386 - ICE CREAM MANUFACTURING INDUSTRY,CERTAIN AREAS.

Superceding w.d. no: 317

AREA A: Alberton, Benoni, Bellville, Boksburg, Brakpan, Durban, Germiston, Goodwood, Inanda, Johannesburg, Kempton Park, Krugersdorp, Nigel, Oberholzer, Pinetown, Pietermaritzburg, Port Elizabeth, Pretoria, Randburg, Randfontein, Roodepoort, Sasolburg, Simonstown, Springs, The Cape, Uitenhage, Vanderbijlpark, Vereeniging, Westonaria, Wonderboom and Wynberg.

AREA B: Bloemfontein, East London, Kimberley, Klerksdorp, Potchefstroom, Odendaalsrus, Virginia and Welkom

AREA C: Bethlehem, George, Kroonstad and Somerset West

Footnotes

1. Overtime hours - From September to April, the maximum hours overtime per week is 20.

1984 - 1985

WAGE REGULATION IND. COUNCILS

ARGUS 1/1/8x LABOUR 246

Paper mill workers want to negotiate wages directly

Labour Reporter

MORE than 2 000 workers at five mills belonging to the Mondi Paper Company have asked to negotiate wages directly with the management rather than using the official machinery.

The 2 300 workers, who belong to an affiliate of the Federation of SA Trade Unions (Fosatu), the Paper, Wood and Allied Workers' Union (PWAWU), have said they are dissatisfied with wage increases negotiated through the Pulp and Paper Industrial Council.

The latest increases granted by the council bring minimum wages to R1,38 an hour in the lowest-paying Mondi factory and to R1,97 an hour in the highest-paying, according to a union spokesman.

A union statement said no progress had been made in negotiating wages with local management.

PWAWU claims to have majority support in five out of six of Mondi's paper mills, with the Cape Town mill the only exception.

A spokesman for Mondi said the management would bargain with representative bodies on issues common to all employees "in one forum only, that is with all unions together.

"The Industrial Council provides for just such a mechanism and the paper and pulp industry is no exception to this preference for non-racial, non-fragmentary bargaining."

B

Crucial test for Industrial Council

(346)

S. Tribune 8/1/84

By Mike Peirson
Finance Editor

THE restructuring of the Industrial Council system in relation to the emergent trade unions will be a crucial industrial relations issue this year.

Nevertheless, experts in the field feel because negotiating structures and the power-base build-up between worker representatives and employers are still in a transitional stage, the country will still be stuck with unrepresentative councils for some time to come.

Because, also, of the problem of alignment between centralised and plant-level negotiations and the need for some measure of coherence, a restructuring of the system will be no easy task.

In fact a recent summit of the council issue appears to have been something of a non-event. Many of the delegates, particularly those from the party trade unions, seem to have been quite content with the council system as it exists and rejected the suggestion major changes were needed to ensure its survival.

But as IR Trends points out in its latest issue, had the meeting not been confined only to those within the system, a completely different evaluation and conclusion may have emerged.

The basic problem is, of course, that the council system was established years ago when a vast majority of workers were unrepresented and, in fact, not even classified as employees. This has led to the unrepresentative nature of the councils. They did, and do, provide some measure of protection for black workers in that they have prevented a certain amount of exploitation. But the protection was not purely altruistic.

Some experts reckon it arose not only from the efforts of some established trade unions on behalf of disenfranchised workers, but also from the desire of employers to prevent wage undercutting. Therefore it was, and still is, an employer-protective device, particularly in the allowance for the extension of agreements to non-parties.

A new dimension has been added with the emergent black unions who have made no bones about their dissatisfaction with industrial councils and have tended to go for individual negotiations at plant level.

One Durban industrial relations expert, Mr AV Allen, told me he felt the industrial council system was cumbersome.

It took far too long for a shop floor dispute to reach the council table and consequently union leaders sometimes had difficulty holding back members from possible strike action.

In the sugar industry, however, the industrial council is completing measures to speed up grievance procedures and resolution.

The argument to retain industrial councils is strong, with its protection and extension clauses, simply because only 12% of black workers are unionised now.

It will take some time before the black unions become strong enough to counter the exploitation that could follow the scrapping of the council system, particularly since no national minimum wage exists.

In this respect it would seem legislation for improved basic conditions of employment and a minimum wage could become an issue.

Another problem with industrial councils is their quasi-legalistic nature, being both law makers and law enforcers of their own agreements.

"In a sense industrial councils have been doing the Government's job for them by establishing basic equitable conditions of employment over and above the very limited conditions provided by law," contends IR Trends.

"No wonder councils are equated with the Government and they have, in the process, lost sight of their essential relationship governing function."

Governmental policies and the country's previous lopsided labour relations system with its unequal union development, are suggested as mainly to blame for the present industrial council dilemma.

"It would seem councils, in order to recapture some measure of credibility, will of necessity have to become more representative," the journal continues. "The principle means of achieving this would be in becoming more attractive to newer unions or to as yet unrepresented workers.

"Furthermore it is essential union officials see themselves not as independent, permanently installed heads of companies, but as elected representatives.

"Also the councils must come to the realisation they are not concrete institutions embodied in buildings, but essentially social institutions, reflecting the relationship between employer and employee and established for the purpose of collective bargaining."

Closely linked to the legal image of councils is their administrative tag because of their control of worker benefits, and again many feel this administrative factor is over-emphasised in detriment to the true collective bargaining role.

Some experts suggest the time has come to separate the legal and administrative functions from their essential relationship governing and negotiation function.

"This would perhaps facilitate a restructuring of the council system to suit present needs and to accommodate other elements," says IR Trends.

There are many other problems, of course, which include:

- The increasing development of parallel plant-level and even centralised bargaining structures.
- The incompatibility of new trade union ethics with highly centralised bargaining.
- The diversified interests of different union groups.
- The difficulty of establishing criteria for equitable representation.
- The continuing lack of distinction between rights and interests and consequent wrongful council involvement in the former.
- The over-heavy composition and cumbersome machinery of many councils.

Innovative and possibly revolutionary solutions are required to bring the two schools of thought together within the framework of industrials councils.

RESTRUCTURING OF COUNCIL SYSTEM WILL BE VITAL INDUSTRIAL RELATIONS ISSUE THIS YEAR

Union wants refund

346

PRETORIA BUREAU

Sowetan

17/1/89

The National General Workers' union has appealed to the Industrial Council to intervene in their claim for hundreds of rands from Poole Industries in Rosslyn which deducted the money without the permission of their member workers.

About 300 black and coloured workers at the company — who are all members of the union — went on strike on October 11 last year, demanding a wage increment of R4 each an hour and that management stop deducting certain amounts from their salaries which were paid for the washing of their overalls and the R3 which was deducted towards their pension fund.

Mr Donsie Khumalo, the general secretary of the union, yesterday said they had asked the Industrial Council to intervene in their efforts to claim the total amounts deducted by the company for the washing of their members' overalls.

Mr Khumalo said the amounts ran into hundreds of rands.

RDM 10/2/84

Mills, union on clash course

346

By STEVEN FRIEDMAN
Labour Correspondent

THE Paper, Wood and Allied Workers Union (PWAWU) and Anglo American's Mondi Paper seem headed for a clash over the union's demand to bargain wages with Mondi.

Yesterday the PWAWU issued a statement saying Mondi had not yet replied to a union letter demanding wage negotiations. It said it had asked for a reply by Monday and warned it would consider action.

In a replying statement, Mondi said it would respond to the letter — but indications are that it will refuse to bargain over wages directly with PWAWU.

The union, which claims to represent a worker majority at five of Mondi's six mills, recently announced that it had formed a joint shop stewards council. This had brought together worker leaders at the five plants which had asked for negotiations on wages and the company's group pension fund.

It is understood that PWAWU demanded a R3 an hour minimum wage. According to the union, minimum pay at Mondi mills ranges between R1,38 and R2,02 an hour — a claim on which the company would not comment yesterday.

Mondi replied that it would only talk to the new council under the auspices of the industry's industrial council and with other unions in the industry.

PWAWU has so far rejected joining the council and says the other paper unions represent only white artisans — about 5% of the workforce.

Manager: job seekers beaten

346 D. Dispatch 16/2/84

EAST LONDON — Two men were reported to have been taken to Frere Hospital with head injuries yesterday after being attacked outside Trace Industries, where there has been an industrial dispute this week.

According to Mr N. Martin, the manager of the plant, the two men were outside the company premises early yesterday morning waiting to apply for jobs when they were attacked by a man carrying a stick.

Mr Martin said that some members of the factory staff took the injured men to hospital.

Senior police officials said that they had not received any reports of the incident.

The work stoppage at Trace Industries, which manufactures domestic light fittings, began on Monday morning when the whole labour force walked out.

Mr Martin said he believed the dispute was over the fact that he had declined to allow the SA Allied Workers' Union to be the major union operating at the factory.

Mr Martin said that by striking, the workforce had automatically dismissed themselves and he had stated his intention to hire new workers to replace them. He said that he had hired about 50 workers yesterday and the plant was back in operation.

Mr Martin said he had had telephone calls from several of his former employees asking for private meetings to enable them to be reinstated. He said it was his belief that a "tremendous amount of intimidation was involved in this stoppage".

A statement released yesterday by the Saawu office in East London said that repeated attempts by the workers at Trace Industries to have management recognise their wish to belong to Saawu had failed.

The statement alleged that management had approached individual workers in an attempt to dissuade them from Saawu membership. At the same time it said that no worker was subscribing to a union inside the plant despite Mr Martin's contention that workers were members of the Iron and Steel Industrial Council.

The statement said that the workers did not want their jobs back unless the management was prepared to talk to the union of their choice. It also denied that Saawu members had been involved in intimidation.

Mr Martin said that when Saawu had first started operating he had gone along with the idea of Saawu membership for a trial period.

"But for a multitude of reasons it didn't work. Also, by the nature of our operations here we have no choice but to belong to the Iron and Steel Industrial Council and it is impractical to have two unions operating on the premises.

"If workers want to belong to Saawu on an individual basis they may do so, but it is not the union which operates on my factory floor," Mr Martin said. — DDR

LABOUR NEWS

RDM 23/2/84

Mawu wants more pay, less hours

By STEVEN FRIEDMAN
Labour Correspondent

THE Metal and Allied Workers will demand a R2,50 an hour minimum wage for the country's 400 000-plus metal workers at this year's wage negotiations in the industries — a 63% increase on the current minimum.

The union will also demand key changes to work hours and overtime pay in the industries and a 50 cents an hour "across the board" pay increase for all workers. The minimum wage in the industry at present is R1,53 an hour.

The demand is certain to be resisted by employers, represented by the Steel and Engineering Industries Federation (Seifsa) and means this year's wage talks — at the metal industries' industrial council — are certain to be heated.

Yesterday, however, Seifsa's director, Mr Sam van Coller, said no wage demands had been received from MAWU or other unions on the metal council. This meant, he added, that no date has yet been set for pay negotiations.

The industrial council's executive is due to meet next month and it is likely that unions will formally submit their demands at that meeting. A date for negotiations would then probably be set.

Last year was the first in which MAWU took part in wage talks at the metal council, which sets minimum pay and conditions for workers in the industries.

In the latest edition of Fosatu Worker News, journal of the Federation of SA Trade Unions, to which MAWU belongs, MAWU's president, Mr Jeffrey Vilane, says the union's demands do not differ much from those made last year.

This, he said, was because "in 1983 Seifsa did not give serious attention to what our members wanted — so we decided to tell them again this year."

He said the demand had been increased because general sales tax had increased, rent had risen and workers' transport expenses were "huge".

MAWU, Mr Vilane said, would also demand a 40-hour work week instead of the present 45 hours, a maximum of five hours' overtime to be paid at double rates during the week and triple rates at weekends, and one months' notice before firing for all workers.

The union would also seek a procedure stipulating that workers be temporarily laid-off instead of retrenched.

MAWU would also ask that wage talks begin in March this year — earlier than usual — to give union leaders more chance to consult members.

RDM 5/3/86 346 ~~MA~~

A KEY battle over bargaining rights is coming to a head in the paper industry.

For some time, Fosatu's Paper, Wood and Allied Workers' Union has been trying to bargain wages with employers outside an official industrial council.

Two companies have agreed, but major firms like Anglo American's Mondi Paper continue to refuse.

Now PWAWU has declared two disputes with Mondi — one over wages and the other over its refusal to bargain outside the council.

Mondi says it wants to bargain at the council because this is the only way it can negotiate with all unions in the industry. PWAWU says unions on the council represent skilled workers only.

If the disputes are not settled, PWAWU can strike or go to the industrial court.

Either way, Mondi is a major force in the industry and the outcome at its mills could decide whether the industrial council will continue to be a major force.

Motor union in key wage deal at Brits plant

Star 7/3/84

By Jo-Anne Collinge

Workers at a Brits tyre factory will be paid the top minimum wage for the industry in terms of an agreement negotiated with Firestone South Africa, says the National Automobile and Allied Workers' Union (NAAWU).

"The settlement gives the workers an across-the-board increase of 25c an hour, bringing the minimum rate to R2,37 an hour. This is the highest minimum in the tyre manufacturing industry and stands in sharp contrast to the current minimum Eastern Cape rate of R1,38 and the minimum applicable in the Dunlop factory at Ladysmith — R1,31 an hour," Naawu stated this week.

The union pointed out it had not been party to setting the Eastern Cape wage as it was not at that stage a member of the Industrial Council for the Tyre and Rubber Industry in the Eastern Cape.

It announced it had recently been admitted to the council, saying: "The council will now be representative of workers in the industry for the first time. Naawu will now take steps to ensure that the council's agreement more fully represents the needs and aspirations of our members — something which was not the case when a minority union sat alone on the council."

The unrepresentative nature of industrial councils is a legacy of defunct labour law which permitted only registered unions to be party to councils and which excluded black unions from registration.

NATAL UNIONS 346

Mawu cries 'unfair'

The Metal and Allied Workers Union's (Mawu) attempts to organise workers in the light industrial sector in Maritzburg appear to have run into a steel wall.

Mawu has signed a number of recognition agreements with major employers in the area and is now turning its attention to the smaller plants. But union organisers claim they are being blocked at every turn by the "obstructive" attitude of employers.

Relationships between the union and some employers have reached a critical

Financial Mail March 23 1984

~~1401~~ ~~189~~ FM 23/3/84 346

stage. In two cases the industrial council for the industry has been asked to hear charges of unfair labour practices, and in one instance allegations of an unfair labour practice are being brought before the Industrial Court.

In the case of the Filpro factory in Pietermaritzburg Mawu is threatening Industrial Court action unless the company grants organiser access to the factory, recognition of its shop stewards and stop-order facilities. The union claims a 70% representation but says management refuses to recognise its status as a majority union.

If the matter is not resolved at Industrial Council level it says it will "take the issue further."

Selective

The union also believes it has a case against the Pressure Die Casting plant. It alleges that virtually the entire workforce was fired after a strike late last year and that the company has since been selectively re-employing. The union argues that as the representative labour movement, it should have been consulted over the re-hiring.

The union's most serious dispute is with McKinnon Chain. The company balked at signing an agreement and has subsequently granted merit increases to favoured employees. The union, which claims a majority representation, holds that this is an unfair labour practice. After several attempts to resolve the dispute at a lower level, it is now filing papers with the Industrial Court.

Says Mawu's Maritzburg organiser, Dumisani Mbanjwa: "We have had a good relationship with some of the bigger employers but now, unfortunately, a few individuals are trying to block us on the grounds that we are not a suitable union to have dealings with."

LABOUR NEWS

RDM 29/3/84 346

Court upholds council's 'stop order' union ruling

By STEVEN FRIEDMAN
Labour Correspondent

THE industrial court has upheld a decision by the textile industry's Cape industrial council to bar employers from granting "stop orders" to unions who do not belong to the council.

This is a blow to Fosatu's National Union of Textile Workers, which is recruiting workers at the Cape textile plants.

"Stop orders" are automatic deductions of union dues and are regarded as a key source of financial stability. Now only Tucsa's Textile Workers Industrial Union, a council member, can receive stop orders.

The ruling may also have implications for other unions.

It is understood that NUTW plans to appeal against the decision.

The ruling was given in a case in which Cape company, SA Nylon Spinners, applied for an exemption from the council's stop order bar so it could deduct dues for NUTW, which represents most workers at the plant.

It is barred from doing this in terms of a clause in the textile industrial agreement preventing employers deducting amounts from workers' wages for any purpose other than those laid down in the agreement.

The council refused the exemption and NUTW then appealed to the court.

Union lawyers argued the bar was meant to protect workers from employers who sought to make unwarranted deductions from their pay.

Where workers agreed to pay stop orders to a union, this did not apply, they said.

The industrial council's lawyers, however, argued that the bar was specifically designed to protect unions on the council.

Meanwhile, the Minister of Manpower has refused to allow retrenched NUTW members at a Frame Group textile factory to test their firing in the court — despite the fact that the court has already temporarily reinstated them.

The Minister has also agreed to appoint a conciliation board to settle the dispute declared by eleven of the fired workers — but refused to appoint one to settle what lawyers say is an almost identical case declared by a twelfth.

 Cape Times 30/3/84 346

Unions 'have little effect on workers' wages'

Political Staff

THE presence of trade unions on industrial councils appears to have had little effect on the wages paid to workers, a new University of Cape Town study has found.

The 18-month investigation into industrial council and Wage Board determinations, which was released last night, found that the wages of labourers had increased in real terms over the past 10 years.

But it also found that the wages of artisans, most of whom were represented by trade unions, had declined in real terms.

The study was conducted and published by the Southern Africa Labour and Development Unit (Saldru) at UCT.

It also found a relationship between increased wages and upswings in the economy.

This seemed to indicate that wages were determined mainly by supply and demand rather than by trade union organization, one of the authors of the report, Mr Gordon Young, said yesterday.

The study found that none of the industrial council agreements included provisions for cost-of-living allowances or linked wages to the consumer price index, although some previous agreements had incorporated these provisions.

"In fact, in some industries, such as the security industry, workers have done better through determinations by the Wage Board, on which unions have no representation, than they have through industrial councils," Mr Young said.

"We would suggest that wages rose because of militancy and worker action rather than through union participation in industrial councils," he added.

"Trade unions will have to answer some very important questions about their role on industrial councils," Mr Young said.

It was also possible that black people had moved into some of the artisan grades, particularly as artisan salaries were four times as high as labourer wages, but were now nice twice as high, Mr Young said.

The Saldru study is the first ever into wage determinations by industrial councils and Wage Boards, and could become standard in future wage negotiations.

Analysis of the Western Cape wages found that "not a single labourers' minimum wage rate is above the supplementary living level (SLL)", while 10 of the 30 agreements were below 50 percent of the SLL.

The SLL is the level considered necessary to maintain "modest low-level standard of living".

In the Eastern Cape, male labourers in the automobile industry were the only ones which exceeded the SLL, and in Natal no wages paid to labourers exceeded the SLL, while in the Transvaal "labourers wages still fall far short of the SLL".

Saldru has also now introduced a Wage Rate Index, which will be regularly updated, to give "a good measure" of the median of industrial council wage rates of labourers, which could be compared to other wage rates, and the trend of these wages over time.

NATIONAL ARGUS 30/3/84 (346)

Minimum wages low except Eastern Cape motor industry

Labour Reporter

NO current minimum wages for labourers set by the official negotiating machinery are above the breadline, except in the Eastern Cape motor manufacturing industry.

This is a finding of an investigation into wages, set under 158 industrial council agreements, undertaken by the Southern African Labour and Development Research Unit (Saldru) at UCT.

Launching the study last night, Mr Gordon Young of Saldru said researchers had compared all labourers' wages set under industrial council agreements to the supplemented living level (SLL) which allowed for a "modest, low-level standard of living".

"Only a single labourers' rate exceeds that, and that is in the auto manufacturing industry in the Eastern Cape," Mr Young said.

In Cape Town, the SLL for a family of five was calculated last year at R338,65 a month.

"Dramatic increase"

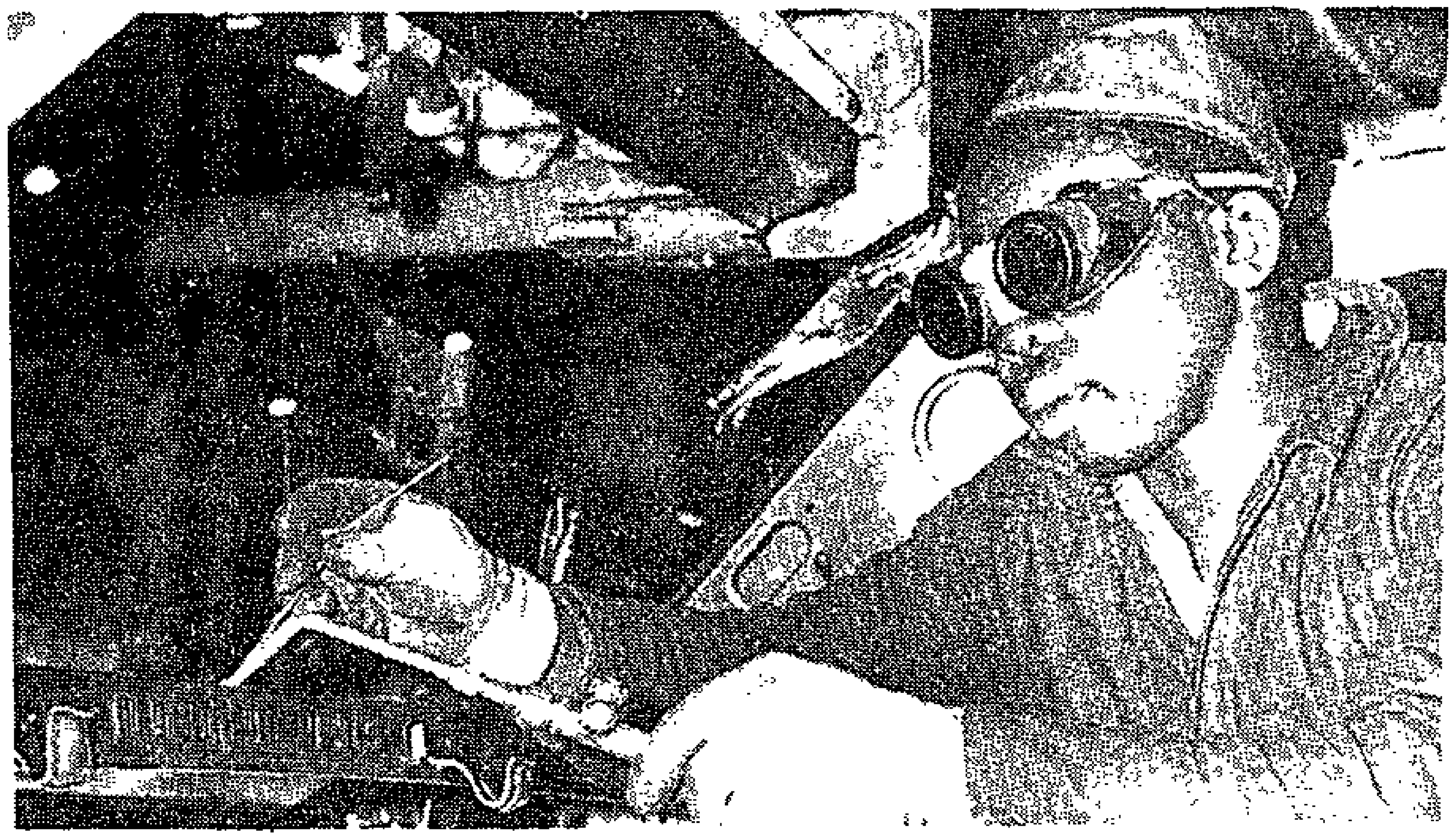
Wages in the motor manufacturing industry had shown a "dramatic increase" in real terms since 1971.

The lowest labourer's wage in the Eastern Cape motor industry was found to be well above wages in other parts of the country.

This was partly due to the presence of the well-organised and militant Fosatu affiliate, the National Automobile and Allied Workers' Union (Naawu) in Port Elizabeth.

In the Western Cape, not a single labourers' minimum wage was above the SLL.

The Border region is one of the lowest-paying areas, with labourers' minimum wages falling below 60 percent of the SLL.



A survey has found that workers in the motor industry in the Eastern Cape earn wages above the breadline.

Earnings down for artisans

Labour Reporter

MOST South African artisans, covered by official wage agreements, are earning less now in real terms than they were 11 years ago.

This is one of the findings of the 18-month Saldru investigation into wages set by industrial councils, which affect about 1,7-million workers.

Saldru spokesman Mr Gordon Young said that of the 75 wage rates prescribed for artisans, only 22 had risen in real terms since January, 1973.

The wage gap between artisans and labourers had fallen by about 25 percent in the same period.

Eleven years ago artisans earned, on average, four times as much as labourers. Today they earned about three times as much.

While most artisans' wages had fallen over the past decade, labourers' wages had risen by about 12 percent.

"How do trade unions who are party to industrial councils explain a situation where their own members' wages are falling, while wages of workers not represented on the councils have risen?" Mr Young asked.

Although the median labourer's wage had risen by 12 percent over the past 11 years, all except one was below the breadline.

Less money for clothing sector workers

Labour Reporter

QUALIFIED workers in the clothing industry earn about 22 percent less in real terms than they did in 1948, according to a University of Cape Town study.

The nation-wide study on minimum wages set by industrial councils — the first of its kind — has been published by the Southern African Labour and Development Research Unit (Saldru).

"We have examined all wage rates in each agreement over an 11 year period. Prices are now three times as high as they were in 1973. To compare real wages, we have to compare wages deflated by the cost of living," Saldru's Mr Young said.

In a section on the clothing industry, the biggest employer in the Western Cape, the study found that "since World War 2 the real wages of clothing workers have shown a long-term decline".

Qualified male machinists in Cape Town, who earned 95 cents an hour (in 1975 rands) in 1948, earned 65 cents in real terms last year.

Women machinists who earned 61 cents an hour in 1948, earned 47 cents last year.

Four trade unions for clothing workers were party to the 13 industrial council agreements in the industry, said the report.

"Since the early 1950s these four trade unions have presided over a continual decline in the real wages of the workers."

'D-day' for sugar workers

N. Mercury 2/4/84

346

Mercury Reporter

PAY talks between representatives of Natal sugar producers and workers' unions are set to enter a crucial stage today in what has been described as 'a make or break day' for thousands of workers in the sugar industry.

If the negotiations — over an agreement setting minimum wages for the entire industry — which are being conducted at Industrial Council level were successful workers could be receiving more pay from April 1.

A spokesman for the Industrial Council for the Sugar Manufacturing and Refining Industry confirmed at the weekend that the council would be meeting today to continue wage negotiations.

The country's major sugar producers were represented at the talks by the Sugar Manufacturing and Refining Employers' Association and the workers by six unions.

These are the Amalgamated Engineering Union, Natal Sugar Industry Employees Union, Sugar Industry Employees Union, South African Electrical Workers Association, National Union of Sugar Manufacturing and Refining Employees and the South African Boilermakers, Iron and Steelworkers, Shipbuilders and Welders Society.

Meanwhile, workers at Tongaat Milling, manufacturers of maizemeal, have declared a dispute with the company over pay after a breakdown in negotiations.

Mr Selby Nsibande, general secretary of the National Union of Sugar Manufacturing and Refining Employees, said at the weekend that the union's negotiations with the management had ended in deadlock.

'We asked for an across-the-board rise of 30 percent for the 600 workers, but the company was prepared to offer only 11 percent which we rejected as an insult,' he said.

He said after the 'initial protest is demonstrated publicly', the union would ask the Minister of Manpower either to appoint a conciliation board or a mediator to settle the dispute.

'We have not yet decided whether to settle for a conciliation board or a mediator to hear the dispute,' he added.

Artisans' pay has dropped, inquiry finds

Star 3/4/84

346

Own Correspondent

CAPE TOWN — Most South African artisans, covered by official wage agreements, are earning less now in real terms than they were 11 years ago.

This is one of the findings of the 18-month investigation by the Southern African Labour and Development Research Unit into wages set by industrial councils, which affect about 1,7 million workers.

Saldru spokesman Mr Gordon Young said that of the 75 wage rates prescribed for artisans, only 22 had risen in real terms since January 1973.

The wage gap between artisans and labourers had fallen by about 25 percent.

Eleven years ago artisans earned, on average, four times as much as labourers. Today they earned about three times as much.

Referring to the decline of real wages in most industrial council agreements, Mr Young said: "Defenders of the industrial council system will have to answer why they cannot preserve workers' buying power in times of recession."

While most artisans' wages had fallen, labourers' wages had risen by about 12 percent.

"How do trade unions who are party to industrial councils explain a situation where their own members' wages are falling, while wages of workers not represented on the councils have risen?"

Although labourers' wages had risen by 12 percent over the past 11 years, most are below the breadline.

Clothing workers are worse off

Star

3/4/84

Saldru Ed 346

Own Correspondent

CAPE TOWN — Qualified workers in the clothing industry earn 22 percent less in real terms than they did in 1948, according to a University of Cape Town study.

"The nationwide study on minimum wages set by industrial councils has been published by the Southern African Labour and Development Research Unit (Saldru).

Saldru's Mr Gordon Young said "industrial council wage agreements affected 1,7 million workers in the country.

"We have examined all wage rates in each agreement over an 11-year period. Prices are now three times as high as they were in 1973," Mr Young said.

In a section on the clothing industry, the biggest employer in the western Cape, the study found: "The real wages of clothing workers have shown a long-term decline."

346 4/4/1984

Deadlock on sugar wages

By STEVEN FRIEDMAN
Labour Correspondent

OFFICIAL wage negotiations in the sugar industry have deadlocked after unions on the industry's industrial council rejected an employer offer 8% lower than union demands.

The deadlock means that the council will meet twice — today and next Friday — in an attempt to settle the dispute.

If the two sides fail to reach a settlement, unions could launch a legal strike. But both sides could refer the dispute to mediation or arbitration.

The deadlock — at a council meeting on Monday — follows the declaration of a dispute between Fosatu's Sweet, Food and Allied Workers Union and key sugar company C G Smith, also over wages. The union bargains directly with the company.

Sugar employers currently say the industry's ability to pay increases has been sharply reduced by the drought, floods, and low export prices for sugar.

Negotiations began with unions demanding a 30% increase in the minimum wage and employers offering 11%. The unions then scaled down their demands to 18% and employers responded by offering 10%, the Mail's Durban correspondent reports.

RDM 9/4/84 346

OFFICIAL wage negotiations in the metal industries begin tomorrow when employers will reveal their response to union demands.

Unions want minimum pay increased from R1,53 to anything between R2 and R2,53 an hour. Employers are certain not to offer anything like that.

What will happen then?

Much rhetoric will be generated and a dispute may be declared. But widespread unrest is unlikely.

While unions representing skilled workers want a R2 minimum, the signs are that they are not in the mood for a fight. One exception may be the SA Boilermakers' Society, which believes recent price rises force it to push for a big increase.

But how will emerging unions like the Metal and Allied Workers' Union (MAWU) react?

They must be facing worker pressure for big increases. But the climate is not favourable for a test of strength with employers.

So MAWU may well do what it did last year — reject the council agreement and try to negotiate increases with individual employers.

But a low increase now could allow wage pressure to build up in metal plants and lead to major unrest when the economy picks up.

□□□

MAWU's efforts to negotiate directly with employers may also be the subject of a major industrial court case soon.

The case would have major ramifications for key industries where employers refuse to bargain wages with unions outside councils.

MAWU wants the court to declare it "unfair" for employers to refuse to bargain wages with a union representing a worker majority.

It has declared a dispute with McKinnon Chain's Maritzburg plant, which is willing to recognise the union but not bargain wages with it.

The dispute is due to be considered by the metal industrial council and, if it cannot settle it, MAWU says it will go to the industrial court.

The importance of the case is immense. If MAWU wins, the stance of employer associations which advise members not to bargain directly with unions will have been dealt a major blow.

And, while there will always be a need for industry-wide wage bargaining, such a ruling could prompt a sharp change in the way many councils operate.

At present, councils set minimum rates which are sometimes far below those actually paid in many firms.

Faced with a rise in factory bargaining, which such a ruling would prompt, councils could have to ensure that their minimum rates rose to more accurately match wage levels negotiated in the factories.

Metal unions put on 'iron gloves' for 1984 wage talks

346

Star 7/4/84

By Carolyn Dempster and Bill Levitt

The stage has been set for a head-on confrontation at this year's annual metal industry wage talks with the interests of 500 000 metal workers at stake.

Union spokesmen have warned that this year they are not prepared to settle for paltry increases and will not easily back down on their demands at the April 10 meeting.

On the other hand it is thought that the Steel Engineering Industries Federation of South Africa (Seifsa), representing employer bodies on the Industrial Council for the steel and metal industries, is likely to shelter behind the recession, a dropping gold price and the effects of the drought.

It has been mooted that Seifsa will offer a minimum increase of R1,53 across the board with hourly increases ranging from 15c to 20c.

The Metal and Allied Workers' Union (Mawu) with a membership of 40 000 intends submitting exactly the same demands as last year.

"The reason why our demands have not changed much is that in 1983 Seifsa did not give serious attention to what our members wanted. So we decided to tell them again this year," said Mr J Vilane, Mawu president.

Mawu's demands are for a minimum living wage of R112,50 a week and an across-the-board increase of R22,50 a week.

Also anticipating tough pay negotiations is the Confederation of Metal and Building Unions (CMBU) which submitted a separate set of demands.

CMBU director Mr Ben Nicholson says as far as the confederation is concerned "some of our demands have just got to go through".

Among the demands are a 12 percent overall increase, a reduction in working hours from 45 to 42 hours a week, and raising leave bonuses for skilled and semiskilled members of the CMBU to 13th-cheque status.

The multiracial South African Boilermakers Society is pushing for increases of between 24 percent for skilled workers and 66 percent for labourers.

At present skilled members earn between R6 and R8 an hour. Semi-skilled workers earn between R4 and R6 an hour.

RDM 10/4/84 (346)

Metalmen's pay talks start today

By STEVEN FRIEDMAN
Labour Correspondent

OFFICIAL pay talks in the giant metal industries — which set minimum pay and work conditions for about 380 000 workers and influence pay negotiations in several other industries — begin in Johannesburg today.

The negotiations will take place at a meeting of the industries' industrial council. Unions on the council have already released their pay demands, but employers will make known their reply at today's meeting.

While employers, represented by the Steel and Engineering Industries Federation of SA (Seifsa), were only due to finalise their response at a meeting yesterday, it is certain their offer will fall far short of union demands.

The unions have demanded sharp percentage increases for lowest-paid workers, arguing that recent price rises have placed intense pressure on workers' wage packets.

The Metal and Allied Workers' Union wants the present minimum of R1,53 an hour increased to R2,50, and a minimum rise of 50c an hour for all workers.

Another emerging union representing black workers, the Steel, Engineering and Allied Workers' Union, wants the minimum increased to R2,53 and is also demanding severance pay for retrenched workers.

The Confederation of Metal and Building Workers, made up of unions representing mainly skilled workers, wants a minimum of at least R2 an hour.

However, employers say the industries are still in the grip of their most serious slump in decades and that they cannot meet the unions' demands.

RDM 11/4/84 (346)

Dispute likely as metal pay talks adjourn

By STEVEN FRIEDMAN
Labour Correspondent

OFFICIAL pay negotiations in the giant metal industries — which cover minimum pay for some 380 000 workers — adjourned yesterday until May 1 after employers offered to raise minimum pay by just under 8%.

The offer, made by the Steel and Engineering Industries Federation (Seifsa), falls far short of union demands for minimum increases of between 33% and 66%.

A settlement remains possible when the talks resume, but it is likely a dispute will be declared on the pay issue.

It is understood that a key feature of the talks was pressure on employers from all unions on the industries' industrial council (where the pay talks take place) for sharp increases in the minimum rates for the lowest-paid workers.

Last year, emerging unions representing black workers pressed strongly for large increases in these rates — but lacked support from the unions representing skilled workers.

This year, however, unions representing artisans joined in, demanding sharp percentage increases in the minimum, according to sources at the meeting. They added that union pressure for sharp increases for the lowest-paid workers had been particular intense at yesterday's meeting.

According to these sources, Seifsa is now to go back to its members to discuss union demands for large increments for the lower-paid.

Neither unionists nor employers would comment on yesterday's talks last night. They said the meeting agreed that a statement would be issued by the industrial council today and that no further comment would be made.

But sources at the meeting said Seifsa had offered to raise minimum pay by 12c/hour for the lowest-paid workers and 31c/hour for the highest-paid.

The present minimum for the lowest-paid workers is R1,53 an hour.

The highest grade of skilled worker must be paid at least R4,41 an hour, which means the offer would increase the minimum for these workers by about 7%.

However, most skilled workers earn well in excess of the minimum and, for some, the 31c offer would amount to a rise of between 4% and 5%.

Unions argue that basic price increases — including that in General Sales Tax — have eroded workers' wages and made it difficult for them to survive without large increments.

Employers reply that the metal industries are in the grip of a serious slump and would be justified in making no wage offer at all this year.

If a compromise is reached, it is likely to be the result of an employer decision to increase the offer to lowest-paid workers at the expense of the highest-paid.

... of the Minister, Mr ...a, as chancel- university. later she was ...d on the con- ...t she retract ...id in the arti-

editorial, Miss ...en said that ...intment of the ...f a political the highest of- the university ... institution a ...litical image. ...ggested in the ... that "a more ... person" ...ave been more ... to promote the ... of academic ... at Stellen- than someone ...ch strong politi-

Oosthuizen has ...dly said no in- the Prime Min- ...as intended.

... arms.'

Mr Andre Rossouw (19) said he was working nearby when he heard several shots and a scream. He went into the yard and saw a woman lying on the ground. Nearby was the body of a man. He had a gun in his hand.

Mr Rossouw said he went into the house, where he found Mrs Kleinhans. She screamed that the child was dead.

"Then I heard a scream at the front of the house and found a little boy on the ground. He was bleeding and had his hand on his stomach."

The magistrate, Mr J A Loubscher, found that Mrs Serfontein and Natasha had been murdered by Mr Serfontein. At a seperate inquest the court found that Mr Serfontein had committed suicide.

Wage talks in metal industry reach stalemate

Star 17/4/84

By Carolyn Dempster, Labour Reporter

The first round of wage negotiations covering about 400 000 workers in the metal industry reached stalemate yesterday with unions rejecting employers' proposals out of hand.

The official negotiations had been adjourned until May 1, the Industrial Council for the Iron, Steel, Engineering and Metallurgical Industry announced today.

Although neither employers nor unions would comment on the proposals tabled by the Steel Engineering Industries Federation of South Africa (Seifsa), it is believed the employers' body offered a minimum increase of eight percent.

This is well below the inflation rate and well below union demands.

According to union sources, it is also the first time that the unions represented at the talks have joined forces to press for increases on the minimum rates for the lowest-paid workers.

In a joint statement released by the Steel, Engineering and Allied Workers' Union and the Metal and Allied Workers' Union (Mawu) today, both unions expressed "total dissatisfaction" with the "inadequate response".

"In 1983 the wage increases granted left workers well behind inflation. This new offer would cause workers' standards of living to drop even further.

Unions are demanding increases of up to 60 percent.

Should employers fail to respond to some of the more urgent pay demands at the second round of talks, there is an increasing likelihood of a dispute."

...lente: no bus terminus

By Jackie Unwin

...nts' association newsletter ... a massive bus terminus is to ... in Parkmore has been denied ...chairman of the Sandton man- ... committee, Mr Ricky Va-

...Ward 5 (Parkmore) Residents' ...tion claimed a bus terminus ...nned for the corner of 11th ...nd Marie Avenue, where there ... stop.

Mr Valente said the statements ... circular were "without any fac- ...sis".

...kmore needs a bus stop to han- ... needs of Parkmore — no more ...less."

...aid the bus situation in Sandton ...ing investigated and the number of buses in Parkmore could be reduced by more efficient time-tables.

The need for toilet facilities at the Parkmore bus stop might arise, but the matter would be canvassed with Parkmore residents.

Parkmore councillor Mr Schalk Visser said he met with the residents' association committee in March and advised the committee of the situation regarding the bus stop.

Mr J de Villiers, chairman of the Ward 5 Residents' Association, claimed Mr Visser had said the bus terminus would be built as soon as finances were available.

A spokesman for the bus company said: "As far as we know there are no plans to site a bus depot in Parkmore, but Sandton is doing a survey."

...oman shot dead in her lounge

Own Correspondent

... TOWN — A 22-year-old ...n was shot dead during an ...ent in her lounge yesterday. ...y afterwards a man gave ...f up to the police.

... Tina Arnold was found in her Kenridge home with ...ullet wounds in the head at ... 2.30 pm. Police took posse- ...f a pistol.

...ar parked in the driveway had been hastily packed with woman's clothing and a hand-drawn map of the area was lying on the floor.

Shocked elderly neighbours Mr and Mrs George Donnelly described the drama that took place in the quiet area.

"I saw a man drive up and enter the house," said a still visibly shaken Mr Donnelly, "minutes later we heard shooting and the man ran across to our place and asked us to get help because he had shot someone."

The Donnellys said that Mrs Arnold had been "very pretty" but that they had not been close friends.

"All we saw of her was when she drove in and out of the driveway," they said.

Durbanville police and members of the Cape Town Murder and Robbery Squad were soon at the scene and the man gave himself up. He is expected to appear in court tomorrow.

SPORT...... Page 17
RACING..... Page 16

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Dispute may be declared on wage issue

Metal workers offered a minimum pay rise of 8pc

Mercury 11/4/84 (346)

Mercury Correspondent

JOHANNESBURG—Official pay negotiations in the giant metal industries — which cover minimum pay for some 380 000 workers — adjourned yesterday until May 1 after employers had offered to raise minimum pay by just under 8 percent.

This offer, made by the Steel and Engineering Industries Federation (Seifsa), falls far short of union demands for raises in the minimum of between 33 percent and 66 percent and a settlement seems unlikely when the talks resume.

It remains possible that a dispute could be declared on the pay issue.

It is understood that a key feature of the talks was pressure on employers from all unions on the industries' industrial council — where the pay talks take place — for sharp rises in the minimum rates for the lowest-paid.

Last year, emerging unions representing black workers pressed strongly for large rises in the minimum but were not supported by unions representing skilled workers.

This year, however, unions representing artisans have joined in demanding sharp percentage increases in the minimum, according to sources at the meeting. They added that union pressure for sharp increases for the lowest-paid workers had been particular intense at yesterday's meeting.

Statement

According to these sources, Seifsa is now to go back to its members to discuss union demands for large rises for the lower-paid.

Neither unionists nor employers would comment on yesterday's talks last night. They said the meeting agreed that a statement would be issued by the industrial council today and that no further comment would be made.

But sources at the meeting said Seifsa had offered to raise minimum pay by 12c an hour for the lowest-paid workers and 31c an hour for the highest paid.

The present minimum for the lowest-paid worker is R1,53 an hour.

The highest grade of skilled worker must be paid at least R4,41 an hour, which means the offer would increase the minimum for these workers by about 7 percent.

Erosion

However, most skilled workers earn well in excess of the minimum and, for some, the 31c offer could amount to a rise of between 4 percent and 5 percent.

At this stage, there seems little prospect of the May 1 meeting arriving at a pay settlement.

Unions argue that basic price rises — including that in general sales tax — have eroded workers' wages and made it difficult for them to survive without large increases.

Employers reply that the metal industries are in the grip of a serious slump and would be justified in making no wage offer at all this year.

If a compromise is reaached, it is likely to be the result of an employer decision to increase the offer to lowest-paid workers at the expense of rises for the highest-paid.

cted verty

By ZWELAKHE SISULU

of Cape Town, Mr Alan Gelb World Bank and a leading economist, Mr Wilfred Beck-

ong those delivering papers will Geoff Budlender of the Legal ces Centre, Mr Nicholas and Mr Clive Thompson, both ed to the Law Clinic at the University of the Witwatersrand.

festival featuring more than from India, China, the United , Europe, Latin America and will form part of the confer-

films will show work done out the world in mobilising in the struggle against poverty.

Hopes

tographic exhibition has also rranged and will show the work e than 20 South African pho- s.

director of the Carnegie In- Professor Francis Wilson, said nt of material that had been ied for the conference ex- the organisers' hopes.

BIRTHDAY: Robert Tshabalala (4) and Mthokozisi Tshabalala (2) believe in doing their things in pairs as seen when they celebrated their birthday on the same day at the weekend in Soweto.

Sowetan 12/4/84

Unions reject offers

By JOSHUA RABOROKO

TWO major black trade unions representing over 200 000 workers in the metal industry countrywide yesterday totally rejected wage offers made by the employers' organisation — the Steel Engineering Industries Federation of South Africa (Seifsa).

The unions, Fosatu-affiliate Metal and Allied Workers' Union (Mawu) and Cusa-affiliate Steel Engineering and Allied Workers' Union (Seawu), said that the employers' offer would cause the standard of living of workers to drop further because it came nowhere near a living wage.

Union sources said that the employers had offered to increase minimum pay by 12c per hour for the lowest paid workers and 31c per hour for the highest paid workers.

The present minimum wage for the lowest-paid workers is R1,53 per hour.

The highest grade of skilled worker must be paid at least R4,41 an hour. This means that the offer would increase the minimum for those workers by about seven percent.

But, according to the sources, most skilled workers are earning well in excess of the minimum, and, for some the 31c offer would amount to an increase of between four percent and five percent.

In a statement after the talks in Johannesburg, the unions said that they were "totally dissatisfied with the inadequate proposals given by Seifsa," at the talks.

They said that even in 1983 the wage increases left most workers well behind the inflation. The new offer would cause the standard of living of workers to drop even further.

The Seifsa offer on the minimum was rejected by the unions because it came nowhere near a living wage. The unions have told Seifsa to go and think again.

On the other hand employers contend that because of the economic recession it was not possible to increase wages much higher.

AA on fines

PROVINCIAL and municipal traffic authorities should place more emphasis on traffic management rather than law enforcement, says a spokesman of the Automobile Association (AA).

Commenting on the drastic increase in traffic fines and jail sentences for traffic offences that came into effect on April 1, he said he believed the traffic authorities and the South African Police were combining forces to ensure that the tough new measures were enforced. Some of these were more than double the present maximum penalties.

Fines for reckless or negligent driving have been increased to a maximum of R2 000, while the maximum jail sentence was up to two years. In the past fines ranged from R400 to R800, while the jail term was a maximum of 12 months.

For not stopping at a red robot or stop street, ignoring traffic signs and overtaking on a solid line, the maximum penalty has been increased from R200 or six months to R500 or six months or both.

"If these measures were to help reduce road accidents and casualties, motorists might welcome the increased fines. However, the increase should not be viewed by the traffic authorities as an opportunity to fill their coffers," he said.

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~~2 Adm~~ FM 13/4/84 (346)

WAGE RATES

Artisans lose out?

The credibility of trade unions affiliated to the Trade Union Council of SA (Tucsa) could be affected by a study which shows that the wages of artisans, as negotiated in industrial council agreements, have gone down in real terms over the last 10 years.

The artisans as a group of skilled workers were largely represented by Tucsa unions throughout the period covered by the study. On the other hand, wages of workers unionised towards the end of the Seventies have gone up in real terms.

The study found a direct relationship between wage increases resulting from industrial council agreements and wage board determinations, and upswings in the economy. This seems to indicate that wages are determined mainly by supply and demand rather than by trade union pressure.

Gordon Young, one of the authors of the study published by the Southern Africa Labour and Development Research Unit (Saldru) at the University of Cape Town, predicts that the study results could be "disastrous" for some unions.

He says: "It has shown that many unions have not negotiated agreements to protect their members in the bad times as well as the good times — and that far from unions negotiating wage levels, these have largely been determined by upswings or downswings in the economy.

