the quota holding companies have regarded fishermen as employees of the boat skipper rather than of the company. This absolved the companies of the usual responsibilities of an employer.

Oceana also committed itself to creating job opportunities, and has made six small boats available to the fishing communities for the catching of linefish.

The company has agreed to participate in a forum which will also include community leaders and workers from Hondeklip Bay, Lambert's Bay, Doring Bay, Eland's Bay, St Helena Bay and Hout Bay.

The fishermen rejected Oceana's offer of R5 a kilogram payment. They have reduced their demand from R8 to R6 a kilogram, and intend to continue their strike until Oceana agrees to this figure.

Rock lobster fetches about R40 a kilogram on the retail market.

West Coast Fishermen's Union spokesperson Mr Hennie Mostert said he expected that the concessions made by Oceana, who is the biggest employer, would force other employers to take similar steps.

Mr Leon Conradie, Oceana's human resources manager, said the meeting had helped to "alleviate misunderstandings" but no settlement was reached.

He said another meeting would be held on November 16.

ANC assistant regional secretary Mr Willie Hofmeyr expressed disappointment over the failure to reach agreement on the issue of payment.

Study confirms the influence of unions

W/Mail 4/12 – 10/12/92

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Weekly Mail Reporter

PROOF of the strength of the trade union movement in South Africa comes from a just-published academic study by eminent left-of-centre economist Peter Moll.

According to his study, South African unions have raised black wages by 24 percent above what they would otherwise have been.

Also, despite the fire some unions have drawn for sexist practices, they have won larger wage gains for women than for men. Moreover, the gains were larger for unskilled than for the semi-skilled to skilled.

The study by Moll, Visiting Scholar in Economics at Northwestern University, examines union and non-union workers in South Africa using data for 1985. By raising wages around 24 percent for black workers the unions showed they were about as influential as American and Canadian unions, which succeeded in raising their members' wages by between 10 percent and 30 percent above those of non-union workers in the 1970s and 1980s.

During the same period British and European unions had smaller effects of 10 percent or less.

Unskilled union members in the services sector did best on average, with increases 31 percent above non-union members for both men and women. Those in manufacturing did worst, with 15 percent for men, and 28 percent for women.

Semi-skilled workers derived smaller benefits from unionisation, with five percent for men and 15 percent for women. Skilled men had only a four percent advantage over the non-unionised.

Moll argues the unions effectively compressed wages across skill levels, probably because of plant-level organisation of the new non-racial unions, which concentrated their efforts on achieving a "living wage". This meant stressing the wage levels of the least-skilled workers and downplaying the wage demands of the semi-skilled and especially the skilled.

Who joined the unions? About 23 percent of black (African, coloured and Asian) workers were unionised in 1985, although this varied from 71 percent in the service sector to 42 percent in manufacturing.

Moll shows that, as of 1985, women and men were equally likely to join unions. Workers in large firms were much more likely to be unionised than workers in small firms. Workers in Bloemfontein, Klerksdorp and the Free State Goldfields were less likely to be unionised than workers in the PWV area, Kimberley and Durban.

Older workers and workers with longer tenure with their current employer were more likely to join unions than young workers.

Overall, the picture is one of a growing and powerful union movement. Moll remarks: "Even in 1985, five years before political negotiation became an acceptable concept for the minority white regime, African union workers had won wage concessions of a size similar to those in democratic developed countries."

●**Black South African Unions: Relative Wage Effects in International Perspective. Industrial & Labour Relations Review 46.**

Milestone accord for gold mines

W/Mail 18/12 - 22/12/92

By FERIAL HAFFAJEE

THE longest and most sophisticated wage and working conditions agreement ever was clinched in the gold industry last week, ushering in a new industrial relations order in the sector.

(349)

Concluded after seven months of hard bargaining against the backdrop of a tumbling gold price, the agreement is remarkable for its degree of give and take.

The union has settled for low increases of between five and nine percent and a share of the profits in return for wide-ranging social rights for its members. These include increased trade union rights, improved compensation for injured and disabled workers and participation in decision-making.

The Chamber of Mines and the National Union of Mineworkers (NUM) will make joint representations to the government on new compensation legislation and for the first time, the union will be represented on the Rand Mutual Assurance Company which pays benefits to injured miners and their families.

The mines will also increase provident fund contributions and will no longer charge unions an administration fee on subscriptions. The chamber will recommend that its member mines pay the cost of full-time shaft stewards and also pay stewards for lost shifts spent in negotiations.