"This means, in effect, that wages have been established by supply and demand, which is the way employers want it, but that is not a system any union worth its salt should agree to. Unions should be negotiating agreements which protect their members at all times rather than agreeing to wage levels which suit employers.

"The fact that artisan wages have gone down (in real terms) speaks for itself. These people have had unions to represent them in the industrial councils and yet they have effectively got poorer," says Young.

In some industries, like the security industry, workers have done better through determinations by the Wage Board, on which unions have no representation, than they have through industrial councils.

"We would suggest (in such cases) that wages rose because of militancy and worker action rather than through union participation in industrial councils," says Young.

"How do trade unions, who are party to industrial councils, explain a situation where their own members' wages are falling, while wages of workers not represented on the councils have risen?"

The 18-month study into wages determined by industrial councils and wage boards found that only 22 of the 75 wage rates prescribed for artisans had risen in real terms since January 1973. The wage gap between artisans and labourers had fallen by about 25% over the same period.

Although labourers have done better than artisans, the low wage levels established by the Saldru study can only support worker demands for wage increases.

The authors of the study expect it to become a standard reference work in future union-management negotiations. Saldru has also introduced a new wage rate index, which will be updated regularly, to give "a good measure" of the median of industrial council wage rates of workers, which could be compared to other wage rates, and the trend of these wages over time.

While the Saldru study may be bad news for Tucsa unions, particularly those under attack from independent unions, it could be an important resource in future wage negotiations — providing a detailed record of industrial council agreements between 1973 and 1983.

Young's opinion will no doubt be contentious in union circles. Many unionists will feel that they have adequate answers to his

Sald FM 13/4/84 (346)

allegations and that wages ~~set in~~ IC agreements might have been still lower had it not been for their efforts.

The fact that the wage gap between skilled and unskilled, which in SA terms means mainly between black and white, has closed slightly is not necessarily an indictment of traditional unions. Many have felt that the gap has always been too large and needed lowering.

RDM 17/4/84 346

Anglo's Mondi set to haggle on bargaining

Labour Correspondent

AN ANGLO AMERICAN company Mondi Paper will meet the Paper, Wood and Allied Workers Union and other unions in the paper industry tomorrow in a final attempt to settle a key dispute on union bargaining rights.

The meeting will discuss a company plan to bargain directly with the union on wages — but only if the PWAWU agrees to negotiate together with other unions under the ambit of an industrial council.

The PWAWU has previously rejected these conditions.

The union has declared two disputes with the paper company — Mondi's refusal to bargain wages directly with it outside the paper and pulp industry's official industrial council; and demands for a R3-an-hour minimum wage.

If the dispute is not settled the union, which claims majority membership at five of Mondi's six mills, will be able to launch a legal strike or take industrial court action.

Union demands to negotiate outside industrial councils are a key issue in several indistries and the dispute is a key test of strength for both sides.

The PWAWU recently formed a council of worker leaders at all Mondi mills where it claims majority support and wants the company to negotiate directly with it.

It says workers are "angered" by a 13c-an-hour pay rise negotiated at the industrial council in January and want a minimum of R3 an hour.

Mondi says it will bargain pay with the PWAWU only if it joins the industrial council and agrees to negotiate along with unions representing skilled workers. The PWAWU says these unions represent less than 10% of paper workers.

In a statement yesterday, the PWAWU said the two sides met at the industry's industrial council last Thursday, but failed to settle the dispute.

Labourer's minimum rates 'poverty wages'

CAPE TIMES 18/4/84 ~~247~~ 346

By RIAAN DE VILLIERS
Labour Reporter

THE minimum wage rates for almost all labourers covered by industrial council agreements are "poverty wage rates", the Carnegie Conference on Poverty has been told.

Only one out of 101 industrial council agreements prescribe a minimum rate for labourers above the Supplemented Living Level, according to a paper presented to the conference being held at UCT this week.

It describes the SLL as a measure of a modest, low-level standard of living. "Any income less than the SLL must be termed a condition of poverty," it says.

Prepared by Ms Debbie Budlender, Ms Delia Hendrie, Mr Dudley Horner and Mr Gordon Young, it is based on a major study by the SA Labour and Development Research Unit at UCT which was released in Cape Town recently.

Regarded as the most authoritative study on industrial councils done in recent years, it is sharply critical of the council system — the cornerstone of official collective bargaining in South Africa.

The researchers say industrial councils cover 1,2 million workers, most of them in the manufacturing sector, where higher wages than in other sectors should be expected.

Labourers form the single biggest job category — 21,8 percent of all economically-active workers.

"If only one of the 182 wage rates for labourers exceeds the SLL, industrial councils as a system of effective wage determination must be called into question," they argue.

They add that a "great number" of other grades in industrial agreements fall below the SLL as well.

While they agree that actual wage rates would be a better guide than minimum wage rates, they say these are not actually known, while the minimum rates are.

Also, information that does exist suggests that labourers' minimum wage rates are rising faster than actual wage rates — or, that the actual and minimum rates are converging.

This means that part of the gains recorded by labourers' minimum rates did not reach the workers who were already above the minimum, but only served to narrow the gap, they say.

Labourers' wages laid down in council agreements have risen in real terms since 1973, and they give a median real wage increase of 12,8 percent.

However, they say, this should not blind one to the fact that the rates remain "very low indeed", as indicated by the high number of minimum rates below the SLL.

● In another major finding, they report that of 75 rates for artisans set by industrial councils, only 22 have risen in real terms since 1973 — and the others have actually fallen in terms of buying power.

Many, if not most, unions on industrial councils do not represent the unskilled section of the workforce.

This means that real wages of their members, the artisans, fell while the real wages of the workers they did not represent, rose.

They therefore conclude that the increase in labourers' wages is due to "the energetic campaigns of the new unions representing unskilled black workers", mostly outside the official bargaining system.

Deadlock in sugar industry wage talks

346

Star 19/4/84

By Carolyn Dempster, Labour Reporter

Official wage negotiations covering some 11 000 workers in the sugar industry reached deadlock in Durban this week after unions rejected the final offer made by employers.

The deadlock came after weeks of negotiations and after a private meeting between two major sugar employers and unions had failed.

The new Industrial Council agreement was due to be implemented on April 1.

In a statement released yesterday, Mr Barry Horlock, vice-chairman of the employers' association, said in view of the fast-approaching April pay day, employers had decided to implement their final offer despite the deadlock.

"Within the next 48 hours employees throughout the mills will be advised of this decision," he said.

OFFER

The offer amounts to an increase in minimum wages of 10 percent, and not less than eight percent on current rates; the introduction of a washing allowance; the introduction of weekly, fortnightly or monthly pay to be negotiated at each mill only for members of the National Union of Sugar Manufacturing, Refining and Allied Employees; and recognition of June 1 as a public holiday this year.

Mr Horlock said he hoped the move would maintain industrial peace, but it was not without risks as the industry could not operate indefinitely without an agreement.

The unions have called for another meeting under the auspices of the Industrial Council on April 27.

RDM 19/4/84 ~~186~~ ~~140A~~ 346

Employers to implement their own sugar pay offer

By STEVEN FRIEDMAN
Labour Correspondent

TALKS aimed at settling a pay dispute between unions and employers in the sugar industry have deadlocked and employers have decided to implement their pay offer to workers unilaterally.

This follows several meetings aimed at settling the dispute, which follows an earlier pay deadlock at the industry's industrial council. Negotiations at the council set pay for all but two sugar mills.

Unions have now asked employers for a fresh negotiating meeting on April 27 and a union spokesman, Mr Andre Brits, said yesterday he was confident the dispute could be settled.

The deadlock arose when unions rejected an employer offer to raise the minimum pay rates in the council agreement by 10% and actual pay rates by at least 8%. They want the minimum raised by 18% and actual pay raised by at least 12%, and declared a dispute with employers.

Earlier, pay talks between Fosatu's Sweet, Food and Allied Workers Union and major sugar company CG Smith, which take place separately under the ambit of the industrial council, also deadlocked.

Several meetings have been held to break the deadlock at the council. The last of these was held on Monday and failed to produce a settlement.

The meeting was adjourned without a date for new talks being set.

According to Mr Brits, the council's machinery allows disputes to be settled by mediation or arbitration if both sides agree, but employers rejected arbitration and unions rejected mediation.

In a statement, Mr Barrie Horlock, vice-chairman of the industry's employer association, said attempts to break the deadlock also included a private meeting, at the union's request, between them and the managing director of the industry's two largest employers, CG Smith and Huletts.

The industry's industrial agreement had expired on April 1.

As a result, he said, employers had decided to implement their final offer and pay workers the minimum 8% increase "as a gesture of good faith".

Employers were also implementing a washing allowance for workers and various other changes, Mr Horlock said.

He conceded that this action was "not without its risks" but said he hoped it would contribute to "maintaining industrial peace". The industry could not operate indefinitely without an industrial agreement.

Mr Horlock said the request by unions for a further meeting was "an encouraging sign" but employers would nevertheless implement their offer.

Mr Brits said unions had told members it was up to them whether to accept the employer decision to implement their offer, but they should not concede their wage claims.

NM

Thursday, April 19, 1984

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Deadlock in sugar industry

Mercury Reporter

NEGOTIATIONS between sugar industry employers and six employees' unions for a new industrial council agreement and increased wages which would apply to all but two of the sugar mills in Natal are deadlocked.

But representatives of both camps have agreed to meet again on April 27 and the Sugar Manufacturers' and Refiners' Employers' Association has decided to implement its final offer to unions as a gesture of good faith.

This offer includes an increase in minimum wages of 10 percent and not less than 8 percent on personal wage rates and other matters concerning work conditions.

The six unions involved in negotiations were the Amalgamated Engineering Union, the South African Boilermakers' Society, the Electrical Workers' Association, the Natal Sugar Industry Employers' Union, the Sugar Industry Employers' Association and the National Union of Sugar Manufacturing, Refining and Allied Employees.

Vice-chairman of the employers' association, Mr Barrie Horlock, said negotiations had been going on some time for the new agreement which was due to come into operation on April 1.

'All our offers were rejected and because of the proximity of April pay days we decided to implement our final offer,' he said.

Mr Horlock said this action was not without its risks, but he hoped it would contribute to maintaining industrial peace while the issues remained unresolved, as the industry could not operate indefinitely without an industrial council agreement.

But Mr André Britz, provincial secretary of the Amalgamated Engineering Union, said the employers' decision to implement their final offer would not bedevil further negotiations on the subject.

Increase

'We asked for an 18 percent increase in minimum wage rates and 12 percent in personal wage rates and other things as far as conditions were concerned.

'Considerable progress had been made and the unions withdrew a number of proposals of little consequence but we could not make progress on wages,' he said.

'We failed at our last meeting to agree whether to settle on arbitration or mediation but have agreed to meet again on April 27,' he said.

'The employer's implementation of their final offer will not negatively affect future talks and the Amalgamated Engineering Union will use every legal means to bring the matter to a satisfactory conclusion,' he said.

RDM 20/4/84 (346)

Paper workers to ballot on strike

Labour Correspondent

WORKERS at at least one mill owned by Anglo American's Mondi Paper — at Merebank in Durban — are to hold a legal strike ballot on May 3 after talks between the company and their union failed to settle two key disputes.

This follows stoppages by workers at three Mondi mills during the talks — held on Wednesday. By yesterday strikers at all three had returned to work.

It is expected that workers at other mills could also hold strike ballots.

This could bring to a head two disputes between Mondi and the Paper, Wood and Allied Workers Union (PWAWU) which are regarded as key tests for both sides.

The PWAWU has declared a dispute with the company over its demand that minimum pay be raised to R3 an hour and also over Mondi's refusal to bargain directly with it on wages instead of at an official industrial council.

Wednesday's meeting, which was attended by other paper unions besides the PWAWU, was held to discuss a Mondi plan allowing for direct wage talks if all paper unions take part and the PWAWU joins the industry's industrial council.

While progress was made towards a settlement, this foundered when Mondi refused to set a date for pay talks until PWAWU joined the council.

The union plans to hold a ballot among members on whether or not to join the council but has not yet decided when this will be held. No date was set, therefore, and the threatened strike ballots stem, according to the union, from worker dissatisfaction at delays in arranging the talks.

Wednesday's meeting was interrupted when workers at Mondi's Springs, Piet Retief and Merebank mills downed tools in support of the PWAWU's demands.

A union statement said the stoppages lasted between two and six hours and involved 33 workers at Piet Retief, 250 at Springs and 150 at Merebank.

Springs and Piet Retief workers resumed work on Wednesday, and those at Merebank yesterday. But Merebank workers gathered at noon to hear the outcome of the talks and were dissatisfied when told no date for negotiations had been set. As a result, they decided to hold a strike ballot.

At Wednesday's meeting, the union said, it had agreed to negotiate along with other unions on wages as an interim measure for this year.

It wanted negotiations to cover all Mondi's operations, but the company wanted three sets of talks because its mills produced three differing products. Progress had been made towards settling this, but no finality was reached.

Mondi's refusal to set a date for wage talks until the union joined the council would mean an indefinite delay, the PWAWU said, because it was not possible for the union to say when its ballot on this issue would be held.

A Mondi statement said talks continued on Wednesday "notwithstanding" the stoppages.

Mondi said it would now report on the talks to the industrial council.

We fought - unions

TRADE unionists claim they have fought "poverty wages" offered by managements in industrial councils — but with very little effect.

The Metal and Allied Workers' Union (Mawu) and the National Automobile and Allied Workers' Union (Naawu), both affiliated to Fosatu, said they had walked out during wage talks in the industrial councils because management would not give them the living wage they were demanding.

Some unions, also participating in industrial councils, have stayed on in spite of the low wages in the agreements because they hope to do better in future talks.

A paper presented at the second Carnegie conference on Poverty and Development in Southern Africa, has said the minimum wage rates for almost all labourers covered by Industrial Council (IC) agreements were "poverty rates".

Only one out of 101 IC agreements prescribe a minimum rate for labourers above the supplemented living level, according to the paper.

Regarded as the most authoritative study on industrial councils done in recent years, it was also sharply critical of the council system —the cornerstone of official collective bargaining in South Africa.

Another paper presented at the conference said that unemployment was a major cause of poverty in South Africa.

None of the trade unionists interviewed could explain why they signed wage agreements which were "poverty wage rates" at industrial councils.

Mrs Lucy Mvubelo, president of the Garment Workers' Union of South Africa, agreed that labourers were "the poorly paid people in the black workforce."

"We put enough pressure on managements, but some time we end up getting little. Employers often complain of inflation, drought and recession as the cause of slackness in the businesses."

Mrs Jane Hlongwane, general secretary of Steel Engineering and Allied Workers' Union, said labourers in the metal industry were not earning a "living wage." Whites earned far above blacks.

Wages

"We have to fight harder than before to earn our members a living wage this year," she said.

A Mawu spokesman said that they refused to sign the IC wage agreement last year because "we contended that the wages did not come up to the expectations of our members." Wages were normally not impressive at the IC.

A Naawu spokesman said that they walked out of the talks because management was not prepared to offer workers a living wage.

A Fosatu spokesman said that although IC agreements were binding, they were normally very low. Fosatu prefers shop floor bargaining to the IC.

Mercury 28/4/84

Impasse so sugar unions to seek mediator

Mercury Reporter

PAY talks between sugar worker unions and employers again ended in deadlock yesterday and unions decided to ask the Minister of Manpower to appoint a mediator.

They claimed that employers had refused to meet final union demands of 12 percent on personal and 18 percent of mininum wage rates.

Instead they implemented their offer, effective from April 1, of 10 percent on minimum wage rates and not less than 8 percent of personal rates.

The six unions rejected the offer, and claimed they would ask the minister to appoint a mediator.

The unions involved were the Amalgamated Engineering Union, the South African Boilermakers' Society, the Electrical Workers' Association, the Natal Sugar Industry Employers' Union, the Sugar Industry Employers' Association and the National Union of Sugar Manufacturing, Refining and Allied Employees.

Appalled

The employers' refusal was an attempt to break up the unions and confuse workers, union officials said yesterday.

Spokesman for the six unions, Mr Andre Britz, said members were appalled at the way in which the employers had conducted the negotiations.

'From the discussions we find that the employers were unconcerned with the plight of the workers and did not even care if the industry closed down,' he said.

Hotel wage hike

THE Witwatersrand Liquor and Catering Trade Employees Union has completed a new wage agreement for hundreds of members on the Witwatersrand — but the union is unhappy with the minimum wages.

In terms of the agreement negotiated at the Industrial Council, increases for workers who earn below R250 per month, will be 25 percent and 15 percent for those over R250 as from August 1.

The union's secretary, Mr Dirk Hartford, said in a statement that the agreement meant that the overall minimum wage in hotels will have gone up from R168 to R218 per month.

Food

"Deductions for food and accommodation have not been increased and wages will now be negotiated annually instead of every three years.

"As far as the union was concerned, Mr Hartford said, the minimum wage that will be paid in the hotel industry was far from satisfactory. Black workers are mostly affected by the agreement and would struggle for a minimum of R350.

"Our union's experience in the recent negotiations has once again highlighted one of the major flaws in the Industrial Council system. We have found that bigger employers are able to hide behind smaller employers on the question of minimum wages," Mr Hartford said.

346

Sowetan 8/5/84

Clothing union duel hotting up

CAPE TIMES 9/5/84

~~184~~ ~~126~~ 346

By RIAAN DE VILLIERS
Labour Reporter

THE Industrial Council for the Cape clothing industry meets today to consider a request by the Garment Workers' Union (GWU) to bring forward, and increase, wage hikes for over 60 000 clothing workers due in July.

The meeting follows several incidents of unrest in the industry, including a wage strike at Cape Underwear in Epping.

These followed the formation of the Clothing Workers' Union (Clowu) which is attempting to win workers away from the giant (GWU), officially recognised by employers and party to the industrial council.

Defections

The request by the GWU has been viewed as an attempt to contain worker demands and forestall further defections to Clowu.

However, this was denied yesterday by Mr Cedric Petersen, the GWU's assistant general secretary, who said the request was "entirely unrelated to the recent incidents".

He said the union had originally put the request to employers in February this year before the incidents had taken place.

The Cape Clothing Manufacturers' Association met yesterday to discuss the request prior to today's meeting. Mr Colin McCarthy, secretary of the association, would not comment on the discussions.

● A Clowu official delivered a letter, thought to be from the Cape Underwear workers, to the meeting. Mr McCarthy declined to elaborate on the contents and the worker's strike committee was unavailable last night for comment.

● In a statement earlier this week, the association confirmed that wage talks would take place today and also commented for the first time on the situation in the industry.

In what appeared to be an expression of support for both the industrial council system and the GWU, it said the industry operated "under the agreement negotiated through the industrial council" and the association was "satisfied" that the parties presently negotiating the wage adjustment were the "qualified bodies of both management and the workforce in the industry".

Rival unions

● Meanwhile, the Minister of Manpower, Mr Pietie du Plessis, has called on employers facing conflicting demands from rival unions to avoid worsening conflict.

Addressing the Cape Chamber of Industries last week, Mr Du Plessis said employers were increasingly faced with demands for recognition by more than one union with "conflicting claims of worker support".

A "great responsibility" rested on employers to "act in such a manner that any possible conflict situations are not worsened".

He said it was "difficult to lay down guidelines for action", but employers should try to identify natural leaders among their employees as these would "probably emerge as union leaders".

CAPE TIMES 10/5/84

Pay rises for 60 000 workers

Labour Reporter

MORE THAN 60 000 Cape clothing workers are to receive pay rises originally due in July as well as an additional R2 pay increase, following a meeting of the industrial council for the Cape clothing industry yesterday.

The increases, agreed on by representatives of the Cape Clothing Manufacturers' Association and the Garment Workers' Union (GWU), follow several incidents of unrest in the industry.

'Inadequate'

The Clothing Workers' Union — formed recently in opposition to the officially recognized GWU — later declared it viewed the increases as "completely inadequate".

Following the council meeting, reliable sources in the industry said employers had agreed to a GWU request that increases in various categories scheduled for July 1 in terms of the existing industrial council agreement be brought forward and paid from May 18.

Employers also agreed to a union request that all workers should receive an additional R2 increase.

Sick-pay rates would be increased from about 50 percent to 65 percent of actual wages, the sources said.

They added that the current agreement expired on December 12 and both employer and union parties to the council agreed to start negotiating a new agreement "as soon as possible" so that new wage rates could be implemented from December 13.

'Dissatisfaction'

Ms Subeida Jaffer, Clowu's general secretary, said in a later statement that the union viewed the increases as "completely inadequate", and "regretted" the decision made by employers in the light of the "grave dissatisfaction" expressed by workers.

"It believes their response can only worsen the present crisis in the clothing industry," she added.

Mr A M Rosenberg, chairman of the industrial council, Mr Simon Jocum, chairman of the Cape Clothing Manufacturers' Association, and Mr Cedric Petersen, assistant general secretary of the GWU, declined to comment.

Offer rejected

Sowetan 15/5/84

346

MORE than 3 000 members of the Metal and Allied Workers' Union have rejected an offer of a 17c an hour across the board pay rise for lowest graded employees in the steel industry.

The Union's national executive has been mandated to make representations for higher pay at wage negotiations at National Industrial Council level this week.

The offer was rejected at a meeting at Currie's Fountain in Durban on Saturday.

The meeting was held after a Durban judge set aside a ban on the open air meeting imposed by the acting-chief magistrate of Durban, Mr P G Castell.

Sowetan 18/5/84 (346)

Seifsa makes offer

METAL unions representing 380 000 workers in the steel and engineering industries have been given until May 24 to accept a final wage offer made by the Steel, Engineering Industries Federation of South Africa (Seifsa) — or else declare a dispute.

Formal negotiations under the auspices of the Industrial Council ended on Tuesday when Seifsa presented its final wage and service package to the unions.

This included an offer of a 20 cents per hour increase for workers in the lowest grades and 40 cents per hour increase for the top grades of metalworkers. Current minimums are R1,53 and R4,41.

The employers' associations have also agreed to more beneficial adjustments on holiday leave.

The offer is a slight improvement on the proposals which Seifsa put forward on May 1, at the second round of pay talks, but falls far short of the R2,50 per hour minimum wage which the Metal and Allied Workers' Union and Steel Engineering and Allied Workers' Union are demanding.

Unions split over Seifsa pay offer

346

Star 24/5/84

By Carolyn Dempster,
Labour Reporter

Unions in the iron, steel and engineering industry are split down the middle over whether or not to accept the wage offer made by the Steel and Engineering Industries Federation of South Africa (Seifsa).

Today was the deadline for unions to respond to Seifsa's final offer of a 13 percent increase for labourers and a 9 percent rise for artisans.

The South African Boilermakers' Society, which represents about 30 000 metalworkers, is to ask the Industrial Council to set up a further meeting with the employers. "Unless this happens, we will not be able to accept the present offer," said the general secretary of the SABS, Mr Ike van der Watt.

The decision was taken after a stormy five-hour meeting of the union's executive yesterday.

Mr N L M Ferreira, general secretary of the SA Iron, Steel and Allied Workers' Union (Yster en Staal Unie), said his union, with 39 000 mostly skilled workers in the metal industry, would be accepting Seifsa's offer "reluctantly".

The two unions with majority representation among the unskilled metalworkers — the Metal and Allied Workers' Union, with 30 000 members, and the Steel and Engineering Allied Workers' Union, with 20 000 members — had not reached a decision on what course of action to take by midday today.

Both unions have in principle rejected the offer of a 20c-an-hour increase for labourers and an increase of 40c an hour for artisans.

3446

Workers reject rise

Mrs JANE HLONGWANE: General secretary of the Steel Engineering and Allied Workers union which is also participating in wage talks.

MORE than 30 000 members of the Metal and Allied Workers' Union in the country have rejected an offer of 17 cents an hour pay rise for lowest graded employees in the steel industry, the union has announced.

By JOSHUA RABOROKO

And the union's national executive was given a mandate to make representations for "a living wage" at the National Industrial Council meeting today.

However, according to sources, the unions participating in the wage negotiations with the Steel Engineering Industries Federation of South Africa (Seifsa), are likely to accept the offer when talks resume.

Attack

Members also made a scathing attack at the hike in general sales tax to be effected from July. They warned the Government of labour unrest unless the employers make pay increases that will male up for the rise in GST.

In a statement, Mawu's executive said that some employers took advantage of the recession by not meeting workers' demands. They used recession to justify "starvation wages".

They have also accused management of trying to destroy the union in 1983/84 following resolution by the union's refusal to sign a wage agreement last year.

"They will not weaken or destroy us, instead we shall grow from strength to strength," the union said.

Indications are that in today's meeting the union will declare a dispute — one of the steps towards a legal strike.

Demand

Mawu's demands are for a minimum living wage of R112,50 a week and an across-the-board increase of R22,50 a week. It has been mooted that Seifsa offer a minimum increase of R1,53 across the board with hourly increases ranging from 15 cents to 20 cents.

Sowetan 25/5/84 (346)

Wage hike move

ONE of the country's leading hotel groups, Southern Sun, is to recommend to the National Industrial Council that the minimum wages paid to black hotel workers be increased from the present rate.

The company's group personnel manager, Mr Peter Cumberlege, told **The SOWETAN** that the present minimum wage for unskilled workers was not enough. The present minimum rate is R160 per month.

Southern Sun was one of the several hotels hit by strikes recently when hundreds of workers demanded a minimum rate of R350 per month. The Sun hotel was found not to be paying the demanded wage by the workers despite the fact that one of its major shareholders is South African Breweries, a major sponsor of the National Professional Soccer League.

Managements were found to be paying workers a "pittance" by trade unions while they contended that they paid well above the minimum rate agreed upon at the Industrial Council.

In an interview, Mr Cumberlege said that the company had 10 categories of workers who earned from an average of between R200 and R1 000 per month.

Hansard Q.Col. 1359 28/5/84

Unemployment Insurance Fund

952. Dr. A L BORAINE asked the Minister of Manpower:

(1) What was the balance of the Unemployment Insurance Fund at the end of 1983;

(2) (a) what was the total amount (i) paid into the Fund by the State, employers and employees and (ii) paid out in benefits in that year and (b) to how many applicants in each race group were benefits paid;

(3) (a) what is the present average rate of interest received by the Fund and (b) what amount was paid from the Fund in 1983 in respect of administration costs;

(4) (a) what total amount in unclaimed money is held in the Fund and (b) how many persons are involved in this amount;

(5) how many employers were registered with the Unemployment Insurance Fund as at 31 December 1983?

The MINISTER OF MANPOWER:

(1) R246 654 238.

(2) (a) (i) R147 014 988.

(ii) R189 204 701.

(b) 320 475 separate figures in respect of different population groups are not readily available.

(3) (a) 8,85 per cent.

(b) R10 941 225.

(4) (a) R481 026.

(b) 3 775.

(5) 123 520.

Note: The information is furnished from provisional unaudited figures.

346 Hansard Q.Col. 1360 28/5/84

Wage regulating machinery

954. Dr A L BORAINE asked the Minister of Manpower:

(1) How many (a) industrial council agreements, (b) conciliation board agreements, (c) arbitration boards, (d) Wage Board determinations and (e) orders in terms of the Labour Relations Act were in force as at the latest specified date for which figures are available;

(2) how many (a) White, (b) Coloured, (c) Asian and (d) Black persons were affected by each of the above five categories of wage regulating machinery as at that date?

The MINISTER OF MANPOWER:

(1) (a) 87.

(b) 1 (Conciliation Board Agreements are usually not published).

(c) Nil (Arbitration Awards are seldom published).

(d) 61.

(e) 5.

(2)

	(a) Whites	(b) Coloureds	(c) Asians	(d) Members of the Black population groups
Industrial Council Agreements	182 907	239 886	85 631	663 300
Conciliation Board Agreements	9	165	Nil	5
Arbitration Awards	Figures not readily available.			
Wage Determinations	570 263	all population groups; separate figures are not readily available.		
Orders	175 330	all population groups; separate figures are not readily available.		

Strike craft: ship's company

956. Mr P R C ROGERS to ask the Minister of Defence:

(1) Whether a special allowance is paid to the ship's company serving on strike craft; if not, why not; if so, (a) what is this allowance called and (b) what is the amount of the allowance paid in respect of each rank per day;

(2) whether national servicemen undergoing their initial training receive this allowance; if not, why not; if so, what amounts do they receive in terms of this allowance per day?

The MINISTER OF DEFENCE:

(1) and (2) Two types of allowance are payable, to members of the ship's company of strike craft viz:

(a) *An Occupational specific allowance*

Lieutenant to Commander	R960 p.a.
Ensign and Sub Lieutenant	R708 p.a.
Petty Officer to Warrant Officer 1	R768 p.a.
Able Seaman and Leading Seaman	R660 p.a.

This allowance is only applicable to members of the Permanent Force who have qualified as strike craft crew, in accordance with the occupational differentiated dispensation of the Permanent Force.

(b) *A Seagoing allowance*

R19,40 per day irrespective of rank.

This allowance is applicable to members of the permanent Force and National Servicemen who are members of the ship's company of strike craft during their initial and subsequent periods of service.

TUESDAY, 29 MAY 1984

†Indicates translated version.
For written reply:

Income tax

329. Mr P R C ROGERS asked the Minister of Co-operation and Development:

(a) How many (i) male and (ii) female persons paid income tax in terms of the Black Taxation Act, No 92 of 1969, in each province in the 1982-83 financial year and (b) what was the amount collected in respect of each category in each province in that year?

The MINISTER OF CO-OPERATION AND DEVELOPMENT:

(a) (i) and (ii) and (b) Statistics in respect of male and female taxpayers in each province is not kept and it is conse-

PE, Uitenhage tyre firms offer 55% increase

~~335~~ ~~135~~ ~~1441~~ ~~157~~ (346) ~~196~~

E. Post 2/6/84

By CLAIRE PICKARD-CAMBRIDGE

UNIONS representing about 7 000 workers in Port Elizabeth and Uitenhage's tyre and rubber industry are currently considering an offer of a 55% minimum wage increase from three giant employers.

This follows lengthy negotiations between the National Allied and Automobile Workers Union (Naawu), Yster en Staal Werkers Unie and three companies, General Tire and Rubber Company, Goodyear Tyre and Rubber Company and Firestone, who are all party to the Industrial Council.

According to Mr Les Kettledas, Naawu's regional secretary, the proposed minimum wage increases from a current R1,38 to R2,15 an hour will bring them into line with wages negotiated in the local automobile industry.

Mr Kettledas, who led the union negotiations, said they had encountered dismally low wages in the tyre and rubber industry when Naawu first became party to the Industrial Council covering the industry in March this year.

Industrial Council negotiations had begun on April 16, but up until the present proposal they had rejected all employers' offers.

Unions are now considering the employers' offer and will respond on Wednesday after they have had report-back meetings with their membership.

If this is accepted by the workers it will become a two-year agreement implemented from June 11.

Furthermore, this is the first time workers in the tyre and rubber industry have also been guaranteed minimum six-monthly increases for a two-year period, applying over and above the new minimum wage offers, he said.

These minimum six-monthly increases to keep abreast of the cost of living were previously given at management's discretion.

Long-service leave had also been agreed upon for the first time, as well as an additional paid public holiday over and above that provided in the Basic Conditions of Employment Act.

He said union demands had been for increased wages, minimum wage rates, shorter working hours, long-service leave, lay-off and retrenchment benefits and increased annual bonuses.

Naawu was committed to a struggle for a meaningful living wage and believed the manner in which new conditions of employment had been determined would set a pattern for negotiations in the future, he said.

Mr Fred Sauls, general secretary of Naawu, said the union had been struggling since 1971 to break into tyre and rubber wage negotiations as the Yster-en-Staal Unie only had been party to the Industrial Council.

However, management had become more open to talking with Naawu after legislative changes in the labour field and a breakthrough had been achieved after 10 years in the cold.

Now that there is direct representation for black workers concerning conditions affecting them, there has been a marked change in the attitude of employers who are looking at wages more realistically.

The employer bodies contacted by Weekend Post said they would rather not comment at this delicate stage of the negotiations.

RDM 11/6/84 (346)

PAY talks in both the metal and mining industries ground on last week, and at this stage there is still no sign of whether the respective union and employer groups are going to settle or go into dispute.

There is also some confusion. After a dispute between the National Union of Mineworkers and the Chamber of Mines over the goldmining talks appeared imminent, it now seems everything is back on an even keel and there could well be a settlement when they next meet on June 18.

And even if a dispute is declared the gap is likely to be much smaller than expected. While Mr Cyril Ramaphosa, general secretary of the NUM, said the special conference convened in Klerksdorp last week was not to obtain a new mandate for the talks, the NUM negotiating team in fact came back with a new mandate.

Observers were further confused on Monday night when the Chamber announced that the NUM had declared a dispute with them over the coalmining pay talks. Only later did the NUM clarify the situation by saying they had not declared a dispute over pay but over the Chamber's alleged failure to bargain in good faith.

On the metal front, a bid co-ordinated by the local committee of the International Metalworkers' Federation (IMF) to get unions on the metal industrial council to formulate a common response to Seifsa's final pay offer appears to have failed.

The Steel, Engineering and Allied Workers' Union (Seawu) did not show up up for the IMF meeting and talk last week was that they were preparing to settle with Seifsa and sign the agreement.

Seawu to sign new deal

Bram
14/6/84

346

By PHILLIP VAN NIEKERK

THE Steel, Engineering and Allied Workers' Union (Seawu) has given notice of its intention to sign this year's metal industrial council agreement, but two other unions will definitely not be party to the agreement.

Sources close the industrial council said yesterday that Seawu, an affiliate of the Council of Unions of South Africa (Cusa), had "reluctantly" agreed to Seifsa's final wage offer while the Metal and Allied Workers' Union (Mawu) and the S A Boilermakers Society (Sabs) had turned it down.

The giant metal industrial council is the largest bargaining forum in the country, regulating the wages and working conditions of about 380 000 workers.

The 10 artisan unions on the council agreed several weeks ago to the final offer by the combined employer association party, the Steel and Engineering Industries Federation of SA (Seifsa), of a 40c across the board minimum for artisans and a 20c (12,65 %) across the board minimum for unskilled workers.

However, the other three unions — representing unskilled and semi-skilled workers — called for Seifsa to return to the bargaining table to negotiate a better deal. This was turned down.

At this stage it is still not clear whether Mawu or Sabs will declare a dispute with Seifsa, though Seawu's acceptance of the offer has undercut their rejection.

MAWU HITS OUT AT SEIFSA

Sowetan 20/6/84

346

By JOSHUA RABOROKO

THE Metal and Allied Workers' Union has accused the Steel Engineering Industries Federation of South Africa (Seifsa) of showing a "cynical contempt" for the process of collective bargaining for the industries' over 380 000 workers.

The union was reacting to a series of annual wage negotiations which have been rejected by them and the South African Boilermakers' Society at the Industrial Council.

A total of 11 out of the 13 unions have signed the Industrial Council wage agreement — but the majority of these who have been signed are craft unions.

In a statement to **The SOWETAN** yesterday, Mawu slammed the actions of Seifsa during the wage talks. Mawu accused them of using artisan unions as a means of "avoiding bona fide collective bargaining".

Contemptuous

"By forwarding to the Minister for gazetting, an agreement which has been rejected by the two largest unions representing unskilled and semi-skilled workers, Seifsa has once again shown that it is completely contemptuous of these workers," the union said.

The union also expressed feelings that the action by Seifsa and its associates at the IC confirmed that the majority of employers had never intended to accept collective bargaining.

Both Mawu and SABS, who are members of the International Metalworkers' Federation, have rejected Seifsa's wage offer of a 20 cents an hour increase for unskilled workers and 40 cents an hour rise for artisans and asked for further talks with the employers.

However, the request for further meetings has been rejected by the employers. The wage agreement is to be presented to the Minister for gazetting soon.

MISERABLE: Mr S
points to the refuse
kitchen drain in...
week...

Turfloop graduation

THE 23rd graduation ceremony of the University of the North (Turfloop) will be held on Friday and Saturday when a total of 673 degrees and diplomas in seven faculties will be awarded, Mr Frank Swart, the publicity relations officer, announced yesterday.

Faculties concerned on Friday are Arts, Mathematics and Natural Sciences and Theology. On Saturday degrees will be conferred by the faculties of Economics and Administration, Education, Law and Agriculture.

The university will also award two honorary doctorates to Mr T K Mopeli, Chief Minister of QwaQwa (Doctor of Administration HC) and Professor A J D Meiring, retired professor Zoology (Doctor of Education HC).

R13-m already

PART of the R18,5 million required for the building of the giant commercial training centre in Katlehong, which is due to be erected early next year, has been raised.

This was told to **The SOWETAN** over the weekend by Mr Oscar Mamba, the chairman of the Katlehong Junior Chamber of Commerce and Industries (KJCOCI), whose organisation is behind the erection.

According to Mamba, some companies based in the USA and West Germany have donated R13 million and negotiations are at an advanced stage with some local companies and private businessmen

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Congress literature

A SOWETO man pleaded not guilty in the Johannesburg Regional Court yesterday when he appeared on a charge of possession of a prohibited publication.

Mr Gilbert Mogari Kgomo (27) of Orlando West appeared before Mr H J Brandt who postponed his case to July 18 for trial.

The State alleges that on June 14 he was found in possession of a publication titled Strategy and Tactics of the African National Congress (ANC) without the consent of the Minister. The publication, it is alleged, is published or distributed by or under the direction or guidance of

Lost something?

A SCOOTER driver on his way to town dropped something on Monday morning. That something has been picked up by a motorist, who wants the owner to claim.

Mr Jeffrey Lekalakala would like this particular scooter driver to call and claim by telephoning him at 337-6639 during working hours and 939-1682 after hours. The scooter driver will have to describe what he lost to Mr

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ARGUS 20/6/86

Steel bosses show contempt — union

Argus Correspondent

JOHANNESBURG. — The Metal and Allied Workers' Union has accused employers in the steel and engineering industries of displaying a cynical contempt for the process of collective bargaining.

The charge arises from the recent series of annual wage negotiations covering some 380 000 workers in the metal industries.

In a strong attack on the actions taken by the Steel and Engineering Industries Federation (Seifsa) during the talks, MAWU's national executive said the employers had used the artisan unions party to the Industrial Council as a means of avoiding bona fide collective bargaining.

Altogether 11 of the 13 unions party to the council have signed the agreement, but the majority of these are craft unions.

MAWU, together with the South African Boilermakers' Society, rejected the Seifsa offer of a 20-cent-an-hour increase for unskilled workers and 40-cent-an-hour raise for artisans, and asked for further talks with the employers. The request was turned down.

Seifsa has also advised its employer members not to negotiate outside of the agreement. In recent years bargaining at plant-level has been the major avenue used by MAWU

FM 29/6 84

INDUSTRIAL COUNCILS

Whose jurisdiction?

346

A demarcation dispute that has bedevilled industrial relations in the building and furniture industries for almost 30 years is close to being resolved.

At issue is whether workers making built-in kitchen and laboratory cupboards, as well as other fine woodwork such as church fittings, should fall under the jurisdiction of the industrial councils for the building industry or those of the furniture industries.

All involved are believed to have agreed, in principle, on a solution. Clarification is still awaited on a few minor areas of disagreement. No-one is prepared to reveal details of the settlement. It is claimed that the matter is extremely sensitive and any premature discussion "could be prejudicial to the final negotiations."

However, the *FM* has learnt that, in essence, the agreement provides for dividing the contested functions between the jurisdictions of the different industrial councils. The seemingly logical solution, however, is more complex than appears at first sight. The dispute has a legacy that stretches back to the post-war days and it has taken a year of "extremely sensitive negotiations" to get the parties to the point where they are now.

One of the problems is that employer groups insisted that no employees should be prejudiced in any way by the final settlement. There are thousands of employees involved together with a number of trade unions and employers. With some employees destined for a change in status in terms of the new demarcation agreement, which could mean they will be entitled to changed benefits under their new industrial council, negotiations became extremely tricky.

In addition legal sources say that there were principles of labour law at stake. The splintering of big industries through the emergence of new technology is leading to the demise of some large industries and the fragmentation of trade union groups. This has major implications for SA labour law.

However there seems to be a degree of elation that a settlement is finally in the offing. Industry spokesmen say an anarchic situation existed with employers playing one industrial council off against the other — often to the detriment of employees.

Workers to protest over new wage offer

Mercury 3/7/84

Labour Reporter

NEARLY 4 500 member companies within the Steel and Engineering Industries' Federation of South Africa will from this month have to pay higher wages to employees who are members of the Metal Industries Industrial Council.

The increase is part of a negotiated amendment to the main agreement of the Industrial Council, proclaimed in the Government Gazette of June 29, 1984.

Mr James Milburn, regional manager of Wispeco — one of the Durban companies within the federation, said in a statement yesterday that his company welcomed the introduction of the new minimum pay scales and would from this week be increasing the wages of staff involved accordingly.

But the workers at Wispeco have rejected the pay rise, pointing out that the increase of 20 c an hour was 'meagre'. They want an increase of 50 c an hour which, they said, would cover the recent increase in cost of living and the rise in the general sales tax.

A spokesman for the workers said they had decided to hold lunch-time placard demonstrations on the company premises.

'We want management to take note of our dissatisfaction over wages. We will continue our protest until such time as they are prepared to negotiate wages with the Metal and Allied Workers' Union,' he added.

A union spokesman yesterday confirmed that the workers were 'not happy' with the latest increase and were staging peaceful placard demonstrations during their lunch-hour.

Sowetan 5/7/84

600 strike

(346)

ABOUT 600 workers at MRT Bartons in Boksburg yesterday went on strike over the Metal Industry Industrial Council's 20 percent wage offer.

The workers, members of the Steel Engineering and Allied Workers' Union (Seawu), said that they were demanding "a living wage" and rejected the offer made by the Steel Engineering Industries Federation of South Africa for the metal industry's estimated 380 000 workers.

The Seawu announced that it was signing the IC's wage agreement under protest and indicated they will bargain for more pay packets for their members at shop-floor.

This is probably the first labour unrest in the metal industry since the IC's minimum pay rises of 40c/hour and 20c/hour for skilled and unskilled workers respectively was signed and gazetted, according to sources.

Workers told **The SOWETAN** that they were unhappy with the announced increases and said they approached management to negotiate a "better deal."

EVENING POST, WEDNESDAY, JULY 25, 1984

163 346

Man thought inspector was worker stealer

Court Reporter

A PORT ELIZABETH property developer told the Port Elizabeth Magistrate's Court yesterday that he didn't know the building inspector who came to his site, and thought he was somebody who had tried to "smuggle" some of his workers away.

The developer, Mr Andries Albertus Lategan, of Lorient Place, Lorraine, was charged with two counts of contravening the Labour Relations Act by not allowing a building inspector to conduct an inspection and by ordering him to leave his premises.

The case was postponed to August 29.

Mr Lategan allegedly obstructed Mr Theodorus du Plessis and Mr Gerhard Britz, from the Industrial Council for the Building Industry, from carrying out a routine inspection on March 26 and 27.

He pleaded not guilty to both charges.

Mr Du Plessis told the court he had gone to the Raintree Village complex to carry out a routine inspection on March 26.

He spoke to three contractors and a few tradesmen at the site and while he was talking to the third contractor, Mr Lategan arrived and said he should leave immediately and that he had no right to just arrive there. He had told him to make an appointment.

Mr Du Plessis said Mr Lategan gave him no chance to introduce himself.

Mr Du Plessis went back to his office and reported the incident to Mr Britz, the senior agent at the Industrial Council.

The following day, Mr Britz and Mr Du Plessis visited Mr Lategan and were again refused permission to inspect the site. They then reported the matter to the police.

Mr Britz said he told Mr Lategan he was breaking the law. Two policemen accompanied them to the site that afternoon.

Mr Lategan again refused to allow them to carry out an inspection.

Mr Lategan said he had told Mr Britz he was prepared to co-operate. He did not consider that his request for them to come back at another time was unreasonable. At the time he was busy working with concrete which, if it dried, could have caused him considerable financial losses.

Mr Lategan said he had walked Mr Du Plessis to his car after he asked him to leave because he didn't know who he was and didn't want him to slip back behind his back and try to steal his workers away.

Mr I S van der Merwe was on the Bench. Mr F Wilke appeared for the State.

Union stages walkout

D. Dispatch 346 26/7/84

JOHANNESBURG — Officials of the unregistered National General Workers Union walked out of an Industrial Council dispute-settling meeting yesterday after being told they could not represent the union at the meeting, the NGWU's general secretary, Mr Donsie Kumalo, said yesterday.

Mr Kumalo said council officials had told the NGWU it was "not a trade union" and that its officials could attend as "people chosen by workers to represent them" only.

Comment from council officials could not be obtained yesterday.

According to Mr Kumalo, the NGWU was due at yesterday's meeting to provide proof of its membership at the company. — DDC.

S.Times

Wages case: Woman fined

31/7/84

Staff Reporter

A 32-YEAR-OLD divorced Sea Point mother was yesterday fined a total of R500 (or 250 days) in the Magistrate's Court for 10 contraventions of the Labour Relations Act.

The contraventions included her failure to pay two employees in full for overtime.

Maria Madeleina D'Oliviera, of Rhone Flats, Regent Road, Sea Point — a director of Bellatrix Investments (Pty) Ltd, trading as Gilliard Creations, of Rose Street, Cape Town — was also convicted, as one of the 10 counts, of failing to pay another employee her wages and pro-rata leave pay on termination of her employment.

The magistrate, Mr B Carroll, suspended the entire fine for five years and ordered her to pay the amounts owing to three employees (R152,28) to the Industrial Council for the Clothing Trade by December 1.

Register

D'Oliviera was convicted of wrongfully requiring or permitting Kathleen Spielman and Fatima Higgins to work overtime in excess of two hours a day and failing to pay them R25,04 and R28,24 respectively.

She also failed to pay Laurel Heuwel her wages and pro-rata leave pay on termination of her employment, resulting in an underpayment of R99, and did not produce on demand to the Industrial Council the firm's wage register.

The other counts related to failure to comply with various Industrial Council regulations.

Mr Carroll said the court took into account D'Oliviera's financial circumstances.

"The offences relating to the non-payment of amounts owing to employees are very serious. Most factory workers live just below the breadline and have to budget with what they anticipate they will be paid. If they do not receive the amounts due to them, they overspend and end up here in the debtor's court," Mr Carroll said.

Mr I Yuille prosecuted. Mr J Kudo appeared for D'Oliviera.

ROM 3/7/84 (346) (1281)

Metal wages settled outside the system

Labour Correspondent

SEVERAL Natal metal companies have ignored a call by the Steel and Engineering Industries Federation (Seifsa) and have negotiated wage increases with the Metal and Allied Workers Union (Mawu) outside the official industrial council system, a union statement said yesterday.

Mawu added that, in all cases, the wages negotiated were higher than those agreed between Seifsa and metal unions at recent council wage negotiations.

At the council, a 13% rise in the minimum wage to R1,73 an hour — R77,85 a week — was negotiated.

Although it is a member of the council, Mawu refused to sign this agreement and said it would seek to negotiate bigger increases at companies where it represented a worker majority.

Seifsa, opposed to negotiations outside the council system, urged companies not to negotiate individual wage agreements with unions.

In its statement yesterday, Mawu said it had recently completed wage negotiations with 10 Natal companies.

It said "most" of these were members of Seifsa and that the wage agreements between them and Mawu therefore "include and supplement the minimums offered by Seifsa at the national industrial council".

In all but one case, employers have agreed to a minimum wage of at least R90 a week, or R2 an hour, which Mawu regards as a "minimum living wage", according to figures contained in the union's statement.

According to the statement, the highest minimum negotiated is R121,50 a week at the Durban plant Forbo Krommenie. Two other firms, APV Kestner and Van Leer, have agreed to minimums of just over R100.

At Krommenie and Van Leer the new minimums come into force in January, while at Kestner it has been backdated to the beginning of July, the union says.

Employers ignore Seifsa ruling

Union goes for in-house deals

346

1/8/84 Star

By Carolyn Dempster
Labour Reporter

At least 10 Natal employers have flouted the directives of the Steel and Engineering Industries Federation of South Africa (Seifsa) not to negotiate in-house agreements.

The Metal and Allied Workers' Union (Mawu) announced on Monday that it had concluded successful plant agreements with 10 Natal companies and was involved in negotiations at three other plants.

The agreements will serve to supplement the national minimums negotiated by Seifsa at the Industrial Council last month.

This is in spite of the pressure which Seifsa has applied to member employer bodies not to negotiate outside of the council.

Following the 1984/85 national agreement, a circular was issued to employers calling on them not to negotiate with unions at plant level as this would undermine a centralised bargaining system.

However, both Mawu and the South African Boilermakers' Society refused to be party to the national agreement and announced their intention of negotiating for further increases at plant level.

The companies which have signed agreements with Mawu include A P V Kestner in Pietermaritzburg, Pillar Naco, City Metal Products in Isipingo and W B Camerons, Forbo Krommenie, Metal Press in Mobeni, Van Leer, C I Industries, Glacier Bearings and K B W Valves in Isipingo.

New minimum rates have been negotiated in five of the companies.

RDM 6/8/84 (3476)

A STATEMENT by Mawu last week illustrated the strength and weakness of its attempt to better the wages negotiated at the metal council by striking deals with individual employers.

Its Southern Natal branch has reached wage agreements with several employers who ignored a call from their employer federation, Seifsa, not to bargain with unions outside the council.

All raise minimum pay to well above the levels agreed at the council — and in all but one Mawu achieved its initial target of a "living wage" of R90 a week.

But they cover only 10 plants, not all of which are covered by the metal council.

Pay talks with six more firms are in progress, but most metal employers are still resisting demands for direct pay talks.

Retroactive pay rise for bus drivers

346 C-Times 9/8/84

Staff Reporter

AN Industrial Court has awarded bus drivers a retroactive 10 percent wage increase following a dispute earlier this year between the Tramway and Omnibus Workers' Union and City Tramways Limited.

Mr Dirk Benade, secretary for the union, yesterday confirmed that the award last week, retroactive to May 5, was 10 percent for drivers with less than four years of service; nine percent for those with more than four years of service; eight percent for shedmen not specified in the union's agreement with the company; and seven percent for those shedmen who are to benefit from the employers' training facilities.

However, the court rejected the union's demands for a 40-hour working week in place of the current 44-hour week, and a rand-for-rand company contribution towards the employees' sick fund. Presently, the company matched seven percent of the employees' contribution, Mr Benade said.

"The whole thing is like a Chinese puzzle," he added. "A newcomer is better off than a person with 40 years' service, thanks to the award."

Officially, the company offered a four percent increase. However, at the height of the dispute which led to a "work to rule" decision by drivers in April/May, an unofficial offer of an eight percent wage increase was made, Mr Benade said.

The dispute seriously affected bus services in the Peninsula for a month and was finally referred to the Industrial Court when negotiations between the two parties ended in a deadlock.

The Department of Manpower spokesman said yesterday that that he could not confirm the award since it was subject to a "secrecy provision" which had to be cleared.

Building workers to get pay rise

C. Times

346

15/8/84

By EBRAHIM MOOSA

IMMINENT wage increases for artisans in the next two weeks are likely to increase the cost of houses by five percent, building sources said yesterday.

This additional burden, coupled with a possible rise in mortgage bond rates, could break the camel's back for many prospective home owners.

A spokesman for a leading City home construction company, Mr Peter de Wet, said that this could add between R2 000 and R3 000 to the price of new homes.

About 10 000 artisans and about 30 000 to 50 000 unskilled labourers are demanding a wage increase of more than 12 percent.

A spokesman for the Industrial Council for the Building Industry said yesterday that last November wages were increased by 15 percent.

Negotiations

Industry sources say it is likely that there could be a similar increase soon.

Mr E H Boehnke, president of the Master Builders and Allied Trades' Union — the employers union — yesterday confirmed that a new industrial agreement which included wages "among other things", was being negotiated.

The issue would be resolved at a meeting next Monday, he said. Two previous meetings had been inconclusive.

The five major unions involved in the negotiations are the Building Workers Union, the South African Woodworkers Union, the Amalgamated Union of Building Trade Workers, the Amalgamated Society of Woodworkers and the Operative Mason's Society of South Africa.

Rejected

Unions approached for comment yesterday said that any wage negotiations below the 12 percent inflation rate "would not be feasible."

The secretary of the SA Woodworkers Union, Mr E Kapp, said yesterday: "We are certainly not going to accept 10 percent."

The employers' offer of a minimum R4,30 an hour — a rise of 80c from the current R3,50 — was rejected by the unions in the preliminary talks. This was because average earnings are already between R4,50 and R5,00.

The slump in the construction industry and rising costs are likely to force builders to absorb the increases and lower their margins, Mr De Wet added.

Man harasses ex-wife: Jailed

Staff Reporter

A FRENCHMAN who ignored a Supreme Court interdict forbidding him to see his former wife was yesterday jailed for four months for contempt of court.

Patrick Maurice Jean Masué, 31, of Senator Park, Keerom Street, Cape Town previously pleaded guilty to the charge.

In a statement handed to the court, Masuè admitted approaching his former wife, Miss Emmerentia van Zyl, in Sea Point on July 29 and telephoning her on August 4.

Miss Van Zyl told the court they had married in June 1982 and had gone overseas. After three months it became obvious that the marriage was not working and she returned to South Africa.

Masué followed and started harassing her and on October 1982 she had obtained a Supreme Court interdict which restrained Masué from contacting her.

He had ignored the order and was convicted in the Stellenbosch Magistrate's Court for contempt of court and sentenced to 30 days, suspended for five years.

She had been "very afraid" of him because he had assaulted her while they were in France and Switzerland.

Masué denied that he had been following his former wife when he had met her in Sea Point and said it had been a "chance" meeting.

Mr Mike Stowe prosecuted. Mr R Cheesman appeared for Masué.

Games a

Chief Reporter

BEDEVILLED by politics and commercialism and deprived, by the Soviet-bloc boycott, of the participation of some of the world's top athletes, the 1984 Olympic extravaganza just ended at Los Angeles amid excitement, colour and drama has been a huge success financially if not on the track.

Some of the statistics emanating from what commentators have caustically called "Rip-Off City" have been staggering.

● Ticket sales, for example, are said to have surpassed R154 million, excee... expectations, and an ... profit of at least R15... has been predicted.

● While the LA G... were not noted for the ... of records broken on ... and field, attendance ... Memorial Coliseum d... their two-week du... topped 5,6 million — ... Olympic record.

● The Games, in ... 7 800 athletes from 141 ... tries took part, had a ... wide television audie... mated at 2 500 million of humanity.

● In the biggest ... operation of its kind ...

The spike wound which Zola Budd acquired during the race on Friday.

town topics
The original community noticeboard
Phone JULIE METCALFE on (021)24-2233 between 9am and 12.30pm weekdays only.

CAPE TOWN PHOTOGRAPHIC SOCIETY meets this evening for its monthly slide competition and a talk by Gerald Hoberam on how he perfected the technique of macro-photography in his research for a way to capture the beauty to be found in coins. Slides of the famous Spink collection will be shown. Members of the Numismatic Society are invited. Visitors welcome. Inquiries phone James Wellbeloved at 21-6770.

Workers for blind needed

Staff Reporter

TAPE Aids for the Blind (TAB) needs volunteers to help in its service to blind and print-handicapped people in the Peninsula.

Arbiter to settle dispute

(346) 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.

Builder says ICBI 'not co-operative'

(346) ~~(237)~~ ~~(151)~~ ~~(116)~~ E. Post 30/8/84

Court Reporter

A PROPERTY developer charged with obstructing a building inspector from inspecting his premises, told the Port Elizabeth Magistrate's Court yesterday that 99% of the employers in the building industry felt they did not receive any support or co-operation from the Industrial Council for the Building Industry.

Mr Andries Albertus Lategân, of Lorient Place, Lorraine, pleaded not guilty to two counts of contravening the Labour Relations Act by not allowing a building inspector to inspect the property and by ordering him to leave the premises.

He is alleged to have prevented Mr Theodorus du Plessis and Mr Gerhard Britz, from the Industrial Council for the Building Industry, from carrying out routine inspections on March 26 and 27.

Mr Lategan said very often builders had a problem and no aid was received from the council.

As an example, he said, he once telephoned the council to ask if they would speak to a drunk worker who would not leave his premises, because the worker might have listened to the council. But no help was forthcoming.

Mr Lategan did not agree with the magistrate, Mr I S van der Merwe, who said the council was there to see to conditions and productivity in the building industry.

Mr Lategan said that if a mistake was made, the council gave no warning and "you were sent directly to court".

Mr Van der Merwe asked Mr Lategan if he thought Mr Britz and Mr Du Plessis, who gave evidence previously, would be prepared to commit purgery as their evidence conflicted directly with Mr Lategan's.

Mr Lategan said he felt they twisted their evidence but could not say why they gave false evidence against him.

Mr Lategan said under cross-examination that on March 26 he asked "a person" to leave his premises because he did not know who he was.

The case was postponed to September 6.

Mr F Wilke appeared for the State.

Conditions and pay are poor for women working in kwaZulu

~~(404)~~ ~~(406)~~ ~~549~~ (346) ~~353~~

31/8/84 S tau

Mrs Mahlangu pays a high price for being employed in Isithebe, kwaZulu, writes Carolyn Dempster.

At the multinational textile company where she works, the starting wage is R15 a week and the working conditions are "too appalling".

Across the "border" in South Africa, the same company operates another factory.

Here, the starting wage is R45 a week and working conditions fall under the watchful eye of the unions and the Industrial Council for the textile industry.

Mrs Mahlangu (not her real name) has little option where she would like to work.

NO PROTECTION

She is locked into the homeland through South Africa's influx control laws. The factories in Isithebe are the only places she is likely to obtain a living, now and in the immediate future.

Union protection, for improvements in wages and working conditions, is also a distant hope.

Mr M "Prof" Sineke, an organiser with the National Union of Textile Workers (NUTW) which is gathering membership in this growth area, was hesitant in naming the companies involved in this kind of exploitation.

"They all feel they are doing the people a favour by providing work opportunities in these areas.

"The impression they give is that if pushed, they are prepared to close down and move the factories elsewhere."

In fact, much of the incentive to the employers in starting up industries in the homeland was the lure of lower wages, he commented.

For Mrs Mahlangu, the working hours may be the same as in the sister factory in Durban, but the workload is far greater.

MASS DISMISSALS

And, Mr Sineke says, the working conditions are pathetic and bear no comparison to the Durban factory.

The NUTW's attempts to enlist the aid of the kwaZulu Government in the past in disputes with the Bata Shoe Company, owner of the KwaZulu Shoe Company, have proved fruitless.

The disputes led to mass dismissals, selective rehiring and recruitment of non-unionised labour.

Mr Sineke believes there is no reason why future disputes, once they become volatile, should not follow the same route, with the kwaZulu Government ranged on the side of employers.

Low pay no answer to jobless

Workers defend wage demands

(346 ~~347~~ S-7uios 2/9/84

BELOW-minimum wage rates will not solve South Africa's growing unemployment problem, but are likely to fuel worker anger, says the General Workers Union (GWU).

The union's branch secretary in Durban, Mike Morris, was responding to charges that wage demands based on minimum rates would result in increased unemployment.

The merits of paying minimum wages came under the spotlight after the Minister of Manpower, Pietie du Plessis, refused to exempt a Durban stevedoring company from the statutory minimum wage order.

Nonsense

Mr Morris says the exemption makes nonsense of the State's minimum wage policy as recommended by the National Manpower Commission.

He denies that wage demands are a cause of South Africa's chronic unemployment.

A labour expert says unemployment rates are highest in border areas where the Government granted exemptions from statutory minimum rates. "This refutes the argument that current minimum wage levels will boost unemployment," he says.

He argues that wage determining bodies in most cases set minimums based on labour supply and demand.

By Amrit Manga

"In some cases these minimums are lower than the lowest rates determined by market forces."

The stevedoring company, Kelly Forwarding, was paying stevedores 91c an hour before the GWU complained that its members received "starvation wages". The wage was increased to R1,20 an hour — R10,20 a day.

But the rate is far short of the statutory minimum of R18,65 a day, says Mr Morris.

Prosecution

After the Kelly management refused to pay the statutory minimum, the GWU reported the matter to the Department of Manpower. According to South African labour relations legislation, companies that fail to pay a statutory minimum are open to prosecution. However, Kelly Forwarding was not prosecuted because it applied for exemption, according to the Department of Manpower.

Keely Forwarding warned that if exemption were not granted it would have to trim its work force. But no retrenchments have occurred and Kelly Forwarding has agreed to abide by the minimum wage order.

Ability to pay

The Director-General of the Department of Manpower, Piet van der Merwe, says exemptions from statutory minimum wage orders are granted only in special circumstances.

"The wage board takes into account all the implications of a minimum wage before implementing it for a particular industry.

"The effect of a minimum wage on the viability of a company and on employment is considered. The ability of employers to pay minimum rates is one of the major concerns of the Department of Manpower," says Dr van der Merwe.

Commenting on the merits of a national minimum wage, Dr van der Merwe says "the National Manpower Commission decided against it and instead recommended different rates for various industries and regions".

These minimums are determined according to the circumstances facing the industry in a given area.

LIVING STANDARDS

The wages crunch

FM 14/9/84

It is going to be interesting to see how employers reconcile increasing union demands for higher wages while corporate profits are under mounting pressure. Workers have given early warning that after years of settling for what they claim are below-par wages, they are expecting a hefty boost when the next round of wage talks get under way next year.

Employers have let it be known in unambiguous terms that generous increases are out of the question while profits continue to erode.

FM 14/9/84

The outlook for industrial relations in 1985 is not good. The impasse is already manifesting itself on the factory floor. Last month workers at Unilever's Durban plant embarked on a weeklong work stoppage in support of demands for a 20% pay increase in January next year.

The company's reply was that wages would indeed be reviewed in January, but it refused to be bound to a specific increase. The increment would be dependent on the level of profitability. That is likely to be the general view.

Unionists, however, find support for higher wages in academic research. According to the SA Labour Development Research Unit (Saldru) in Cape Town, 40 of the 160 industrial council wage agreements were altered in the first six months of this year. The average increase was 10,7%.

But the wage rate median for workers governed by industrial council agreements (which includes both altered and unaltered agreements) rose by only 4,1%. Prices over the same period rose by 6% — representing a real average decline in earnings of around 1,9%.

Skilled workers

That was for skilled, semi-skilled and unskilled workers. Artisans who are covered by industrial council agreements fared even worse. Their real earnings fell by an average of 5,6%.

Even more disturbing is that Saldru does not see any immediate change in the situation. In fact, it predicts that the rate of change will actually decline, with unions being "exceptionally lucky to negotiate increases that match the inflation rate."

The consequences of this could be far-reaching. Says Saldru: "The sheer pressure of rising prices, especially for the lower-paid people, is becoming absolutely unbearable. People at the lower levels are desperate, and desperation can be a powerful motive."

John Copelyn of the National Union of Textile Workers concurs. Noting that real wages in the textile industry are basically back at their 1973 levels through inflation erosion, he says "wages are now at levels where workers will strenuously resist any further drop in real earnings. Rather than face a decline, they will take strike action."

Recent experience in the textile industry, he says, reinforces his view. Copelyn says where employers' bottom line in wage talks has been around 9% or 10%, they have invariably faced strike action. But where talks have hovered around 16%, "we have usually managed to get by."

His sentiments are shared by Brian Allen of industrial consultants Andrew Levy and Associates. He says: "A man earning around R400/month spends about 90% of his income on food. For him, the difference between 2% or 3% becomes a matter of survival."

Employers have attempted to deflect the pressure from wages *per se* by offering in negotiations extraneous benefits such as food allowances, extra leave, a subsidised canteen or maternity benefits as supplementary to a wage adjustment.

But so far they have had little success in selling the concept of "fringe benefits," essentially because workers still tend to evaluate prosperity in money terms.

JOURNAL LAUNCHED

A new quarterly journal which promises to play an important role in the political debate about SA's future is about to appear. It is *Die Suid-Afrikaan,* edited by the Afrikaner historian and political scientist Hermann Giliomee.

In its first edition, the journal states that there exists an intellectual ferment and interest in new ideas and developments that has seldom been seen before in SA. All good reasons to start a new magazine focusing on politics, economics and intellectual life.

It says: "With *Die Suid-Afrikaan* we again raise the banner for all who are part of this southern part of Africa or have committed themselves to it — irrespective of colour, ideology or class."

The editorial staff consists of Giliomee of the University of Cape Town, André P Brink, writer and lecturer in Afrikaans at Rhodes University, Jakes Gerwel, dean of the language faculty at the University of the Western Cape (UWC), and André du Toit, lecturer in political philosophy at Stellenbosch.

The editorial advisory board includes people like Richard van der Ross, principal of UWC, Tjaart van der Walt, principal of Potchefstroom University, Sir Laurens van der Post, Francis Wilson of UCT and Samuel Ngcongwane, of Zululand University.

Die Suid-Afrikaan is mainly in Afrikaans, but will publish articles in English as well. "If we write in Afrikaans and want to make room for other and new things to be said and discussed in Afrikaans, it is because Afrikaans belongs to this country in a very special sense," it says in an editorial.

"The journal is in no way part of a campaign to promote the language. We use Afrikaans especially because there is a specific need for an independent forum for topical and in depth discussions in Afrikaans."

Die Suid-Afrikaan costs R9,50 for the next five issues and subscriptions should be sent to P O Box 1802, Cape Town.

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Seifsa head calls for clarity on labour law

JOHANNESBURG — Uncertainty arising out of the current legal definition of an unfair labour practice is inhibiting employers in the conduct of their industrial relations.

This was stated today by the president of the Steel and Engineering Industries Federation of SA (Seifsa), Mr J W Nelson, at the federation's annual meeting here.

Delivering his presidential address, he said intention of the revised industrial council dispute procedure introduced last year was to encourage parties to resolve their differences through agreed procedures rather than through strike action.

"This appears to have happened. The industrial council has handled over 150 disputes in the past 12 months and it is encouraging to report that approximately a third of these have been resolved at industrial council level," he said.

"The increased use of official procedures by trade unions to take up matters on behalf of their members has also meant that the Industrial Court had to play a far more prominent role in the industrial relations arena. Over 300 cases have been referred to it since the start of 1983.

"This has led to a widespread debate on the role of the court and, during the course of the year, the Department of Manpower invited comment on the National Manpower Commission report in this regard.

"The uncertainty arising out of the current definition of an unfair labour practice is inhibiting employers in the conduct of their industrial relations and it is important that a formula be found whereby the court can assist in ensuring fair employment practices without becoming directly involved in both the structure and practice of collective bargaining."

The past year had also seen increasing fragmentation of the trade union movement in the industry.

"Some of the traditional alliances in the trade union movement appear to be changing and inter-union rivalry has continued at a high level.

"This makes it difficult for employers to maintain stable collective bargaining and joint consultation arrangements."

The federation had continued to encourage maximum participation in the National Industrial Council on a voluntary basis by both employers and trade unions.

"The National Manpower Commission has continued its investigation into collective bargaining by inviting comment on a working document dealing with levels of collective bargaining and the extension of agreements to cover non-parties.

"Seifsa has responded to this invitation with a detailed submission and it is hoped that the National Manpower Commission will complete its investigation as speedily as possible so as to bring to an end the damaging speculation that continues to take place regarding some of the key provisions of the Labour Relations Act.

"The continuing imbalance in the supply and demand for artisans constituted a serious limitation both in the development of the industry and in the wage structure.

"In view of this a plan to increase the intake and improve the training of apprentices has been formulated.

"The plan seeks to encourage 'off-the-job' training in the industry by allocating a fixed proportion of income from the training levy to the establishment of industry apprentice training centres and by adapting the grant system so as to provide higher payments to companies in respect of apprentices who qualify by trade test."

Mr Nelson said activity in the engineering industry continued at a depressed level though the steep decline in production levels during 1982 up to mid-year '83 appears to have been halted. — Sapa

Pulp union rejects employers' 5% offer

Star 9/10/84 346

By Carolyn Dempster,
Labour Reporter

The Paper Wood and Allied Workers' Union (Pwawu) has attacked employers for "playing games" in the opening round of Industrial Council negotiations covering 10 000 workers in the pulp and paper industry.

Pwawu rejected outright the employers' offer of a five percent increase which would bring the minimum wage in the industry to R1,45 an hour.

Union demands included a minimum wage of R2,30 an hour, a 13th cheque, a 40-hour working week, May 1 as a paid holiday, an allowance of R2 a shift and a service allowance of three cents an hour for every year of service.

Employers represented at the talks in Johannesburg last week included Anglo American's Mondi paper group, General Mining Corporation's subsidiaries Sappi and Carlton Paper and the Nampak group which falls within the Barlow Rand fold.

Pwawu is the largest union represented in the Industrial Council negotiations, with 4 500 members at 11 mills. Other unions taking part in the negotiations are the SA Electrical Workers' Association, the SA Boilermakers' Society and the Amalgamated Engineering Union of South Africa.

Miss Refiloe Ndzuta, general-secretary of Pwawu, said the unions party to the talks had presented a unified front.

"However, Pwawu will have to seriously reconsider its presence on the Industrial Council if the employers persist in playing games," she said.

This is the first year that Pwawu has been a party to the national negotiations. Miss Ndzuta said union officials would report back to their members.

Natal Mercury, Saturday, October 27, 1984

Big setback for Natal garment union's pay battle

Labour Reporter

THE battle by more than 50 000 garment workers in Natal for a big wage increase suffered a major setback yesterday when their Cape Town counterparts accepted much lower rises.

Mr Frankie Hansa, general secretary of the Garment Workers' Industrial Union of Natal, said yesterday that his union had requested increases of between 58 percent and 100 percent, spread over the next two years.

'Now our fight has been weakened by the 60 000-member Garment Workers' Union (Western Province) settling for a 32,7 percent increase spread over two years,' a union shop steward said.

The Natal workers' pay demand has been rejected by the Natal Clothing Manufacturers' Association, which described it as 'absolutely ridiculous'. It offered instead rises of between 20 percent and 25 percent, which the workers have rejected.

Deadlock

The workers are threatening to resort to industrial action if their demands are not met, but a series of meetings between the union and the employer organisation has so far failed to reach agreement. A further meeting will be held on November 6.

The employers' chairman, Mr Richard Savage, said that if agreement could not be reached a deadlock would be declared and the matter would be referred to the Industrial Council.

According to union shop stewards, the management offer represented increases of between R11 and R13 a week over the next two years.

The union was asking for minimum wages of qualified machinists, who make up the bulk of the industry's workforce, to be increased from R55 a week to R100 a week and for grade two employees to be increased from R45 a week to R80 a week, spread over two years.

The shop stewards said that 80 percent of the workforce in the industry were at present earning between R45 and R55 a week.

In terms of an agreement announced yesterday by the Industrial Council for the Clothing Industry (Cape), minimum wages of qualified machinists would rise to R64 a week from December 13 — a 12,5 percent increase.

In 1985, their wages would rise to R72 and on July 1, 1986 to R77 a week. In the two years to December 1986, machinists would receive a cumulative increase of 32,7 percent — of which 15,5 percent would be paid in 1985.

Threat to jobs mars clothing pay deal

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By ROBERT GREIG

CHRISTMAS spending in the Western Cape is likely to rise after a new wage agreement in the clothing and knitting industry, but jobs are in danger.

The agreement, effective from December 13, will put R10-million, including holiday pay, in the pockets of 62 000 workers up to July 1985.

But industry spokesmen warn that reduced consumer demand and rising costs could mean that smaller employers might have to lay off staff.

In terms of the agreement, announced yesterday by the Industrial Council for the Clothing Industry (Cape), minimum wages of qualified machinists will rise to R64 a week from December 13 — a 12,5 percent increase. Qualified machinists form the bulk of the industry's work force.

In 1985, their wages will rise to R72 and on July 1, 1986, to R77 a week.

In the two years to December 1986, machinists will receive a cumulative increase of 32,7 percent, of which 15,5 percent will be in 1985.

The agreement includes higher termination pay and increased Sick Fund and Provident Fund contributions.

Signatories are the Cape Clothing Manufacturers' Association, the Cape Knitting Industry Association and the Garment Workers' Union.

"All these increases will inject tens of millions of extra spending power into the economy of the Western Cape over the next two years," said the chairman of the council, Mr A M Rosenberg.

"Holiday pay will be calculated at the new wage rates, and the thousands of workers in the industry earning wages in excess of the minimum rates will benefit, as the wages negotiated tend to ripple through the industry, affecting all wage-earners."

Employers and employees alike welcomed the agreement. They also warned that the coming year would see increased unemployment, especially among smaller firms less able to absorb higher costs.

The general secretary of the Garment Workers' Union, Mr L Petersen, said it was "a very good agreement". But he added that widespread unemployment was expected next year.

The chairman of Seardel Investment Corporation, Mr Aaron Searll, said the terms of the agreement were justified. Seardel employs 10 000 workers in the Western Cape.

He said employers had a responsibility to lift the level of wages. However, he warned that the time had come when the industry could no longer absorb increases unless productivity improved.

Mr Searll said the increase was "double-edged" in that it would probably affect the fortunes of smaller firms.

Mr R Malcolm, managing director of Bonwit, which employs 2 200 workers, said the agreement was fair. He said it was company policy not to lay off staff.

A spokesman for Assocom, Mr Vincent Brett, said from Durban that though he was not fully acquainted with the industry, "it would appear that employers and employees are forcing themselves out of existence".

"Such an increase, with the downturn in the economy, is likely to exacerbate unemployment," he said.

Cape Times, Fri

Oct. 1984

Argus 20/11/84 (346) (135)

NATIONAL/INTERNATIONAL

W Cape textile workers to get 15% pay rise

Labour Reporter

ABOUT 5 000 cotton textile workers in the Western Cape will receive a 15 percent pay increase next year.

The rise will bring minimum wages in the Malmesbury, Paarl, Wellington and Worcester areas to R56,88 a week and in Bellville, Goodwood and Wynberg to R63,28 a week.

The new wages have been set by the Industrial Council for the Cotton Textile Manufacturing Industry (Cape).

Mr Norman Daniels, secretary of the Tucsa-affiliated Textile Workers' Industrial Union, said the agreement was reached after a "lot of hard negotiating".

"Employers are saying the new wages might mean more retrenchments in the industry, but people have got to live. We cannot be party to bringing down people's standard of living.

Mr Daniels said he was "very pessimistic" about the future of the industry.

"But employees have to eat and pay their rent. The only people who can help them are the employers."

Mr Daniels said shop stewards from the 15 factories included in the agreement were involved "at all stages of the negotiations".

Industrial councils have frequently been criticised for removing negotiations and decision-making from workers on the shop floor.

Mr F J Dobbelsteijn, secretary of the Cape Province Textile Manufacturers' Association, the employer party to the agreement, was not available for comment today.

Dispute averted

A DISPUTE in the pulp and paper industry was averted this week when employers agreed to negotiate wages at plant level.

Negotiations by the Pulp and Paper Industrial Council reached stalemate when the unions participating refused to accept increases offered by the employers.

The unions involved are the Fosatu-affiliate Paper Wood and Allied Workers Union, Amalgamated Engineering Union and the National Union of Sugar Manufacturing and Refinery Employees.

In a statement, PWAWU's general secretary said that the employers' offer was too low.

"Eventually employers broke the deadlock by offering plant level bargaining which we are very happy to accept," he said.

The union started fighting for the right to negotiate wages at plant level since it began organising in industry in 1980. It had succeeded in winning this right at Nampak and Carlton Paper, but the two giants in the industry, Anglo American's Mondi and Gencor's Sappi insisted that negotiations should be held at national level only.

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Sowetan 23/4/84

'IT' A CON!'

Durban's workers reject 'increase'

364 346

2/12/84 C. Press

CP Correspondent

MORE than 1 000 Durban municipal employees this week declared a dispute with the municipality over wage increases due to come into effect next year.

Municipal Services Workers' Union secretary T S Khumalo said the Manpower Minister has been asked to appoint a conciliation board to resolve the issue.

According to Mr Khumalo, workers rejected increases of between 6,55 and 8 percent — council workers are demanding increases of between 20 percent and 63 percent for themselves.

"Civil service salaries have increased by 30 percent this year," he said.

In a statement the union said workers went on strike early this year because they were desperate.

"Many of us are not only feeding our own families in these difficult times, but our brothers and sisters and their families as well.

"The workers returned to work on condition that the council consider our case. But now the circumstances have not changed," the statement said

The statement said workers had proposed a minimum wage of R110 a week, instead of the R61 they get now.

The workers rejected their wage increase next year as a pittance "because it does not even keep up with the inflation rate and the consumer price index.

"We will therefore be worse off than we were this year.

"Our wages do not reach the minimum living level. We have not even been offered 10 percent.

"The council has broken its word to us and has mislead us," the statement said.

The statement said the workers would inform the Durban Mayor, PFP leader Frederick van Zyl Slabbert, all Durban's MPs, KwaZulu Chief Minister Gatsha Buthelezi, Inkatha's secretary-general, the Solidarity Party and the Durban Management Committee of "this affair so that the rightness of our case may be understood".

Garment workers get rise

Labour Reporter

THOUSANDS of clothing factory workers are to get a 32 percent wage increase spread over the next two years in terms of a new agreement concluded after six months of negotiations, it was disclosed yesterday.

While shop stewards of the Tucsa-affiliated 55 000-member Garment Workers' Industrial Union said the workers were disappointed with the increase, Natal Clothing Manufacturers Association chairman Richard Savage told the Mercury that the increase was 'far higher than any other industry has granted its workers.'

Union spokesmen pointed out that although the percentage increase appeared to be high, it represented pay rises of between R16 and R19 per week over the next two years.

In terms of the agreement, minimum wages of qualified machinists — who make up the bulk of the industry's workforce — would rise to R65,50 a week from January 1 — a 19 percent increase. In January, 1986, their wages would rise to R74,50 per week — giving them a cumulative increase of 32 percent over the two years.

Weekly wages of Grade 2 employees will be increased from R45 to R53,50 from January 1, rising to R61 in January the following year.

Mr Frankie Hansa, secretary of the union, said the agreement had been concluded after 12 meetings between representatives of the union and the NCMA at Industrial Council level.

'It was tough going throughout the negotiations. The employers refused to accept our recommendations for increases of between 58 percent and 100 percent. They adopted a take-it-or-leave-it attitude,' he said.

Mr Hansa said about 1 000 shop stewards, representing more than 55 000 clothing factory employees, had met at the weekend and had expressed 'bitter disappointment' over the increase.

Workers said the increase was not sufficient to absorb increased rentals, higher electricity charges and increased bus fares which would come into effect next year.

The union had asked that minimum wages of qualified machinists be increased from R55 a week to R100 a week and for Grade 2 employees to be increased from R45 a week to R80 a week, spread over two years.

By Carolyn Dempster, Labour Reporter

346 · Star · 5/12/84

New forum for biscuit men

A new negotiating forum for the biscuit industry, covering biscuit workers in Natal and the Transvaal, has been set up following the collapse of the industrial council in August this year.

The council disintegrated after the Sweet Food and Allied Workers' Union (SFAWU), which is affiliated to Fosatu, was blocked from becoming a party to the council negotiations by a trade union affiliate of the Trade Union Council of South Africa (Tucsa).

In order to bargain with SFAWU, the industry's two major biscuit producers — Bakers and Fedbisco — withdrew from the council and joined with the union to form a new bargaining forum.

However, the negotiating course has not been an easy one. SFAWU together with the minority unions put forward a demand for a 32 percent across-the-board increase and a minimum weekly wage of R110.

The employers' response was an offer of a 12,5 percent rise and a refusal to accept demands on overtime pay, working hours and public holidays.

The dispute has now gone to mediation in an attempt to bridge the gap between unions and employers.

LABOUR BRIEFS

The Black Health and Allied Workers' Union of South Africa this week signed a recognition and procedural agreement with Pretoria Wholesale Druggists.

This is the third agreement the union has notched up since its inception a year ago and signifies that it is a growing force to be reckoned with on the pharmaceutical front.

★★★

A sudden rush for jobs in the platteland has prompted the organisation ROEP (Restore Our Endangered Platteland) to appeal to farm managers and platteland business concerns to contact them if they need personnel.

The increasing flow of inquiries, says ROEP, comes from as diverse a range of people as doctors, businessmen and women, teachers and other professional people.

Those interested in securing a platteland position, or finding a platteland employee should contact Dr G H Craven at 04952 1630 or write to PO Box 29, Steytlerville 6250.

RDM 6/12/84 (346)

Hotel in 'slave wages' dispute

By STEVEN FRIEDMAN
Labour Correspondent

A BLACK trade union yesterday charged that a well-known Magaliesburg hotel was paying workers "slave wages" — and criticised an official industrial council for allowing it to do so.

The union, the Commercial, Catering and Allied Workers Union, charges that some workers at the Happy Valley Hotel were employed at a wage of R50 a month — "less than most domestic servants earn".

But its general secretary, Mrs Emma Mashinini, added that workers' pay slips showed some were paid only R3 this month, because the hotel had deducted the rest of their pay after alleging they had stolen company property.

She added that the hotel was able to pay low wages because it had an exemption from the industry's industrial agreement, which sets minimum pay.

"What use to workers are industrial councils if they allow employers to pay wages like these?", she said.

The union's allegations about wages at Happy Valley come in the wake of a dispute between it and another Magaliesburg hotel, Mount Grace, accused of paying workers less than the legal minimum.

Yesterday, a spokesman for the hotel denied Mrs Mashinini's charges. He said the minimum wage was R80 a month.

He confirmed pay had been deducted after alleged thefts, but said he had done this on the advice of the police."They suggested that instead of firing workers, I deduct the money...".

Mrs Mashinini said she had become aware of wages at Happy Valley after workers complained to the union and produced their pay packets. These showed, she said, the highest-paid worker, who had been employed for seven years, was receiving R100 a month.

According to Mrs Mashinini, Happy Valley is covered by the hotel and liquor industrial council agreement, but was granted an exemption from the minimum wages in it some ten years ago.

The union on the council was unaware of the exemption and planned to challenge it, she said.

New milestone for black health union

Labour Correspondent

A UNIQUE trade union for black health workers has won its third recognition agreement — and its first in Pretoria.

The union, the Black Health and Allied Workers Union of SA (BHAWUSA) was formed spontaneously by workers at a Johannesburg pharmaceutical company. It is unique among local emerging unions because it has no full-time officials.

A union statement yesterday said BHAWUSA had signed a full recognition and procedural agreement with Pretoria Wholesale Druggists late last week. The agreement it added, followed a year of negotiations.

The statement noted that the agreement was BHAWUSA's third in the two years since it was formed. The other two are with SAPDC, the company where the union was formed, and Lancet Laboratories.

BHAWUSA's president, Mr Tlou Komape, said yesterday the agreement covered the company's Pretoria head office as well as two branches, one in Pretoria and one in Johannesburg.

It gave the union the right to negotiate wages and to bargain on issues such as retrenchment and maternity rights, he added.

Meanwhile, BHAWUSA's attempts to organise nurses and other workers in hospitals — in particular the South Rand Hospital in Johannesburg — have been hampered by two rival organisations which are seeking to dissuade these workers from joining it, according to Mr Komape.

The two organisations are the SA Nursing Association, and the Hospital Employees Association which operates at State hospitals.

Key dispute is settled with help of mediation

By STEVEN FRIEDMAN
Labour Correspondent

A KEY industrial court case, which was to have tested whether companies must bargain on wages with majority unions outside an official industrial council, has been settled with the aid of mediation.

But, while the union which brought the case, the Metal and Allied Workers Union (Mawu), says the company agreed to discuss wages with it, the company, McKinnon Chain, denies this. It says it did negotiate with the union — but only on long-service bonuses and a change in job grades.

The dispute arose in Maritzburg where the company, with other metal employers, had been resisting Mawu demands that it bargain over pay directly.

In doing so, they are supporting their employer federation, the Steel and Engineering Industries Federation (Seifsa), which is against wage bargaining outside the councils.

McKinnon Chain grants workers pay increases over and above those granted at the council and Mawu argued that these should be negotiated with it, rather than decided by the company alone.

Mawu declared a dispute with the company, the first step towards testing the issue in the court. A ruling by the court would have had effects throughout industry, as many employers are against bargaining wages outside councils.

The latest issue of Fosatu Workers News, newspaper of the Federation of SA Trade Unions, to which Mawu belongs, says the company reacted to the dispute by suggesting further settlement talks.

The union agreed on condition that a mediator, an advocate Mr Paul Pretorius, was called in.

McKinnon Chain's managing director, Mr John Samuel, this week denied that the increase was discussed with the union. "We negotiated on a long-service bonus and on job grades only," he said.

Mr Samuel said the company raised wages by transferring workers to a higher job grade and it had agreed that the union could suggest changes to the grading system.

"They suggested some changes which obviously affected the pay of a few employees. But only a couple of our 130 workers at the plant had their gradings — and hence their wages — changed as a result," Mr Samuel said.

MINE JOB BARS

Discord threatens talks

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Talks aimed at scrapping the last remaining job reservation determination on the mines are threatened by discord between the Chamber of Mines and the industry's registered trade unions. At issue is the chamber's insistence on admitting the black National Union of Mineworkers to a proposed mining industry industrial council.

The proposal for an industrial council forms part of the talks to change the present racially based definition of the "scheduled person" in the Mines and Works Act. This effectively bars blacks from obtaining certificates to do skilled work on the mines. The bar applies to 11 certificates of which the blasting certificate is seen as the one most crucial for black advancement.

In 1982 government accepted a Wiehahn Commission recommendation to deracialise the definition by changing the word "scheduled" to "competent." It asked the chamber, the unions and the mining industry officials associations to come to agreement on the issue within a "reasonable time." However, mindful that it is a deeply divisive issue, government added that measures should be taken to ensure the job security of white workers in the mining industry.

As a result, the two other crucial issues in the talks are:

☐ A security of employment agreement for white mine workers; and

☐ The future industrial relations structure in the mining industry. In essence, this involves establishing an industrial council.

After several years of hold-ups the talks began in earnest in March. Until now, much of what has taken place in the meetings has been shrouded in secrecy as the chamber and the unions agreed not to speak to the press. But the *FM* understands that most of the negotiation so far has centred on the creation of an industrial council.

Unregistered unions

It is clear that most of the unions favour a council and the *FM* understands that parties have virtually agreed on a constitution. But a dispute has arisen over the chamber's attempt to include unregistered unions in the proposed council. According to one source, the chamber's initial proposal that unregistered unions should become members of an industrial council was rejected. It then compromised, proposing that unregistered unions should at least be able to be party to council agreements.

At present, the National Union of Mineworkers (NUM) is the only unregistered union the chamber recognises, but others could be recognised in the future.

The most overt objection to the chamber's proposals comes from the Mineworkers' Union (MWU). Several other unions are also opposed to the move. The *FM* understands from impeccable sources that the chamber has told the unions that if they do not agree to a package deal to settle all three elements in the talks, it will not do anything about the second most important element — measures to secure the employment of white workers.

MWU's Paulus ... predicting the chamber may somersault

The union's main objection is that the Labour Relations Act stipulates that only registered trade unions may become members of industrial councils and that the chamber's proposals boil down to a contravention of the Act.

MWU general secretary Arrie Paulus says the chamber may have confidential information about possible changes to the Act at its disposal which the union does not have. But he predicts: "We must not be surprised if the chamber makes a *bollemakisie* (somersault) in the not-too-distant future."

Another trade unionist told the *FM:* "We want an agreement in which the security of employment becomes part of an agreement which can be monitored and implemented by the chamber. This is something we are going to have to construct. There is no way we will change the scheduled person definition without that guarantee. The chamber has authority to enter into agreements with the unions and associations. But it does not have authority to monitor and implement them. And now the chamber has said that unless we agree to a package deal it is not going to implement the industrial council or do anything about the security of employment."

Chamber industrial relations adviser Johann Liebenberg confirms that the major difference between the chamber and the unions has been the issue of admitting unregistered trade unions to a proposed industrial council.

Says Liebenberg: "At no stage did the chamber propose that unregistered unions should be full members of an industrial council. We fully realise that it is not permissible in terms of the Labour Relations Act. At the very beginning of our talks we proposed to the unions that unregistered unions be accommodated informally in an industrial council in one form or another, if it is established. That stance has not changed in all our discussions. Now we have to decide whether we are going to change that stance.

"If the industrial relations structure in the mining industry is to be revised drastically to cater for the challenges of the Eighties and beyond, the revision must provide for a unitary industrial relations system; not one system for registered trade unions representing mainly white workers and another system for unregistered trade unions representing black workers."

He weighs up the chamber's options: "If we insist on unregistered trade unions being catered for in some form or another in an industrial council we may be seriously jeopardising this opportunity of achieving fundamental revision of the present industrial relations system. On the other hand, if we do not insist now on the unregistered trade unions being accommodated in one way or another in the industrial council, we will have to continue with the dualistic system until such time as the unregistered unions decide to register."

NAMIBIA

An internal option

FM 7/12/84

With negotiations on a Cuban withdrawal from Angola at least temporarily bogged down, the push for an internal Namibian solution through a fully-fledged interim government is gaining momentum.

Optimism that a breakthrough on the Angolan-Namibian question could be obtained on the basis of new proposals from the MPLA government faded when the Joint Monitoring Commission (JMC) of SA and Angolan troops failed to agree on a final SA withdrawal from Angola two weeks ago. SA Foreign Minister Pik Botha's angry

R3 an hour for motor workers

CAPE TIMES 14/12/84 346

Own Correspondent

JOHANNESBURG. — An historic wage agreement signed yesterday at the Toyota motor company's Durban plant is the first in the country to bring workers' minimum pay up to R3 an hour.

The agreement was reached in negotiations between Toyota and the National Automobile and Allied Workers' Union (Naawu), an affiliate of the Federation of South African Trade Unions.

It covers the 3 500 workers at the Durban plant and will raise minimum pay to R3 an hour by July next year.

A joint statement by Toyota and Naawu pointed out that the minimum rate in the agreement was the highest negotiated minimum wage in the country.

The union yesterday hailed the agreement as "historic". It noted that it had been the first union in the country to negotiate a R2 an hour minimum wage for workers — with Eastern Cape motor employers in 1981.

"Naawu has now become the first union to break the R3 barrier," a union spokesman said.

The union made history in 1980 when its members struck at the Volkswagen plant in Uitenhage demanding a "living wage" of R2 an hour.

Yesterday's agreement provides for an 18c an hour increase in January and a further 17c in July. As the present minimum is R2,65, this will bring the minimum to R3 by the middle of next year.

In a joint statement, both Naawu and Toyota expressed "satisfaction" at the outcome of the talks.

Mercury 22/12/84

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Hotel workers satisfied with rises

Labour Reporter

EMPLOYEES in the hotel and catering industry in Natal have been granted increases of between 19 and 27 percent.

Mr Ronnie Kisten, chairman of the Natal Liquor and Catering Trades Employees' Union, said yesterday that workers were satisfied generally, although the increase was far short of what they had asked for.

'In view of the current economic situation and the tough times the hotel industry is going through, the increase 'is fair,' he said.

Workers were pleased the management was trying to narrow the wage gap between general-service employees and waiters.

'The overall effect of the increase is that the pay of general-service employees, who make up about 60 percent of the industry, will rise by R51 per month while the wages of waiters will also be increased by the same amount from January next year.'

At present, the minimum wage of those falling under the category of general service employees is about R156 a month and for waiters, R264 a month.

For the first time this year, the new wage agreement will be for one year instead of the normal three-year term.

Hard hit

'We chose the one-year term simply because economic conditions could change over the next three years and we did not want to be bound by any particular rate,' he said.

Mr Kisten said the workers had asked for a 33,5 percent rise in pay, pointing out that they had been hard hit by rising cost of living, including increased bus fares and high rents.

Mr Alan Gooderson, chairman of the Hotel and Bottlestore Keepers' Association, could not be reached for comment yesterday. A spokesman for his office said he was away on holiday.

(346) D. Dispatch

Artisan wage hike

18/1/85

EAST LONDON — Building industry artisans in East London will receive a 24c an hour wage hike from May 1, bringing their hourly earnings up to R3,93.

In November last year artisans' wages were increased from R3,49 an hour to R3,69, while building assistants (labourers) were granted an increase of 12c an hour to push their earnings up to R1,20 an hour.

The secretary of the Industrial Council for the Building Industry, East London, Mr G. Reed, said yesterday the May increase had been negotiated for artisans only.

Agreement was also reached for increases to the pension fund, holiday fund and payment in respect of annual leave and public holidays. — DDR

RDM 21/1/85 346

PLANT-LEVEL negotiations between Fosatu's Paper, Wood and Allied Workers' Union and the various employer parties to the industrial council for the pulp and paper manufacturing industry have so far produced a mixed bag.

The negotiations were entered into only after deadlock was reached in November in the industrial council negotiations — the first in which PWAWU had participated, after holding out for plant-level bargaining.

Last week the union settled with Mondi Board Mills on January increases — a minimum of between 20c and 25c and hour on the lowest scale, compared to the 18c offered at the industrial council — but is still discussing July increases.

Negotiations with Carlton Paper have been concluded, while those with Nampak Paper and Mondi Paper are continuing, with the companies offering increases better than those offered at the industrial council.

However, negotiations with the other giant in the industry, Sappi, are not proceeding well and there is the possibility of a dispute with the union.

The company is offering the union increases below those offered at the industrial council while is understood to have agreed on increases at two non-PWAWU mills above the council levels.

Write to Box 61682 Marshalltown 2107

Industrial Councils are an 'unnecessary evil'

(346)

Star 1/2/85

The activities of the host of Industrial Councils should be investigated at high level.

They control millions of rands of the workers' money and I would like to know how these funds are administered and what surety has the working public of their money.

Employers are constantly harassed by council inspectors with threats of legal action, and my experience is that workers are not in favour of their money being placed in the hands of these councils.

It is said that the councils protect the rights of the workers, inter alia, that the councils prescribe minimum wages to be paid.

My experience is that the majority of employers pay their workers far in excess of the minimum pittance wages prescribed.

Furthermore, in many cases, employers pay over to the councils such fees and contributions they demand, without deducting the same from their employees.

One employer, for instance, paid over to a council an amount in excess of R4 000 during last year. When holiday time came last December, he received a cheque from the council for R800, representing the annual leave pay of seven workers.

To prevent a riot at his offices, he paid five workers R700 each, one worker R600 and one worker R500, making a total of R4 600. The workers were not interested to hear anything about the council.

Compulsory contributions in respect of black workers must run into millions of rands. The majority of these workers are illiterate and at a complete loss as to their rights.

What, for instance, happens to the pension contributions of a black worker should he be killed by a motor car?

Does his wife, who probably resides in a homeland, know that she can claim his pension from the council? If not, what then happens to the funds contributed?

As I said, certain employers do not deduct contributions, which they pay over to the council, from their workers' wages.

Should such a worker leave the industry he will certainly not make any claim on the council, firstly, because nothing was deducted from his wages, and secondly, in many cases, he does not know anything about such contributions being paid to the council.

Thirdly, the majority of workers are not interested in the council.

The question again comes to the fore — what happens to the millions?

Another point I would like to make is, these funds administered by the councils are surely invested. What should be interesting to know is, where and how is it invested, at what rate of interest, and, above all, who benefits from the interest so earned?

It should also be interesting to know the cost of operating these multitude of councils and how their expenses are funded.

Each and every council operates differently and each has its own set of rules. It has proved a tremendous hassle from a bookkeeping point of view, especially at a month end, when a bookkeeper, having to do several payrolls, where several councils are involved, finds herself spending hours to complete the various, sometimes complicated returns.