NUM assistant general secretary Marcel Golding calls the profit-sharing agreement "a creative and innovative" solution to the crisis in the gold mining industry. "It secures a basic wage increase but where profits are made, workers gain in the upswing on the mines."

Profit sharing is restricted for now because profits will only be shared when trigger levels are reached and these levels differ from mine to mine.

To prevent a rehash of the problems faced by last year's productivity schemes, the mines have agreed to full disclosure of information to enable the NUM to keep its members informed.

The NUM says: "There will be training courses to allow workers to participate in monitoring mine results and monthly meetings will be held on all mines to review progress."

The agreement includes a resolution by the mines to discuss the agency shop — a type of closed shop to deal with "free riders", a term given to miners who do not join the union but benefit from bargaining.

In terms of an agreement at Harmony mine, all non-NUM members pay one percent of their wages into a Collective Bargaining Fund and half of the money goes to the NUM. The union hopes to extend this agreement to the entire industry.

The medical repatriation of disabled workers will be subject to arbitration and the NUM will be allowed to bring in independent doctors to examine workers. The chamber has agreed to study rehabilitation programmes for injured, sick or disabled workers.

The agreement marks a new strategy on the part of the union. According to Golding, it "opens up a new terrain of struggle giving miners greater control at the workplace by giving them a role in the efficiency of mines and other enterprises".

Cleaning up in Natal

W/Mail

By GAYE DAVIS 5/3-11/3/93 (349)

WORKERS in the contract cleaning industry in Natal will get more in their pay packets at the end of this month following the gazetting of a ground-breaking regional industrial council agreement.

The agreement, signed between the Transport and General Workers' Union (TGWU) and the Natal branch of the employer body, the National Contract Cleaners' Association (NCCA), is binding on all contract cleaning companies in the region and follows two years of negotiations and two strikes by 8 000 Natal workers.

From March 1 new wage rates will be R610,01 a month for Durban employees, R555,11 for those in Pietermaritzburg and R490,72 for those in smaller Natal towns. The NCCA has said the differential wage rates will be equalised by 1995.

The agreement marks the first time contract cleaners' wages have been negotiated. Previously, they were covered by wage determinations set by the Department of Manpower.

TGWU national organiser Jane Barrett said while the new figures were not acceptable to the union, "they are indeed an improvement on previous minima.

"TGWU sees this as the start of a long battle to improve the wages and working conditions of some of the most poorly paid workers, who work long and unsociable hours," she said.

Attempts at forming a national industrial council for the industry fell apart at the end of 1991 when Transvaal and Cape employers pulled out of the agreement while their Natal counterparts stayed in.

"We are still arguing for a national industrial council but employers are split on the issue and refuse to talk about it," she said.

The industrial council agreement for Natal also recognises maternity leave for the first time, a ban on piecework, long service with an extra leave provision, study leave, the compulsory deduction of union dues by employers on request, and the payment of a levy by both workers and employers to fund the industrial council's operation — including an inspectorate to monitor illegal employer practices.

NCCA chairman TW Davis said the agreement was "a milestone" for the cleaning industry in Natal. He said a disputes committee, which meets monthly, had also been formalised.

AECI and union settle

BDAY 8/3/93 349

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, back-dated 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.

Compensation sum in question

BIDM
27/4/93
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ERICA JANKOWITZ

THE Labour Appeal Court will resume a case in July concerning excessive compensation for constructive dismissal granted by the Industrial Court.

The amount granted far exceeded the existing standard maximum of six months' salary laid down by the Industrial Court, a legal source said.

The source said the decision suggested liability for compensation was "open-ended", unlike other countries in which the party found to have committed an unfair labour practice was liable for compensation.

In the UK, in which similar labour jurisdiction exists, maximum compensation is capped and may not exceed £10 000.

This case was taken to the Industrial Court in September 1992 by a warehouse manager who maintained that Amalgamated Beverage Industries (ABI) had forced him to resign under pressure from the Food and Allied Workers' Union.

During his first month of employment, treated as a probationary period in compliance with company policy, the union expressed its unhappiness with his appointment.

This stemmed from an incident at a previous employer, involving police action during industrial unrest, for which the manager was acquitted on all charges of complicity after arbitration.

The company extended the manager's probationary period by two months with his consent.