I suggest that, if these councils are really necessary, which I doubt very much, they should be consolidated into one body, with one set of rules.

My personal feeling, based on experience, is, however, that they should be stamped out as an unnecessary evil, since the council's protection of workers are not called for. It is the employers that should be protected.

As an alternative, I suggest that membership to an Industrial Council should be on a voluntary basis. They will soon find that they end up with no members.

J A Malan

Overtime banned in bid to ease unemployment

Star 2/2/85

346

by
Gary van Staden,
Political Reporter

The Industrial Council for the building industry has placed a total ban on all overtime and weekend work on construction sites in the Transvaal in an attempt to help ease the chronic unemployment in the industry.

Effective since January 30, no employee who falls under the control of the Industrial Council — including construction workers — may work overtime or on Saturdays without special permission.

Building firms face heavy penalty clauses in contracts — R10 000 a day is not uncommon on large projects — for not completing them in the agreed period, and they rely heavily on overtime to get finished.

"Overtime to a maximum of two hours a week will be allowed if employers put a very strong case for such overtime and all Saturday work is banned," an Industrial Council spokesman said yesterday.

Construction work which would be exempt from the ban is emergency work, work on essential services and on projects vital to the national interest, according to the spokesman.

He also said that in the past great pressure had been brought to bear on construction firms by architects and consulting engineers to get projects finished as soon as possible.

"This has meant that employers are allowing employees to work a great deal of overtime," the spokesman said.

He added that unemployment in the industry at the moment was the worst the Industrial Council had encountered in years.

The reasoning behind the Council's move against overtime is probably that construction firms would now have to hire more workers instead of paying those they already employed more in overtime.

A senior spokesman for the Master Builders Association said, however, that he doubted that the measures would significantly affect unemployment figures.

"Only certain people can do certain jobs and they are not always available among the ranks of the unemployed," the spokesman said.

He said that as the MBA understood the measures, construction companies would be allowed up to an hour a week overtime without special permission being required.

The spokesman added that as far as he understood the overtime curbs, existing contractors would receive a sympathetic hearing on being allowed more overtime.

Overtime curbed to save jobs

By Don Robertson

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10/2/85 - S. Times

OVERTIME in the Transvaal building industry has been restricted in an effort to protect jobs.

The decision was taken at a meeting of the Industrial Council for the Building Industry, and has to be adhered to by all building companies and sub-contractors. It does not affect civil engineering work.

The exact number of people unemployed is not available, but the council says the number of workers claiming unemployment benefits has doubled in the past year.

Contractors say the ban will not improve job opportunities and will cause problems on some contracts.

In terms of the council agreement, only an hour a day overtime is allowed. Permission may be granted for extended overtime in special cases.

Exceptions are made for buildings which are being occupied, building which is in the national interest, emergency work for health reasons and on contracts where workers have to be transported long distances to the site.

Nuisance

The measures could be of some use, says Basie Pretorius, head of the Master Builders Association for the Witwatersrand and Southern Transvaal, but in many contracts it is not possible to take on more people to complete the work.

Individual contractors, however, view the position differently and call it irksome and a nuisance.

Peter Jacobsen, chairman of the construction division at LTA, says that it is not always possible to double the number of workers on a contract and speed up the time to completion.

"Schedules will be hampered because overtime work on Saturdays is vital.

"The curbs will hurt those who have been working a lot of overtime to keep ahead of inflation."

Write to Box 61682 Marshalltown 2107

Industrial Councils should rout 'pirates'

Star 18/2/85 346

Your correspondent J A Malan (*The Star*, February 1) has hit the Industrial Council nail right on the head. They are dead but not out.

They seem to interfere or want to interfere in everything, and who do they work so expensively for? Certainly not the employer, who finances them.

Since January 1983 new legislation has made it an Industrial Council for the building industry matter if I go to someone's home, lift an old carpet and replace it with a new one.

They now dictate who I should employ, how much I pay them and their hours of work.

They say that we may only work one hour's overtime per weekday. So, if we are fitting a large house and we need two hours overtime to finish it, after the allowed one hour, we must put all the furniture back in the house and go again the following day.

This adds labour and transport costs to an already expensive commodity.

If the workers, supposedly qualified according to the council, make a mess of the job and cause hundreds of rands in damage, you can't fire them any more or they go to the council and complain.

They now know that they are "protected" by the council, and staff who, before the council's intervention were good and happy workers, are now clock watchers and "barrack room lawyers".

Since being "councilised" our costs have soared but our returns have diminished. So, to make ends meet, we retrenched half the staff and we reluctantly added a few more to the thousands of unemployed.

The staff who stayed and earned the new rates of pay, plus stamps and levies, volunteered to stay on their old pay if their brothers could retain their jobs, but the council wouldn't hear of it.

But the real problem is that there are hundreds of similar businesses operating from homes in Johannesburg, Lenasia and Soweto.

They have no trading licence, no GST number, no UIF, no accident fund and pay their workers poorly.

They do not have premises, so escape the eagle eye of the council inspectors.

They are used by the chain stores and furniture shops because they are cheap labour. How can a legitimate business keep going under these conditions?

If the council had the employer in mind they would rout out the pirates, whether in carpeting, shopfitting or any other building trade.

Johannesburg **Legitimate trader**

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Scrap minimum wages, Zac de Beer urges Govt

By PATRICK LAURENCE
Political Editor

DR ZAC DE BEER, chairman of LTA and an executive director of Anglo American, yesterday called for the abolition of statutory minimum wages.

Speaking at a conference in Johannesburg on problems facing South African cities, Dr De Beer, a former Progessive Federal Party MP, presented his call as a necessary measure to avoid South Africa's deterioration into a "banana republic".

South Africa's inflation rate was three times that of its major trading partners and the creation of new employment opportunities was only possible if costs could be held down, he said.

"I believe that in today's circumstances we must discard entirely the concept of enforced minimum wages," he said.

Dr De Beer, who acknowledged that he had campaigned in the past for higher minimum wages, added: "Today I am pleading for people to be allowed to work for any wage, no matter how low, that they are prepared to accept".

He had changed his views because circumstances had changed radically since he first campaigned for higher minimum wages 15 years ago.

South Africa in those days was "tolerably prosperous and stable" and its inflation rate was either lower or only fractionally higher than that of its major trading partners.

"Black wages in absolute terms were pathetically low and the wage gap was disgracefully wide," Dr De Beer said.

"There were no trade unions for blacks and job reservation was in full flower. Black political expression was minimal.

"The economy was tightly controlled by Government on many levels. In that set of circumstances, the country could afford substantial increases in wages, but such increases were only likely to come about if they came from above."

Today, however, the labour force was largely and increasingly unionised and more and more wages were set by collective bargaining, while "job reservation is almost extinct and industrial bars are on the way out".

Dr De Beer also called for the abolition of all apartheid measures impeding the free enterprise system — influx control, race classifation and the Group Areas Act — and for the relaxation of health, building and safety regulations to cater for the "desperate need to allow everyone who can work to do so"

Industrial Councils do play vital role for all

(346) Star 4/3/85

READERS' VIEWS

It was with amazement that I read the letter by J A Malan in which is stated that Industrial Councils are an "unnecessary evil" (*The Star*, February 1).

One can only conclude that the writer is ill-informed and must have failed miserably in whatever efforts had been made to glean the facts regarding the function of Industrial Councils.

The Industrial Council for the Building Industry (Transvaal) consists of representatives of both employers' organisations and trade unions, who see to and protect the interests of employers and employees.

Section 21 of the Labour Relations Act No 28 of 1956 clearly defines how the Industrial Council shall administer all moneys and also how it is to be invested.

The reading of Section 32 of the Act leaves no doubt whatsoever as to the stringent measures prescribed regarding the preparation by the council of an account of all revenue and expenditure and a statement of assets and liabilities.

Perhaps this will set your correspondent's mind at ease and alleviate from it whatever anxiety may have been harboured in respect of the controlling by the council of "millions of rands of the workers' money".

Moneys received by the council are deposited into the accounts of the various funds. All such funds are strictly controlled and administered by qualified personnel with a keen sense of responsibility who have at heart the interest and welfare of both employers and employees.

Accounts are audited, signed by the auditor and chairman of the council and an authorised copy thereof is forwarded to the Registrar for Industrial Councils.

Regarding benefits to employees, the Industrial Council for the building industry certainly has no cause for shame. These include medical benefits (also enjoyed by pensioners who do not pay contributions), inclement weather and sick benefits, unemployment and short time benefits, tool insurance benefits, military service benefits, etc.

(While doing military service the council effects payment of wages and benefits for periods of up to two years.)

There is a pension fund scheme for employees and, the council's holiday fund department administers holiday fund moneys paid out to employees in the industry.

In addition, this council started an "attendance incentive bonus scheme" for skilled workers in the industry, and on any such bonus paid out, the council contributes up to 25 percent.

Furthermore, an employment bureau is administered by the council and has proved to be of immense value to unemployed workers in the industry.

Great emphasis is placed on training and currently approximately 4 000 learner artisans are in the process of being trained.

Your correspondent suggests that Industrial Council membership should be on a voluntary basis, but is obviously unaware of the fact that there is no such thing as "membership".

In terms of the Act previously mentioned, all employers in the building industry must register as such and all their employees fall within the jurisdiction of the council.

Employers and employees are legally obliged to comply with the provisions of the council's Agreement.

It is the prerogative of all interested persons, whether in the industry or not, to acquaint themselves with the activities of the council. Whatever information may be required can be obtained from senior officials in the employ of the council.

Every effort is made to ensure that employees are not kept in ignorance as regards their benefits, pension moneys, death benefits, etc.

In conclusion, it must be pointed out that the council is empowered to appoint agents who call at building sites and, when and where necessary, to interview employers at their offices for the purpose of ensuring that the provisions of the council's agreement are complied with by both employers and employees and definitely not in order to cause harassment.

W de J Stapelberg
General Secretary
Industrial Council
for the Building Industry
(Transvaal)
Johannesburg

ARGUS 12/3/85

Cape clothing industry warned over pay levels

346

By TOM HOOD

CASH-SQUEEZED employers of Cape clothing workers who underpay their workers or use sick fund and other deductions to finance their business are being threatened with legal action.

The industrial council for the Cape clothing industry has warned it will take offending employers to court.

The 49-year-old council, consisting of 13 employer and 13 worker reprsentatives, fixes wage levels for the 60 000 garment workers in the Cape Town area.

More and more employers are failing to pay the correct minimum wages in terms of the industry's pay agreement, says Mr A M Rosenberg, chairman of the industrial council

LAW IS CLEAR

"Employers must ensure that their wage clerks pay the council minimum wages," he says in his annual report.

"In law the employer is reponsible for the actions of his employees and if the council takes a firm to court in connection with underpayment of wages, the employer will have to appear in court.

"The law is clear. Employers are expected to know the law and the agreement. The council will act promptly in cases of underpayment."

Mr Rosenberg says certain employers, when engaging workers, take the wage shown on the previous employer's service record card as the wage at which the employee is engaged.

R64 A WEEK

For example, R58 a week was the minimum rate for a machinist up to December 12 1984, and an employer paid a machinist R59,50.

But in January a new employer engaged her as a machinist but instead of paying R64 a week, the new minimum wage, he engaged her at R59,50 with the result that she was underpaid.

Other cases that came to light are highlighted by Mr Rosenberg:

- Machinists with more than two and a half years' experience were taken on at R61,25 or R62,95 a week, whereas the minimum rate was R64.
- A worker with one year and 20 days' experience was engaged at the rate for a worker with one year's experience instead of the rate for the first six months of her second year.
- The council served a large wage claim on an employer on behalf of a qualified clerk. The employer told her he was not in a position to pay her the qualified rate and offered her the job at R50 a month less than the monthly wage for a qualified clerk.

VERY UPSET

The employee was taken on at the lowest negotiated salary.

"The employer was very upset when he received the claim from the council and protested that the employee agreed to work for him at the lower wage. The employer did not realise he was committing an offence.

"These examples may or not be deliberate cases of underpayments, but the council cannot tolerate this situation to continue.

"A small number of employers habitually pay their sick fund and other dues to the council only after the due date and fall into arrears for one month or more.

"These employers do not appreciate that the amounts deducted from the wages of employees are trust funds and cannot be used to finance their businesses. The council will not permit employers to fall into arrears with payments to the council and its funds."

NO DEFENCE

Defaulting empoyers are to be prosecuted where they ignore requests for payments for arrear levies and contributions.

Some employers when pressed for payment of arrears said: "I have not got the money to pay."

But it is no defence in law to say no funds are available, adds Mr Rosenberg.

"The minority who do not meet their obligations would be well advised to heed the council's warning that they face firm legal action if they default."

- The council is to increase to R1,5-million from R1-million a year the amount it advances in low-interest housing loans to clothing workers from its provident fund.

Mercury 23/3/85

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Wage freeze for building men

Labour Reporter

WORKERS in the building industry will not receive wage increases this year because of the economy, the Industrial Council for the Building Industry in Natal announced yesterday.

In a statement released after a meeting of the council, a spokesman said the employer and employee parties agreed that minimum wage rates would not be increased and that other benefits would remain unchanged during the period November 1985 to October 1986.

'The parties, however, have also agreed that the position will be reviewed in the early part of 1986.

'Moderate increases in the minimum wage rates which were previously agreed upon and which are due to come into effect on April 29 this year will not be affected and will still apply.'

He said the parties hoped that these concessions would materially assist in reducing the cost of building and would contribute towards the recovery of the building industry in the difficult times that lay ahead.

Metal unions will combine for a new Industrial Council approach

246 Star 27/3/85

The reduction of the working week by five hours to help ease unemployment in the metal and engineering industry will be proposed by a group of five trade unions during Industrial Council negotiations next Tuesday.

It will be the first time the unions have negotiated jointly at the Industrial Council. They are the Metal and Allied Workers' Union, the South African Boilermakers' Society, the Steel, Engineering and Allied Workers' Union, the Engineering Industrial Workers' Union and the National Automobile and Allied Workers' Union (NAAWU).

They will negotiate under the banner of the South African Council of the International Metalworkers Federation (IMF).

The local IMF council's secretary, Mr Brian Fredricks, said the unions had decided to negotiate jointly because they represented the majority of workers at the Industrial Council.

Other proposals include the raising of the industry's minimum wage to R3 an hour and an across-the-board 50c hourly pay increase.

All the unions except NAAWU are parties to the Industrial Council.

Mercury 3/4/85

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Proposal for wage freeze ends in dispute

Mercury Correspondent

JOHANNESBURG—Pay talks on the country's largest bargaining forum, the Steel and Engineering Industrial Council, headed straight into dispute yesterday when employers proposed an effective wage freeze for one year.

All 14 unions on the council, ranging from all-white artisan unions to emerging, predominantly-black unions, have declared a dispute with the Steel and Engineering Industries Federation (Seifsa).

The wages and working conditions of some 370 000 metalworkers are determined by negotiations on the council.

Two blocs of unions on the council — the Confederation of Metal and Building Unions (CMBU), representing skilled and semi-skilled workers, and the local coordinating council of the International Metalworkers Federation (IMF) — tabled separate sets of demands yesterday.

Seifsa responded by proposing that the current industrial council agreement, including minimum wage rates, be extended for a year, with the only exception being a willingness to negotiate an improved holiday bonus.

A spokesman for the CMBU said the parties were unable to reach agreement and a dispute was declared by all 14 unions which are party to the council.

These include the all-white Amalgamated Engineering Union, nine affiliates of the CMBU, Fosatu's Metal and Allied Workers' Union (Mawu) and Cusa's Steel and Engineering Workers' Union of S A (Seawusa).

An official of one of the unions said they were 'shocked' to hear the employer proposal, and responded by saying 'No thank you'.

Mr Sam van Coller, executive director of Seifsa, said the employers were concerned that a dispute had been declared and said they would be drafting a statement today.

The agreement is determined by the industrial council, so the unions do not apply for an official conciliation board in the event of a dispute as the council itself operates as a conciliation board.

An executive meeting of the council, to decide on the procedure for handling the dispute, will be held on April 10.

Metal unions declare a dispute

Star 3/4/85 (246)

The first round of Industrial Council negotiations for the metal industry ended in deadlock yesterday with the unions declaring a dispute with the Steel and Engineering Industries' Federation (Seifsa).

A union source said a dispute was declared after Seifsa rejected all union proposals including a wage increment to meet the rising cost of living and the reduction of working hours to save jobs.

Seifsa had instead proposed the present wage agreement be extended for another year as employers could not afford another now. It also called for the establishment of a committee to negotiate the job security clause in the agreement.

Another union source said failure to reach agreement between employers and trade unions might lead to a strike after June when the agreement expires.

A Metal and Allied Workers' Union spokesman said the union's chief shop stewards met yesterday to discuss the dispute and they would report back to members.

The dispute has been referred to the Industrial Council's executive meeting next Wednesday.

Seifsa was expected to make a statement on the matter later today.

KOM 3/4/85

370 000 metal workers move into pay dispute

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By PHILLIP VAN NIEKERK

PAY talks on the country's largest bargaining forum, the steel and engineering industrial council, headed straight into dispute yesterday when employers proposed an effective wage freeze for a year.

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Mr Sam van Coller, the executive director of Seifsa, said the employers were concerned that a dispute had been declared and said they would be drafting a statement today.

The agreement is determined by the industrial council, so the unions do not apply for an official conciliation board in the event of a dispute as the council itself operates as a conciliation board.

An executive meeting of the council is to be held on April 10.

Sowetan 10/4/85

Black and white workers unite in wage talks

COLOUR wll take the back seat when black and white trade unions representing over 320 000 metal workers present a united front in demanding pay rises and better working conditions at the industrial council meeting which resumes in Johannesburg today.

The united front, the International Metal Workers Federation (IMF), which represents black and white trade unions had presented a proposal for wage increases which deadlocked last week.

The IMF has declared a dispute with 45 employers who belong to the Steel Engineering Industries Federation of SA (Seifsa). The dispute means that over 320 000 workers will be affected when it is not resolved.

The wage talks between employers and unions takes place amid a strike by over 400 workers at Siemens Cable Company, Pretoria — which is part of the Industrial Council — over wages and the company's refusal to allow Mawu members to travel to the hearing in Johannesburg.

A company spokesman said that the workers have been dismissed. "We cannot allow workers to stop work at any time, just because we are a multinational company," Siemens' director, Mr J Krostkie, said yesterday.

The employers have called for a wage freeze in an attempt to preserve jobs. They argue that in the past three years more than 80 000 workers have been laid off in this sector. If they are forced to meet the unions' demands they will be forced to retrench more workers.

The steel and engineering sector is one of the hardest hit by the present economic recession.

The unions are demanding a minimum wage of R3,50 an hour which would mean doubling the remuneration received by less skilled workers. Artisans want their minimum to be raised by 36 percent to R6,53 an hour.

Other demands include request that employers increase workers' contribution to the pension fund to 12 percent and that this money be invested in family housing.

Because of retrenchments, the unions have demanded that the severance benefits be increased to one month's pay for every year of service.

Also party to the negotiations, but acting independently of the other bodies, is the right-wing Confederation of Metal and Building Unions (CMBU) made up of about 10 unions. It is demanding increases of between 10 and 45 percent.

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346 RDM 10/4/85

Major meeting on pay freeze

By PHILLIP VAN NIEKERK

THE crucial steel and engineering industrial council dispute over an employer proposal to freeze the wages of more than 350 000 workers for a year enters a new phase today.

The council's executive committee meets this morning to decide whether to continue talking or to proclaim a deadlock between the Steel and Engineering Industries Federation (Seifsa) and the 14 unions in dispute with it.

Council sources said it was likely that the parties would continue negotiations in the short term, but in the long term there was little hope of a settlement.

A Seifsa statement last week said the decision to suspend the agreement — to expire in June — for a year, was due to the "prevailing severe recessionary conditions and rapidly escalating costs.

"The key objective should be to retain employees in employment insofar as this is practicable. The number of employees in the metal industries has declined by more than 80 000 over the past three years."

However, the Metal and Allied Workers' Union (Mawu) said in a statement after a meeting of union leaders that members would not accept the wage freeze, and indicated they would approach companies who could afford increases individually.

Mawu blamed the "crisis in South Africa" on a system which caused the majority of the population to be unemployed or underemployed, and left them to be supported by workers.

"But management refuses to pay a living wage to these workers, who are now supporting not only their own families but the families of the unemployed. Inflation has further ravaged worker's standards of living."

"engineered to excite"
BECAUSE YOU ARE
WHO YOU ARE

trol ● The ultimate for bedside or office desk
DENTONE

Metal workers demand cuts in bosses' perks

Star 15/4/85

By Mike Siluma

846

In an ironic twist to the current Industrial Council wage negotiations for the metal industry, workers have asked employers to severely cut down on management perks.

The Metal and Allied Workers' Union (Mawu), representing more than 35 000 workers, says in a statement that it has demanded a cut in perks to test employer sincerity in reducing costs. Employers have said they could not afford wage increments for workers because of the weak economy, precipitated mainly by escalating production costs.

Among union demands taken to the negotiating table were a minimum hourly rate of R3,50 rising to R6,50 for artisans. Workers also demanded an across-the-board pay rise of 50c an hour.

TALKS TO RESUME

Mawu and other unions declared a dispute when employers, negotiating under the Steel and Engineering Industries Federation of South Africa (Seifsa), rejected these demands.

The talks are to resume on April 30.

According to the Mawu statement, the union demanded that:

- All management perks be ended immediately.
- All company cars be paid for.
- There be no free petrol for company cars.
- No "large, cheap housing loans" be given to management and directors.
- Directors' emoluments be cut "so that their standard of living approaches closer to that of the rest of the population".

Mawu also called for cuts in expenditure on the South African Defence Force and South African Police and for the money to be spent on creating jobs.

A Seifsa spokesman would not comment on the Mawu statement.

RDM 12/4/85 (187) 08999

Steel dispute is set for new negotiation

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By PHILLIP VAN NIEKERK

EMPLOYERS and unions on the steel and engineering industrial council, who are in dispute over an employer proposal to freeze wages for a year, are to meet at the end of this month in an attempt to resolve the dispute.

The 14 unions represent more than 350 000 workers whose minimum wages and working conditions are determined by the industrial council.

A statement by Mr Ginger de Jager, general secretary of the industrial council, said that agreement to meet again was reached at a meeting of the executive committee of the council.

He said employer bodies within the Steel and Engineering Industries Federation of South Africa (Seifsa) would meet on April 29 to co-ordinate their views, after which they will give an indication to the unions what stance they intend to adopt.

The negotiations will resume on April 30.

The parties went into dispute when the employers proposed to extend the existing agreement, which expires in June, for a year, an effective wage freeze.

Cut management perks, Mawu says in pay talks

ARGUS 17/4/85 346

Argus Correspondent

JOHANNESBURG. — In an ironic twist to the Industrial Council wage negotiations for the metal industry, workers demanding fatter pay packets have asked employers to cut down severely on management perks.

The Metal and Allied Workers' Union (Mawu), representing more than 35 000 workers, says in a statement that it has demanded perks cuts to test employer sincerity in cutting costs.

Employers have said they could not afford wage increments for workers because of the weak economy and escalating production costs.

Among union demands taken to the negotiating table was a minimum hourly rate of R3,50 rising to R6,50 for artisans. Workers also demanded an across-the-board pay rise of 50c an hour.

The unions declared a dispute when employers, negotiating under the Steel and Engineering Industries Federation of South Africa (Seifsa), rejected these demands.

The talks are to resume on April 30.

According to the Mawu statement, the union demanded that:

- All management perks be ended immediately;
- All company cars be paid for;
- There be no free petrol for company cars;
- No "large, cheap housing loans" be given to management and directors; and that

Directors' emoluments be cut "so that their standard of living approaches closer to that of the rest of the population".

Mawu also called for cuts in expenditure on the South African Defence Force and South African Police and for the money be spent on creating jobs.

A Seifsa spokesman would not comment on the Mawu statement.

By MOIRA LEVY

'WORKERS LOSING THE FIGHT AGAINST INFLATION'

346

C. Pers

21/4/85

INDUSTRIAL councils — set up to protect workers' minimum wages — have lost the battle against inflation.

And last year more than half the workers whose wages were set by industrial council agreements ended the year with less buying power than they had at the beginning.

This is the finding of a major study released this week by Cape Town University's Southern Africa Labour and Development Research Unit.

"These facts call into question the effectiveness of the industrial council system in, at the very least, protecting minimum wages against inflation," said author Martin Nicol.

Wages for unskilled workers are extremely low — often below the poverty line — he said.

"These workers are in particular need of real wage increases every year if they are to be liberated from poverty or destitution."

Workers in the building industry are especially hard hit by inflation.

Planned increases in minimum wages, which were supposed to come into effect in October last year, have been slashed by half. Minimum wages for builders will increase by only three percent.

With the current rate of inflation at 16 percent, this means workers' real wages will drop substantially over the year.

An earlier Saldru study showed that workers whose wages were set by wage boards faced an even more grim future.

Nearly two thirds of labourers'. minimum wages of set by the Wage Board declined in real terms during 1984.

Workers continue strike at VW's Uitenhage plant

ARGUS 22/4/85 346

Argus Bureau

PORT ELIZABETH. — There was no production at Volkswagen's Uitenhage plant today as workers who walked out on Friday continued their strike in support of a demand for increased wages.

Several thousand workers belonging to the National Automobile and Allied Workers' Union (NAAWU) gathered on lawns outside the plant for a report-back from union officials today.

The chairman of the Volkswagen branch of NAAWU, Mr John Gomomo, said today the workers went home after he told them that management was not prepared to negotiate on the premises.

MERCEDES

He said Volkswagen insisted on negotiating through the Industrial Council and that the company was trying to bring forward to tomorrow an Industrial Council hearing on the matter scheduled for April 26.

"But the workers are not prepared to take tools until Volkswagen make an offer acceptable to them," Nr Gomomo said.

He refused to elaborate on what kind of increase the NAAWU workers were seeking but admitted that a recent increase won by some Mercedes Benz workers in East London had affected the workers' demands.

PRICES

"Our last increase was in August last year and since then prices have continued to climb," he said.

"My feeling is that the workers are prepared to go in for a long strike if necessary to back their demands."

A Volkswagen spokesman, Mr Graham Hardy, confirmed that wage increases were the primary cause of the strike.

He said the company was committed to continuing negotiation with the Industrial Council but that NAAWU were opting for direct negotiation.

He said the company was "hoping for a speedy resolution of the matter".

Union accuses VW of stalling

Mail Correspondent

PORT ELIZABETH. — The National Automobile and Allied Workers' Union (NAAWU) has accused Volkswagen South Africa of stalling in recent wage negotiations by insisting that talks continue at Industrial Council level.

However, Mr Brian Robinson, VW's industrial relations director, said the union and the company were both parties to the council.

As a result of worker dissatisfaction with a decision to postpone wage increases until August, 3 500 VW workers walked out on Friday last week, bringing production at the Uitenhage plant to a halt.

The walkout came in the wake of wage increases granted this year by Mercedes-Benz and Toyota.

In the past two years, workers in the motor manufacturing sector have been given six-monthly increases. NAAWU's last increase was in mid-1984.

Mr Robinson said that in light of the serious economic situation and problems besetting the motor industry, a 12-month interval between increases had been considered.

But Mr Les Kettledas, regional secretary of NAAWU, argued that a six-monthly increase has never been more necessary.

VW workers are to attend a reportback meeting at the plant today and management is hopeful that workers will then return to work.

Sowetan 23/4/85

Volkswagen under attack

A GERMAN multinational company Volkswagen South Africa has been accused of stalling wage negotiations in the wake of a strike by over 3 500 workers at its Port Elizabeth plant.

A spokesman for the National Automobile and Allied Workers Union (Naawu) said the company was delaying the negotiations by insisting that they continue talks at the Industrial Council.

As a result of the stall over 3 500 workers downed tools for the second time yesterday bringing production at the plant to a halt. The first walk-out was last Friday.

The workers have said they will not return to work until an interim wage increase was granted — the stoppage may last for an "indeterminate period of time."

The Friday walk-out followed wage awards made by Mercedes-Benz and Toyota motor companies. In the past workers in the motor industry have been given six-monthly increases — Naawu's last increase was in mid-1984.

VW's spokesman said Naawu and the company were members of the IC. Due to the country's economic climate that was prevailing in the motor industry they had problems and considered a 12-month interval between increases.

However, Naawu's spokesman said the six-month increase has been more necessary.

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Ford workers down tools

CAPE TIMES 27/4/85

Own Correspondent

PORT ELIZABETH. — Ford yesterday became the third local motor manufacturer in a week to be affected by a stoppage over interim wage increases.

About 2 000 workers at Ford's Neave plant in Port Elizabeth downed tools after refusing an interim wage increase offer by management.

Meanwhile workers at Volkswagen in Uitenhage, affected by stoppages since last Friday, are set to return to work on Tuesday.

And about 3 000 General Motors workers returned to work yesterday after downing tools on Thursday. The workers accepted an interim wage increase between 14c and 24c an hour.

Industrial action at the three plants came after a deadlock was reached at Industrial Council level between the Eastern Province Automobile Manufacturers Association — representing the three companies — and the National Automobile and Allied Workers Union (Naawu).

As a result of the deadlock the companies agreed to negotiate interim wage adjustments at shop floor level.

Yesterday negotiations continued between Volkswagen and VW shop stewards. Mr Fred Sauls, general secretary of Naawu — the trade union representing the majority of workers at Ford, GM and VW — said last night VW workers had decided to accept an increase offered by VW management of between 14c and 24c an hour.

A VW spokesman confirmed that the company had been advised of the workers' acceptance.

Mr Les Kettledas, regional secretary of Naawu, said workers at Neave walked out yesterday afternoon after wage talks began between the company and the union yesterday morning.

Mr Kettledas said talks would continue between the union and Ford on Monday.

Star (346)

How the labourers' wages dropped in value

29/4/85

More than half the categories of labourers in industrial council agreements suffered a decline in the real value of their minimum wages in 1984, says a Cape Town University research unit report.

It adds that artisans fared even worse than labourers, writes Sheryl Raine.

The report, by the Southern Africa Labour and Development Research Unit, says 57 percent of labourer wage categories ended the year with less buying power than they had at the start of 1984.

About 16 percent of the 166 labourer job categories identified in 102 industrial council and arbitration board settlements showed no change at all in nominal wages during the year.

The high rate of inflation eroded the real value of these wages by 10 to 13 percent.

Of the labourers' minimum rates that were changed in 1984, only 52 percent maintained or improved on their real value during the year.

"These facts call into question the effectiveness of the industrial council system in protecting minimum wages against inflation," says the report.

"The wages set for workers in the unskilled labourer category are extremely low, and, in almost all cases, far below the accepted poverty datum lines.

"These workers are in particular need of real wage increases every year if they are to be liberated from poverty or destitution."

The highest real percentage increase shown between December 1983 and December 1984 was found in the sugar industry in Durban, where a 70 percent real wage increase was obtained.

The report warns, however, that this figure is misleading as an indicator of prosperity because this was the first change in the agreement since 1981 and gave workers a minimum wage in nominal terms of R77,28 a week.

The most impressive changes in the more-recently updated wage agreements occurred in the factory division of the motor industry, with real rises ranging from 19 to 23 percent.

Artisan minimum wage rates covered by industrial council agreements performed slightly worse than those for labourers during in 1984.

About 60 percent of the 77 artisan job categories reviewed showed a fall in real wage values in 1984.

Ten artisan wage rates did not change at all in nominal terms over the period.

The greatest real wage increase was in the jewellery trade in Cape Town: it amounted to 66 percent.

However, this wage agreement was last changed more than four years ago and the new wage represents a modest 8,8 percent real increase over the 1980 minumum.

Nearly two-thirds of the minimum wages for labourers set by the Wage Board declined in real terms last year.

Of the 239 labourer job categories examined, 83 were given no increases at all during the year.

In almost half the cases in which wage increases were made the increases were too small to protect buying power against inflation.

"In the present inflationary climate," it says, "a wage that goes even for a year without increase suffers a decline of 10 to 12 percent in its buying power."

Artisan minimum wages determined by the Wage Board fared worse than those for labourers. In nearly three-quarters of the 137 artisan job categories reviewed, decline was noted in the real value of the minimum wage.

In half these cases, the decline was ascribed to the lack of any wage amendments in 1984.

In the other half the increases given were too small to ensure that the real wage at the end of the year did not have a lower value than at the year's beginning.

50 held at City Hall demo

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Union leaders arrested in police swoop

Star 30/4/85

By Michael Siluma

About 50 members of the Metal and Allied Workers' Union (MAAWU) were arrested today outside the Johannesburg City Hall where Industrial Council negotiations for the metal industry were being resumed.

The workers, including union leaders, were arrested after accompanying union negotiators to the talks which were being held with the Steel and Engineering Industries Federation of South Africa (Seifsa).

The chanting workers had marched peacefully from their union offices in Harrison Street carrying placards, some of which read: "Stop retrenchments" and "MAAWU demands a living wage".

Police confrontation

As they were leaving the City Hall through the President Street exit, they were confronted by police.

It is believed that Mr Moses Mayekiso, a MAAWU regional organiser, was among those arrested but this could not be confirmed.

No comment was available from the Seifsa representatives.

Those arrested were driven to John Vorster Square in two large police vans.

Some were forcibly loaded into the vans by large contingents of Riot Squad policemen carrying batons but, according to witnesses, no batons were used during the arrests.

Multiracial crowds gathered on the pavement opposite the City Hall to watch the arrests.

Roads were patrolled by traffic officials and policemen. By 12.30 pm the situation had returned to normal and the convoy of police trucks drove away.

A MAAWU demonstrator struggles with police as he is loaded into one of several vans used to remove those arrested.

Part of the crowd of Metal and Allied Workers' Union marchers on their way to the City Hall today. About 50 were arrested.

INDUSTRY

Argus 30/4/85 (346)

Labour unrest spurred by political impotence

SHERYL RAINE of The Argus bureau in Johannesburg spoke to Anglo American's Bobby Godsell, head of the group's industrial relations department

BOBBY GODSELL is one of those bright young consultant/executives whose job category in the corporate scheme of things didn't feature prominently 10 years ago.

He and other consultants like him have come into their own in the hurly burly of labour relations in South Africa in the 1980s.

His job is to advise and assist the executives of Anglo American on the vital issues of industrial relations.

This year he is talking about the economics of survival as the recession lingers on, the importance of ending job reservation on the mines, the Industrial Court, the role of management in the broader social scene in South Africa and the nature of trade unions.

Times are tough and he insists that the words "economics of survival" are not over-dramatic. Things will get worse before they get better. He would like to see the issue of wage demands versus unemployment higher up on the agenda of labour issues. But he believes there is another side to the recession which could have a positive spin off.

"In 1985, there is so little money in the kitty (for wage increases) that the battle of white skilled workers and black industrial workers is going to be to try to preserve their purchasing power or have it eroded as little as possible," he says.

There are already examples of this greater coincidence of interests — for instance, in the current metal industry wage negotiations where previously incongruous union group-

Although there are obvious areas of conflict between skilled whites and blue collar blacks, he believes the recession will tend to remind both of their common interests.

ings are striving together to get their members the best deal possible.

There are still hurdles to leap in the black-white labour forum, the most important of which is statutory job reservation on the mines. He is confident that job reservation will go and that a new industrial relations structure for the industry as a whole will be forged — but says the exact time frame of both developments is hard to predict.

His concern about the Industrial Court is shared by others in the field. As an essential and widely-used institution he believes it has had an encouraging start to its life. But the role of the court in relation to the rest of the judiciary and its role in collective bargaining urgently need to be clarified.

"There are three judgments from the Supreme Court which have cast doubt on the Industrial Court. Is it a court or an administrative agency? It should be integrated into the judicial process.

"Clearly you can't expect a new institution to be perfect. On the other hand both unions and management need help from the state now to rectify these two problems."

The broader social conflicts of South African society, trade unions and management's role in the present era are things about which he has thought long and hard.

In his opinion trade unions are not revolutionary in nature but reformist. Modern history has failed to reveal a successful revolution where trade unions have played a central role.

In South Africa the unions have been a major vehicle for leadership emergence in black communities.

So far management has been pulled into a transitionary role of mediation not only with workers but with the broader black community involving a range of social issues.

In modern industrial countries private enterprise inevitably becomes involved in public policy debates and contributes expertise to government. This, he believes, is growing in South Africa.

But he says: "There is no way that employers (in South Africa) can act as a substitute for political participation for black people. There is no doubt that the unrest we see in the townships now and other conflicts in society both have their origins in and can only be resolved within the political structures."

He believes that the country's labour dispensation is in advance of the constitutional dispensation for blacks and what industry now desperately needs is successful socio-political reform outside of the factory gate.

Tucsa unions negotiate wage agreement

Sowetan 1/5/85

TWO affiliates of the Trade Union Council of South Africa, both in the tobacco industry, have successfully negotiated a new wage agreement at the Industrial Council for the Tobacco Industry Transvaal, Miss Christine du Preez, general secretary of the unions said yesterday.

The two unions are the African Tobacco Workers Union and the National Union of Cigarette and Tobacco Workers. This agreement came into operation on April 1 when all workers received an increase. Miss du Preez said the unions welcomed the increases in these difficult times of economic recession, although they were lower than the inflation rate.

She said those workers on agreement rates received an increase of 11.5 percent and those earning premium rates, above agreement rates, received 11 percent on personal rates. The increase on personal rates was obtained at plant level negotiations with the various companies, and although an attempt was made by management to divide the two unions, all workers stood firm because of the unity that exists between the two unions.

"The wage rate laid down in the agreement for artisans is now R272.85 per week, or R6.50 per hour. However, all artisans are earning far in excess of agreement rates and thus far received an increase of 11 percent on those rates. The labourer's rate is now R94.20 per week or R2.24 an hour. The weekly paid employees received their increases on the first pay week in April," Miss du Preez said.

In the same breath, Tucsa said it cannot find sufficient words to condemn the rise in the price of maize to the consumer. Tucsa said it sees the granting of an increase in the price of this staple food as callous disregard of the welfare of the ordinary worker in South Africa. It further believes that the increase shows that the authorities are completely out of touch with the grim reality of life in the country where retrenchments and unemployment are the order of the day.

In a statement Tucsa said: "The result of unemployment is poverty and starvation, which this increase can only aggravate. With soaring inflation even workers who still have jobs have no slack to offset an increase. We warn the Government that by recklessly disregarding the plight of the majority of workers in South Africa, they are fuelling discontentment and creating their own agitators."

A STUDY OF RELATIVELY POOR A ... IN A PERI-URBAN AREA (VULINDLELA)

N. Bromberger

This paper studies househol ... elative to the relatively poor (in an urban and peri- ... ouseholds were selected on the basis of household i ... a census-type survey made of 3 500 households in 1981. ... ver 200 households were carried out in 1983.

The paper reports informat ... olds under a number of heads. These include: (1) the co ... sident households and the whereabouts of members whc ... e existence and whereabouts of close family relatives; ... of unemployment; (4) household cash incomes from al ... ention given to what part of incomes paid actually ... household; (5) receipts by female members of main ... 'illegitimate' children and gifts from lovers; ... elatives and such institutions as churches; (7) subsis ... as wood-collection, housebuilding, collecting of ... ion of gardens and fields (if any) and keeping of ... estock (if any); (8) the impact of low incomes on ... ess to education and medical services; (9) c ... ersonal histories of the parents of the current g ... which may have contributed to their current poverty.

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Star 1/5/85

Metal industry pay talks adjourned

The Industrial Council wage talks for the metal industry, which began yesterday against the backdrop of the arrest of trade unionists, have been adjourned until May 15 without agreement on union demands.

Before the talks began, about 40 unionists, members of the Metal and Allied Workers' Union, were arrested after marching to the Johannesburg City Hall where the talks were held.

Yesterday's adjournment is the second since the talks began between trade unions and the Steel, Engineering Industries Federation at the beginning of April.

The negotiations resumed after unions had declared a dispute with the employers after they suggested a pay freeze for a year.

According to a union source, the unions yesterday rejected an employer offer of an hourly pay rise of between 17c for artisans and 8c for unskilled workers.

This was later raised to 20c and 10c respectively, but unionists still felt it would not meet the high cost of living.

The source said that after the arrest of unionists a leading Seifsa official suggested the talks be halted while efforts were made to try to secure their release.

But unionists decided the talks should continue so that they would be able to report back to their members.

Unionists held during protest in city

Sowetan 1/5/85

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By SELLO RABOTHATA

FORTY slogan-chanting members of the Metal and Allied Workers Union were yesterday arrested in the centre of Johannesburg after a march through the streets to an industrial council negotiation meeting.

Those arrested, 36 men and four women, had marched to the City Hall where industrial council negotiations for the metal industry were taking place. They had accompanied union negotiators to the talks with the Steel, Engineering Industry Federation of South Africa (Seifsa).

Lieutenant H J Beck, of the police directorate in Pretoria, yesterday confirmed the arrests and said the Mawu members would be charged with illegal gathering. "An admission of guilt fine may be determined, but it will depend on them whether they want to pay it or not. If they do not, they will all appear in court today," Lieutenant Beck said.

The chanting, placard-carrying workers, including union leaders, had marched peacefully from their offices in Harrison Street. Some of the placards read: "Stop retrenchments" and "Mawu demands a living wage". The marchers were confronted by police who had arrived on the scene as they left the hall. Mawu's national organiser, Mr Moses Mayekiso, is believed to be among those who were arrested.

A large contingent of riot squad policemen, carrying batons, loaded some of the marchers into the vans before driving away to the John Vorster Square police station. No incidents were reported. Traffic officials and policemen patrolled the roads as crowds of people gathered on the pavements opposite the City Hall to watch the arrests.

FM 3/5/85

INDUSTRIAL COUNCILS LOSING CONTROL

(346) (SAC 24)

Last year most minimum wage rate increases dictated by industrial council agreements failed to compensate for inflation. So says the University of Cape Town's SA Labour and Research Development Unit (Saldru).

The statistics do not tell the full story, claims Saldru, because artisans are usually paid well above industrial council minima. The drift away from the published rates indicates that the industrial council system is failing, it argues.

The report shows that last year the purchasing power of labourers in nearly 57% of job categories declined. The most impressive real increase during the year was in the Durban sugar industry, where minimum rates leapt by 70%. But this has to be balanced against the fact that it was the first increase in the industry since 1981.

Skilled workers fared worse. Some 60% of artisan categories showed a fall in real wage rates. Once again, the biggest increase — 66% in the Cape Town jewellery trade — came into effect after a four-year freeze and represents a real increase of only 8,8% over 1980 levels. Four council agreements gave artisans real increases of more than 20%. In each case, however, the increases were the first since 1981.

Saldru also analyses wage trends over the last decade. This picture emphasises the disparity between labourers' and artisans' minimum rates. Only 31% of artisan rates reflect a real increase since 1975 compared to 72% for labourers.

But Saldru questions whether *actual* wages paid to artisans have followed this pattern. Its suggests, in fact, that actual artisan wages bear little relationship to published minima and that the wage gap between skilled and unskilled labour has not narrowed as much as the industrial council statistics suggest, if at all.

The report argues that industrial councils are losing control of wage levels and of "the whole structure of remuneration in industry."

This leads Saldru to question whether black union participation in the council system as it now operates is of any value. It suggests the unions may be "becoming parties to an effectively powerless institution that sets only very low minimum rates for labourers (which are often the actual rates) and unrealistically low minimum rates for artisans."

The report says plant-level bargaining, either as a complement to or a substitute for industry-wide bargaining, is a useful strategy in the short term. However, argues Saldru, as unions continue to grow, this system will become less practical. It will become necessary to challenge the unsatisfactory industrial council system and create "an effective, central wage-controlling authority" in each industry.

Mawu wage talks are adjourned

THE Industrial Council wage talks for the metal industry, which began on Tuesday against the backdrop of the arrest of unionists outside the negotiating hall, have been adjourned until May 15 without agreement being reached on union demands.

Before the talks began about 40 unionists, members of the Metal and Allied Workers' Union, were arrested after marching to the Johannesburg City Hall where the talks were held.

The adjournment is the second since the talks began between trade unions and the Steel Engineering Industries Federation at the beginning of April.

The negotiations resumed after unions had declared a dispute with employers when employers suggested a pay freeze for a year.

According to a union source, the unions rejected an employer offer of an hourly pay rise of between 17c for artisans and 8c for unskilled workers. This was later raised to 20c and 10c respectively, but unionists still felt it would not meet the high cost of living.

The source said after the arrest of unionists outside the City Hall, a leading SEIFSA official suggested the talks be halted while efforts were made to try and secure their release. But unionists decided the talks should continue so they would be able to report back to their members.

Increases despite lay-offs

Cape clothing workers to get R13m more

346 1884 1885 1886 1887

B. Day 15/5/85

CAPE clothing workers will earn an estimated R13m more from July to December despite record layoffs in the industry.

The wage increase, effective from July 1, is part of a four-stage increase of 32,7% spread over two years, which was negotiated and announced last year.

Individual qualified machinists will earn a minimum of R3 more a week, raising their weekly wage to R67, Industrial Council secretary for the Clothing Industry (Cape), Hardy Nel, said yesterday.

Meanwhile, National Clothing Federation president Mike Getz warned yesterday that rising local raw material and wage costs were making it difficult for the industry to maintain levels of output and employment.

He added that retailers were maintaining their margins while those of manufacturers were dropping. Retailers disputed this.

The wage agreement, signed between the Cape Clothing Manufacturers' Association, the Garment Workers' Union and the Cape Knitting Association, includes higher termination pay and increased sick fund and provident fund contributions.

From December 1984 to the end of 1986, the minimum wages of qualified machinists will have risen by 32,7%, of which 15,5% will be in 1985.

By ROBERT GREIG

The first stage was in December and the fourth and final will be on July 4 next year.

Last year the wage bill for 62 000 workers was about R180m.

Since then the workforce has dropped to 56 000. The Industrial Council for the Clothing Industry (Cape) said figures of those working short-time were not available.

Garment Workers' Union assistant general secretary C Petersen said: "There have been some lay-offs but the percentage is small."

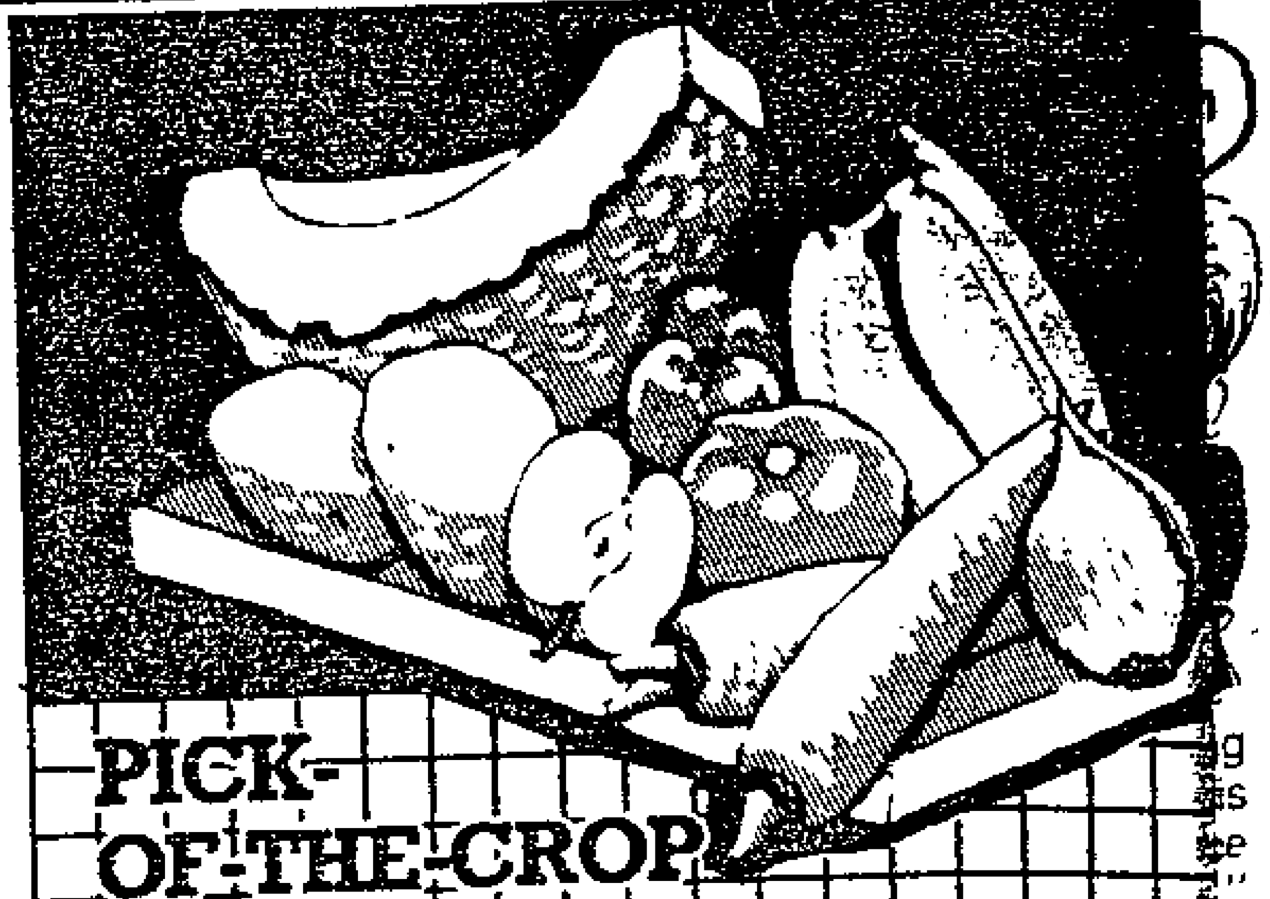
He reported a demand for qualified machinists and knitters but little for unqualified staff, saying lay-offs had mainly taken place in small, cut-make and trim operations.

Cape clothing workers, on a 42-hour week, earn slightly more than clothing employees in the Transvaal and much more than Natal employees.

The minimum weekly wage of a Transvaal machinist, working a 40-hour week, is rising to R63 a week, according to the Industrial Council for the Clothing Industry (Transvaal).

A Natal machinist, working a 42-hour week, will be earning R40,50 a week, the council for Natal said.

an "extremely good rela- of the National A


PICK-OF-THE-CROP SPECIALS

TOMATOES
1st GRADE
49c
per kilo

FEURTÉ AVOCADOS

CAPE TIMES 15/5/85

(346)

Pay increase for clothing workers

By ROBERT GREIG

CAPE clothing workers will earn an estimated R13-million more from July to December, despite record layoffs in the industry this year.

The wage increase, effective from July 1, is part of a four-stage increase of 32.7 percent spread over two years negotiated last year.

Individual qualified machinists will earn a minimum of R3 more a week, raising their weekly wage to R67, the secretary of the Industrial Council for the Clothing Industry (Cape), Mr Hardy Nel, said yesterday.

Meanwhile, the president of the National Clothing Federation, Mr Mike Getz, warned yesterday that rising local raw material and wage costs were making it difficult for the industry to maintain levels of output and employment.

He added that retailers were maintaining their margins while manufacturers' were dropping. Retailers disputed this.

The wage agreement between the Cape Clothing Manufacturers' Association, the Garment Workers' Union and the Cape Knitting Association includes higher termination pay and increased sick and provident fund contributions.

Cape clothing workers, who work a 42-hour week, earn slightly more than those in the Transvaal and much more than their Natal equivalents.

FM 17/5/85

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SUGAR INDUSTRY

A bitter dilemma

If they weren't so serious, the labour problems faced by C G Smith Sugar as a result of multi-level bargaining would be almost comic.

Inter-union rivalry at Smith's sugar mills has reached such a pitch that it has become impossible to implement effective wage agreements. As a result, management has thrown away the rule book and has resorted to crisis measures to keep industrial peace.

Observes personnel director Barrie Horlock: "This is one problem where you won't find the solution in a university business school library."

The problem stems from inroads made by Fosatu's Sweet Food and Allied Workers Union (SFAWU) at Smith's mills where it is squeezing out the larger National Sugar and Refining and Allied Industries Employees Union (NSRAIEU).

The NSRAIEU, headed by Selby Nsibande, negotiates at industrial council level and SFAWU negotiates at a corporate level on behalf of unskilled and semi-skilled workers at Noodsberg, Umzimkulu and Pongola mills. To implement agreements struck with SFAWU, exemption from the industrial council agreement is required.

Last April agreements were reached with both parties. While the packages differed in details, the cost of the awards was roughly comparable. Exemptions from the industrial council agreement were granted — except at Pongola where the NSRAIEU claims to be representative. Rival union claims at the plant have given management a big headache.

Says Horlock: "It became clear that both SFAWU and NSRAIEU had 50% support at Pongola with the majority of 51% swinging backwards and forwards almost on a daily basis. All employees are accommodated on company property and the tension and rivalry, both within the factory and the village, was reaching impossible levels."

After consultations with the unions, it was decided at the beginning of this year to implement both agreements at Pongola for a period of three months (April to June). Thereafter, an audit will be conducted to establish whether a clear majority has emerged. In the interim, employees may vary their employment package merely by switching unions.

But as Horlock says: "At least that is better than changing the whole labour force as the majority swings between the two unions."

Meanwhile, negotiations for the 1985 agreement have begun at both industrial council level with NSRAIEU and at plant level with the SFAWU. But there are indications that SFAWU now has the majority at its biggest mill, Sezela. So in future it seems likely that exemptions will have to be extended to include Sezela. Clearly C G Smith will have to re-examine its relationship with the industrial council unions.

Notes Horlock: "It seems like the multi-union industrial relations problem, a scenario sketched by academics, has arrived. We must keep a cool head and take the right decision at the right time ignoring, if necessary, the law and the text books. Our objective remains to maintain a happy and contented labour force in what is a very complex situation." ■

(346)

BUILDING INDUSTRY

FM 17/5/85

Wages cemented

A scheduled wage increase for the Transvaal building industry has been deferred until October because of recessionary conditions. This follows negotiations at the Industrial Council for the Building Industry (Transvaal) between industry employers and two trade unions — the Amalgamated Union of Building Trade Workers and the White Building Workers' Union of SA.

In terms of the agreement reached by the parties, the wage hike which was due to be implemented on May 6 has been deferred until October 14. A notice to this effect has appeared in the *Government Gazette*. Holiday and pension fund contributions will, however, be increased by 16%.

In a letter to members, one of the employer parties — the Master Builders' and Allied Trades Association (Witwatersrand and Transvaal) — says it feels "that a wage freeze would assist enhance employment opportunities for the workforce" and that the unions on the council have been "very sympathetic."

However, the agreement is not likely to meet with the approval of at least some trade unions and employers operating in the province's building industry, since the majority of the workforce is not represented on the council. According to the council, the industry employs some 60 000 people. Between them, the two unions on the council have 12 000 members. This makes it likely that unions representing black workers in the industry are likely to put pressure on companies to bargain about wages at plant level.

Plant level negotiations are anathema to the Master Builders. It is aware that this challenge will arise and addresses the issue in its letter: "You are no doubt aware that certain categories of employees — and particularly black employees — are not adequately represented on the local industrial council for the building industry.

"It is the policy of this association and Bifsa (the Building Industries Federation of SA) that collective bargaining should take place at industrial council level and not at factory level. Members have already been advised that if they are approached by trade unions to negotiate a recognition agreement that this should be resisted at all costs and that the attitude of employers should be to advise representatives of such unions that negotiations should take place at industrial council level. We therefore have a duty to encourage trade unions who act on behalf of employees not represented at industrial council level to seek representation."

At least one company has indicated that it will not abide by the Master Builders' directive. Says a company spokesman: "This recommendation is madness. If we had to do what the Master Builders' Association is saying, it would an invitation to labour unrest."

Phiroshaw Camay, general secretary of the Council of Unions of SA, which includes the black Building Construction and Allied Workers' Union, told the *FM*: "Seifsa tried that strategy in 1981 and failed. We believe very firmly that both parties — employers and unions — must find the best level for negotiating wages, and it is not for an employers' association to dictate to its members how they must operate." ■

QUOTABLE

Anglican Bishop of Johannesburg Desmond Tutu in a message to his successor as general secretary of the SA Council of Churches, Beyers Naude, on Naude's 70th birthday:

You have shown us what it means to have the courage of your convictions, whatever the cost. You are a remarkable sign of hope that God's grace can work the miracle of converting someone with such unprepossessing antecedents. But, more wonderfully, you are a beacon of hope, for you have succeeded a black general secretary, showing just what a tremendous country this is going to be when the colour of one's skin will be a total irrelevance. Praise be to God for you. Thank you that you are our friend and on our side. You would be a formidable adversary and I would hate to cross swords with you.

FM 17/5/85

No motor agreement

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Wage talks at the Industrial Council for the Motor Industry (eastern Cape) are still dragging on — nearly six months since the last agreement expired and after the employer parties have consented to the implementation of interim increases.

The council met last week for the first time since Ford, General Motors (GM) and Volkswagen (VW) agreed with the National Automobile and Allied Workers' Union (Naawu) and the Yster en Staal Unie on an interim wage hike ranging from 14c to 24c an hour.

However, understanding has been reached that the hike will be offset against any increases negotiated at the council. GM and VW have granted a 20c an hour across the

LABOUR IN BRIEF

board increase from August 1. Yster en Staal general secretary Henry Ferreira tells the *FM* that the unions modified their demands at the council meeting. The employers, he says, are now regarding the modified demands as a new set of proposals and have asked for time to consider them.

The *FM* understands that Naawu has lowered its minimum wage demand. But it has asked for two extra paid public holidays and is unhappy with the interim arrangement with Ford as it is not as favourable as that reached with the other companies.

Metal firm's hearing on dispute adjourned

NM 24/5/85

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Labour Reporter

THE Industrial Court hearing into a dispute between the Metal and Allied Workers' Union and a Durban metal company over union bargaining rights at plant level has been adjourned to July 12 for legal argument.

The dispute arises from a refusal by Hart Limited, manufacturers of cooking utensils, to negotiate wages and certain other matters at plant level directly with the union.

The company argued that it was not obliged to negotiate wages with the union other than at Industrial Council level.

Mr Geoff Schreiner, general secretary of the union, told the Court considerable industrial unrest could be avoided if the union were allowed to 'collectively bargain wages and a funeral benefit scheme directly with the company'.

Acceded

He emphasised the union saw 'plant bargaining' as supplementary to industrial bargaining through the National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industry.

Eighteen local companies covered by the national council main agreement had acceded to such supplementary bargaining whereas there were only between six and eight companies who were refusing bargaining rights, he said.

Mr Sam van Coller, director of the employers' association — Steel Engineering Industries Federation of South Africa — told the hearing that if employers were to accede to 'plant-level bargaining' on wages it could lead to the disintegration of the Industrial Council system.

Dr D B Elhers and Mr Mohamed Ameen Bulbulia presided at the three-day hearing at the Ecumenical Centre in Durban.

370 000 workers in deadlock

Seifsa strained as metal unions consider ballot

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B/Day 27/5/85

Own Correspondent

THE two major trade union blocs on the Metal Industrial Council, representing about 370 000 workers, will decide this week whether to proceed with a strike ballot following a deadlock in pay talks.

Deadlock was reached seven weeks after a dispute with the Steel and Engineering Industries Federation (Seifsa) was declared by the entire spectrum of unions on the council, the largest bargaining forum in the country.

It raises the possibility of widespread industrial unrest in the industry and the likelihood of stepped-up demands for plant-level bargaining, undermining the industrial council.

After earlier proposing an effective wage freeze, Seifsa last week offered a 17c, or 8%, increase on the minimum rates, a guaranteed 24c rise for artisans and 14c for unskilled workers.

In a plea to the unions on Thursday, executive director of Seifsa Sam van Coller said the industrial council was experiencing its most difficult period in 40 years.

He said that in the current economic climate there was no way the industry could accomodate the union demands, which would lead to massive unemployment, further shutdowns and more rapid mechanisation.

The Confederation of Metal and Building Unions (CMBU), representing mainly skilled and semi-skilled workers, will caucus today with the all-white SA Yster en Staal.

CMBU director Ben Nicholson said they were considering three options: further informal negotiations, arbitration, or holding a strike ballot.

At this stage the CMBU is more likely to look for ways of reaching settlement than the other major bloc, the local co-ordinating committee of the International Metalworkers' Federation, representing mainly unskilled workers.

The four IMF unions — the SA Boilermakers' Society, the Metal and Allied Workers' Union (Mawu), the Engineering Industrial Workers' Union and the Steel, Engineering and Allied Workers' Union — will be meeting tomorrow.

IMF spokesman Brian Fredericks said there was no way the IMF could accept Seifsa's offer and that they would obviously be considering some form of industrial action.

Unions seek to resume talks

B. Day 31/5/85

By CLAIRE PICKARD-CAMBRIDGE

TWO major trade union blocks, representing 37 000 metal workers, want to resume negotiations with the Steel and Engineering Industries Federation of South Africa (Seifsa) after a deadlock was reached in annual pay talks last week.

Brian Fredericks, of the local coordinating committee of the International Metalworkers' Federation (IMF), said the decision had been made with the Confederation of Metal and Building Unions (CMBU) this week.

This did not rule out the possibility of taking strike ballots among members. Recommendations had been made on Tuesday, however, and they would meet again to decide their course on June 18.

10 000 workers laid off

Cpt Times 18/6/86

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From PHILLIP VAN NIEKERK

JOHANNESBURG. — About 10 000 workers were laid off in the metal industry in the first three months of this year, according to the quarterly survey of the Steel and Engineering Industries Federation of South Africa (Seifsa).

The survey also shows that employment in the industry has dropped by 84 000 since the beginning of the recession.

At the end of 1981 there was a peak of 454 000 workers employed in the industry, but this had dropped to 360 000 by the end of the first quarter of this year.

The report says the job losses since the beginning of the year highlighted the "strong recessionary conditions" which currently characterized the Seifsa group of industries.

These conditions have been forwarded as a reason for the low increases offered by Seifsa to the metal unions, which in turn has sparked a dispute that threatens to leave the industry without an agreement at the end of the month.

ture industrial ...

EL building council admits mixed union

D. Dispatch 22/6/85

34b

Dispatch Reporter

EAST LONDON — A mixed trade union has been admitted for the first time to the Industrial Council for the Building Industry of East London.

The secretary of the industrial council, Mr G. Reed, confirmed that the Transport Workers' Union of South Africa had been admitted after it extended its scope to cover workers in the building industry.

"This is a historic event. The black members of this union will now be represented at all meetings of this council. They will be able to have a direct say in the collective bargaining process," Mr Reed said and explained that his council was an autonomous body.

However, they had decided to amalgamate with the industrial council for the industry in the East Cape.

"This will be done once the legal formalities have been completed and our council is deregistered. There are many benefits from this move.

"Employers will have only one agreement covering the whole of the East Cape and Border to comply with. The area covered by this agreement will stretch from Riversdale in the west to Queenstown in the east and from Beaufort West in the north to the coast in the south.

"There are 17 magisterial districts that will be under the control of this council with its head office in Port Elizabeth."

Mr Reed also revealed that there had been a decrease in the number of artisans and operators employed in East London compared to last year.

There were 591 artisans compared to 988 last year, 1 792 operators compared to 1 188 last year and a slight increase in unskilled workers, from 4 079 to 4 089 this year.

There were 28 deregistrations of contractors in the industry in East London this year compared to eight last year. There are 331 contractors registered with the East London council.

Metal, mines row boiling

546

THE two-month wage deadlock in the metal industry could be broken in the next days, but it will allow the industry only a short respite.

But the scene is set for a confrontation between the National Union of Mineworkers (NUM) and the Chamber of Mines.

All metal unions except the black Metal and Allied Workers Union have agreed to recommend to their members that the employers' final offer be accepted.

By Amrit Manga and Brendan Ryan

Factory level

But the recommendation is only meant as a short-term solution, allowing the wage battle to move from industrial council to factory level.

The final offer is an 8,3% increase for artisans and 9,8% for labourers.

A trade unionist says: "We have accepted the offer as a short-term settlement and will press for plant-level bargaining to improve it."

The Federation of South African Trade Unions affiliate, Metal and Allied Workers' Union, has not accepted the offer and has called for far-reaching changes to the industrial council as a negotiating forum.

The NUM's central committee has rejected the Chamber of Mine's final offer of a R26 increase for group 1 surface workers and R74 for underground workers.

The union says it has invited the chamber back to the negotiating table in an attempt to avoid a showdown.

Marginal

However, on Friday strikes broke out at Gencor's Bracken mine in the Eastern Transvaal after the mining house announced the previous night the pay increases it intended implementing.

The chamber was poised on Friday to implement its final pay offer which NUM had rejected for both union and non-union workers. The reason given for the move is that the black work force expects its pay increases from July 1.

Gencor, however, beat the chamber to the gun. Gencor had apparently indicated throughout the negotiations that workers at NUM-recognised Marievale on the East Rand would receive less than the final offer because the mine, a marginal operation, could not afford to pay that much.

Gencor's increases for its mines where the NUM is not recognised were also lower than the chamber's final offer.

It is believed that Rand Mines marginal gold producers ERPM and Durban Deep also intend paying less than the chamber's offer because of their tight financial situations.

AECI row

Another 160 AECI strikers could lose their jobs if they fail to return to work tomorrow. About 110 lost their jobs when they failed to meet an AECI ultimatum to return to work.

AECI spokesman Murray Joubert says the company will have to consider taking on other workers if the strikers stay out.

The union's 11 000 members have not dropped the threat of a strike at all AECI plants.

They are supporting wage demands at the Ballengeich factory, near Newcastle. The strike by 600 workers there enters its fifth week after almost eight months of negotiations have failed to break the deadlock. There are no signs of concessions on both sides.

AECI has, however, again offered to re-employ workers who lost their jobs after closure of the chemical plant at the Newcastle factory.

Unhappy unions sign agreement

346 NM 2/7/85

~~Mercury Correspondent~~

JOHANNESBURG— From yesterday 360 000 metalworkers were without an industrial council agreement — but deadlock has been broken, with all but one union now prepared to sign the 1985 agreement. [redacted]

Three of the four unions bargaining as the local committee of the International Metalworkers' Federation (IMF) informed the industrial council yesterday that they were prepared to sign the agreement.

Fosatu's Metal and Allied Workers' Union (Mawu), which has threatened a national strike over wages, is now the only industrial council member not party to the agreement.

Yesterday's letter followed a decision last week by the artisan unions, including the S A Yster en Staal Unie and the affiliates of the Confederation of Metal and Building Unions (CMBU), to reluctantly endorse the agreement.

This means that metal workers will now be receiving increases ranging from 8,3 percent to 9,8 percent, but technically the industry will remain without an agreement until it has been gazetted by the Minister of Manpower.

A spokesman for the council said the employers' association, the Steel and Engineering Industries Federation (Seifsa), had indicated that it would be implementing the new agreement from July 1.

Mr Brian Fredericks, chairman of the local committee of the IMF, said the three IMF unions who accepted the offer yesterday were still very unhappy with it. [redacted]

These unions are the S A Boilermakers' Society, the Engineering Industrial Workers' Union and Cusa's Steel Engineering and Allied Workers' Union. [redacted]

He said the unions would be approaching individual employers where they had substantial membership to demand increases over and above the industrial council minima, and any employer who resisted would face action.

A spokesman for Mawu said they would be holding a national executive committee meeting at the weekend to plot what action to take now that they had rejected the industrial council proposals.

This is the third year that Mawu, who have only been on the council for three years, have refused to sign the agreement.

Enough to

Tucking in . . . Mr Richar
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the re

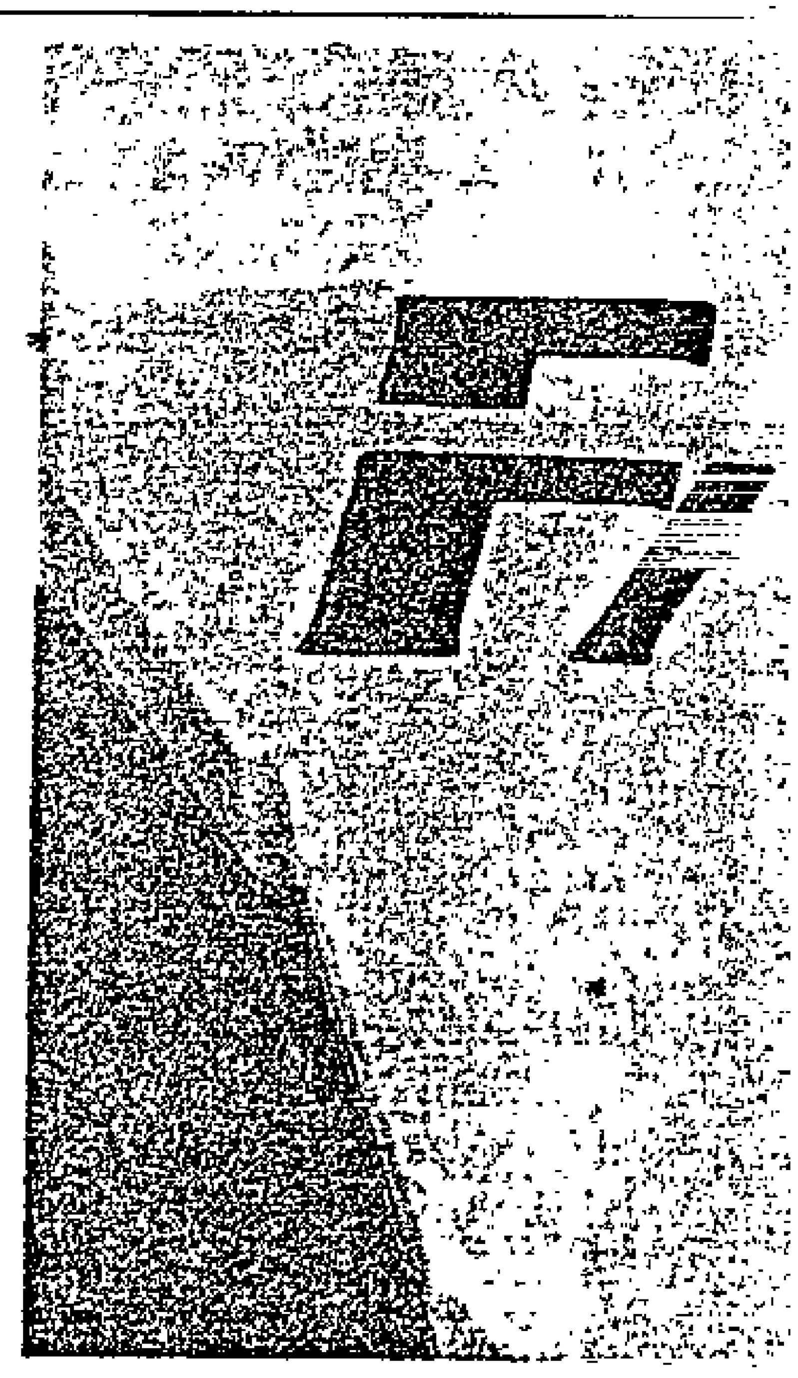
Worker dies as unrest at mines continues

JOHANNESBURG— Further unrest occurred at the strike-hit mines of the Gencor group this afternoon, with the death of one black worker being reported.

The death occurred at Winkelhaak gold mine, where work was disrupted last night when 4 000 workers from one of the hostels failed to report for work.

A Gencor spokesman said the dead man was brought to the hospital at Winkelhaak by two employees who subsequently ran away. 'The cause of death is unknown and is being investigated,' he said.

Almost 20 000 workers are on strike over pay at



Workers fired for striking

NAAWU
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Star
2/7/85
346

About 500 employees of Silverton Engineering near Pretoria were dismissed this week after they downed tools to back demands for plant level wage negotiations.

According to the National Automobile and Allied Workers' Union (Naawu), the strike followed the company's announcement that it would effect Industrial Council (IC) wage increases, which unions have rejected as too low to meet members' rising costs of living.

The workers want to negotiate wages with the company at plant level and are demanding a 50c an hour increase.

Naawu said it had begun in-plant negotiations with the company when the company suddenly and unilaterally adopted IC wage rates which would grant workers a minimum 14c an hour increase.

The company's managing director, Mr B A Land, said the workers were dismissed after ignoring appeals to return to work. He said the company had told them it was willing to discuss the wage issue further.

Mr Land hoped the dispute would be resolved at a meeting with the union today.

Mawu now only industrial council member not party to agreement

Deadlock broken over new metalworkers' deal

B. Day 3/7/85 (346)

FROM yesterday 360 000 metal workers were without an industrial council agreement — but deadlock has been broken, with all but one union now prepared to sign the 1985 agreement.

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STRIKE THREAT

Fosatu's Metal and Allied Workers' Union (Mawu), which has threatened a national strike over wages, is now the only industrial council member not party to the agreement.

Yesterday's letter followed a decision last week by the artisan unions, including the SA Yster en Staal Unie and the affiliates of the Confederation of Metal and Building Unions, to endorse, reluctantly, the agreement.

This means metal workers will now be receiving increases ranging from 8,3% to 9,8%, but technically the

By PHILLIP VAN NIEKERK

industry will remain without an agreement until it has been gazetted by the Minister of Manpower.

A spokesman for the council said the employers' association, the Steel and Engineering Industries Federation (Seifsa), had indicated it would be implementing the new agreement from July 1.

Brian Fredericks, chairman of the local committee of the IMF, said the three IMF unions which accepted the offer yesterday were still very unhappy with it.

These unions are: the SA Boilermakers' Society, the Engineering Industrial Workers' Union, and Cusa's Steel Engineering and Allied Workers' Union.

Fredericks said that by signing the agreement these unions had at least ensured minimum conditions for the unorganised workers covered by the council.

He said the unions would be approaching individual employers where the unions had substantial membership to demand increases over and above the industrial council minimum rates, and any employer who resisted would face action.

"In addition we have submitted proposals to amend the collective-bargaining structures," he said. "Otherwise all four unions will reconsider their participation in the council.

"There's no way we're going to go through this situation again next year."

NATIONAL TALKS

A spokesman for Mawu said the union would be holding a national executive committee meeting at the weekend to plot what action to take now that it had rejected the industrial council proposals.

This is the third year that Mawu, which has been on the council for only three years, has refused to sign the agreement.

The Mawu spokesman said the union was already involved in plant-level negotiations with 10 employers and would be approaching more in the weeks ahead.

(346)(68)

METAL SECTOR WAGES

Accord bar one

New wage levels were due to be introduced in the metal industry from July 1. This follows a decision by all but one of the unions on the National Industrial Council for the Iron, Steel and Metallurgical Industry to accept an offer from the Steel and Engineering Industries Federation of SA (Seifsa).

But perhaps the most important aspect of the settlement is that the parties on the council have agreed to start talks on the security of employment clause in the main agreement, and the future collective bargaining structure for the industry. This is likely to lead to a restructuring of metal industry collective bargaining.

In terms of the new agreement, skilled workers in the industry will now receive an increase of 8,3%, while unskilled workers will receive a 9,8% increase. Thus, the minimum wage for a Rate A journeyman will increase by 40c to R5,21/hour. At the bottom of the job scale, the minimum rate has increased by 17c to R1,90/hour. The guaranteed minimum increase for workers earning more than the minima is 24c/hour at the top and 14c/hour at the bottom.

Other provisions in the agreement, which will cover some 350 000 workers and 10 000 employers, include increased afternoon and night shift allowances, leave bonuses and subsistence allowances.

The agreement was struck with the Yster en Staal Unie, the Confederation of Metal and Building Unions (CMBU), which represents mainly skilled workers, and the SA Coordinating Council of the International Metalworkers' Federation (SAIMF), representing mainly unskilled ones.

The Metal and Allied Workers' Union (Mawu), an affiliate of the Federation of SA Trade Unions (Fosatu), is the odd-man-out which has broken ranks with the other unions. Mawu has now refused to sign the agreement every year since it joined the council. But even so, its members will be affected by the agreement.

The SAIMF's Brian Fredericks tells the *FM* that although three of the unions in that camp have signed, they are "certainly unhappy" with the offer. He says that irrespective of the signing, the SAIMF unions will approach individual employers where they have substantial membership in an effort to secure improved conditions over and above what was agreed. Any employers who resist these efforts "will face whatever action our membership deems is expedient under the circumstances," he says. He also says the unions will be submitting proposals to amend the present collective bargaining processes within the industrial council and warns that unless a structure acceptable to them is attained in the next year, the SAIMF unions will have to seriously consider their continued participation in the council.

"The council minimum rates are there to keep the small Seifsa guys in business. But some Seifsa employers are doing very well, despite the recession, and they are hiding behind the small guys," says Fredericks.

How is Mawu likely to react? Mawu's Moses Mayekiso says the union will be meeting this weekend to decide on strategies. Even though Mawu will be going it alone if it takes action, Mayekiso says: "I would not be surprised if the workers decide to go on a national strike."

Remote possibility

But at least one leading metal employer thinks this is a remote possibility. He predicts instead that in the next few months Mawu will place pressure on individual employers for plant-level bargaining. "There may be go-slows, work-to-rules, overtime bans, and maybe even some strikes. International labour organisations may also be used to put pressure on multinationals for plant-level negotiations," he forcasts.

Ironically, the first strike over the new wages was staged at Silverton Engineering in Pretoria on Monday by members of the National Automobile and Allied Workers' Union (Naawu), which is not a member of the council. Naawu says the workers, who have been dismissed, struck after management unilaterally announced that it would implement the Seifsa increases on July 1, cutting across negotiations which had been in progress at plant level. The union has demanded their reinstatement.

Demands for plant-level negotiations — which Seifsa is implacably opposed to — are sure to be on the agenda when the future collective bargaining structure of the industry is discussed. And the outcome of an Industrial Court case involving Mawu and the Hart company in Natal, which centres on plant bargaining, may well influence the talks.

But even though plant-level bargaining may be desirable to the SAIMF unions, centralised bargaining does provide some advantages to them as they face a logistical problem in getting round to individual companies. One employer told the *FM* he anticipates that the metal industrial council will probably be changed and restructured along sectoral lines and perhaps even regional lines, although he does not think this would all be done at once. ■

Computer to protect building workers

(346) (BB) B. Day 11/7/85

By LAWRENCE BEDFORD

THE building trades' industrial council in the Transvaal is introducing a new system to computerise the employee benefits of more than 100 000 workers.

It has been designed to stop employees trading their benefit stamps for cash, leaving them without holiday pay.

The decision by the Industrial Council for the Building Industry is also experienced to quickly spread computer use in the construction industry.

The new system, replacing hand distribution by employers, will run from the start of the new stamp year, after October 14.

It will enable the Council to speedily check the status of all employees' benefits, including pension, medical aid, holiday pay, unemployment, sick fund and tool insurance.

AUTOMATIC

Until now, employers have purchased stamps and issued them to workers each week. From October, they will identify each employee for whom benefits are being bought and the period involved, and then record amounts paid on employees' payslips.

Both these processes can, logically, be automatic by-products of a computerised wages system. Virtually all companies with 10 or more employees will now computerise their wages, Wynand Stafelberg, the Council's general secretary, said yesterday.

"Some may refuse initially, but they'll come in as soon as they see the benefits," he said.

Sydney Brett, MD of Brett Schachat Associates, who participated in seminars in Johannesburg and Pretoria where the changes were announced to the industry, said they not only increased productivity, but also allowed higher cost control to be exercised on contracts.

Schachat Associates has interfaced its XACT wages package to the Council's new system and at the seminars the company demonstrated the data input to the package and how this was then transferred to the Council's system via diskettes or telephone lines.

Stafelberg said the new system would improve the Council's administration of benefits in the Transvaal, where 60% of the industry's employees worked. Its major impact would come at the end of each stamp year, when more than 100 000 employees traditionally returned their stamp cards.

Holiday pay had to be calculated and the cheque pay-outs had to be completes within five weeks, a process normally involving hours of overtime.

Employers would benefit by the elimination of time-consuming work of issuing stamps to each employee according to category, Stafelberg said. In addition, the industry as a whole would save more than R1m a year on insuring stamps.

Another advantage was that stamp trading among employees would end. Employees sometimes sold stamps for a small percentage of their real value for immediate cash and then suffered when they or their dependants wished to claim benefits.

Three unions call for ballots

Transvaal faces threat of huge transport strike

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By CLAIRE PICKARD-CAMBRIDGE

THREE transport unions affiliated to the Trade Union Council of South Africa (Tucsa) are to hold strike ballots which could result in a co-ordinated strike by about 17 000 drivers and general workers in the Transvaal.

This follows a deadlock between employers on the Transport Industrial Council and the Motor Transport Workers' Union of SA (MTWUSA), the Transport Workers' Union of SA (TWUSA) and the SA Transport Workers' Union (SATWU) over working hours.

TWUSA general secretary Gert van der Walt said his union was considering strike action for the first time in 50 years — an indication of members' anger at the employers' refusal to reduce their 48-hour working week to 46 hours.

More than 700 employers could be affected, including major businesses like Cargo Carriers, Reef United Transport, Rennies and others.

Managements approached last night did not want to comment at this stage.

However, Van der Walt said, employers had been "pleading poverty" and citing the poor economic climate as factors preventing them from meeting union demands.

The unions initially accepted the employers' offer of 11% and 9% increases for general workers and drivers respectively, but would reject this if working hours were not reduced, he said.

Union members would meet on July 28 to decide whether to strike or not and the result could seriously affect transport over a key area.

Van der Walt said there had been a strong indication workers would strike if employers did not meet their demand.

Transport bosses stand firm

B. Day 17/7/85 346

By CLAIRE PICKARD-CAMBRIDGE

THE Motor Transport Owners' Association of South Africa has said it cannot meet the demand by three transport unions for reduced working hours, although the unions are to hold strike ballots over the issue.

The unions, which are affiliated to the Trade Union Council of South Africa (Tucsa), want a two-hour reduction in the working week. A strike could involve about 17 000 drivers and general workers in the Transvaal and Free State.

This follows a deadlock between employers on the Transport Industrial Council and the Motor Transport Workers' Union of SA (Muwusa), the Transport Workers' Union of SA (Twusa) and the SA Transport Workers' Union (Satwu) over working hours.

A spokesman for the Association said they could not meet the union's demand, "in the view of the poor state of the economy."

The Association rejected allegations that they were not paying workers a "living wage".

He said employers and unions had agreed that overtime increases and the minimum increases — 9% and 11% for drivers and general workers respectively — were reasonable in the present economic climate.

Mawu, Siemens talk on

Talks are expected to continue today between the Metal and Allied Worker's Union (Mawu) and Siemens after their meeting on Friday ended in deadlock.

Star 25/7/85

The workers were dismissed from five Siemens factories in the Transvaal last week after going on strike to support demands for plant-level wage negotiations to supplement Industrial Council wage rates.

The company said it had made clear that it would not grant the R1/hour rise demanded, but would consider merit increases.

Management also said it was willing to re-employ all workers, except those guilty of violence and intimidation.

The union said it would press ahead with its demand for the reinstatement of all the dismissed workers.

ARGUS 25/7/85

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1 500 workers shut out at Ford plant after stoppages

Argus Bureau

PORT ELIZABETH. — Samcor have shut out 1 500 workers at Ford's Neave plant and have threatened to keep the plant closed until the workers return to work and agree to continue working.

The move follows a week of stoppages by workers demanding that recent wage increases be backdated to February 1.

Samcor insists on sticking to an Industrial Council agreement and backdating the increase to May 1.

Recently General Motors and Volkswagen agreed to workers' demands to backdate the increases to February 1, precipitating the Ford Neave walkouts

Samcor public relations officer Mr Bob Kernohan said the company had decided on the shutout because 'gearing up for work every day in the expectation of work not performed is a hopeless exercise'

"Before we reopen the plant we want an assurance from the workers that they will return to work and continue to work," he said.

Denial

He denied that Samcor was taking advantage of the stoppages to close the plant permanently — scheduled to happen at the end of the year in terms of the Ford Amcar merger.

"We have parts and material in the plant for several months' production. In the motor industry planning has to be done months in advance as parts have to come from as far afield as Europe," Mr Kernohan said.

'We negotiated with the workers for four days before we took this action. That should show that we are not trying to take advantage of the situation."

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METAL INDUSTRY

Wage talks roundup

Industry-wide strike action, threatened by the Metal and Allied Workers' Union (Mawu) after its refusal to sign the metal industry's wage agreement, has not materialised. But Mawu and other metal-sector unions, including the SA Boilermakers' Society and those affiliated to the Confederation of Metal and Building Unions, are proceeding with — or have completed — plant-level wage negotiations with a number of major metal industry employers.

A new agreement for the National Industrial Council for the Iron, Steel and Metallurgical Industry came into effect on July 1, providing for minimum increases ranging from 14c/hour for unskilled workers to 24c/hour for those in the highest job categories. Most members of the Steel and Engineering Industries Federation of SA (Seifsa) are implacably opposed to plant-level wage bargaining, and, says Seifsa director Sam van Coller, "Seifsa seeks to guide members accordingly." But Seifsa is a voluntary organisation, and members who disagree with this policy are entitled to do so, he adds.

At Siemens, wage talks precipitated a strike by 1 250 Mawu members at five plants. They were dismissed by the company and at the time of going to press the union was considering whether to accept a management offer of selective re-employment.

The strike began on Wednesday last week when deadlock was reached over a Mawu demand for R1/hour wage increases. The *FM* understands that Siemens has offered to take back most of the strikers, but some would be placed on suspension pending disciplinary hearings over their conduct during the strike.

Meanwhile, other wage talks have gone ahead. According to a Mawu spokesman, agreement has been reached whereby some 1 400 employees at Alusaf in Richards Bay will receive increases ranging from 20c/hour-41c/ hour, plus improved shift and tool allowances and sick leave.

Negotiations with other companies are not yet completed, but indications are that most settlements will be above the industrial council minimums. The Mawu spokesman says the Highveld Steel and Vanadium Corporation is offering 17c/hour-27c/hour increases for its 5 000 employees. All unions involved in the talks, except Mawu and the SA Boilermakers' Society, have already accepted the offer.

Samancor, which employs about 1 500 people, has offered 19c/hour-38c/hour increases. According to Mawu, Ferralloys has made a "final offer" of 25c/hour-40c/hour increases. The company will not confirm the figures, saying only the parties' respective proposals are not far apart. But it is unclear whether 370 of the workers — almost the entire black workforce — will benefit from any wage agreement.

They staged a work stoppage on Thursday in sympathy with the striking BTR Sarmcol workers (see page 73), and, on their return the following day, were told they had been dismissed. Most of the 370 are Mawu members, although a small number belong to the Boilermakers' Society. Talks with the two unions over their re-engagement are in progress.

In another set of negotiations, Mawu has declared a dispute with Iscor. Iscor has offered workers in the lower job categories increases only marginally higher than those agreed at the industrial council, but the offer to the skilled workers is in the 38c/hour-42c/hour range. ■

Cape Times 27/7/85

Durban strikers end bakery siege

Own Correspondent

DURBAN. — About 700 striking workers at BB Bread Bakery in Durban marched out of the bakery premises yesterday, ending a five-day siege.

Earlier, the bakery's management made an urgent application to the Supreme Court for an order to evict the strikers, some of whom had been occupying the premises since Monday when the strike in support of a wage demand began.

The application was adjourned after the workers' representatives gave an undertaking that all the strikers would vacate the premises voluntarily.

Meanwhile, there was still no settlement to the wage dispute in spite of another meeting of the Industrial Council for the Baking Industry in Durban yesterday.

Over 2 000 workers from seven bakeries in Durban, Pinetown, Tongaat and Stanger, joined by workers from Umlazi and KwaMashu bakeries, went on strike in support of pay demands.

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Unions seek solutions to striking a bargain

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B. Day 31/7/85

There is controversy over whether unions should press for shop-floor bargaining or adhere to the collective principle. A dual system may have merits

CLAIRE PICKARD-CAMBRIDGE

THE demand for shop-floor bargaining by striking members of the Metal and Allied Workers Union at Siemens highlighted the controversy over the level at which negotiation should take place.

At one extreme are those advocating collective bargaining at the centralised or industrial council level, with no union facilities for those outside the council. At the other are those claiming the industrial council system is so inadequate it is in danger of collapsing and that bargaining should take place only at plant or company level.

However, many unions and managements believe it profitable to "dance at both weddings" arguing that a dual system provides the flexibility needed to maintain industrial peace.

Industrial councils were established by the Industrial Conciliation Act of 1924, passed in the stormy aftermath of 1922 labour unrest.

The councils are a negotiating forum created by registered unions and employer organisations in a specific industry, occupation or trade.

It was only after the Act's amendment in 1979 — allowing blacks to form or join registered trade unions — that their unions could apply for industrial council membership. Prior to that official negotiations took place through management-initiated liaison and works committees.

However, the decision by a party to participate in centralised or local bargaining depends on where their power is most effective and the specific circumstances of their industry.

Thus distinctions need to be drawn about industrial councils. For instance, the prime motive of the General Workers Union in applying for registration is to consider an industrial council for the stevedoring industry

plant-level facilities with some employers where they are well represented. They have warned that union members will consider strike action at companies which are approached about plant-level bargaining and reject this.

However, Seifsa has advised employer members to avoid plant-level bargaining. Seifsa argues that similar issues cannot be bargained effectively on two levels and that shop floor bargaining will lead to a highly disorderly situation in their industry.

Many managements believe centralised bargaining protects a company from "leapfrogging," when unions use one company's settlement as a base at the next.

However, the IMF unions and Mawu are so dissatisfied with bargaining arrangements on their industrial council that they are threatening to abandon the council if their proposals for restructuring it are rejected. They believe the balance of power in the industrial council protects larger employers who can hide behind minimum rates suiting smaller companies.

which are legally enforceable.

Disadvantages are that they do not cater for specific local problems and can lead to wildcat strikes at plant level. Problems flare up at factories and cannot be speedily resolved through the council.

It is also argued that the industrial councils are losing control of wage levels and of the whole remuneration structure in the industry because the gap between published minima and actual wages can be so great.

Plant-level bargaining in turn can cater for diverse and unique interests, diminishes tension at the workplace and provides for control of incentive schemes, job evaluation, productivity and bargaining. Conversely, many plant-level agreements become difficult for unions to administer and unions cannot negotiate with the hundreds of smaller employers in an industry.

Cont

Most black unions see plant-level bargaining as more democratic because shop stewards can remain an

to become party to an industrial council because it believed it would be employer dominated.

Another burning issue is the charge that some industrial councils are bureaucratic and undemocratic, giving inadequate representation to black unions. Although representing the majority of workers, black unions can be outvoted by smaller, less representative unions and be bound by agreements they rejected.

Therefore most black unions see the industrial council system as inadequate on its own and would at least like more involvement in drawing up council rules.

One problem for employers is the right of existing parties to veto applications of other unions to join councils. An example is the collision between Fosatu's National Union of Textile Workers (NUTW) and two established Tucsa unions which have since merged — the Garment Workers Union and the National Union of Clothing Workers (NUCW) — over access to the Transvaal knitting industry's council. However, the industrial court eventually overruled the objections.

It's been contended that the Industrial Council system and its tough rules on strike action promotes labour peace. However, the more recent involvement of black unions in industrial councils has not necessarily minimised strike action among these workers who have a different set of pressures and grievances.

B.Day 31-07-85

The stevedoring industry is a small one and most of the stevedores are members of the union. In the case of the stevedoring industry, the union feels they would be meeting employers with strength and not be bargaining alongside a great number of other unions as occurs in the metal industry.

The situation on the metal and engineering industry's industrial council is particularly tense at present. This is because there is a united employer body, the Steel and Engineering Industries Federation of South Africa (Seifsa), facing unions who battle to reach agreement among themselves owing to widely differing memberships and needs.

Last year both the SA Boilermakers Society and Mawu rejected the agreement signed by the other unions on the council, and a long impasse existed this year with Mawu finally remaining outside the agreement.

The unions — particularly the four International Metalworkers Federation (IMF) unions, which include Mawu — are fighting for additional

Seifsa, in turn, is prepared to discuss collective bargaining arrangements with members, but is waiting for the IMF proposals.

Today most black unions — who initially rejected industrial councils as a symbol of apartheid and a body always favouring employers — are rethinking their stand.

The Federation of South African Trade Unions (Fosatu) reversed its initial rejection of industrial councils and most affiliates are party to one, although they still prefer plant-level bargaining.

Their change of stance has largely been attributed to their establishment of a sound shop floor presence and the difficulty in administering a growing multitude of different plant-level agreements.

Some general advantages of industrial councils include their provision for industry wide pension funds, medical aid schemes and minimum wage safeguards for the industry

[illegible] tors. But another Fosatu affiliate, the National Automobile and Allied Workers Union (Naawu), was one of the first emerging unions to utilise both plant and centralised bargaining in the early Eighties.

The fear that council bargaining removed talks from worker control was overcome by arranging continual report backs to members and receiving fresh mandates during all stages of negotiation.

The multiracial Trade Union Council of South Africa (Tucsa) stresses that supplementary agreements can exist side by side with centralised agreements. Most members of the Council of Unions of South Africa (Cusa) now utilise centralised bargaining as well, but also see plant-level bargaining for companies who can and do pay above minimum rates as an essential complement.

There is no industrial council for the mining industry and this led many employers to conclude recognition agreements with the National Union of Mineworkers at mines where it is representative. However, the NUM has previously said it would not want

There is now increasing opinion that a dual system of bargaining be extended with sufficient flexibility to enable collective bargaining to develop at its own pace.

This system would be similar to the British one where unions have increasingly sought and obtained recognition at plant level over the past few decades.

Germany, Greece and Japan in turn have fairly centralised bargaining systems although Japan allows for decentralised talks after unions have made a united opening bid for minimum wages throughout the country.

Judgement is presently awaited on a key industrial court case, Mawu vs Hart Ltd, in which the union is requesting plant-level bargaining facilities to negotiate wages over and above industrial council minima.

The outcome could have a significant effect on employers in the metal and engineering industry and the next few years should prove decisive in the sphere of collective bargaining arrangements.

Transport unions consider strike

11/8/85

B. Day

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CLAIRE PICKARD-CAMBRIDGE

THREE transport unions, affiliated to the Trade Union Council of SA, are considering a strike over wages and hours in a move that could affect 18 000 drivers and general workers in the Transvaal.

This follows their rejection of a new offer from employers and marks the first time strike action is being considered after an industrial council deadlock in the transport industry.

The offer by the Motor Transport Owners' Association (MTOA) last week included reducing the 48-hour working week to 46 hours, a union demand to align hours with the Basic Conditions of Employment Act, but employers simultaneously lowered their offered minimum increase from 9% and 11% to 6% and 8% for drivers and general workers respectively.

Emily Fourie, organiser of the mainly-black Transport Workers' Union of SA, said the SA Transport Workers' Union, with its coloured and Indian members, and the white Motor Transport Workers' Union of SA believed the offer was "hopelessly below the rate of inflation".

Workers had mandated the unions to return to their original demand of a 30% minimum increase coupled with a 46-hour week. Members would meet on September 1 to make a final decision on strike action, she said.

"The agreement covering the industry expires at the end of August and the ironic thing is that the Basic Conditions of Employment Act, which lay down a 46-hour week, would then apply."

She said the unions had decided against strike balloting because it was "time-consuming" and consequences were the same whether the strike was legal or illegal.

An MTOA spokesman stressed that employers' policy was that of negotiation and "mediation if necessary". He said they wished to abide by industrial council procedure and believed a strike would be detrimental in the long run.

He warned that some lay offs had already taken place and said there had not been increased productivity among workers demanding reduced working hours.