During this period the union threatened to embark on national strike action if the manager's employment continued.

As a result, the manager was asked to consider resignation.

The Industrial Court found that the manager had been constructively dismissed and looked at the question of compensation.

In the calcucation, presiding officer Arthur de Kock examined the plaintiff's prospects of re-employment as well as his past and future loss of earnings.

He ordered the company to pay R308 756 — equivalent to more than six years' salary because the manager was in his early 50s and therefore had diminished chances of finding alternative employment.

The source said that ABI would contest the court's finding and the compensation award.

The company was prepared to take the case to the Supreme Court if the Labour Appeal Court ruled against it.

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BD 30/4/93

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.

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

■ Workers get increase:

R1 040 a month.

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.*

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[redacted]

'Ask for arbitration clause'

Star 31/3/94

Consumers who do not insist on an arbitration clause in a contract, could find themselves out of pocket if a dispute is not resolved, writes **John Miller.** (349)

This is the opinion of the Association of Arbitrators, a voluntary organisation of about 800 members.

During the past 15 years, the association has achieved most of its success in the construction industry.

The Master Builders Association (MBA) and the National Association of Homebuilders (NAHB) are two bodies that have incorporated an arbitration clause in their contracts.

Diane Lister said the Arbitration Association is continually trying to persuade businessmen who use standard contracts to include an arbitration clause.

"The arbitration act legislates that an award decided on by an arbitrator is legal and binding.

"In many cases the consumer cannot afford the services of a lawyer. The arbitration clause will protect the consumer if the contract or transaction goes sour."

Lister believed that consumers should not sign a contract without insisting on such a clause in the contract.

Each year the association handles hundreds of cases with many resolved even before arbitration is reached.

Recommended clauses for contracts are available from the association's offices.

For information about these and various courses offered people can contact the association on (011) 483-3071.

Textile factory must reinstate 250 workers

ERICA JANKOWITZ

A RECENT arbitration award reinstating about 250 workers dismissed by Anglovaal's Mooi River Textiles in 1991 and granting them about R5,2m in compensation has been extended by agreement with the SA Clothing and Textile Workers' Union (Sactwu). B/Day

Company chairman David Royston said Sactwu contacted Mooi River Textiles immediately after the award expressing concern about the potentially damaging effect of reinstating the workers. 11/7/94

The union feared a resurgence of violence if the company dismissed workers to make way for those it had to reinstate.

The dismissals occured in 1991, after violence in the area prevented workers from reporting for duty at the plant.

In his award, arbitrator Clive Thompson accused the company of taking inadequate steps to guard employees against other workers arriving at the company armed with lethal weapons.

"Individuals stayed away from work because of genuine and reasonable fears concerning their personal safety," Thomson said. (349)

Royston said the company had considered taking the award on review, but decided against it as the case had dragged on long enough.

As a result of negotiations with Sactwu, the parties agreed to extend the reinstatement timeframe to 1995. To date, the company had managed to accommodate 160 workers by increasing shifts in the spinning section and through natural attrition.

"The agreement also requires that the company employs 10 workers each month until the end of March 1995. Affected workers not employed by the company by this date will be paid full wages," Sactwu said.

Royston described the settlement as "a pretty good solution to what appeared to be an insoluble problem".

Sactwu said workers would receive about R20 000 each in compensation and had pledged R1 000 each "to assist those who still had no jobs".

Industrial Court finds in favour of BTR-Sarmcol

BDay 18/10/94

ERICA JANKOWITZ

NINE years after Industrial Court presiding officer Pierre Roux found that BTR-Sarmcol had not committed an unfair labour practice by dismissing 950 workers during an illegal recognition strike, the Court again found in favour of the company — in a delayed decision handed down in Durban yesterday.

This followed an unsuccessful application by the company's legal team to prevent the decision being handed down by calling for the recusal of Industrial Court presiding officers Bill Maritz and Philip van Zyl.

Legal representatives argued that Maritz and Van Zyl were biased in their handling of the matter after having attended a seminar at which Halton Cheadle spoke on fundamental human rights and the constitution.

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Cheadle was the instructing attorney for the union, the Metal and Allied Workers' Union, which later merged with other unions to form the National Union of Metalworkers of SA.

The recusal hearing was held on Friday, but the decision was postponed until yesterday, delaying the long-awaited judgment on BTR-Sarmcol.