Fourie said present wages represented a minimum of R101 a week for drivers and R54 a week for general workers.

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MOTOR INDUSTRY

An interim accord

Parties to the Industrial Council for the Automobile Manufacturing Industry (Eastern Province) are close to agreement on interim wage increases. But a full agreement continues to evade them. This is the second interim wage hike in negotiations that have dragged on since the end of 1984.

According to council chairman Henry Ferreira, the trade union parties have largely accepted the latest employer offer of increases ranging from 14c/hour to 24c/hour and new minimum wage levels from R2,70/hour in the lowest job category to R5,70/hour in the highest.

Fosatu's National Automobile and Allied Workers' Union (Naawu) has accepted this deal at General Motors, Mercedes and Volkswagen where it was implemented from August 1. Samcor plans to implement it on November 1, but Naawu has not yet indicated acceptance of this. Ferreira's own union, the whites-only SA Iron, Steel and Allied Industries Union, has accepted the offer at all four companies.

The last interim agreement, which came into effect six months previously — in May at Samcor and in February at the other companies — provided for similar wage increases. The negotiations have been punctuated by strikes at all four companies, with the industry attempting to delay wage increases for as long as possible.

Ferreira says negotiations for a full agreement are due to recommence by the end of the year. ■

FM 9/8/85

Brewery workers' wage demands

Mercury

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Mercury Reporter

A COMPULSORY arbitration was heard yesterday by the Industrial Court in Durban of a wage claim by the Sweet, Food and Allied Workers' Union representing more than 1 000 workers at the Congella Brewery, various beerhalls and bottlestores administered by the Natalia Development Board.

Soon after the hearing started both parties entered into negotiations and agreed to meet again today. 20/8/85

The union's wage demands were an increase to basic earnings and an across-the-board increase for workers on personal scales.

A demand for an increase in wages was made in April last year after workers at the brewery and its outlets had not received wage increases in January 1984. There were also no increases in January this year.

22/8/85 BUSINESS DAY, Thurs

Union out of council

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Business Day Reporter

THE Paper, Wood and Allied Workers' Union (Pwawu) has resigned from the Pulp and Paper Industrial Council because, it says, the council is dominated by "employer and artisan union interests".

Pwawu's move will affect workers and employers at 18 paper mills owned by Mondi, SAPPI, Carlton and Nampak.

Pwawu, like unions such as the Metal and Allied Workers' Union (Mawu), is saying the union's membership of its particular industrial council is used by employers to "avoid meaningful plant-level negotiations".

Pwawu said it had not found the council to be a successful bargaining forum.

"Pwawu's proposal that the council should gazette a minimum wage of R2 an hour was defeated when the other unions and all the employers opposed this," Pwawu said.

Name:

Union pulls out of Industrial Council

23/8/82

Labour Reporter

A DISPUTE over a minimum hourly wage in the pulp and paper industry has led to the withdrawal of the largest union from the Industrial Council.

The Paper, Wood and Allied Workers' Union, which claims to have membership of more than half the 10 000 workers in the industry, has been a council member for over a year.

In a statement the PWAWU which represents workers at three Bellville plants, said it had resigned because it had not found the council to be a successful bargaining forum.

Its proposal that the council set a R2-an-hour minimum wage was opposed by several other unions and all the employers, although only six of the 18 mills in South Africa — all Sappi mills — pay less than that.

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Plant-level demands legitimate

Expert slams Seifsa's stance on bargaining

CLAIRE PICKARD-CAMBRIDGE

OPPOSITION by the Steel Engineering Industries Federation (Seifsa) to plant-level bargaining was an example of the inflexibility that had caused SA's current crisis, a labour expert said yesterday.

Industrial relations consultant Andrew Levy said at a Johannesburg conference Seifsa's opposition to plant-level bargaining was a refusal to recognise legitimate aspirations and legitimate power.

He said debate about the level of collective bargaining was ultimately political and would have a major influence on the outcome of SA's political balance of power.

"In seeking to negotiate wages with their employers though their trade unions at plant level, blacks are exercising the very participation in the sort of dialogue that all reasonable people in SA must support.

"By denying them this opportunity, employers are demonstrating just the sort of thinking that has led to the current crisis," he said.

Seifsa argues that similar issues cannot be bargained effectively at two levels (when there is already an Industrial Council) and that shop-floor bargaining will lead to disorder.

But Levy said a failure to realise that a judicious blend of plant bargaining and national regulation was appropriate and to set an industry on a path likely to result in greater conflict did not seem worth the price it might exact.

About 1 000 companies, including some of the most influential employers, already bargained at plant level and Levy believed the dispute about the level of collective bargaining would also pass.

Industrial conflict in the metal industry, which employed over 400 000 workers, would have an economic and political impact, he said.

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immigrants and not refugees, the SACC has asked the UNHCR to send a task force to monitor the handling of the Mozambicans and to grant them refugee status.

"We are presently seeking some recognised status that is not prohibited immigrant," says Sol Jacobs of the SACC Division for Refugees.

In a statement released this week the SACC called on the SA government "to stop the deportation of Mozambican refugees and to negotiate their status, protection and repatriation with the UNHCR." They have asked the SA authorities to grant the Mozambicans temporary refugee status on compassionate grounds and to give them humanitarian aid and shelter.

According to Jacobs the basic function of the UNHCR is to extend international protection to refugees and to establish proper repatriation procedures. This legal status prohibits the return of a refugee to a country where he may be persecuted — the general rule is that refugees are not repatriated unless they wish to go home of their own free will.

The position in SA at the moment is that while the Mozambicans who found their way into Gazankulu are being allowed to stay temporarily as "visiting relatives," those caught within the borders of SA and the Kruger National Park are being returned. The latest figures from the Department of Home Affairs are that over 1 500 Mozambicans a month are being repatriated.

"Given the economic collapse in Mozambique we are concerned with the Mozambicans' ability to handle the flow back," says Jacobs. "The people being returned are being exposed to landmines, the atrocities of the rebels, and police patrols. A UNHCR task force is needed to establish what is going on and ensure the basic rights of the fleeing villagers." ■

INDUSTRIAL COUNCILS 346

Paper union quits

The withdrawal of Fosatu's fast-growing Paper, Wood and Allied Workers' Union (Pwawu) from the Industrial Council for the Pulp and Paper Manufacturing Industry, and its demand for decentralised wage bargaining, is unlikely to precipitate conflict between employers and the union in the short term.

But it highlights again the difficulties experienced in attempting to integrate emerging unions into a system which, for more than fifty years, has been the preserve of representatives of mainly white, skilled labour.

Three of the four companies in the industry — Sappi, Mondi and Nampak — have told the *FM* they will conduct negotiations with Pwawu at plant or company level later this year. The fourth, Carlton Paper, has previously agreed to it and is not expected to change this policy.

A Pwawu spokesman is at pains to point out that the union does not oppose industry-wide collective bargaining in principle. But it finds the council system to be unsatisfactory and is suggesting decentralised bargaining until a mutually acceptable forum is established in the industry. It has also recommended that the council dissolve itself.

Most emerging unions, including Pwawu, have participated in the industrial council

FACE TO FACE

DUMISANE KUMALO

From America, with love

Dumisane Kumalo is director of projects for the American Committee on Africa in New York. He left SA in 1977 and became the prime mover in the disinvestment movement in America, and claims to have generated the divestment of roughly $4 billion from SA.

***FM*: What led you to disinvestment as a way of putting pressure on the SA government to change?**

Kumalo: By cutting off important US technological and monetary support, we believed we would be able to make the SA government respond to pressure and criticisms in a direct way. The only way to do this effectively would be to get city and state governments, which had millions invested in SA, to divest. In the five or six years since we started campaigning, we have had 40 states debating divestment — it takes up to three years for the legislation to be passed — and several have passed legislation. Thirty cities, all the major US cities, now have passed laws to divest and the Mayor's Conference agreed unanimously to divest last year. Finally, it has become a bi-partisan movement and no self-respecting American politician, both Democratic and Republican, will openly support apartheid now.

How is it that under Jimmy Carter some Americans apologised for his tougher view on SA, but under Reagan Americans apologise for his conservative policy?

There has been a turnaround in public opinion which was brought into focus by the election campaign last year. To black Americans it is a case of Reagan doesn't care about them and so why should he care about what goes on in SA? People had faith that Jimmy Carter would do something to change apartheid. At this stage it is not clear if Reagan will veto the legislation that has been jointly approved by Senate and the House, but even if it isn't approved by the president, there are now too many significant influences at work to stop the movement.

What ultimately do you see as the goal of the divestment movement?

We have already been successful, as the *FM* has already said, in checking the flow of funds into SA. We have stopped millions of dollars in new investment, although the business conditions are not that unfavourable when you consider the strength of the dollar against the rand.

We have made US multinationals and banks realise their images can be tarnished and attached a real hassle factor to any SA investment. We have all but stopped the sale of Krugerrands and these buyers are basically apolitical people.

So far we calculate we have created a divestment of roughly $4 billion in pension funds, equity and US-SA operations. However, the real achievement is not getting corporations to pack their bags and leave SA, but getting the Botha government to respond to pressure and isolation. We want to make apartheid unworkably expensive, so finally the government has no other way out but to give in to change. We believe this is a direct and non-violent means of making the present government yield to criticism, where it hurts.

They are in trouble now as a result. We are also getting involved in Japan, Germany and other countries in Europe. Although we will never be able to totally cut off the flow of finance to SA, we will make it difficult and expensive.

Detractors of the disinvestment movement say it can hurt working-class blacks. What is your position on this question?

I am amazed at people who suddenly develop sympathy with black people. To me it has the ring about it of the old anti-abolitionists who said slaves would be hurt by freedom.

In fact, the 350 US companies in SA employ only 50 000 black people. IBM employs 1 500 people, of which only 200 are not white; similarly, Control Data employs only a few black personnel and General Motors employs twice as many whites as blacks. It is perceived in the US by many people as an empty argument and it does not wash. I have worked in the SA business sector and it is nonsense, from my view, to say that having a good job solves black South Africans' problems. The real issue has always been apartheid, the forced removals, violence against opponents of the system and discrimination at every level of existence.

FM 13/9/85

system only reluctantly. They have usually been forced to do so because employers have refused to bargain with them in any other forum.

But Pwawu has become a substantial force in the industry. Negotiations without it would be meaningless, as it now represents 60% of the 10 000 hourly-paid workers in the industry. Also, paper industry employers seem to be less rigid than, for example, those in the metal industry.

One of the central problems is the relationship between Pwawu and the three old established artisan unions on the council — the SA Boilermakers' Society, the SA Electrical Workers' Association and the Amalgamated Engineering Union. There is a fifth union party to the council which represents black workers at two factories in Natal.

Pwawu argues it is handicapped because, while it is the majority union, each of the five unions is allocated one seat. The artisan unions are less militant in their demands and Pwawu finds their presence an obstacle to achieving better wages and working conditions for its largely unskilled and semi-skilled membership. Pwawu has unsuccessfully argued for proportional representation in recognition of the fact that it is by far the biggest union.

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Worker participation

It also says the industrial council system prevents "proper worker participation." The union would like representatives from each of the 18 plants to participate in bargaining so as to facilitate consultation with members during negotiations. And it is suspicious of what it describes as the "old boys' club" atmosphere in which employers and the older unions negotiate.

The union's withdrawal from the council was finally precipitated by the rejection by the other unions and the employers of its proposal to increase the minimum wage in the industry from R1,65 to R2/hour.

Next month the council is to discuss its future. Mondi's Alan Young says the union's resignation from the council is "disappointing, as it comes at a time when all parties to the council were in agreement regarding the need to revise its structure. Pwawu was given the opportunity to make written submissions in this regard. It chose not to do so."

Responds the union spokesman: "We have always been prepared to discuss the matter with employers, but not under the auspices of the council."

Mike Walmsley, chairman of the Association of Pulp, Paper and Board Manufacturers of SA, says his association has strong views on the subject, but does not wish to make them public before they are made known to the other unions.

The paper industry dispute over industry-wide collective bargaining structures is one which will be played out in many other industries in the future. If Pwawu and the employers can set the lead in finding solutions they will have done SA's industrial relations scene a service. ■

CONSUMER BOYCOTT

Backfiring in Natal

The organisers of the national boycott campaign are spreading their boycott of white-owned businesses to Natal. But it could backfire badly in Durban because most of the black and Indian-owned shops which the boycotters would be obliged to turn to were destroyed in the recent unrest.

Backers of the boycott, a loose association of trade unions and community organisations, headed by the Federation of South African Trade Unions (Fosatu), say they are aware of the difficulties but it won't dissuade them from going ahead. Instead, the main focus of the boycott will merely be directed elsewhere.

Inyanda's Gumed and Corobrik's Andrews . . . a helping hand

According to some estimates, around 120 "non-white" businesses — about 60% of the total — were either razed or looted in the violence which flared in the black townships of Umlazi, KwaMashu and Inanda several weeks ago.

Ironically, white business is being requested to contribute funds to have them restored. The SA Sugar Association has donated R50 000, and brick supplier Corobrik has contributed 120 000 bricks towards rebuilding (*Business* August 30).

Black traders themselves — those that remain — appear to be caught in the middle. The Umlazi chapter of the black Inyanda Chamber of Commerce has been asked by Fosatu to assist in their campaign. But, while Inyanda members claimed they were sympathetic to the underlying causes, they stopped short of actively co-operating.

Even on that they appear to be out of line. Inyanda president, Patrick Gumede, rapped members for even meeting with the boycotters. Says Gumede: "At a time when I am busy appealing to the white private sector to assist in the rehabilitation of black businesses, I cannot on the other hand be seen to be condoning the actions of Fosatu, and all those who join them, in advocating the consumer boycott."

Given the difficulties, Fosatu education officer Alec Erwin says it would probably be a while before the boycott is felt by Durban traders. In the short term he says efforts will be directed at places like Hammarsdale, Cato Ridge, Pinetown and Pietermaritzburg where black spending is at its heaviest. Later, other areas like Ladysmith, Newcastle and Empangeni will be targeted.

Erwin makes the point that the boycott in Natal is not an extension of the Metal and Allied Workers' Union (Maawu)/Sarmcol dispute which has already led to black consumer boycotts of white businesses in Howick and Pietermaritzburg.

He says it is part of the national boycott campaign and merely happens to coincide with Maawu's boycott strategy. As such, its primary objectives are the same — the lifting of the State of Emergency, the withdrawal of police and army units from the townships, the freeing of detainees and the granting of full political rights to all. ■

THE FALWELL VISIT

The funding issue

The Rev Gerry Falwell's five-day visit to SA in August was paid for by South Africans, who also arranged his itinerary. The venture has proved controversial in the US because of his support for Pretoria's reforms, and Falwell's call for greater economic aid for SA.

Speculation has surrounded the trip, and the US media have lent substance to speculation that Falwell's Moral Majority movement is mounting a campaign to reverse the tide of opinion against SA, and to get business to pour money back into the country. Some have hinted that South African money is backing the entire effort. Baptist preacher, Dr Gerry Prevo, who accompanied Falwell's delegation to SA, admitted to the *FM* that the trip was made at the invitation of a group of South African citizens.

Falwell expressed a desire to go to SA — and "South African citizens" responded by saying he should come and bring others too, Prevo said. He added that the SA citizens represented business interests, but declined to disclose anything more about the funding of the trip.

Prevo said the delegation came back from SA in support of government-initiated reforms: "Our recommendation is that the US stands firmly behind the government and tries to make up for the money that has flowed out of SA."

Prevo has in fact attempted to mobilise support for his stand in his home city, Anchorage, in Alaska. But he said that since his return he had found more support for sanc-

SUNDAY TIMES, Business Times, September 15, 1985 13

Employers win case on plant bargaining

By Amrit Manga

THE Industrial Court has ruled in one of it's most important judgments that a refusal to negotiate at plant level does not necessarily constitute an unfair labour practice.

Although the ruling does not necessarily set a precedent, it will have far-reaching implications for wage negotiations involving hundreds of thousands of workers.

The implication for the metal industry, which employs more than 400 000 black workers, is particularly important.

Justified

Plant-level bargaining to secure higher wages than industrial council rates is at the centre of a major dispute involving 40 000 metal workers and nearly 100 factories.

The Industrial Court heard an action in which the Metal and Allied Workers Union claimed that Hart's refusal to negotiate wages above the industrial council rate was an unfair labour practice.

Hart is a Metkor subsidiary and is involved in metal-goods manufacture and plastics. The dispute concerned its Durban plant.

The court said "the employers' failure or refusal to negotiate with the union at plant level appears reasonably justified, and under the circumstances, does not constitute an unfair labour practice".

Several industrial councils have experienced major setbacks recently as trade unions have withdrawn to continue negotiations at factory level.

The Steel and Engineering Industries Federation of SA argues that shop-floor bargaining will lead to disorder if the same issues are negotiated at two levels.

Seifsa director Sam Van Coller says: "It appears that our argument against one party simply having to go to court to compel another to negotiate on any matter has been upheld."

Labour consultant Andrew Levy says the ruling is not necessarily a total denial of plant-bargaining rights.

The court said in its judgment that although plant bargaining ought to be encouraged, negotiations should also assume a voluntary character to be effective.

"If the court had to proffer an opinion as to which of the two systems, plant-or industry-level bargaining, was a better one it would find itself hard put to make up its mind."

Mr Levy said Seifsa's argument against compulsive bargaining ignored the public interest.

"It has been viewed in a narrow private law context which ignores the implications of a refusal to negotiate with majority membership unions.

"Industrial conflict in the metal industry, which employs more than 400 000 workers, could have both an economic and political impact.

"Employers should be compelled to negotiate at plant level if the majority of workers wish to.

Resistance

"It is clear that the union will eventually win the fight over plant-level bargaining. But it will be at the cost of thousands in lost manhours and a bitter struggle resulting in widespread labour unrest."

Employers who interpret the ruling as not compelling them to negotiate at plant level could meet strong resistance from Mawu. The union plans strikes at nearly 100 factories that have been challenged on the issue.

In another important labour test case, the National Union of Mineworkers' application to declare evictions from hostels illegal has been postponed indefinitely.

A resumption of strike action on the mines therefore seems unlikley, at least until the Rand Supreme Court hands down a judgment.

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METAL INDUSTRY

Recipe for conflict

The attempt by the Metal and Allied Workers' Union (Mawu) to use the Industrial Court to compel Hart Ltd to negotiate with it at plant level has failed. But the full ramifications of this landmark judgment have yet to be felt.

Mawu says the Hart judgment will "encourage chaos" in the metal industry. The union has canvassed some 100 companies about their attitude to plant-level bargaining and is threatening to declare disputes with any that refuse to accede to its demand for such negotiations. Some employers see this as part of growing union militancy in response to the political situation.

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In the eagerly-awaited judgment, the court has rejected Mawu's contention that Hart committed an unfair labour practice by refusing to negotiate on effective wages above the rates negotiated in the main agreement of the metal industry industrial council and the introduction of a funeral benefit scheme.

From the start, the dispute had implications which extended beyond the differences between the two parties. The underlying issue is one of the major unresolved debates in SA industrial relations: the thorny question of the relationship between industry-level bargaining at industrial councils and bargaining at plant level.

Differences on the issue have been a major point of friction between Mawu and the metal industry's employer federation, the Steel and Engineering Industries Federation of SA (Seifsa). Seifsa is opposed to plant-level bargaining on any matters covered by the main industrial council agreement. Despite this, many metal companies have chosen to defy Seifsa's guidelines.

Against this background, the Hart matter was seen as *the* test case to determine whether the union could win concessions in the court that it has not been able to wring out of Seifsa. The fact that the court granted a Seifsa application for leave to intervene in the case as an interested party and that the sole witness for Hart was Seifsa director Sam van Coller, points to the nature of the stakes in the case.

One of Van Coller's principal arguments was that if the court upheld the notion of compelling parties to bargain, it would undermine the voluntarism which characterises industrial relations in the industry and bargaining in good faith at industrial council level.

The court found that "under the circumstances" Hart had not committed an unfair labour practice. It said: "Although it would seem that some of the results of the refusal ... to negotiate at plant level could be comparable with those ... in the defintion of 'unfair labour practice' one should not overlook the justification which might exist for such refusal."

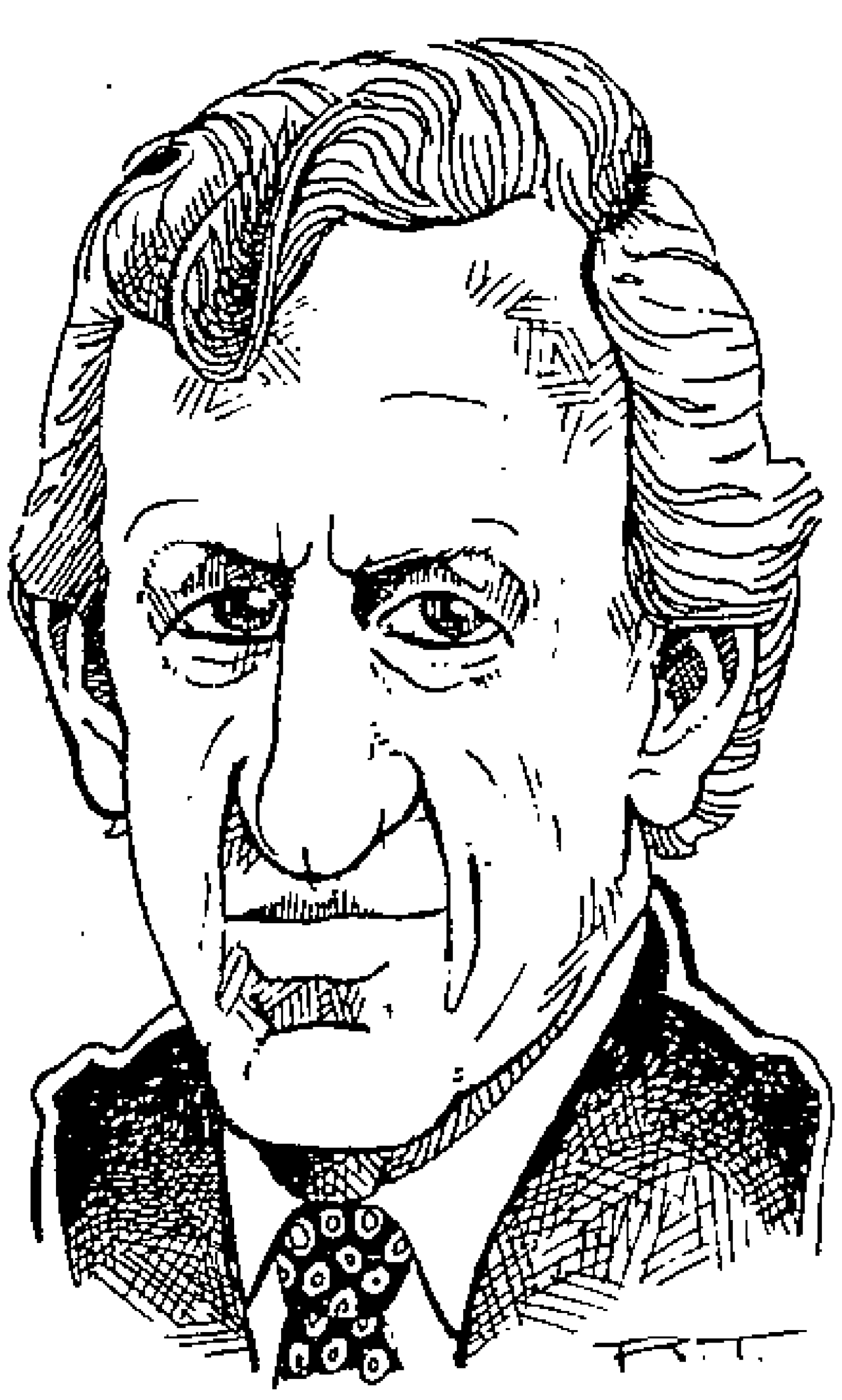
Despite this finding, the court has failed to make a coherent statement on the issue of what constitutes an appropriate bargaining level: plant- or industry-wide. Indeed, the judgement reads: "If this court had to proffer opinion as to which of the two systems was the better one, it would find itself hard put to make up its mind."

Comments Van Coller on the outcome: "We are pleased that the judgment appears to support the need for voluntarism in collective bargaining." But other labour observers have criticised the court for failing to address the fundamentals of the debate.

Says one labour lawyer: "The court had the opportunity to create a procedure for plant-level bargaining other than industrial strife. The judgment will undermine the court's image and means that unions will be forced to rely on industrial action rather than the courts."

Mawu has slated the judgment, but it also says it is not surprised by it as the court called the parties together before the case was heard and stated that the time "was not right" to grant an order requiring an employer to bargain at plant level.

While the core issue of voluntarism versus compulsion raised in the Hart case has been resolved, the practical question of what constitutes an appropriate bargaining level has not. The latest metal industry agreement, which Mawu has not signed, contains a commitment by the metal employers and unions to examine the industry's collective bargaining structure.



Van Coller ... supporting voluntarism

Seifsa states, however, that the unions falling under the SA Co-ordinating Council of the International Metalworkers Federation (which includes Mawu) have not yet put forward any proposals. The coming weeks and months will determine whether industrial action or debate will clarify the controversy over plant- and industry-level bargaining. ■

Major ruling on labour practice

26/9/85
Weekly Mail

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BY WEEKLY MAIL REPORTER

THE Industrial Court has made a far-reaching ruling that a refusal to bargain at plant level is not necessarily an unfair labour practice.

However, the outcome of the case between the Metal and Allied Workers Union (Mawu) and Hart Ltd in Durban has drawn the wrath of union leaders, who believe the judgment is going to "point unions in the direction" of more strike action.

The judgment is likely to have an important influence on employers, particularly in the metal industry, where the employer body, the Steel and Engineering Industries Federation of SA (Seifsa), advises members not to grant increasing union demands for plant level bargaining.

The hearing was regarded as an important test case because unions argue that plant level bargaining — based on an employer's ability to pay — is needed to supplement Industrial Council negotiations where only minimum wages and certain conditions of employment are set.

Mawu said afterwards it was not surprised at the judgment. "Before the case was heard, the court called the lawyers and the parties together and stated that the time was wrong for such a case to have been brought and that the time was not right for such an order to be granted."

It said the outcome confirmed Mawu's view that the Industrial Court took a very parochial and narrow view of its jurisdiction.

Seifsa, in turn, said it was pleased with the judgment because it supported the notion of voluntarism in collective bargaining, rather than legal compulsion.

In its judgment, the court said it did not find the two systems of collective bargaining to be incompatible. It said bargaining at plant level ought to be encouraged as much as possible, but the court had taken into account that negotiations should always be voluntary in order to be effective.

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people — exceedingly difficult under the circumstances.

So if the political dynamics don't once and for all confirm the irrelevancy of consolidation, the process is likely to be frustrated indefinitely by the resistance of the communities faced with removal themselves.

Whether government has any hope of seeing the boundaries of the national states firmly in place by its set date of March 1987 is a moot point. Tempel won't be drawn. He merely says: "We've got a job to do. What the future will bring is open to speculation. I don't want to commit myself to that." ■

METAL INDUSTRY

Mawu showdown

The Metal and Allied Workers' Union (Mawu) is heading for a major confrontation with metal industry employers over the issue of plant-level bargaining. The move comes after the vast majority of the 100 metal companies who had been sent letters asking them to spell out their attitude towards plant-level bargaining rejected Mawu's demand for such negotiations.

For years now the merits of bargaining at plant level as against industry-wide bargaining at industrial councils has been a hotly debated industrial relations issue. In the metal industry in particular it has been a prime source of conflict between Mawu and the industry's employer federation, the Steel and Engineering Industries Federation (Seifsa), which is opposed to plant-level bargaining on any issues covered in the main agreement of the metal industry industrial council.

In its attempts to gain this concession, Mawu has even gone to the Industrial Court: its recent case against Hart Ltd was an attempt to get the court to declare that an employer's refusal to bargain at plant level constitutes an unfair labour practice. But its hopes were dashed when the court rejected its claims against the company.

Notwithstanding the court's finding in the Hart case, Mawu, which is affiliated to the Federation of SA Trade Unions, has now decided to use the threat of industrial action to force metal employers' hand over the issue. This week the union announced that 70 out of the 100 companies it had challenged with demands for plant level talks have refused to acceed to its demands.

According to the union, the replies from the companies fall into three broad categories:

- Companies that have refused to recognise the union at all;
- Companies that have refused to engage in plant-level bargaining, insisting instead that the metal industrial council should be the only forum for negotiating wages and working conditions. These include Siemens, Dorbyl, Scaw Metals and Haggie Rand; and
- Companies that have insisted on pre-conditions for plant-level bargaining. Some, like GEC, are only prepared to negotiate at plant level if Mawu agrees to joint negotiations with other unions which have members in their plants. Others, like Barlow Rand subsidiaries, want Mawu to sign a procedural agreement before they will agree to negotiating at plant level.

Mawu's Transvaal branch secretary, Moses Mayekiso, says the union has declared disputes with companies that fall into the first two categories. He also says the union has informed the industrial council about the disputes. If the council does not manage to resolve the disputes within 30 days, workers at those plants will be entitled to strike legally. Says Mayekiso: "We want unconditional plant-level bargaining, accompanied by preparedness to negotiate fairly."

The declaration of the disputes is a sign of increased union militancy and raises the possibility of widespread disruption in the metal industry. How are metal employers reacting to the threat?

Seifsa director Sam van Coller says the federation is aware that the disputes have been declared but refuses to make any further comment. A leading Seifsa member, however, was prepared to offer an opinion. "It doesn't seem to me that Mawu members are geared for national strike action. But the union may zero in on individual companies. Multinationals and some large SA-owned companies may be targeted," he says.

One way or the other it seems that the metal industry is in for a torrid time in the coming weeks. ■

CONVENTION ALLIANCE

A cautious start

There were no great expectations from the fledgling Convention Alliance's tentative first meeting, held in the Sandton Sun hotel last Saturday. It was, as the PFP organisers explained from the outset, exploratory; to see if there is a need for such an alliance of the political middle ground and to work out an agenda for it (*Current affairs* September 20).

A formal decision to launch the alliance was duly taken and a provisional steering committee chosen by the 150 or more delegates. The committee, which is to meet early next week, sees as its first priority the need to broaden its base of representation. It will then start formulating a plan of action which is expected to be unveiled shortly.

The 10-member steering committee is made up of its convener Jules Browde, a distinguished lawyer who is also chairman of the Lawyers for Human Rights; the PFP's Colin Eglin and Alex Boraine; Inkatha's Oscar Dhlomo; businessman Raymond Ackerman; the Black Sash's Joyce Harris; the NGK's Professor David Bosch; the Rev Stanley Magoba; Natal University's Professor Denys Schreiner, who was chief author of the Buthelezi Commission report; and Tony Ardington.

The major drawback of the alliance at this stage is obviously the (expected) stayaway of the most important parties to the conflict — government representatives as well as, for example, the UDF from the opposite end of the spectrum. The incarceration of the UDF leadership of course hampers any chances of the organisation participating.

And if the presence of Chief Mangosuthu Buthelezi's Inkatha might make the UDF hold back, the alliance organisers point out that a start nevertheless has to be made somewhere if the eventual goal, a national convention, is to be realised. There was no significant Afrikaner business presence at the alliance meeting, but enough Afrikaner academics. Bishop Desmond Tutu, who did not attend, at least sent a message of goodwill. Other important clerics, like UDF patrons the Rev Beyers Naude and Allan Boesak, did not attend.

Certainly Browde is aware that it is "very important to try to persuade government and the UDF to take part." He is also aware of the difficulties which lie ahead due to deep suspicions that prevail. But Browde is bullish about the need to develop a "third force" to negotiate fundamental change in SA and says there has been an "extraordinary re-

Alliance sponsors Buthelezi and Slabbert ... taking a low profile

Plant-level deal despite opposition by Seifsa

(346) B-Day 8/10/85

CLAIRE PICKARD-CAMBRIDGE

FRY'S METALS in Germiston has gone against the advice of its giant employer organisation in agreeing to plant-level negotiations on wages and conditions of employment.

The Metal and Allied Workers' Union (Mawu) said it had negotiated a wage agreement with the British company despite advice by the Steel and Engineering Industries Federation of SA (Seifsa) that companies should refuse to negotiate at plant level.

The company could not be contacted yesterday.

Seifsa advises members not to negotiate fundamental issues at plant level because minimum wages and other conditions are set at industrial-council level. But a few companies in the industry have begun concluding plant-level agreements with unions to negotiate further increases after the minimum has been set at industrial-council level.

Mawu said all multinationals should learn that plant-level bargaining did not kill a company, but rather improved relations with employees. Mawu also claimed that progressive companies and multinationals were going to be forced to heed the call for plant-level bargaining.

It said that according to the new agreement, Fry's Metals had agreed to raise the minimum wage from R1,90 an hour to R2,10. But further bonuses raised the actual increase to a possible R2,47 on basic rates, the union said.

It said these increases were in addition to the 1985 industrial-council hikes and would be backdated to July 15.

... journalist,

Mawu threatens to strike

B-Day 3/10/85 346

CLAIRE PICKARD-CAMBRIDGE

URGENT steps are being taken by the Transvaal metal and engineering industrial council to deal with 70 disputes in the industry.

A council spokesman said this was the largest number of disputes submitted in one letter against companies party to the council.

The council has withdrawn inspectors from the field to help attend to the disputes, which were declared by the Metal and Allied Workers' Union in demand for plant-level bargaining.

Mawu is threatening to strike at the end of the month at companies with which it cannot reach agreement. It said talks had not yet begun but it believed strikes would be legal because 30 days would have lapsed after declaring the disputes.

The council is also having to cope with additional disputes which do not involve Mawu's demand for plant-level bargaining. There are 15 unions and 45 employer associations which are party to the industrial council.

Parties to the dispute will have to decide which companies can deal with the situation jointly.

The council spokesman said he could not yet give details about dispute-resolving arrangements, but he expected that as much time as parties required would be allocated.

Boilermakers do site pay deal

(346) B. Day 10/10/8?

CLAIRE PICKARD-CAMBRIDGE

THE SA Boilermakers' Society (SABS) has signed its first site level bargaining agreement with a company which is also governed by the main agreement of the metal and engineering industry.

SABS's procedural agreement with the Kew Site of Barlows Manufacturing Company covers all conditions of employment and comes at a time when the merits of plant or site level bargaining are being hotly debated.

The union has accepted an across-the-board increase of 6c per hour and the company has agreed to extend the hike to 200 non-union members, effective from November.

(346) (383) (137) (139)

CONSUMER BOYCOTTS (388) (474) (138)

A short-time option

Shopkeepers in the eastern Cape, squirming for nearly three months under the pressure of an almost total boycott by black consumers, are attempting to save their businesses by severely cutting their employees' working hours.

The Manpower Department has granted shopkeepers and restaurateurs in East London and Queenstown a blanket exemption from wage determination regulations which forbid short-time work. The exemption permits working hours, and hence wages, to be reduced by up to 80%. This move followed an application by the local Chamber of Commerce.

Port Elizabeth retailers are now emulating their East London counterparts. The local Commercial Employers' Association (CEA) has just asked the Manpower Department for a similar dispensation. The CEA, however, is not requesting a blanket exemption. Rather, it wants the department to approve of the idea in principle and to have officials at the local Manpower office assessing exemption applications on the basis of individual shopkeepers' needs.

Employer spokesmen, aware of the tense situation in the eastern Cape, have gone to great lengths to emphasise that their moves should not be interpreted as hostility towards the black community and shopworkers. Says PE Chamber of Commerce director Tony Gilson: "This is not a counter-boycott measure. It is a means of maintaining employment levels."

But Emma Mashinini, general secretary

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of the Commercial, Catering and Allied Workers' Union of SA (Ccawusa), is sceptical of the motives. "This is a move to put pressure on people to end the consumer boycott. They are trying to set black on black instead of negotiating and meeting the demands of the consumer boycott committees," she says.

Ccawusa, the largest black shopworkers' union, previously threatened to target stores which use the boycotts to retrench employees for "further action." Mashinini believes that the threat prompted the decision to opt for short-time work instead. And while unhappy about latest developments, Ccawusa clearly prefers them to the retrenchment alternative.

So does Dulcie Hartwell, general secretary of the white, coloured and Indian National Union of Distributive and Allied Workers (Nudaw). "Earning 20% of a normal wage is better than nothing," she says.

One feature of the East London exemption which may soften black hostility is the requirement that short time may be implemented only after full consultation with employees affected. The PE CEA has recommended that consultation be a precondition there, too.

A source at the Manpower Department interprets "full consultation" as meaning that agreement from employees must be obtained before short-time measures are implemented. Complaints from workers about lack of consultation will be investigated by the department, he says.

East London Chamber of Commerce secretary Jock Allison — who estimates that the majority of shops in the area are working short time — says the chamber has informed members of this provision. Most workers have accepted short time, realising that the alternative is retrenchment, he says.

Ccawusa's spokesman in the city, Vumile Danile, says that the major chainstores, in which union membership is concentrated, have not at this stage implemented short-time work. But the threat of it does not appear to have dampened the enthusiasm of those workers for the consumer boycott.

According to Danile, employees entitled to staff discounts at their workplaces continue to refuse to patronise their stores. But Hartwell believes that the boycott organisers should recognise the "harm their activities are doing to their own people."

While the eastern Cape boycott continues unabated, the boycott in Natal was called off last week. Organisers say the decision was made to prevent divisions in communities and to avoid bloodshed. They allege that the Inyanda Chamber of Commerce has made threats of violence to end the boycott.

And in the Transvaal there is little sign of the boycott having gained widespread popular support. ■

INDUSTRIAL COUNCILS 346

Changing the rules

Government is poised to slap new restrictions on industrial council agreements which will make it far more difficult to have them extended to cover workers employed by non-parties to councils.

The restrictions, which will effectively free non-party employers from any obligation to implement minimum wages and conditions of employment laid down in agreements, will also apply to firms operating in certain geographic areas.

The move, which would be in line with other plans to radically slash red tape restricting the growth of small businesses, is prompted by the belief that it will lead to the creation of more jobs. It could also boost decentralisation.

A consultative memorandum highlighting problems connected with extending agreements to cover non-parties and calling for comment on them has been distributed to councils by the Department of Manpower (DoM) during recent weeks.

DoM officials have also been addressing meetings around the country on the question of revising procedures for extending agreements. Further meetings are scheduled to be

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held with councils based in Cape Town and the PWV area.

Industrial council agreements, enforceable by law, are negotiated between unions and employers who are parties to councils. If councils so request it the Minister of Manpower can, at his discretion, extend the agreements to cover non-parties.

In its memorandum the DoM says the Minister has come under fire for declaring agreements binding on non-parties — especially in cases in which the parties to the agreement are not sufficiently representative, and when non-parties have not been consulted beforehand.

The DoM makes the following points:

- It intends to ensure the representative status of employer parties will no longer be determined by the number of people they employ, but by the number of employers enrolled in the employer association. The representative status of trade unions will also have to be improved appreciably;
- Thorough consideration will have to be given to the effects which extending agreements would have on existing and future employment, and the ability of non-party employers to comply with their provisions;
- Councils will have to indicate whether provision has been made for differentiation based on supply and demand considerations in regional markets;
- Important factors will be whether the interests of small business and new entrants to an industry have been taken into account, whether non-parties are afforded an opportunity to lodge representations, and whether employers' particular problems are accommodated, and;
- Councils will have to indicate steps taken to improve the representative status of parties.

Says Manpower director-general Piet van der Merwe: "We don't want to interfere with collective bargaining, but when councils ask us to extend agreements to people who were not in on negiotiations, we must be satisfied they were consulted and that consideration was given to their position."

The DoM moves stem from a report completed last year by the National Manpower Commission, on factors which retard the growth of small business. The issues have, however, already had repercussions. Van der Merwe told the *FM* the Minister had refused to extend a number of agreements in the past year. He also said a case would be heard in the Natal Supreme Court soon in which the Minister's decision to extend an agreement was being challenged.

If the DoM's plans come off, they will force many industrial councils to radically restructure themselves and could even cause some councils to collapse. At the giant metal industry industrial council, for example, the Steel and Engineering Industries Federation of SA (Seifsa) represents less than half of the industry's employers. Therefore, although its members — and particularly its very big employers — employ the vast majority of the industry's work force, Seifsa could be reckoned to be unrepresentative.

Employers in several other industries find themselves in the same position.

The DoM's proposed moves are likely to alarm unionists, who will no doubt interpret them as measures to erode gains they have made in collective bargaining, but some industrial councils are also unhappy. Jimmy Thomas, general secretary of the industrial council for the clothing industry (Transvaal), said: "This will further undermine the image of free enterprise in the black community. We see no justification for creating a way which, instead of promoting free enterprise, will create a feeling that the floodgates of exploitation have been opened." ■

(346) (Saldru)

Germany, ...

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INDUSTRIAL COUNCILS FM

New moves attacked

Government plans to impose new rules for extending industrial council agreements to cover non-parties to councils (*Current Affairs* October 18), may prefigure the deregulation of industry as a whole. So says the SA Labour and Development Research Unit (Saldru) at the University of Cape Town.

Government is consulting with councils around the country on planned moves which will mean that stipulations regarding working conditions and minimum wages laid down in council agreements will not, in future, be extended to non-parties unless a whole new range of conditions are met. This is prompted by the belief that it will boost small business and job creation.

In a strongly-worded attack on these moves, Saldru notes that much of the impetus has come from the Small Business Development Corporation (SBDC), whose shareholders include some of the largest and most powerful companies in SA. Big business, says Saldru, is "trying to use the SBDC as one of the elements in its campaign for 'free enterprise.' "

Saldru also warns emerging trade unions that the indifference they have displayed to these developments so far is misplaced.

The report notes that the SBDC recently made representations to the President's Council recommending that, among other things, the situation of "inflexible industrial council control and unrealistic minimum wage enforcement" be rectified.

Responds Saldru: "Minimum wages certainly hamper the development of that sort of business (small or large) that draws its profit from the super-exploitation of workers. The system also protects responsible employers against unfair competition from unscrupulous wage under-cutters."

The report quotes counter-representations made by a group of 17 western Cape industrial councils who argued that although exemption from industrial council agreements may promote small business, this may be at the cost of labour and socio-political stability.

The report concludes by warning emerging unions, which have been hostile to the council system, not to ignore these trends. Of those that have joined industrial councils, many resisted doing so initially. They eventually joined up because employers refused to bargain in any other forum.

But, says Saldru, dissatisfaction with the system should not blind unions to "the need

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to defend vigorously the principle of enforcible protection for wage standards and conditions of work." ■

25/10/85

BY-ELECTIONS

Counting the heads

Next week's five by-elections will not only be a test of how well white voters are accepting government's string of reform announcements over the past few months, but also of whether the extreme rightwing has reached its peak or not.

The by-elections are in Bethlehem and Sasolburg in the Free State, Vryburg in the northern Cape, Port Natal and Springs.

On paper the Conservative Party (CP) and the Herstigte Nasionale Party (HNP) have never had a better climate for progress: The continuing black violence and international ostracism despite all the reform measures; the scrapping of several apartheid laws; citizenship for all black South Africans; the announced intention of including blacks in the central decision-making machinery; unemployment, the severe recession and weak rand; the drought and an unsatisfactory maize price.

What is more, Bethlehem and Vryburg are very conservative constituencies, while Sasolburg — and to a lesser extent Springs and Port Natal — are working class constituencies. All five are overwhelmingly Afrikaans-speaking.

Still, it seems as if the ruling National Party (NP) could win all five elections — but with small margins. From all five constituencies comes the message that Afrikaans voters are slowly beginning to realise the seriousness of SA's problems, and that withdrawing into the rightwing laager will not solve it.

The NP's organising secretary in the Free State, Innes Aucamp, tells the *FM*: "We are confident of winning Bethlehem, and we believe we are ahead in Sasolburg. If the CP and HNP cannot take Sasolburg, they can forget about ever winning a Free State seat. We've had prominent CPs come back to the NP, and one thing is certain: voters who have doubted their loyalty to the NP have by now all left the party. I have no doubt the CP has reached its climax."

The CP candidate in Bethlehem, local lawyer-turned-farmer C Pienaar, says he has an even chance. The winner, he believes, will have a majority of less than 5 000. His candidature is supported by the HNP and he says the co-operation has been "enthusiastic and cordial".

State President P W Botha, who was born in Rouxville, south-eastern Free State, and who matriculated in Bethlehem, addressed a very enthusiastic party rally this week. This time he wore the hat of *volksvader* and seemed to be very effective with his audience. It could make a difference.

Pienaar says the Free State voters reject any incorporation of blacks into the same constitutional system as whites, and are scared of integration and of Indian traders swamping the area now that they are allowed in the province.

If the CP takes Bethlehem, he says, it will take at least 10 of the remaining 13 Free State seats in a general election.

In the largely rural northern Cape seat of Vryburg, the HNP and CP have been unable to agree on a working arrangement and are engaged in a bitter *broedertwis*. Both parties believe they have the best chance of defeating the NP, but the NP seems set to retain the seat — even if only on a split vote. NP workers in the area are confident that the bitter struggle between the two rightwing parties will mean relatively easy victory for them.

In Sasolburg, the CP is supporting the candidature of HNP strongman Louis Stofberg. It is a problematic constituency for party organisers, as the voters are mostly blue collar workers who never stay in one place for long. They have been badly hit by unemployment and the recession, and live right next to the massive black complexes of Sharpeville and Sebokeng. Still, the NP is ahead on postal and special votes and organisers predict a narrow NP win.

In Springs on the East Rand, where the NP is taking on the CP and the Progressive Federal Party (PFP), the NP is very confident of victory. The PFP could come a bad third.

In Port Natal the NP, PFP, CP, New Republic Party (NRP) and an independent are battling for the votes. In the last election the NP beat the NRP by 600 votes. Still, the CP has been organising intensively and is doing well with postal and special votes. Says PFP election agent Vicky Ireland: "In most elections you know more or less where you are going, but not in this one."

She also predicts a NP victory, but believes the PFP may fare better than the CP. NP organisers fear the moderate vote will be split between the NP, PFP, NRP and the independent candidate. ■

WE DEVELOP PROPERTY
DCF

WEEKEND Argus

Pay freeze looms for W Cape building workers

w/t Argus 2/11/85

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TOM HOOD

BUILDING workers in the Western Cape are not to receive an end-of-year pay rise because of the depressed state of the industry.

Minimum wages rose by 24 percent last year, when business was booming.

Employers and the trade unions represented on the Western Province industrial council for the building industry have agreed to a pay standstill, to be reviewed in March if business conditions improve. Retrenchments have cut the workforce this year by between 15 and 20 percent, depending on trades.

But employers will foot the bill for higher contributions to medical aid, sick fund and pensions, says Mr Harry McCarthy, chairman of the industrial council.

This will amount to a 3,5 percent rise in labour costs, based on an additional 20c an hour for an artisan, which means take-home pay will stay the same.

"After many house of negotiation, the trade unions have accepted there is no possible way that building costs can be increased to meet additional wages," he said.

"We appreciate that social services must be improved and we will pay for that.

"Although unions wanted an increase, they have accepted that it would be ridiculous to insist on increases. Some employers, in fact, felt there should be decreases."

Higher medical aid contributions are equal to 10c an hour with pension contributions up by 8c.

Meanwhile, small building contractors in Cape Town are rebelling against the industrial council system on which, they say, they are not represented.

They claim to comprise 65 percent of employers and have formed the Small Builders Association. This body lodged a nine-page memorandum this week with the Department of Manpower, which is currently reviewing the role of industrial councils.

The chairman, Mr David Matthews, says the aim is to provide small building contractors with a representative body through which they could express their "profound dissatisfaction" with the industrial council system and try to do something about it.

Chief complaint of smaller contractors was the "grossly excessive" labour cost increases gazetted over the past five years.

"These have averaged 20 percent a year and have contributed directly to unemployment in the industry as well as to excessively high prices for customers."

Other complaints included excessive regulation, restriction on working hours; disregard for economic conditions and the proposed requirement that employers sign four-year contracts with semi-skilled and unskilled workers, he said.

"The net result of these unjustified interferences in the market is a drastic incrase in costs with its subsequent reduction in demand and increased unemployment."

The building industrial council which, claimed Mr Matthew, represented less than 35 percent of all employers and employees in the industry but legislated for all, recently came under fire from the Department of Manpower for being unrepresentative.

"Laws which determine the livelihood of tens of thousands of people are framed by a small minority whose competence to do so is increasingly being questioned."

The association's memorandum to the department called for the Minister of Manpower to refuse any legislation proposed by the industrial council unless it could be shown beyond any reasonable doubt that the legislation would benefit the great majority of participants in the industry.

Industrial councils, said Mr Matthew, were originally created to do good but they were now perceived as obstacles to progress and development, which required urgent reformation if South Africa'as problem of unemployment was to be solved.

Criticising wage-fixing, the association said minimum wages did not protect workers but helped to create unemployment.

INDUSTRIAL COUNCILS

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Controversial changes

It's no wonder that the Department of Manpower (DoM) has had to extend the deadline for comments on its proposals to establish new criteria for judging the acceptability of industrial council agreements from the end of October to December 15.

The proposals amount to a radical attempt to tighten up on the way the council system operates and, if they come into operation in the way the DoM has suggested, it will have to undergo profound changes. What raised the hackles of employers, trade unions and council officials was the perception that government was being proscriptive and not consultative in the memorandum it issued on the subject. Thus the strong reaction to the proposals.

Industrial councils have formed the backbone of SA's industrial relations structure ever since they were first established in response to the 1922 mine strike. It is only since 1979 that the emerging union movement has been able to develop an alternative industrial relations system through bargaining at plant level. But even so, many of these unions have come to recognise that the council system has some positive points and some have joined councils.

There are some 100 industrial councils in SA. Their agreements, which lay down minimum rates of pay and other work conditions and have the force of statute, cover approximately 1,4m workers. Of these, 42% are employed by companies which are members of employer associations that are parties to councils, while the majority work for non-party employers. The Minister of Manpower has the discretion to extend agreements to cover non-party employers if councils request so, although there is provision for employers to apply to councils for exemptions and they have the right of appeal to the Minister if this is refused.

In general, it is the larger companies in an industry which tend to be represented by the employer associations on councils, while on the employee side it is primarily the older, established unions which are the parties. Often they represent only 20% or 30% — or less — of the workers in an industry.

The DoM has stated that in future it will no longer extend agreements to cover non-parties and certain geographic areas unless employer associations and unions take steps to improve their representativeness on councils. It has proposed that the representativeness of employer associations should not be measured by the number of employees engaged by the various companies, but rather by the number of employers in the associations. In terms of this yardstick, powerful employer bodies like Seifsa, Bifsa — and others — could be regarded as unrepresentative.

In addition, the DoM has proposed that agreements should not be extended unless it can be shown that serious efforts have been made to consult with non-party employers. It has also proposed that councils will have to exercise care to ensure that provisions which may have a negative effect on growth are not included in agreements. In this regard, it has made specific mention of provisions which may retard the creation of employment opportunities or the establishment of new undertakings.

All these measures are designed to boost the small business sector as part of government's battle to create job opportunities in the face of SA's worst ever unemployment crisis and are in line with other moves to exempt small businesses from a host of laws. Signs that moves of this nature were on the cards first appeared last year when the National Manpower Commission released a report on the small business sector. The *FM* understands that most of the pressure for these changes has come from the Small Business Development Corporation, Nafcoc, the Free Market Foundation and certain economists.

Manpower's Van der Merwe . . . trying to defuse fears

Manpower Director General Piet van der Merwe has also suggested that councils should consider:

☐ Establishing an informal regional co-ordinating body which would meet once or twice a year to discuss common problems; and

☐ Establishing an independent mediation and conciliation service funded collectively by councils in a region to consider disputes between employers and councils.

According to Van der Merwe, councils have highlighted three key fears:

☐ That their existence could be threatened if agreements are not extended to non-parties as this would have severe financial implications for provident, medical, training and other funds administered by councils;

☐ That the measures would lead to unfair competition between employers; and

☐ That councils have a vital role to play in maintaining satisfactory conditions of employment.

Van der Merwe has attempted to defuse these fears by stressing that it will be impossible for government to lay down rigid specifications for determining representativeness: it will depend, he says, on the nature and structure of an industry. And he has also emphasised that councils should guard against granting employers exemptions from agreements which will result in the exploitation of workers. "All we say is that councils must make an effort to improve their representativeness. No legislation is planned at this stage — and hopefully not in the future," he says.

The exact nature of what employer organisations, unions and councils will say in their responses is not known. But even though some people appear to have been placated by the DoM's assurances, others remain vigorously opposed to them. Among some employers, for example, there is deep concern that government has seized upon the idea that the small business sector holds the key to job creation with a faith that has blinded it to the fact that the proposals could deal a serious blow to the council system.

They are not totally opposed to the proposals: there is a keen awareness that councils have abused their power over non-parties and that the system needs to be revised. But they argue that extension of agreements is an integral component of the council system and that the rules cannot be changed without doing harm to a system with proven merits. Instead, they want the DoM to adopt a reasonable approach to the problems and to moderate its vogueish obsession with the small business sector.

Unionists in the established union camp have also expressed grave doubts about the proposals. Unions involved in establishing a new federation of emerging unions have not yet formulated their response: the matter will come up for discussion at the federation's launch later this month. But from comments made by some of these unionists, they are suspicious that the move is designed to emasculate them and neutralise the gains they have made.

The DoM will have to work through the comments its receives from all these parties. Given the objections that have been raised so far — and there are many others of a more technical nature — it will have a tough time justifying its actions if some moderation of the proposals is not forthcoming. ■

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METAL INDUSTRY

Confrontation looms

The strike ballots conducted by the Metal and Allied Workers' Union (Mawu) last week at three Asea group-factories are the first manifestations of its campaign to force metal industry companies to bargain wages and working conditions at plant level. They follow the failure of the metal industry industrial council to settle the disputes Mawu has declared with Asea and a large number of companies whom it issued with demands for plant level bargaining in September.

According to Mawu, workers at all three Asea plants voted in favour of striking by a

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big majority. They have appealed to workers in related Altech and Powertech companies to support them.

Mawu has long been at odds with the metal industry employer federation, the Steel and Engineering Industries Federation of SA (Seifsa), over plant level bargaining. Although it joined the metal council three years ago, Mawu has always insisted that it should have the right to supplement industry-wide bargaining there with plant level bargaining as well. Seifsa, for its part, has consistently opposed plant level talks on any items covered in the council's main agreement. Mawu's campaign follows its defeat in a test case over an issue in the Industrial Court with Natal company Hart Ltd.

In late September Mawu announced that it had declared disputes with many of the metal companies which rejected its demands for plant level bargaining. Mawu national organiser Bernie Fanaroff says that disputes against some of them have been withdrawn, but that the rest have been taken up. He says a number of dispute meetings besides those involving Asea have taken place at the industrial council and that more are scheduled. "We don't expect these disputes to be settled as the companies are sticking to Seifsa's line. We believe there will be deadlock and when that happens we will move to strike ballots," says Fanaroff.

Fanaroff also says Mawu expects to reach deadlock with some US companies, one of which is a subsidiary of American Brands. Fanaroff says Mawu is taking steps to con-

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Balance vital for industrial councils

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LABOUR AFFAIRS
DICK USHER

BALANCE is the key word in the Department of Manpower's initiative to re-examine the industrial council system, according to Dr Piet van der Merwe, director-general of the department.

That balance must fall between protection and opportunity and would ideally be found by employer and employee parties within industries without government interference.

The department has invited comment and representation on the industrial council system and has been holding meetings round South Africa with councils to test views. At the same time there has been criticism suggesting that the initiative poses a threat to the system.

Dr van der Merwe said it was not the intention to destroy but to improve.

"Industrial council agreements can be, and often are, extended to non-parties if the Minister deems it necessary," he said.

"But the problem is whether agreements should be extended to people who had no part in negotiating them. Often these employers are black or coloured who argue that it is impossible for them to get started under the conditions the industrial council imposes.

"Although there is provision for exemption they argue that councils often refuse to grant it and the Minister has asked whether you can extend agreements without representation and whether the industrial councils should not decide what criteria should be used to decide on exemptions.

"We get situations where the industrial council for an industry comprises of only 10 percent of employers. Is it fair that their decisions should be made binding on the other 90 percent?"

But employers could not be allowed to exploit workers.

The industrial councils, besides setting minimum wages, often administered provident, pension and medical aid schemes, all of which protected and benefited workers.

"But we must also find ways of encouraging small entrepreneurs and so we have to find a balance between protecting workers without destroying job creation," said Dr van der Merwe.

"We believe that balance must be found by the people within the industry. Conditions differ from industry to industry and from time to time within a particular industry and the people who know their business best should be the people regulating conditions.

"But at the same time there must be an avenue for appeal to an impartial arbitrator for exemption from agreements."

Dr van der Werwe said the deadline for comment had been extended to December 15 to get as broad a spectrum of comment as possible.

"The decision on what will be done rests largely with the balance of opinion we receive."

Pay rises for clothing workers

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27/11/85

LAWRENCE BEDFORD

NEW weekly pay rises announced by the clothing industry yesterday will lag well behind inflation next year.

In the Cape, grade 'C' employees (the lowest of qualified categories) on a minimum R56,50c a week, are to get an extra R4 from December and another R4 in July, 1986.

Sewing machinists earning R67 will receive R5 rises in December and July, while designers and pattern-makers earning R156 will see their pay rise to R176 by mid-year.

Natal machinists' minimum pay increases by R9 from January 1, putting them on R74,50c, and pattern makers by R18, bringing their minimum pay to R160.

Transvaal manufacturers were holding pay talks last night.

Soviet and Zimbabwean delegations on possible military assistance to Zimbabwe.

To cap it all, the Zimbabwe *Herald*, the country's main newspaper, carried banner headlines on Mugabe's return from Moscow and Vienna, proclaiming: "South Africa set to invade." Mugabe claims Pretoria has embarked on a major military build-up along its border with Zimbabwe, and even normally cautious western diplomats were reported saying they would not be surprised if SA did carry out its threat to launch a "hot pursuit" raid into Zimbabwe.

The general raising of the political temperature over the past fortnight suggests that the church leaders have already been overtaken and are unlikely to have a major impact on the course of events within southern Africa. This gloomy, if realistic, conclusion needs to be viewed alongside the possibility that the stance taken by the South African church leaders in Harare last week will generate more heat than light within the Republic itself as conservative churchmen and their supporters enter the fray. ■

(346)

METAL INDUSTRY FM 13/12/85

Forging structures

The annual wage negotiations at the metal industry industrial council are probably the most important ones in the industrial relations calendar. They not only establish working conditions for some 352 000 metal workers, but also influence wage levels throughout the manufacturing sector. And because they are literally such big events, venues as large as the Johannesburg City Hall or the Wanderers' Club have to be hired.

Ranged on the one side is the Steel and Engineering Industries Federation of SA (Seifsa), representing 45 employer associations. On the other, are 16 trade unions. The unions fall into two main camps: those under the SA Co-ordinating Council of the International Metalworkers' Federation (SAIMF), and a group affiliated to the Confederation of Metal and Building Unions (CMBU). The all-white Yster- en Staal-unie negotiates independently.

The aim is to negotiate the terms of the industrial council's main agreement. It is the key agreement of 32 administered by the council. Collective bargaining in a forum comprising so many employer and union delegates with different interest groups on both sides, is a difficult task.

Seifsa members range from gigantic iron foundries to small plastics manufacturers. The SAIMF represents mainly unskilled and semi-skilled workers, and the CMBU is primarily an artisan and semi-skilled workers' body. Because of the complexities involved, Seifsa and the unions agreed earlier this year to discuss new collective bargaining structures.

The SAIMF is looking to maintain industry-wide bargaining at the council, but also wants sectoral bargaining where its unions are strong. Secondly, it wants house agreements for major concerns like Iscor and Highveld Steel to be maintained. SAIMF's third demand is for the entrenchment of unions' rights to bargain at company level; it believes that a company's ability to pay should be a major factor in collective bargaining. Lastly, it wants bargaining at the council to be "more democratic" by instituting proportional union voting rights.

SAIMF's Brian Fredericks says the demands are deliberately broad in order to test employer reaction. "Then we can develop strategies to negotiate them," he says.

Seifsa has yet to formulate its proposals for the new bargaining structure. But the Metal and Allied Workers' Union (Mawu), an SAIMF affiliate which has refused to sign the main agreement in the three years it has been a member of the council, says it has a pretty good idea of employer thinking.

Mawu's Bernie Fanaroff believes that Seifsa will propose separate bargaining for some sectors. Although details are not clear, indications are that they will include the cable manufacturing and electrical engineering sectors, says Fanaroff. He reckons that Seifsa will also propose geographical differentiation for rural, coastal and urban areas. Fanaroff expects Seifsa to propose that negotiations on issues like notice periods can take place at company level but will not budge on its long-standing opposition to bargaining on other matters covered by the main agreement at this level.

Fanaroff says Mawu will oppose all these "proposals." Mawu would be sceptical of employer *bona fides* regarding sectoral bargaining because, it says, cable sector employers reneged on separate bargaining in the past.

Further, he says, Mawu will not accept lower wage offers for the rural and coastal than for urban areas should this be proposed. Nor will limited concessions on company level bargaining be sufficient. Mawu wants to negotiate substantive issues like wages, hours of work, and bonuses with individual companies. Indeed, this is what its present dispute with about 50 metal companies is all about. Says Fanaroff: "Seifsa wants us to put a hold on these disputes until the negotiations on the future collective bargaining system are completed. We say they are separate issues."

In addition to the SAIMF demands, Mawu wants Seifsa employers to disclose information about their wage bills in future negotiations. And it wants an undertaking that legal strikers will not be dismissed.

Seifsa director Sam van Coller refutes Fanaroff's claims. "Metal employers have not yet completed their deliberations. Therefore, no particular viewpoint has crystallised. In any event, Seifsa would not wish to discuss its views in public given its commitment to discuss the issue with all the unions early in the new year," said Van Coller. He also takes issue with Mawu's claims about the cable sector, saying the union had once declared a dispute on this issue but did not follow it through.

Face-to-face talks on the future collective bargaining system for the metal industry will probably begin in February. The unknown factor is what government will do about its proposals for industrial councils. It seems likely the Manpower Department will insist on new criteria for determining the representivity of unions and employer associations when deciding whether to extend council agreements. In that case, Seifsa and the unions will have to rethink their strategies. ■

MIXED MARRIAGES

A rocky road

Five months after the legalisation of mixed marriages, couples who have taken the leap (or the plunge) are still having to battle against the myriad laws that prevent them living a normal married life.

Section 12 of the Group Areas Act effectively ostracises whites marrying across the colour line by forcing them into domicile in the "non-white" partner's area.

Yet, 192 couples took the step in the period between the scrapping of the laws (the Mixed Marriages Act and Section 16 of the Immorality Act) on June 19, and October 31.

One of government's solutions to deal with the problem of related apartheid legislation was to issue a circular shortly after the legislation was repealed. It requested marriage officers to advise couples going into such a marriage of the legal implications for them and any children born of the union.

These relate to where the married couple can live, the exercise of their parliamentary franchise — especially if one partner chooses to be reclassified, the population groups into which their children may be classified and the schools they will be able to attend. The guideline seems to be that the mixed couple takes on the legal status of the darker partner.

The euphoria that followed the repeal of the laws meant many mixed couples married without fully considering the legal implications.

In July, the month after mixed marriages became legal, 64 mixed couples were married out of an estimated total of 6 000 marriages countrywide. The number dropped to 51 in August, 40 in September and 32 in October.

Rightwing resistance to mixed marriages has been a problem. Mixed couples have had to face daily harassment and even death threats, in addition to problems of legal residence. A Sasolburg family, the Van den Bergs, became the target of election propaganda against "integrationist policies." Herstigte Nasionale Party (HNP) candidate and winner of the Sasolburg seat, Louis Stofberg, said the campaign was not a personal attack against the Van den Berg family, "but people see this as symbolic of the immense

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ARGUS 17/12/85 (346)

Clothing federation chief sees State rethink on industrial council system

TOM HOOD

THE resources of the clothing industry were strained this year to accommodate a number of business failures which left many workers unpaid, says Mr Mike Getz, president of the National Clothing Federation.

In almost every case the industrial council system was effective in ensuring that employees suffered no loss, he says in his annual report.

"We noted again the sometimes unthinking approach of the Government when the Department of Manpower decided that the time had come to threaten the existence of the industrial council system.

"Widespread concern led to consultations, resulting in some indications that there have been second thoughts."

Unions in the industry were using their muscle to ensure that grievances and retrenchments were dealt with in the spirit and the letter of required procedures.

"Emerging and rival factions have tried to establish themselves at the expense of existing unions. On the whole this has failed.

"In some cases union members did not attach credibility to the newcomers and in others it was not really more effective trade unionism that was the isue."

The clothing industry shrunk considerably with thousands of jobs lost and a growing number of factories shutting. Employment fell to 110 000, well below that of 1980 and output declined to near-1978 levels.

SERVICES LEVY

The Government appeared to have a genius for doing the things must likely to reduce jobs.

The controversial regional services levy was particularly designed to hit the employers of labour hardest and no amount of debate could persuade those concerned to think again.

The Government did not appear to be able to re-access priorities under conditions of change and re-allocate priorities.

"It seems unable to make appropriate decisions and impose the necessary discipline but chooses rather to tax more and more jobs out of existence.

WEAK DEMAND

"Under such conditions it is clear that any kind of political reform will be economically toothless. It is a danger we must avoid."

Referring to wage negotiations due to take place next year, Mr Getz said these would occur under conditions of continuing inflation and weak demand.

"It is to be hoped that considerations of common interest, sensitive to difficult prevailing circumstances will not escape the negotiators."

Wage negotiations would be held in a climate of inflation and flat demand. The cries and criers of sanctions and disinvestment were destroying jobs.

Prospects for 1986 depended on confidence and demand, which were linked to a return of more stable political and economic conditions.

HIGHER COSTS

Domestic growth was likely to be modest and episodic. Difficult as things were, exports must receive particular priority and considerable unutilised capacity could be kept busy with exports.

Intending exporters, however, needed Government encouragement through immediate consideration to the problems of raw material costs to South African manufacturers.

For at least 10 years this had led to minimal growth domestically and only a token penetration of foreign markets.

A harsh year of recession had been made worse by soaring raw material prices and inopportune Government levies.

LABOUR RELATIONS ARGUS 20/12/86

SA industrial council agreements 'do not keep pace'

SALDRU 346

Labour Reporter DICK USHER reports on a new study of employment conditions published by Saldru

INDUSTRIAL council agreements have failed to keep pace with changes in the industrial relations situation, according to a study published by the South African Labour and Development Research Unit (Saldru).

The study, which analyses conditions of employment set by industrial councils and the Wage Board, by Mr Ighsaan Schroeder and Mr Gordon Young of Saldru, was released last night by Saldru and shows that in many areas South Africa has worse conditions of employment than other developing nations.

According to Mr Young, the study also shows that industrial council agreements do not reflect industrial relations trends set by the Industrial Court and, through this, tend to undermine court judgments.

For example, in the liquor and catering trades, South Africa allows between 48 and 58 hours work a week while countries such as Barbados, Belgium, Denmark, Brazil and Tunisia have reduced ordinary hours of work — despite arguments that the trade has special circumstances — to the same levels as other sectors.

Retrenchment

In two South African industrial agreements workers may be obliged or requested to work more than 70 hours a week.

Also, no wage determinations make any provision for retrenchment procedures, says the study, and industrial agreements fare only marginally better.

Of 101 industrial agreements, 91 make no provision for retrenchment while of those that do only one has an allowance for retrenchment pay.

According to Mr Young, "the failure of most industrial agreements to make any provision for retrenchment, and the inadequate and limited terms of those that do, contrast sharply with the achievements of the Industrial Court".

Easily available

Mr Young says that effective enforcement of the Industrial Court's guidelines about retrenchment procedures will be possible only when the guidelines of the Industrial Court are written into industrial agreements and wage determinations and thus become easily available to all workers covered by those instruments.

About sick leave standards, he said that even by the standards of the poorer countries in Africa, South Africa's provisions appeared inadequate.

In law, sick pay is seen as a reward for service rather than a human necessity, while some agreements erode the concept by denying pay for the first two days of sick leave whether or not a medical certificate is presented.

WAGE REGULATION· IND. COUNCILS

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World Bank sees hope for Africa

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By ALAN WHEATLEY

Some sub-Saharan countries are taking the drastic economic measures needed to get them back on their feet. But Africa's international debts are growing and the situation remains critical.

WASHINGTON — The economic situation in sub-Saharan Africa remains critical, despite increased financial help from rich countries and international lending agencies, the World Bank said yesterday.

The region's economic output shrank 1,5 percent in 1987, reversing the modest improvement of the year before; production of major cereals declined 1,5 percent under the impact of drought; and prices of many commodity exports remained depressed.

But, despite these difficult circumstances, more than two dozen countries in the region were implementing the tough economic reforms needed to get them back on their feet, the development agency said in its annual report.

"Not all of the anticipated results of reform programmes have yet emerged and benefits are unevenly spread across countries and sectors. Nevertheless, significant progress has been made in improving production and trade incentives and in controlling fiscal and external deficits," the report said.

Uganda's economy improved after three years of contraction. Tanzania's per capita output rose for the first time in a decade. Kenya grew by more than five percent.

Moreover, in what Mr Edward Jaycox, the bank's vice-president for Africa, called a major achievement over the past year, an international consensus had been forged on the need for a concerted effort to provide further help.

Briefing reporters in advance of the bank's annual meeting next week in West Berlin, Mr Jaycox singled out the agreement by the leading industrial nations at their June economic summit in Toronto to provide relief on official debts owed by the poorest countries of Africa.

PROBLEM CAN BE SOLVED

There was now a recognition, he added, that Africa's debt woes must and could be solved, he said.

Debts of sub-Saharan Africa increased to R250 billion in 1987 from R225 billion in 1986.

Although debt payments fell as a percentage of export earnings, the amount of debt jumped to 79 percent of the region's annual economic output from 61,6 percent in 1986.

The World Bank had stepped up its assistance to help Africa grow out of its debts, increasing loan and credit commitments by about 20 percent to R7,5 billion last year and launching special initiatives to attack critical issues such as educational decline and environmental degradation.

Officials said the bank was now turning its attention to ways of improving food production on a continent where more than 100 million people were undernourished.

Agricultural research is being emphasised and a task force on what the bank calls "Food Security" is drawing up specific recommendations on how to alleviate hunger.

The International Monetary Fund, Western governments and other donors had also boosted their normal assistance but the benefit was blunted by factors beyond Africa's control, including the weakness of commodity prices and the drop in the dollar, the currency in which most commodities were priced.

But, in some cases, Africa did not help itself, the bank said. — Sapa-Reuter.

WASHINGTON — No acceptable solution to the Third World debt crisis will be found in the foreseeable future unless the flows of money out of developing countries are staunched and faster economic growth is achieved, the World Bank said yesterday.

"Progress toward an acceptable solution to the debt crisis requires a resumption of growth in per capita terms in the debtor countries," the bank said in its annual report.

The report was released ahead of the bank's September 22-29 annual meeting in West Berlin.

Some measures of the economic health of poor countries did improve last year. Trade balances strengthened and the percentage of export revenues used to pay foreign debts fell.

"But, overall, 1987 must go down as another difficult year for the highly indebted countries," said the 151-member bank which finances development in the Third World.

The economic growth rate per head in all developing countries slowed to 2,3 percent in 1987 from 2,8 percent in 1986

Cont

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Money alone is not the answer

By ALAN WHEATLEY

Faster economic growth is essential if poor Third World countries are to work out their debt problems within a realistic time frame, says the World Bank.

and they paid out R75 billion more in debt payments than they received in new money from rich countries.

These trends could not be sustained, the bank said.

Faster growth was essential if poor countries were to restore their creditworthiness and work out their debt problems "within a realistic time frame".

The economic performance of the various regions in the Third World varied dramatically last year. The dynamic exporting nations of East Asia grew by 8,6 percent, up from 7,3 percent in 1986.

But heavily indebted Latin America grew only 2,5 percent; down from 3,8 per cent in 1986 — and the economies of sub-Saharan Africa shrank by 1,5 percent, erasing most of the two percent growth of 1986.

Without extra money, developing nations would not be able to grow, relieve poverty and protect the environment.

Commercial banks were reluctant to lend more but the World Bank received more in interest and loan repayments in its latest fiscal year than it lent in new money. Net transfers to current borrowers were R5 billion in the bank's favour in the year ended June 30 1988, compared with net flows to the Third World of R2,5 billion in 1987.

Although the total was boosted by voluntary early loan repayments by South Korea and Romania and a temporary fall in new loans to Brazil, Nigeria and Yugoslavia, the figures were likely to add weight to charges by bankers and academics that the World Bank was not doing enough to help the Third World.

The bank plans to make between R36 billion and R49 billion in new loans this year compared with R36,4 billion last year.

But the bank said new money alone would not solve the debt crisis. Many big debtor governments had to do a better job in implementing rigorous belt-tightening measures.

It urged efforts to cut back the role of the state in the economy and to boost domestic savings and investment.

Continued growth in the industrial world was also essential to provide export markets for poor countries. There, the outlook had improved but governments needed to take steps to reduce the threat of inflation, the bank said. — Sapa-Reuter.

World Bank says outlook still grim for poor countries

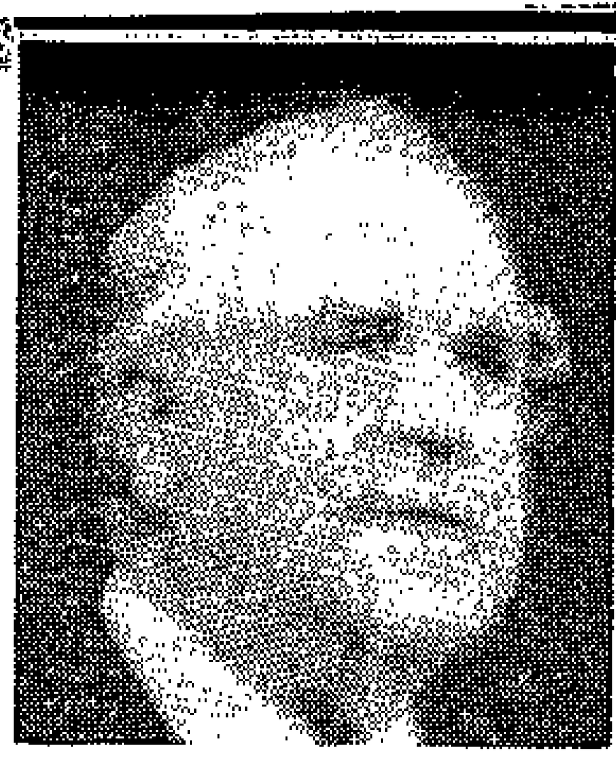
WASHINGTON — No acceptable solution to the Third World debt crisis will be found in the foreseeable future unless flows of money out of developing countries are staunched. (25b) B/Day 19/9/88

The World Bank added yesterday in its annual report: "Progress toward an acceptable solution to the debt crisis requires a resumption of growth in per capita terms in debtor countries."

Some measures of the economic health of poor countries did improve last year. Trade balances strengthened and the percentage of export revenues used to pay foreign debts fell.

The report added, however, that "1987 must go down as another difficult year for the highly indebted countries".

Per capita economic growth in developing countries fell to 2,3% from 2,6% in 1986. — Sapa-Reuter.



Protect environment ... Chancellor Kohl opens the IMF meeting.

World Bank calls for war on poverty, debt

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28/9/88

WEST BERLIN — West German Chancellor Mr Helmut Kohl opened an annual meeting of the International Monetary Fund (IMF) and World Bank yesterday by pleading for action to protect the global environment.

The lending agencies, for their part, called for a war on Third World poverty and debt. They defended themselves against charges, dramatised in street protests in West Berlin, that they have bankrupted poor nations and caused ecological harm.

"Protection of the Earth's climate and atmosphere, of endangered species, of oceans and forests is a matter that concerns all of us," Mr Kohl said in his opening remarks as host to finance officials of more than 150 nations.

"I therefore appeal to everyone to take co-operation in this field very seriously," he said.

The environment issue is commanding unusual attention at the annual gathering of monetary leaders.

The IMF/World Bank assembly went forward in a city turned into a fortress, with 9 000 police deployed to protect it.

In the latest protests against Third World poverty and environmental damage, stink-bombs were thrown at delegates arriving at West Berlin's Tegel Airport on Monday.

The World Bank president, America's Mr Barber Conable, pledged in his speech that the bank would fight the "moral outrage" of poverty.

"Poverty on today's scale prevents a billion people from having even minimally acceptable standards of living," he said.

Mr Michel Camdessus of France, the IMF managing director, said policies largely pioneered by the fund since a near-default by Mexico triggered the Third World debt crisis six years ago were still valid, provided they were flexible.

But he also called bluntly for commercial banks to do more to reduce the R3 000 billion Third World debt.

Later yesterday, Bank of Japan governor Mr Satoshi Sumita was expected to announce the formal launch of a new initiative by Japan to put more of its huge trade surplus to work in the form of soft loans to Third World debtors.

The move will highlight another theme of the Berlin meetings — Japan's emergence as a financial superpower and quest for a wider role as the world's biggest creditor and second most powerful economy after the United States.

Yesterday riot police detained about 100 demonstrators after they smashed windows in a West Berlin suburb in protest against the meeting.

Police in riot gear moved in and surrounded the demonstrators after they ran through the streets of Wedding, a northern working class district, and broke windows of a department store.

In the city centre, about 1 000 left-wing activists gathered outside a West Berlin development policy institute as part of their protest against the IMF and World Bank. So far about 20 people, including four police, have been injured. — Sapa-Reuter.

● See Page 14.

Third World unhappy with debt concessions

SRL 356 29/9/88

WEST BERLIN — Poor countries yesterday poured cold water on new plans to ease the debt crisis and called on rich nations to do more to alleviate poverty and stave off social unrest in the Third World.

The plans were "far below Africa's immediate requirements", said Botswana vice-president Mr Peter Mmusi. He was speaking on behalf of African countries at the annual meeting of the International Monetary Fund (IMF) and the World Bank.

Colombia's Finance Minister, Mr Luis Fernando Alarcon-Mantilla, told delegates from 151 countries that Latin America had lost a decade of development because of the debt crisis.

The Third World's criticism deflated some of the optimism generated here by the announcement of new schemes to tackle the debt crisis.

Ministers from rich countries had agreed to help sub-Saharan Africa by cancelling some debts, reducing interest rates or stretching out repayments.

● Outside the congress hall, confrontations between police and people protesting against IMF and World Bank policies in the Third World have grown steadily more violent. Police said 100 people were held yesterday after demonstrators smashed hotel and shop windows and damaged cars. Hundreds of police clashed sporadically with a main group of about 1 000 demonstrators in the central shopping area of West Berlin. — Sapa-Reuter.

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Print industry keeps closed shop

Labour Reporter

THE National Industrial Council for the Printing Industry has rejected an appeal from the Paper, Wood and Allied Workers' Union (PWAWU) to abandon the closed-shop system.

It is a condition of employment in the industry that employees must belong to the South African Typographical Union (Satu).

Although the council has been granting exemptions to Africans so they can leave Satu and join the PWAWU without losing their jobs, it has refused to grant exemptions for white, Indian and coloured workers.

The PWAWU, an affiliate of the Congress of South African Trade Unions (Cosatu), says Satu is an "apartheid" union which divides the union into branches according to members' race.

White members are in the A branch, coloured and Indian workers in the B and Africans in the C branch.

The PWAWU appealed to the council to abandon the closed-shop system and allow workers to join the union of their choice. This appeal was rejected and though they can join the PWAWU, they have to retain membership of Satu to keep their jobs.

According to a statement from the PWAWU, the union has written to the employers' association asking how they justify "racist decisions", whether they are aware of the decisions and whether they intend to campaign to reverse those decisions.

The union has been told its request will be discussed at a meeting on February 11.

CAPE/NATIONAL

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Building workers' pay talks stalled

Labour Reporter

PAY talks for the 18 000 building workers in the Peninsula are stalled, with a wide gap between union demands and employer offers.

The three unions in the industry, which have formed a combined front to press for their demands, are asking for a 19 percent increase for workers whose wages were last increased in May last year and 30 percent for workers whose previous increase was in November 1984.

Employers have offered 20c an hour for skilled workers and 10c an hour for unskilled — about five percent for each category.

The South African Woodworkers' Union, the Building Workers' Union and the Amalgamated Union of Building Trade Workers say that to keep up with inflation increases of 12,7 percent and 23 percent are needed.

Real wages down

Real wages — the cash wage deflated by the consumer price index — had fallen in all categories except one since 1976. Pay in nine out of 17 job categories in the Cape building trade was below the supplemented living level.

The wages of general workers and craftsmen in the Western Cape are lower than in other areas. The rate for craftsmen in the Cape of R4,50 a hour was lower than that in Natal (R5,10), Bloemfontein (R5,36) and the Transvaal (R6,07).

Employers claim they cannot afford more as the industry has slumped since last March.

A third pay meeting will be held next week.

● Construction workers are to receive a 7,7 percent increase in minimum wage rates, the Federation of Civil Engineering Contractors reported today.

27/3/86

 WEEKLY MAIL 346

If the law's a nuisance, get a cancellation

A little-noticed Bill gives the State President the power to exempt any industry from regulations which set minimum wage and safety standards. The argument is that cheaper labour will make for more profitable factories and, ultimately, for more jobs. MARTIN NICOL disagrees.

Drawing: CARL BECKER

IMAGINE the State President were given the power to allow unlicensed drivers in unroadworthy vehicles free use of the roads — by individual exemption.

Sounds stupid, but this is much less than the power PW Botha will have once a law is passed by parliament to "deregulate" industry.

At the moment, there are laws in South Africa that set minimum wages for workers, say how many toilets there must be in factories, make rules to protect workers' health and, in general, provide for minimum standards in industry and business.

Now the government has decided to give the State President the power to set aside any of these rules and to deprive workers of what level of protection they provide.

A Bill has been presented to parliament to allow this. It is called the Temporary Removal of Restrictions on Economic Activities Bill.

Why does government want the president to be able to cancel laws and rules that have been established over many years? The answer is that some people have the idea that regulations on minimum conditions discourage businessmen. They say that if employers can pay wages as low as they want (below the minimum set by law at present), if they can ignore rules about safety, health and working hours, then this will create more jobs.

Factories will be cheaper to run, wages will be less and profits will be more.

This move of the government is backed by a group of businessmen called the "Free Market Foundation". They are totally opposed to regulation.

They say that regulation holds back productivity, discourages innovation, ties the businessman up in "red tape" and prevents economic progress. Regulation, they say, inhibits competition and elevates the government bureaucrat above the entrepeneur.

All these charges are, in some degree, true. But there is a reason that our society made these rules to govern business in the past and will need rules in the future.

Business is concerned first with profits, not people. You may think this is good or bad: it is merely a fact. Businessmen are not all self-limiting.

The regulation of business did not begin because of some desire for bureaucracy and paperwork. It began because, to give one example, African migrant workers from Malawi and north Mozambique were dying from pneumonia on the gold mines. The government had to ban the Chamber of Mines from recruiting "tropical natives" by passing a law in 1913. The death rate from pneumonia fell.

Historians have pointed out that regulations in the past have often made it possible for business to prosper. A striking example of this is found in South Africa's minimum wage legislation, a major target of the deregulators.

Businessmen were utterly opposed to the Wage Act in 1925. They resented the idea of a "third party", with no real knowledge of their industry, dictating uneconomic wages and conditions for factory workers. In the Cape Town clothing industry, strenuous efforts were made to prevent a wage determination from being published.

Employers condemned the proposals as "totally impossible" and said their adoption "would spell immediate ruin".

But the Smuts/Hertzog coalition government accepted the Wage Board recommendations and minimum wages rose by 50 percent between 1926 and 1928.

After the determination had been in operation a year, the attitude of the employers to wage regulation changed radically. One employer stated that the determination "had increased the efficiency of his employees, and he was now getting an increased output at a lower cost per unit under the conditions laid down by the Wage Board." Other employers concurred.

The clothing manufacturers discovered in 1929 what RH Tawney once described as "the economy of high wages". They were led to this discovery by minimum wage regulation.

This principle was resolutely pursued by the first chairman of the Wage Board, FAW Lucas KC.

"Sweated wages mean inefficieny, ill-nourishment, discontent and consequently low output," he told the inaugural meeting of the board in 1926.

"The evidence (shows) that even in the worst sweated industries there is a proportion of employers who are paying fair wages and giving good conditions to their workers. It seems to us that where one employer can pay good wages there is no reason why those who are paying sweated wages should not be compelled eventually to rise to the same standard as the good employer."

The board acted to raise wages towards the levels paid by "enlightened employers".

In the Cape clothing industry, higher wages attracted a "better class" of employee and output and profits rose along with wages and the numbers of workers employed.

As Lucas stated: "The board's aim is to create a system of justice under which industry will be stimulated and its products justly distributed."

The Wage Board has, of course, long abandoned any such goal. There is no doubt that, today, both the Wage Board and the minimum wage system governed by industrial councils are seriously flawed and in dire need of improvement. But improvement is not served at all by the new Bill.

The inevitable effect of the Bill will be further to weaken and undermine minimum wage regulation. It will give an opening to sweaters and super-exploiters of labour at the expense of their employees' health and the well-being of responsible employers and their workers. The new law can be used to undercut the wage standards established by industrial councils and enlightened employers. The vast majority of minimum wages are already below recognised poverty datum lines. The new law threatens to undermine the whole system of wage regulation and to reduce wage standards to the lowest, sweated levels.

You either have minimum wages for everyone, or not at all. To fulfil the dual aims of stimulating the economy and promoting social justice, the minimum wage system has to be consistently constructed and carefully monitored. Already it has been weakened by exemptions and the exclusion of border areas and "homelands" from minimum conditions.

The new law will make it even harder for minimum wages to be used as a creative instrument of state, employer and trade union policy.

The Bill is as arbitrary, as harmful, as senseless, as allowing unroadworthy cars on the road — where they are a danger to passengers, pedestrians and other motorists. An insistence on roadworthy cars — and on licensed drivers — makes the roads safer. It is the same with roadworthy factories and businesses.

Deregulation should mean less queueing for vehicle tests and the speedy and reliable repair of faults. It should not be allowed to mean the removal of all standards.

Anyway, does PW really need more powers? Hasn't he had enough?

● Martin Nicol is a research officer at the University of Cape Town's South African Labour Development Research unit.

sunrise news

Bid to boost industrial councils

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STAR 29/3/86

By Sheryl Raine

A new organisation which aims to promote the interests of the industrial council (IC) system of collective bargaining was established in Johannesburg this week.

The Consultative Committee of Industrial Councils represents 30 out of 39 industrial councils operating in the Pretoria/Witwatersrand/Vereeniging area. Other industrial councils in the PWV area also have the option to join.

In recent years the centralised industrial council system of bargaining has come under attack by emergent black unions which have demanded bargaining at all levels, namely centralised as well as decentralised plant and company-level bargaining.

One of the most notable attacks has been launched by the Metal and Allied Workers' Union (Mawu), affiliated to the International Metalworkers' Federation (IMF), against the metal industry industrial council.

Mawu is fighting for the right to bargain at all levels in an industry which presently adheres to a Steel Engineering Industries Federation (Seifsa) recommendation not to bargain outside the IC on substantive issues such as wages which are included in the IC main agreement.

Talks are under way between the IMF unions and Seifsa to resolve the "bargaining-level" issue. Some employers are known to favour sectoral bargaining and have expressed concern at the present inflexibility of the industry's IC system.

The IC system has also come under attack from Government.

The newly formed committee, chaired by Mr J C Baker, was established as a result of a memorandum on industrial council agreements issued by the Department of Manpower in September last year. The memorandum proposed sweeping changes to the industrial council system.

If implemented, these changes would significantly diminish the power of industrial councils by altering their membership.

CHANGES PROPOSED

The changes were proposed in the interests of deregulation, job creation and the promotion of the small business.

In a statement the new committee said it aimed to:

- Further the interests of the industrial council system.
- Encourage the efficient operation of industrial councils.
- Offer a forum for consultation on all matters pertaining to industrial councils and the IC system.
- Market the industrial council system.

"The purpose of the committee is not to dictate but rather to consult with the industrial councils where requested and to mediate with the Department of Manpower on behalf of industrial councils," said Mr Baker.

"Membership of the consultative committee is open to all industrial councils in the PWV area which are registered as such under the Labour Relations Act."

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By ZB MOLEFE

THOUSANDS of black metal workers are expected to hold countrywide mass rallies tomorrow in the biggest campaign the SA industry has ever seen.

The rallies – which will be concentrated in Port Elizabeth, Witbank, Germiston and the Vaal – will take place on the eve of the industry's Industrial Council wage negotiations on Tuesday. CITY 3/4/86

The IC will negotiate with metal workers' unions over wages and working conditions.

In a tense atmosphere in the industry, the Metal and Allied Workers' Union has become the moving force behind tomorrow's rallies.

Mawu national organiser Bernie Fanaroff briefly mapped out a broad outline of the metal workers' struggle – which has been highlighted by a seven-point action program.

The IC negotiations – which will see the unions challenging the Steel and Engineering Industries' Federation of SA – will centre on six main demands.

These are:

- A R3,50c per hour minimum wage.
- A 40-hour week without loss of pay.
- May Day (May 1) to be a paid holiday.
- The right to strike without dismissal.
- Six months maternity leave with a job guarantee.
- No Seifsa factory to make products for sale to the police and army. Instead products should be made for the benefit of all people.

"Seifsa, this year we fight!" said a Mawu pamphlet publicising the demands.

Confident

A confident Mawu believes its hand will be strengthened because high-level talks have been going on between itself and other metal workers' unions.

These are the National Automobile and Allied Workers' Union, the Motor Industry Combined Workers' Union and the SA council of the International Metalworkers' Federation.

Explaining the campaign in detail, Fanaroff said the metal workers' fight is not with the IC as such – but with the six or so giant corporations which control the industry in SA.

These include Anglo American, Barlow Rand, Gencor, Haggie Rand, Samancor, Dorbyl and Highveld Steel, which dominate the industry.

"After our campaign last year there was misunderstanding. Many, including newspapers, believed we were fighting for plant-level bargaining," said Fanaroff.

All levels

"But it is our belief that we must bargain at all levels. We will go for areas such as sectorial bargaining.

"There will also be geographical bargaining. Some coastal employers claim they can't pay inland wages," said Fanaroff.

This, he said, raised the question of employers' ability to pay better wages in the industry. According to world standards, the SA metal industry – in which wages amount to 9-14% of total costs – still pays little, said Fanaroff.

"Our negotiations are going to be tough," he promised.

"Even with the 18% inflation hitting the country, we still maintain that the bigger companies have the ability to pay," he said.

To back his argument, Fanaroff cited Gencor – which last year improved its earnings by 25% to R79-million – and Samancor, the largest producer of ferrochrome, which last year improved its before-tax earnings from R15-million to R99-million.

On Wednesday, April 16, Mawu will report back on the IC negotiations to all metal workers.

April 17 will see the "first day of action" of Mawu's campaign – but, for the moment, the union declined to discuss the precise form it would take.

CAPE TIMES 17/4/86 346

Unions now much more politicized

By PHILLIP VAN NIEKERK

THE extent to which the political mood in the townships has permeated the labour scene can be seen in this year's pay talks at the metal industrial council, the country's largest collective bargaining forum.

The talks kicked off on Tuesday against the background of a recession which had decimated the country's foremost manufacturing industry. From a high of 450 000 workers employed by affiliates of the Steel and Engineering Industries Federation of South Africa (Seifsa) in 1982, there are about 300 000 left today.

Yet the blight on jobs has not led to more acquiescence on the part of workers. The metal industry, second only to the mining sector, has seen an extraordinary upsurge in worker militancy this year.

In the country as a whole, there were almost as many working hours lost to industrial action in the first three months of this year than in the whole of last year, which was itself a record year.

At 10 plants metalworkers have occupied their factories and refused to budge until their demands were met, or, as happened at one plant, until management has driven them off the property with police and dogs.

The longest factory sit-in, at Haggie Rand, lasted more than three weeks.

At the forefront of this activity has been the 40 000-strong Metal and Allied Workers Union (Mawu), an affiliate of the Congress of South African Trade Unions (Cosatu) and a participant in the metal talks which began this week.

Mawu's mobilization of workers around the pay talks has been notably different in style for the old factory-by-factory approach which characterized the now defunct Federation of South African Trade Unions (Fosatu).

The union has held mass meetings in the townships, drawing as many as 10 000 to a meeting in the East Rand on Saturday.

New politicized unionism

As the largest black union on the council and the most militant, Mawu has put forward a set of proposals this year which have left more than a few employers aghast and wishing for the good old days when recognition agreements and more pay were the limit of worker demands.

One of the union's key demands is that Seifsa affiliates stop producing armaments and provisions for the police and the military.

This goes to the heart of the new politicized unionism, which was expressed by one shop-steward: "We value our jobs and will fight for them, but freedom comes first."

Given the current township mood, it is probably an accurate indicator of the sentiments of black workers in the industry, but is a demand which Mawu is unlikely to win this time around.

Employers don't believe they should be told what they should produce and the item is unique on the agenda of demands.

Mawu's demand for a paid holiday on May Day has been largely defused with Seifsa agreeing to a policy of "no work, no pay" on May 1, which will be the country's first proposed national general strike for a quarter of a century.

With Inkatha gearing up for a mass turnout for the launch of the United Workers Union of South Africa (Uwusa) in Durban on May Day, Cosatu holding rallies throughout the country and the National Union of Mineworkers in dispute with the Chamber of Mines over workers taking the day off, Seifsa has probably chosen wisely to keep out of the way on May 1.

On the issue of wages it appears unlikely that Mawu, which has refused to sign the industrial council agreement since it joined the council in 1982, will agree this year.

Seifsa's current offer of about 14 to 15 percent for workers on the bottom rungs and nine to 10 percent for workers at the top is good in comparison to last year, when Seifsa started by offering no increases, but comes after three years of below-inflation increases.

An issue which has so far proved explosive in the industry is the forum for negotiating wages. There has been widespread industrial action over the demand for plant-level bargaining which Seifsa is opposed to, and this is likely to remain hot.

The issue is likely to be further complicated this year by Seifsa's support for sectoral bargaining, as opposed to a single industrial council agreement.

Mawu is opposing this fragmentation, saying that the industrial council should set one minimum for the entire industry, with plant-level bargaining setting rates over and above that minimum.

Mawu's trade union allies in the council are few and far between. The predominantly white, skilled unions negotiate under the flag of the Confederation of Metal and Building Unions (CMBU) and share little common political ground with Mawu.

But even the local committee of the International Metalworkers Federation (IMF), formed to provide a joint bargaining unit for the largely black, unskilled and semi-skilled unions, has failed to reach agreement. One of its leading lights, the SA Boilermakers Society, is caucussing with the CMBU unions.

Instead Mawu is seeking its support outside the council, among the other affiliates of Cosatu and, crucially, among the residents of the townships.

FIN MAIL 18/4/86.

METAL WAGE TALKS (346)

Friction all round

The annual wage negotiations at the metal industry's industrial council kicked off on Tuesday. Their outcome will affect more than 300 000 workers and 9 000 employers — and they promised once again to highlight conflict between employers and unions, as well as divisions among the unions themselves.