Commentators described the decision as a "massive blow" for the affected workers who have waited nine years to hear their fate, though it is believed that only about one-third of the original workers would be affected by the decision as some had died and others moved.

The court dismissed the application for reinstatement, saying: "The loss of employment by the applicants did not represent an unfair labour practice on the part of the respondent."

Commentators said the court applied the laws and values which pertained in 1985, the year in which the dispute started and was referred to court.

During this period, management prerogative was less circumscribed than is the case today.

Commentators said the case turned on timing, with the court finding the company had not been unreasonable in its handling of the dispute dismissal of workers who did not comply with the ultimatums set for a return to work.

BTR-Sarmcol also held open an offer of re-employment for three months after the dismissals, before finalising the termination of workers. This was found to be "not unreasonable".

The case took nine years to reach this phase after a recusal application, lodged by counsel for the union, was dismissed in the first Industrial Court appearance, presided over by Roux. Roux rejected this move and found in favour of the company in 1987.

This decision was challenged by the union in the Supreme Court which found that Roux should have recused himself. The company challenged this in the Appellate Division, but the Supreme Court's finding was upheld and the matter was referred back to the Industrial Court last year.

Workers would be able to take the matter on review to the Labour Appeal Court if they believed the judgment was not sound, commentators said.

Fired workers wait 10 years for bad news

C/Press

By SIPHO KHUMALO

23/10/94

DISPIRITED former BTR Sarmcol workers filed into the Mpophomeni township hall this week to formally receive the news that their almost 10-year-old struggle to be reinstated had failed.

This was after the Industrial Court had ruled that the dismissal in 1985 of more than 980 workers by BTR Sarmacol in 1985 after a strike was not unfair labour practice.

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The workers, who had been jobless for almost 10 years, had lodged an application with the court for compensation on the grounds that they were unfairly dismissed.

Lawrence Zondi (64), a shopsteward with the National Union of Metalworkers while he was employed at Sarmcol, said after the reportback meeting that the court ruling meant "more hardship, hunger and uncertainty for us".

Zondi said he was prepared to carry on with the fight. "Since our dismissal the township has not known peace. Four shop stewards were murdered and I was hounded out of Gezibuso because I was aligned to Cosatu.

"My brother and his wife were killed," he said.

The court's 98-page judgment revealed that 126 of the dismissed workers had died.

"The tiny township of Mpophomeni, which is home to 80 percent of the dismissed workers, has been hard hit for 10 years, and the future is even bleaker," he said.

What hurts the dismissed workers is the fact that the company offered an out-of-court settlement. It had offered to pay out R1,5-million, but this was rejected by the union which wanted R2,5-million.

This week the union's lawyers were studying the judgment with a view to lodging an appeal.

But what now for Zondi and his fellow workers?

"We are fighting on. But for now we are concerned about our survival and the welfare of Mpophomeni. We appeal to communities and organisations to help us to set up projects to rebuild the township and keep us alive while we fight on."

A collective farm in Mpophomeni was set up to help the workers, but it ran into difficulties and the project was aborted.

Now it is back to square one for the dismissed workers, but, Zondi says, the struggle continues.

VRN Steel told to reinstate strikers

ERICA JANKOWITZ

THE first Industrial Court judgment stemming from dismissals during the 1992 national strike in the steel/engineering sector was handed down this week, with the presiding officer ordering the reinstatement of 104 workers.

B/Day

In the decision, presiding officer Arthur de Kock held that VRN Steel's independent decision to dismiss workers contradicted the centralised nature of the industry's central bargaining system. This would undermine the collective bargaining relationship.

27/10/94

VRN Steel was found to have dismissed workers who did not report back for work within a time frame agreed between the Steel, Engineering Industries Federation of SA (Seifsa) and the National Union of Metalworkers of SA (Numsa).

The facts of the case were that Numsa members embarked on a strike after wage negotiations with Seifsa deadlocked in 1992. Seifsa regarded the strike as illegal, but failed on a technical point from obtaining a Supreme Court interdict on its first attempt.

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On a second attempt, Seifsa was successful in getting an order interdicting Numsa from pursuing the strike.

Despite Numsa's attempts to persuade workers to return to work, some VRN Steel workers failed to comply with the deadline.

The court said although the strike was illegal, workers were not aware of this and the company itself had not relied on this fact in taking the decision to dismiss.

There were at least five more similar cases flowing from the strike for which judgments were expected, the court said yesterday.