Last year, unions affiliated to the SA Co-ordinating Council (SACC) of the International Metalworkers' Federation formed a new power bloc and submitted uniform demands. This year they have failed to present a united front. Various conflicts between them perhaps explain why, and raise questions about the unions' committment to the SACC.

SACC affiliate, the Metal and Allied Workers' Union (Mawu), has initiated a highly orchestrated, high-profile campaign. Other affiliates are either acting on their own, or have re-established old alliances.

The perennial conflict over priorities between the SACC unions and the other major grouping — the artisan unions affiliated to the Confederation of Metal and Building Unions (CMBU) — seems set to flare again. The mainly black SACC unions have always put a higher premium on wage increases for their unskilled and semi-skilled members; the CMBU, not surprisingly, has pursued the interests of its skilled members with greater vigour.

All this is reflected in the six different sets of wage proposals submitted to the Steel and Engineering Industries Federation of SA (Seifsa). Three — those from the CMBU, the rightwing Mineworkers' Union (participating for the first time) and the Iron and Steel Union — are, however, almost identical. In the absence of a united SACC approach, two unions affiliated to both the SACC and the CMBU — the SA Boilermakers' Society and the Engineering Industrial Workers' Union — have associated themselves with the CMBU proposals.

Boilermakers' general secretary Ike van der Watt says his union has tried to find a compromise between the conflicting needs of skilled and unskilled workers, which are represented respectively by the established and emerging unions. The CMBU wage proposals are, he says, in line with his union's "common wage policy," which involves closing the wage gap.

CMBU proposals include a minimum hourly wage for the industry of R2,81 (48% up on current levels) to R6,25 (20%) for the highest. In terms of the proposal, the unskilled-skilled ratio would be reduced to 4,5:10 compared to the present 3,6:10. They propose, in addition, individual increases equivalent to the agreed increase for each respective category. Another proposal is a three-hour reduction in the working week to 42 hours.

However, this is not enough for the two unions representing most organised black workers in the industry. Both Mawu and the Steel, Engineering and Allied Workers' Union (Seawu) demanded a minimum wage of R3,50 an hour — an 84% increase — and guaranteed increases of 50c across-the-board. Both are also demanding maternity benefits and a paid holiday on May Day.

Mawu, in addition, has asked for a 40-hour week, the right to strike without fear of dismissal, and a bar on sales of products to the SAP and SADF. The union staged mass rallies around the country last weekend and planned a one-hour work stoppage on Thursday as an extra show of strength.

Seifsa traditionally does not comment to the press during the course of negotiations. But it is unlikely to come anywhere near meeting even the most modest of the wage demands.

This year's negotiations face another serious hurdle. Talks over restructuring collective bargaining in the industry have been dragging on for months. A meeting last Friday was inconclusive. Mawu has been involved in two strikes over the issue and has threatened more, while Seifsa has declared a dispute with the SACC over union campaigns for company-level bargaining. And the CMBU unions have proposed that the Industrial Council agreement be amended to facilitate decentralised bargaining. These machinations will clearly hinder the already difficult task of reaching agreement.

Last year, it will be remembered, the talks reached deadlock at an early stage. When agreement was finally reached with most of the unions, Mawu refused to sign. Don't be surprised if the same happens this time round. ■

dition.

Cape Times 20/5/86

35 percent pay increase

Labour Reporter

WORKERS in the electrical contracting industry in the Western Cape have won a 35 percent pay increase — the highest in 12 years.

The regional secretary of the Electrical and Allied Workers Trade Union, Mr Brian Williams, said management had agreed to the increase and had committed itself to providing pension and medical aid for workers during a month of negotiation at the Cape Town industrial council.

Workers on the lowest grade will get 58 cents more an hour and artisans and licensed electricians 74 cents more.

The union had majority membership among workers in the electrical industry, but stronger membership would enhance its ability to negotiate more favourable medical-aid and pension schemes, said Mr Williams.

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Divided by hate, united in grief

By DICK USHER, Labour Reporter

CARELESS death walked in on Samuel Isaacs one evening.

He was holding a class for Sunday school teachers when his wife arrived.

"I knew immediately something terrible had happened. Then she told me about David and Rashid. Actually, she told me she thought something had happened. Nobody was quite sure yet," he said.

What had happened was that Rashid Abrahams and David Ndude, an electrician and labourer employed by his firm, had been travelling past Crossroads on the evening of April 28 when their van was stoned, ran out of control into a tree and then petrol bombed.

Mr Abrahams died immediately, Mr Ndude died six days later from his burns.

They were both members of the Electrical and Allied Workers' Trade Union of South Africa (Eawtusa) which has started a campaign to end the killings.

THE union's concern is not just about members who have been killed, but for all people affected by the surge of violence, and also for what it is doing to South Africa.

With many others, it views the swell of killings and burnings and internecine warfare as debilitating and counter-productive, locking people into anarchic resistance against a system they find reprehensible, but resulting only in self-destruction.

Mr Isaacs, an employer and regional chairman of the Electrical Contractors' Association of South Africa, shares those concerns and looks forward to a changed society where we do not live in the vortex of violence.

He had to break the news to Nazli Abrahams, expecting a baby in June, and Vivienne Ndude, a tent-dweller at Khayelitsha.

"It's another strange thing about our society. At this time of tragedy we found ourselves united in grief. But all the time in South Africa we are being divided by hate. Why can't we unite in love?" he said.

"The terrible thing is that this division is there even in death.

"Rashid and David joined us about the same time five years ago and for the past year worked as a team.

"BUT because he was an artisan, Rashid's family has benefits available through the industrial council pension fund, so at least Nazli and their children will have something.

"But David, as a labourer, wasn't eligible for these benefits.

"His widow gets death benefits from the Department of Manpower, equal to six months' unemployment benefits, and a union death benefit.

"The union and the association are working through the industrial council for labourers to be included in the pension and medical aid schemes, but that isn't going to help Vivienne.

"When he died we had been collecting materials and, with the help of some builders, we were going to build him a house at Khayelitsha.

"Since his death, some money has been donated and we are going to go ahead with the project," said Mr Isaacs.

"I know that people are dying every day, but when people have become part of your life, their deaths are much more personal.

"Although I want to condemn the people who threw the bombs as thugs, there is another dimension — the quality of their lives and the battle to survive.

Unions get extra seats on council

STAR 28/5/86 (346)

The seats allocated to trade union parties on the Industrial Council for the Johannesburg Municipal Undertaking has been increased from 10 to 12.

At the last council meeting the Transport and General Workers' Union was admitted as a member and requested direct representation.

The Union of Johannesburg Municipal Workers requested that its representation of one be increased.

Each was granted a seat and, subject to council membership growing, Mr Thys Wilsnach and Mr Graham Collins were appointed for the JME.

ARGUS 29/5/86

NATIONAL/INTERNATIONAL

(189) (181) (189) 346

Wage talks for 350 000 metal workers to resume

Labour Reporter

WAGE talks affecting 350 000 employees in the metal industry face rough waters when they resume next week.

At issue are wage demands and a proposal that companies which want to pay more than minimum rates should negotiate these individually with unions.

Four unions solidly reject proposals by the employer body, the Steel and Engineering Industries Federation of South Africa (Seifsa).

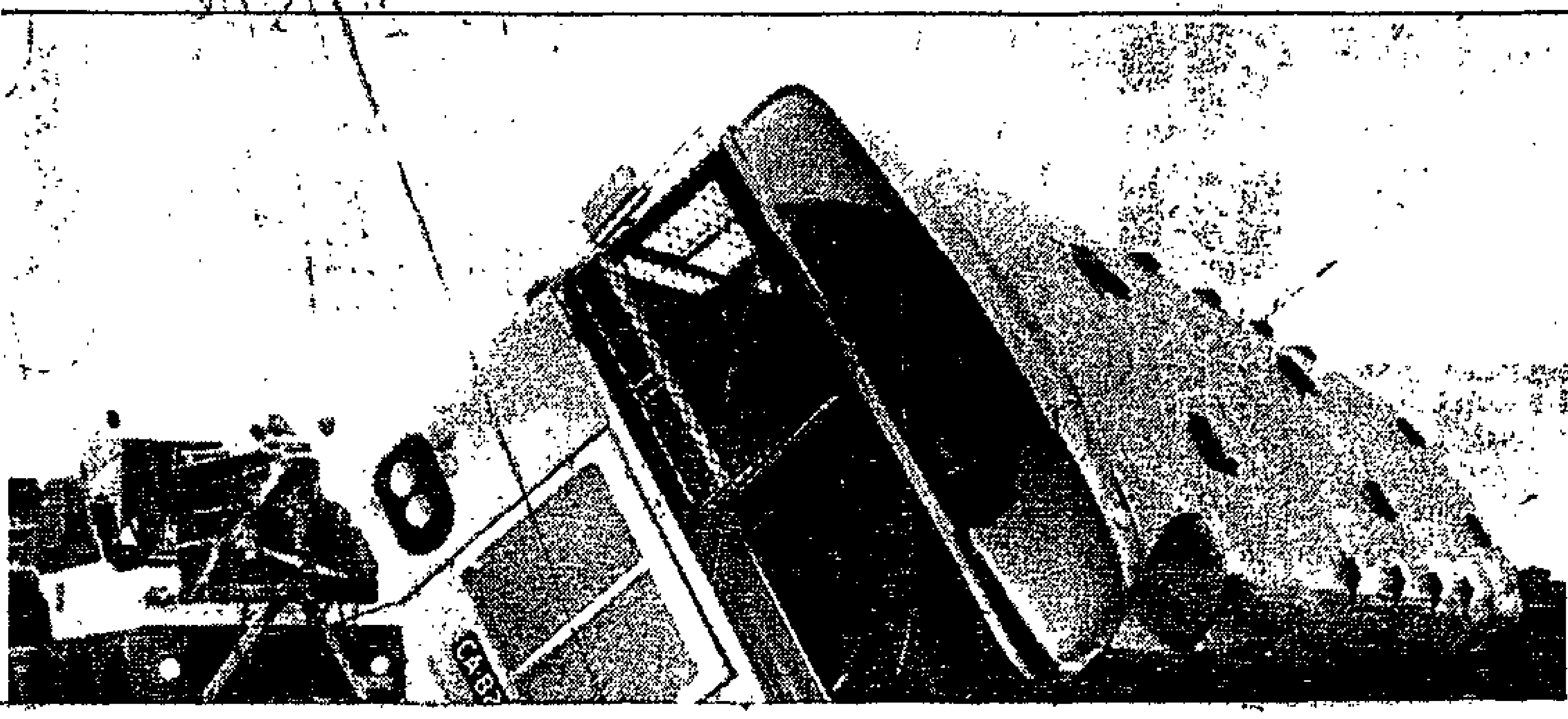
Unions in the Council of Mining and Building Unions (CMBU) are not satisfied with the proposals but would be prepared to accept them if other needs are met.

Three of the unions which reject the proposed wages — the Electrical and Allied Workers' Trade Union, Metal and Allied Workers' Union and Steel, Engineering and Allied Workers' Union — have imposed overtime bans and declared a dispute with Seifsa.

The fourth, the Engineering Industrial Workers Union, is waiting to see how the negotiations go.

Employer proposals would lift minimum wages at the top to R5,77 an hour, down to R2,18 for the lowest paid. Every worker, including those receiving more than the minimum, would get the grade increase. These range from 28c an hour at the bottom to 56c at the top.

Unions rejecting the offer demand a minimum of R3,50 a hour.



Spokesmen said that Seifsa's offer was below the inflation rate and did not offer a living wage to the lowest-paid workers.

Mr Ben Nicholson, director of CMBU, said the proposal for individual negotiations could be the make-or-break issue.

"We are not satisfied with the wage proposals. But we recognise the position of the industry and if the employers remove certain pinpricks we will accept them.

Unions are also asking for a 42-hour week, down from 45 hours. Mr Nicholson said this would help to create employment in an industry in which many plants are already working short-time.

● Seifsa has proposed that the Government investigate making May Day a public holiday.

The issue is one of the union demands in wage talks in the metal industry.

Seifsa has asked the Government to appoint a commission to investigate public holidays by August and report in January.

ARGUS 9/6/86

189 346 181

Friday deadline for metal workers

By DICK USHER
Labour Reporter

FRIDAY is D-day for 350 000 workers in the metal industry when their response to employers' latest wage proposals will be made known.

Three unions in the negotiations have rejected the proposals completely, the others are dissatisfied with the offer but are canvassing members for their feelings.

The latest proposals, made last week, are for a 60 c an hour increase at the top of the scale, raising the hourly wage to R5,81, down to a 30 c increase bringing the lowest paid workers to R2,20 an hour.

Union spokesmen said employers had said this was the final offer.

They were disappointed at employers' refusal to address the living wage issue for lower paid workers.

"Refusal to sign the agreement would present major problems," said one unionist.

"Built-in benefit structures depend on a worker being a member of a union party to the agreement. If we don't sign members could be without benefits and the unions could lose their stop order rights.

"That is why we are going back to our membership to explain all the implications and ask for a mandate on the proposals."

Employers have proposed an increased holiday bonus. Unions were seeking a 13th cheque but employers have produced a formula which will give this by 1990.

Another problem within the negotiations — the dispute declared by three unions — will be discussed at a monthly meeting of the Industrial Council tomorrow.

Builders' benefit fund drying up

26/6/86 By Frank Jeans STAR

The recession in the building industry has hit the organisation which looks after workers' benefits.

The Industrial Council for the Building Industry said today it has drawn up a new set of unemployment payout rules.

The council normally pays unemployment money for up to a year. Its current monthly payout is about R560 000, far above the previous highest level during the building slump of the late seventies when the norm was R80 000.

Under the new rules, unemployment money will be paid for a maximum of nine weeks.

Mr Wynand Stapelberg, general secretary, says: "Because more men are idle as a result of the slump, the monthly unemployment payout has eroded our reserves."

The council has also altered its medical aid scheme. 346

"Instead of the 100 percent medical aid benefit, apart from hospitalisation, we will now pay 80 percent," says Mr Stapelberg.

He said the holiday fund pay-out will not be interrupted.

Mr Bob Zylstra, president of the Building Industries Federation, says: "These are the times we live in.

"We are thankful the Minister of Finance has put so much money into low-cost housing and depending on how soon this money can be injected into the system, this should brighten the picture."

It is estimated there are 40 percent fewer building workers than there were in 1984.

The labour fall in the Transvaal is about 30 percent, representing a drop from 170 000 workers to 130 000.

F'N MAIL 27/6/86

INDUSTRIAL DISPUTES

Bloem buster

The Bloemfontein Master Builders' Association's (MBA) unilateral decision to withdraw from the industrial council has laid bare simmering discontent throughout the industry.

Building industry employer organisations feel they get a raw deal from the powerful, all-white building workers' unions, which are a party to the agreements, through their closed-shop arrangements.

Further, they contend that the industrial councils themselves, which are supposed to represent the interests of employers and employees equally, are not as non-partisan as they should be.

In a shock move in April, the Bloemfontein MBA severed ties with the industrial council, arguing that the current agreement was outdated, unwieldy and did not properly serve the interests of the industry. In particular, the MBA took exception to the closed shop operated by the unions, claiming it was hampering expansion of the local building industry and inhibiting the recruitment of new members.

Enraged at what they termed the MBA's "irresponsible" behaviour, the unions struck back. They brought an unfair labour practice suit in the Industrial Court on the grounds that the MBA was refusing to negotiate in good faith. At the same time, they sought an interdict in the Supreme Court to force the MBA to attend council meetings. The Supreme Court action was recently dismissed with costs, but the Industrial Court matter is still to be heard.

The director of the local MBA, Barney Bester, says he is "thrilled" with the court's decision. Other MBA s, he notes, are now looking closely at their own relationship with industrial councils and unions. He predicts changes can be expected.

What finally brought matters to a head in Bloemfontein, where building activity is severely depressed, were some glaring anomalies. According to Bester, the jurisdiction of the industrial council extends to a 24 km radius of the city hall — outside of which members are entitled to engage black artisans at a rate of R3/hr. Minimum wage in the industrial council area, where the closed shop prohibits black artisans from working, is R6/hr.

Says Bester: "If there is mutual agreement between employer and employee on a wage structure, is it necessary to let a man starve to death in a homeland? Why can't market forces determine wage rates?

"In a system where there is no incentive, minimum rates soon become the maximum rate. We would like to see a market-related wage rate with an incentive scheme built into it."

That may be first prize for employers in an industry struggling to keep its order books full and its costs down. Unions have, however, let it be known that they will not tolerate any erosion of existing wage levels. Certainly, they will not go down without a fight. ■

SOWETAN 17/07/86 346

WAGE BOOST FOR METAL UNION

THE Metallurgical Industries Workers' Union has successfully negotiated a 24 percent minimum wage increase for its members at Ozasteel.

A Miwusa spokesman said the outcome of the wage talks proved that negotiating at factory level was the only effective system as opposed to collective bargaining at the Steel Engineering Industries Federation of South Africa industrial council.

By LEN MASEKO
Labour Reporter

The wage increases were effective from July 1, and a further adjustment may be made in January 1987.

Miwusa is an affiliate of the National Federation of South African Workers.

In terms of the wage increment, the minimum weekly rate for employees with less than one year's service will be increased from R116,77 to R128,80. This represented an increase of 24 percent, from a minimum hourly rate of R2,59 to R3,22.

The minimum weekly rate for employees with between one and six years' service will be increased from R117,69 to R129,60.

This means an increase of 24 percent from the minimum hourly rate of R2,62 to R3,24.

- The Steel Engineering and Allied Workers' Union (Seawu) is to hold a regional meeting in Pretoria on Saturday.

A new Northern Transvaal executive committee will be elected at the meeting. Four members to be co-opted into Seawu's national executive committee will also be elected.

A spokesman for the branch said only card-carrying members would be allowed to vote.

- The Cosatu-affiliated Food and Allied Workers' Union (Fawu) is to hold a meeting at Pelican Club, Soweto, on July 27.

The meeting will focus on recognition agreements the union is about to sign with several companies on the Reef.

Fawu's Johannesburg branch chairman, Mr George Nene, has invited members from NCD, Clover Dairies, Tastic Rice, Buffalo, New Clifton and UTC. The meeting starts at 9am.

FIN MAIL 18/7/86

METAL WAGE TALKS

Pietie must decide

A new industrial council agreement for the metal industry is due to be submitted to the Minister of Manpower within days, without the backing of three of the council's 14 union parties.

Two of the dissenting unions — the Metal and Allied Workers' Union (Mawu) and the Steel, Engineering and Allied Workers' Union (Seawu) — represent the majority of the industry's unionised black workers. The third is the smaller Electrical and Allied Workers' Trade Union of SA (EAWTUSA).

The agreement provides, among other things, for 32c/hour minimum increases for workers in the lowest job categories, and a minimum wage in the industry of R2,22 an hour. Workers in the top artisan grades will receive increases of 60c/hour, bringing the minimum hourly rate up to R5,81.

The ball is now in the minister's court. He has to decide whether to gazette the agreement, and whether — in view of the three unions' stand — to extend it to cover non-parties. But it is believed that the last-minute decision of the 45 000-strong SA Boilermakers' Society to support the agreement will remove any doubts Minister Pietie du Plessis would have about fully implementing the agreement.

Boilermakers' president Ike van der Watt says his union made acceptance conditional upon employers agreeing to resolve a number of matters which have become major stumbling blocks to collective bargaining in the metal industry. The Steel and Engineering Industries Federation of SA (Seifsa), is be-

Manpower's Du Plessis . . . ball in his court

lieved to have acceded to this condition.

The Boilermakers' concerns include:

☐ Levels of collective bargaining. Although talks on this question have been going on for some months, they remain unresolved. Van der Watt believes that, until the issue is resolved, unions will continue to refuse to sign the agreement. He warns that this could eventually lead to the collapse of the council;

☐ Job structures. The union believes that the agreement contains too many categories of employee. It wants them to be redefined and reduced; and

☐ Wage structures. Van der Watt says that the R5,81/hour minimum for the top grade is completely unrealistic. "You will not find an artisan working for less than R6,50 an hour," he says. He believes the industry's wage structure is distorted and that the differential between unskilled and skilled workers' wages is too wide. At present unskilled workers' wages are about 30% of those of artisans. They should be no less than 45%, he says.

Meanwhile, Mawu — the most militant of the metal unions — has said it intends to start holding a series of strike ballots among its 30 000 members. Seawu and EAWTUSA have not yet made it clear whether they, too, will follow Mawu's path. But both have been reported as saying that even though they are not prepared to give the nod to the agreement, they will not raise objections to it being gazetted.

The issue of extending the agreement is a double-edged sword for the dissatisfied unions. In theory, non-extension would mean that employers would not be obliged to observe any of the agreement's minimum standards for the three unions' members.

On the other hand, if the agreement is extended, it would mean that the unions would forfeit the opportunity to strike legally on an industry-wide basis, or in any of the local-level negotiations which are in progress or due to begin soon. This is because the Labour Relations Act outlaws strike action during the currency of an industrial council agreement. Exacerbating this situation right now, as a Mawu spokesman bitterly points out, is that the emergency regulations prescribe heavy penalties for the incitement of unlawful strikes.

In various plant or company-level negotiations thus far, Mawu has received offers of increases close to, or even above, 40c/hour. In some cases it has reached agreement, although deadlock is likely in others. ■

W/C Argus 16/4/86

Metal industry on the hop

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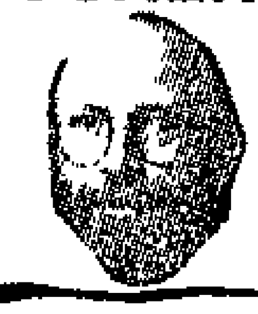
LABOUR AFFAIRS

DICK USHER



SOME swift footwork by the Electrical and Allied Workers' Trade Union (EATWU) has produced interesting developments in the metal industry locally.

The union was formed earlier this year, after lengthy negotiations between the two, from an amalgamation of the Electrical and Allied Workers' Union and the Electrical and Allied Trades Union with a national membership of about 25 000.

EAWTU is one of three unions which declared dispute with the employer body, the Steel and Engineering Industry Federation of South Africa (Seifsa) early in negotiations for a new industrial council agreement for the metal industry.

The agreement which was finally concluded, without being signed by the three unions in dispute, provided for a R2,22 minimum wage in the industry. The unions rejected this in line with their demands for a "living wage" in the industry.

The dispute and the existence of an industrial council agreement does not preclude plant level negotiations for better conditions at individual factories and EAWTU had been organising at Renak, a Diep River circuit board factory and subsidiary of the British multinational Plessey, where it recently gained majority representation.

The living wage question immediately emerged as an issue in negotiations between the union and management.

Although workers are paid above the industry minimum due to experience and length of service they said they had to work overtime to earn a reasonable wage and maintain production schedules.

Their basic demand is for wages which would maintain their standard of living without having to depend on overtime pay and that management should employ more workers rather than requiring the existing workforce of about 80 to work overtime.

They demanded a R3,90 an hour minimum while the company offered R2,30 an hour, later increased to R2,60. The union also wanted pro rata increases for workers on scales above the minimum.

Experts in the field have difficulty in defining a "living wage" but agree that existing standards of minimum living levels and supplemented levels are unsatisfactory.

Not only are they standards drawn up without reference to what workers consider necessary to their lives, but they make little provision for emergencies and no allowance for the accumulation of surplus funds.

Dissatisfaction with the negotiations led to workers declaring a ban on overtime and stopping production twice in the past two weeks. This week the union declared itself in dispute with management.

A union spokesman said management had refused to provide factual information to back their claim that they could not afford the increases demanded and that increases above their offer would render their products non-competitive.

He said the union regarded management's refusal to open their books as a lack of good faith and that it would enter an unfair labour practice action in the Industrial Court if management persisted.

He said the union was prepared for the matter to go to conciliation. If that failed the way would be open for a possible legal strike.

Clothing workers to negotiate wages

CAPE TIMES 24/9/86

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Labour Reporter

WAGE negotiations affecting 51 000 workers in the clothing industry in the Western Cape will begin early next month.

The new wage and service benefits agreement will be negotiated between the Garment Workers' Union of the Western Province (GWUWP) and two employer bodies — the Cape Clothing Manufacturers' Association and Cape Knitting Industry Association.

A new element in this year's talks will be the union's demand for a paid holiday on May Day.

The assistant general secretary of GWUWP, Mr Cedric Petersen, said the union had submitted its proposals to management and was awaiting a response.

The secretary of both employer bodies, Mr Colin McCarthy, said the parties would set a date for the first round of talks at an industrial council meeting on Thursday next week.

The new agreement will come into effect on December 13.

The annual wage negotiations have been delayed by a month this year because the general secretary of GWUWP, Mr Louis Petersen, has been ill.

(7) Voeg die volgende subklousule in na subklousule (17) (a) (ix):

(x) aansoek doen om deernisverlof wat nie drie dae per geval te bowe gaan nie, ten einde die begrafnis van 'n gesinslid of nabye bloedverwant by te woon.".

J. F. M. VAN DER MERWE,
Voorsitter.

N. C. GEY VAN PITTIUS,
Ondervoorsitter.

A. J. VAN SCHALKWYK,
Sekretaris.

No. R. 2068 **26 September 1986**

WET OP ARBEIDSVERHOUDINGE, 1956

NYWERHEIDSRAAD VIR DIE ELEKTROTEGNIESE NYWERHEID (NATAL).—WYSIGING VAN MEDIESE HULPFONDSOOREENKOMS

Ek, Pieter Theunis Christiaan du Plessis, Minister van Mannekrag, verklaar hierby, kragtens artikel 48 (1) (a) van die Wet op Arbeidsverhoudinge, 1956, dat die bepalings van die Ooreenkoms (hierna die Wysigingsooreenkoms genoem) wat in die Bylae hiervan verskyn en betrekking het op die Onderneming, Nywerheid, Bedryf of Beroep in die opskrif by hierdie kennisgewing vermeld, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 30 Junie 1987 eindig, bindend is vir die werkgewersorganisasies en die vakverenigings wat die Wysigingsooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasies of verenigings is.

P. T. C. DU PLESSIS,
Minister van Mannekrag.

BYLAE

NYWERHEIDSRAAD VIR DIE ELEKTROTEGNIESE NYWERHEID (NATAL)

MEDIESE HULPFONDSOOREENKOMS

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

Electrical Contractors' Association (South Africa)

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

South African Electrical Workers' Association

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

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

om die Ooreenkoms, gepubliseer by Goewermentskennisgewing R. 994 van 23 Mei 1986 (hierna die Herbekragtigingsooreenkoms genoem) soos verleng by Goewermentskennisgewing R. 1335 van 27 Junie 1986, te wysig.

1. TOEPASSINGSBESTEK VAN OOREENKOMS

(1) Ondanks andersluidende bepalings in hierdie klousule, is hierdie Ooreenkoms van toepassing op en moet dit nagekom word in die Elektrotegniese Nywerheid deur alle werkgewers en werknemers wat onderskeidelik lede van die werkgewersorganisasie en die vakvereniging is wat betrokke is by of in diens is in die Nywerheid in die landdrosdistrikte Alfred, Babanango, Bergville, Camperdown, Chatsworth, Dannhauser, Dundee, Durban, Eshowe, Estcourt, Glencoe, Hlabisa, Impendle, Inanda, Ingwavuma, Ixopo, Kliprivier, Kranskop, Lionsrivier, Lower Tugela, Lower Umfolozi, Mahlabatini, Mapamulo, Mooirivier, Msinga, Mtonjaneni, Mtunzini, Ndwedwe, Newcastle, New Hanover, Ngotshe, Nkandla, Nongoma, Nqutu, Paulpietersburg, Pietermaritzburg, Pinetown, Polela, Port Shepstone, Richmond, Ubombo, Umbumbulu, Umvoti, Umzinto, Underberg, Utrecht, Vryheid en Weenen, maar uitgesonderd die gedeeltes van hierdie landdrosdistrikte wat ingevolge Proklamasie R. 11 van 1977 wat in die *Staatskoerant* van 28 Januarie 1977 verskyn het, binne die selfregerende gebied KwaZulu val, in die werksaamhede uiteengesit in paragrawe (a), (b) en (c) van die omskrywing van "Elektrotegniese Nywerheid" in klousule 3 van die Ooreenkoms gepubliseer by Goewermentskennisgewing R. 967 van 13 Mei 1983.

(7) Insert the following subclause after subclause (17) (a) (ix)

(x) apply for compassionate leave which shall not exceed three days per event in order to attend the funeral of a member of his family or close relative."

J. F. M. VAN DER MERWE,
Chairman.

N. C. GEY VAN PITTIUS,
Vice-Chairman.

A. J. VAN SCHALKWYK,
Secretary.

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No. R. 2068 **26 September 1986**

LABOUR RELATIONS ACT, 1956

INDUSTRIAL COUNCIL FOR THE ELECTRICAL INDUSTRY (NATAL).—AMENDMENT OF MEDICAL AID FUND AGREEMENT

I, Pieter Theunis Christiaan du Plessis, Minister of Manpower, hereby, in terms of section 48 (1) (a) of the Labour Relations Act, 1956, declare that the provisions of the Agreement (hereinafter referred to as the Amending Agreement) which appears in the Schedule hereto and which relates to the Undertaking, Industry, Trade or Occupation referred to in the heading to this notice, shall be binding, with effect from the second Monday after the date op publication of this notice and for the period ending 30 June 1987, upon the employers' organisations and the trade unions which entered into the Amending Agreement and upon the employers and employees who are members of the said organisations or unions.

P. T. C. DU PLESSIS,
Minister of Manpower.

SCHEDULE

INDUSTRIAL COUNCIL FOR THE ELECTRICAL INDUSTRY (NATAL)

MEDICAL AID FUND AGREEMENT

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

Electrical Contractors' Association (South Africa)

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

South African Electrical Workers' Association

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

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

to amend the Agreement published under Government Notice R. 994 of 23 May 1986 (hereinafter referred to as the Re-enacting Agreement), as extended by Government Notice R. 1335 of 27 June 1986.

1. SCOPE OF APPLICATION OF AGREEMENT

(1) Except as otherwise provided in this clause, the terms of this Agreement shall apply to and be observed in the Electrical Industry by all employers and employees who are members of the employers' organisation and the trade union respectively, who are engaged or employed in the Industry in the Magisterial Districts of Alfred, Babanango, Bergville, Camperdown, Chatsworth, Dannhauser, Dundee, Durban, Eshowe, Estcourt, Glencoe, Hlabisa, Impendle, Inanda, Ingwavuma, Ixopo, Klip River, Kranskop, Lions River, Lower Tugela, Lower Umfolozi, Mahlabatini, Mapamulo, Mooi River, Msinga, Mtonjaneni, Mtunzini, Ndwedwe, Newcastle, New Hanover, Ngotshe, Nkandla, Nongoma, Nqutu, Paulpietersburg, Pietermaritzburg, Pinetown, Polela, Port Shepstone, Richmond, Ubombo, Umbumbulu, Umvoti, Umzinto, Underberg, Utrecht, Vryheid and Weenen, but excluding any portions of those Magisterial Districts falling within the self-governing territory of KwaZulu in terms of Proclamation R. 11 of 1977, which appeared in the *Government Gazette* of 28 January 1977, in the operations set forth in paragraphs (a), (b) and (c) of the definition of "Electrical Industry" in clause 3 of the Agreement published under Government Notice R. 967 of 13 May 1983.

(2) Die bepalings van hierdie Ooreenkoms is nie van toepassing nie op werkgewers en hul werknemers wat saam met die werkgewer deelnemers is in 'n skema wat mediese voordele verskaf wat bestaan het op 3 Januarie 1966 en waartoe die betrokke werkgewer weekliks minstens 45 sent bydra ten opsigte van elke werknemer wat lid van die skema is en andersins deur hierdie Ooreenkoms gedek word, terwyl die skema in werking bly en genoemde werkgewer en werknemers voortgaan om deelnemers in die skema te wees en die werkgewer voortgaan om 'n bydrae van minstens 45 sent per week ten opsigte van elke sodanige werknemer te betaal.

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

2. KLOUSULE 3.—ALGEMENE BEPALINGS

Vervang klousule 3 van die Herbekragtigingsooreenkoms deur die volgende:

"Die bepalings vervat in klousule 3 (soos gewysig by klousule 4 van die Herbekragtigingsooreenkoms) 4 tot 8, 9 (soos gewysig by klousule 3 hieronder), 10 (soos gewysig by klousule 4 hieronder) en 11 tot 19 van die Ooreenkoms gepubliseer by Goewermentskennisgewing R. 1429 van 13 Julie 1984 (hierna die "Vorige Ooreenkoms" genoem), is van toepassing op werkgewers en werknemers.".

3. KLOUSULE 9.—BYDRAES

In subklousule (1), vervang die syfer "R6,75" deur die syfer "R8,75".

4. KLOUSULE 10.—BYSTAND

Vervang subklousule (1) deur die volgende:

"(1) 'n Lid is daarop geregtig om, behoudens die reëls van die Fonds, bystand van die Fonds soos volg te eis ten opsigte van mediese, tandheelkundige en gesigkundige dienste:

(a) Betaling van koste, uitgesonderd koste vir tandheelkundige en gesigkundige dienste, van hoogstens altesaam R5 000 (met inbegrip van koste vir bevallings van hoogstens R450 per bevalling) in elke siklus van 52 weke bydraende diens vir die lid en sy afhanklikes;

(b) betaling van koste vir tandheelkundige dienste van altesaam hoogstens R400 in elke siklus van 52 weke bydraende diens vir die lid en sy afhanklikes;

(c) betaling van koste vir gesigkundige dienste van hoogstens altesaam R200 in elke siklus van 52 weke bydraende diens vir die lid en sy afhanklikes;

(d) betaling van bystand vir dienste kragtens hierdie klousule van hoogstens die bepaal in die bystandskale wat van tyd tot tyd in die *Staatskoerant* verskyn ingevolge die Wet op Mediese Skemas, 1967, en waar geen sodanige bystandskale bepaal word nie mag die bystand nie die bedrae oorskry soos van tyd tot tyd deur die Bestuursraad ooreenkomstig die Reëls bepaal word nie.".

Soos gemagtig, vir en namens die partye op hede die 1ste dag van April 1986 te Durban onderteken.

B. NICHOLSON,
Voorsitter van die Raad.

M. F. PRINSLOO,
Ondervoorsitter van die Raad.

D. F. ANTHONY,
Sekretaris van die Raad.

(2) The terms of this Agreement shall not apply to employers and their employees who are participants with the employer in any scheme providing medical benefits in existence on 3 January 1966, to which the employer concerned contributes not less than 45 cents per week for each employee who is a member of the scheme and otherwise covered by this Agreement whilst such scheme continues to operate and the said employer and employees continue as participants in the scheme and the employer continues to pay a contribution of not less than 45 cents for each such employee per week.

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

2. CLAUSE 3.—GENERAL PROVISIONS

Substitute the following for clause 3 of the Re-enacting Agreement:

"The provisions contained in clauses 3 (as amended by clause 4 of the Re-enacting Agreement), 4 to 8, 9 (as amended by clause 3 hereunder), 10 (as amended by clause 4 hereunder) and 11 to 19 of the Agreement published by Government Notice R. 1429 of 13 July 1984 (hereinafter referred to as the "Former Agreement"), shall apply to employers and employees.".

3. CLAUSE 9.—CONTRIBUTIONS

In subclause (1), substitute the figure "R8,75" for the figure "R6,75".

4. CLAUSE 10.—BENEFITS

Substitute the following for subclause (1):

"(1) Subject to the provisions of the rules of the Fund, a member shall be entitled to claim the following benefits from the Fund in respect of medical, dental and optical services:

(a) Payment of expenses, other than expenses for dental services and optical services, not exceeding the amount of R5 000 (including payment of expenses for confinements up to a maximum of R450 per confinement) in the aggregate in each cycle of 52 weeks of contributory service for the member and his dependants;

(b) payment of expenses for dental not exceeding the amount of R400 in the aggregate in each cycle of 52 weeks of contributory service for the member and his dependants;

(c) payment of expenses for optical services not exceeding an amount of R200 in the aggregate in each cycle of 52 weeks of contributory service for the member and his dependants;

(d) payment of benefits for services under this clause not exceeding those determined in the scale of benefits as published from time to time in the *Government Gazette* in terms of the Medical Schemes Act, 1967, and where no such scale of benefits has been determined, the benefits shall not exceed amounts as decided from time to time by the Board of Management in terms of the Rules.".

Signed at Durban, as authorised, for and on behalf of the parties, this 1st day of Arpil 1986.

B. NICHOLSON,
Chairman of the Council.

M. F. PRINSLOO,
Vice-Chairman of the Council.

D. F. ANTHONY,
Secretary of the Council.

No. R. 2069 **26 September 1986**

WET OP ARBEIDSVERHOUDINGE, 1956

NYWERHEIDSRAAD VIR DIE ELEKTROTEGNIESE NYWERHEID (NATAL).—WYSIGING VAN SIEKTEBYSTANDSFONDSOOREENKOMS

Ek, Pieter Theunis Christiaan du Plessis, Minister van Mannekrag, verklaar hierby—

(a) kragtens artikel 48 (1) (a) van die Wet op Arbeidsverhoudinge, 1956, dat die bepalings van die Ooreenkoms (hierna die Wysigingsooreenkoms genoem) wat in die Bylae hiervan verskyn en betrekking het op die Onderneming, Nywerheid, Bedryf of Beroep in die opskrif by hierdie kennisgewing vermeld, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 30 Junie 1987 eindig, bindend is vir die werkgewersorganisasies en die vakverenigings wat die Wysigingsooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasies of verenigings is; en

No. R. 2069 **26 September 1986**

LABOUR RELATIONS ACT, 1956

INDUSTRIAL COUNCIL FOR THE ELECTRICAL INDUSTRY (NATAL).—AMENDMENT OF SICK PAY FUND AGREEMENT

I, Pieter Theunis Christiaan du Plessis, Minister of Manpower, hereby—

(a) in terms of section 48 (1) (a) of the Labour Relations Act, 1956, declare that the provisions of the Agreement (hereinafter referred to as the Amending Agreement) which appears in the Schedule hereto and which relates to the Undertaking, Industry, Trade or Occupation referred to in the heading to this notice, shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 30 June 1987, upon the employers' organisations and the trade unions which entered into the Amending Agreement and upon the employers and employees who are members of the said organisations or unions; and

(b) kragtens artikel 48 (1) (b) van genoemde Wet, dat die bepalings van die Wysigingsooreenkoms, uitgesonderd dié vervat in klousules 1 (1) (a), 2, 4 en 5, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 30 Junie 1987 eindig, bindend is vir alle ander werkgewers en werknemers as dié genoem in paragraaf (a) van hierdie kennisgewing wat betrokke is by of in diens is in genoemde Onderneming, Nywerheid, Bedryf of Beroep in die gebiede in klousule 1 van die Wysigingsooreenkoms gespesifiseer.

P. T. C. DU PLESSIS,
Minister van Mannekrag.

BYLAE

NYWERHEIDSRAAD VIR DIE ELEKTROTEGNIESE NYWERHEID (NATAL)

SIEKTEBYSTANDSFONDS

OOREENKOMS

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

Electrical Contractors' Association (South Africa)

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

South African Electrical Workers' Association

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

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

om die Ooreenkoms, gepubliseer by Goewermentskennisgewing R. 992 van 23 Mei 1986 (hierna die Herbekragtigingsooreenkoms genoem) soos verleng by Goewermentskennisgewing R. 1334 van 27 Junie 1986, te wysig.

DEEL I

1. TOEPASSINGSBESTEK VAN OOREENKOMS

(1) Hierdie Ooreenkoms moet nagekom word deur werkgewers en werknemers in die Elektrotegniese Nywerheid—

(a) wat lede van onderskeidelik die werkgewersorganisasie en die vakvereniging is; en

(b) wat betrokke is by of in diens is in die Nywerheid in die landdrosdistrikte Alfred, Babanango, Bergville, Camperdown, Chatsworth, Dannhauser, Dundee, Durban, Eshowe, Estcourt, Glencoe, Hlabisa, Impendle, Inanda, Ingwavuma, Ixopo, Kliprivier, Kranskop, Lionsrivier, Lower Tugela, Lower Umfolozi, Mahlabatini, Mapamulo, Mooirivier, Msinga, Mtonjaneni, Mtunzini, Ndwedwe, Newcastle, New Hanover, Ngotshe, Nkandla, Nongoma, Nqutu, Paulpietersburg, Pietermaritzburg, Pinetown, Polela, Port Shepstone, Richmond, Ubombo, Umbumbulu, Umvoti, Umzinto, Underberg, Utrecht, Vryheid en Weenen, maar uitgesonderd die gedeeltes van hierdie landdrosdistrikte wat ingevolge Proklamasie R. 11 van 1977 in die *Staatskoerant* van 28 Januarie 1977 verskyn het, binne die selfregerende gebied KwaZulu val, in die werksaamhede uiteengesit in paragrawe (a), (b) en (c) van die omskrywing van "Elektrotegniese Nywerheid" in klousule 3 van die Ooreenkoms gepubliseer by Goewermentskennisgewing R. 967 van 13 Mei 1983.

(2) Ondanks subklousule (1), is hierdie Ooreenkoms nie van toepassing nie op—

(a) werknemers in diens van die werkgewers in subklousule (1) bedoel wat, hoewel hulle ingevolge die geregistreerde bestek van 'n vakvereniging wat 'n party by hierdie Ooreenkoms is lede van so 'n vakvereniging kan word, nie lede van so 'n vakvereniging is nie;

(b) werknemers uitgesonderd dié in diens van werkgewers in subklousule (1) bedoel.

2. KLOUSULE 3.—SPESIALE BEPALINGS

Vervang klousule 3 van die Herbekragtigingsooreenkoms deur die volgende:

"Die bepalings vervat in klousule 9 van Deel I en klousule 1 (soos gewysig by klousule 4 hieronder), klousule 2 (soos gewysig by klousule 5 hieronder), 3 en 4 van Deel II van die Ooreenkoms soos gepubliseer by Goewermentskennisgewing R. 2827 van 30 Desember 1983, soos gewysig by Goewermentskennisgewing R. 2481 van 16 November 1984 (hierna die "Vorige Ooreenkoms" genoem), is van toepassing op werkgewers en werknemers."

(b) in terms of section 48 (1) (b) of the said Act, declare that the provisions of the Amending Agreement, excluding those contained in clauses 1 (1) (a), 2, 4 and 5, shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 30 June 1987, upon all employers and employees, other than those referred to in paragraph (a) of this notice, who are engaged or employed in the said Undertaking, Industry, Trade or Occupation in the areas specified in clause 1 of the Amending Agreement.

P. T. C. DU PLESSIS,
Minister of Manpower.

SCHEDULE

INDUSTRIAL COUNCIL FOR THE ELECTRICAL INDUSTRY (NATAL)

SICK PAY FUND

AGREEMENT

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

Electrical Contractors' Association (South Africa)

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

South African Electrical Workers' Association

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

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

to amend the Agreement published under Government Notice R. 992 of 23 May 1986 (hereinafter referred to as the Re-enacting Agreement), as extended by Government Notice R. 1334 of 27 June 1986.

PART I

1. SCOPE OF APPLICATION OF AGREEMENT

(1) The terms of this Agreement shall be observed by employers and employees in the Electrical Industry—

(a) who are members of the employers' organisation and the trade union, respectively; and

(b) who are engaged or employed in the Industry in the Magisterial Districts of Alfred, Babanango, Bergville, Camperdown, Chatsworth, Dannhauser, Dundee, Durban, Eshowe, Estcourt, Glencoe, Hlabisa, Impendle, Indanda, Ingwavuma, Ixopo, Klip River, Kranskop, Lions River, Lower Tugela, Lower Umfolozi, Mahlabatini, Mapamulo, Mooi River, Msinga, Mtonjaneni, Mtunzini, Ndwedwe, Newcastle, New Hanover, Ngotshe, Nkandla, Nongoma, Nqutu, Paulpietersburg, Pietermaritzburg, Pinetown, Polela, Port Shepstone, Richmond, Ubombo, Umbumbulu, Umvoti, Umzinto, Underberg, Utrecht, Vryheid and Weenen, but excluding any portions of those Magisterial districts falling within the self-governing territory of KwaZulu in terms of Proclamation R. 11 of 1977, which appeared in the *Government Gazette* of 28 January 1977, in the operations set forth in paragraphs (a), (b) and (c) of the definition of "Electrical Industry" in clause 3 of the Agreement published under Government Notice R. 967 of 13 May 1983.

(2) Notwithstanding the provisions of subclause (1), the terms of this Agreement shall not apply to—

(a) employees employed by the employers referred to in subclause (1) who, whilst being allowed in terms of the registered scope of a trade union which is a party to this Agreement to become members of such a trade union, are not members of such a trade union;

(b) employees other than those employed by employers referred to in subclause (1).

2. CLAUSE 3.—SPECIAL PROVISIONS

Substitute the following for clause 3 of the Re-enacting Agreement:

"The provisions of clause 9 of Part 1 and clause 1 (as amended by clause 4 hereunder), clause 2 (as amended by clause 5 hereunder), 3 and 4 of Part II of the Agreement published under Government Notice R. 2827 of 30 December 1983, as amended by Government Notice R. 2481 of 16 November 1984 (hereinafter referred to as the "Former Agreement"), shall apply to employers and employees."

3. KLOUSULE 4.—ALGEMENE BEPALINGS

Vervang klousule 4 van die Herbekragtigingsooreenkoms deur die volgende:

"Die bepalings vervat in klousule 3 (soos gewysig by klousule 5 van die Herbekragtigingsooreenkoms) 4 tot 8 en 10 tot 16 van Deel I en klousule 1, 2 (soos gewysig by klousule 6 hieronder), 3 en 4 van Deel III van die Vorige Ooreenkoms, is van toepassing op werkgewers en werknemers."

DEEL II

SKEMA A

3. KLOUSULE 1.—LIDMAATSKAP

(1) In subklousule (1) (a), vervang die syfer "R2,26" deur die syfer "R2,48".

(2) In subklousule (1) (c), vervang die syfers "R3,32", "R149,40" en "R647,40" deur onderskeidelik die syfers "R3,60", "R162,00" en "R702,00".

(3) In subklousule (2), vervang die syfers "R2,26", R101,70" en "R440,70" deur onderskeidelik die syfers "R2,48", "R111,60" en "R483,60".

4. KLOUSULE 2.—BYDRAES

In subklousule (1), vervang die bestaande tabel deur die volgende:

"Loongroep per week	*Bedrag per week*
	c
Oor R242	40
Oor R217 en tot R242	36
Oor R174 en tot R217	34
Oor R150 en tot R174	30
Oor R124 en tot R150	27
R124 en minder	20".

DEEL III

SKEMA B

5. KLOUSULE 2.—BYDRAES

In subklousule (1), vervang die bestaande tabel deur die volgende:

"Loongroep per week	*Bedrag per week*
	c
Oor R242	40
Oor R217 en tot R242	36
Oor R174 en tot R217	34
Oor R150 en tot R174	30
Oor R124 en tot R150	27
Oor R107 en tot R124	20
Oor R90 en tot R107	18
R90 en minder	16".

Soos gemagtig, vir en namens die partye op hede die 1ste dag van April 1986 te Durban onderteken.

B. NICHOLSON,
Voorsitter van die Raad.

M. F. PRINSLOO,
Ondervoorsitter van die Raad.

D. F. ANTHONY,
Sekretaris van die Raad.

3. CLAUSE 4.—GENERAL PROVISIONS

Substitute the following for clause 4 of the Re-enacting Agreement:

"The provisions contained in clauses 3 (as amended by clause 5 of the Re-enacting Agreement), 4 to 8 and 10 to 16 of Part I and clauses 1, 2 (as amended by clause 6 hereunder), 3 and 4 of Part III of the Former Agreement, shall apply to employers and employees."

PART II

SCHEME A

3. CLAUSE 1.—MEMBERSHIP

(1) In subclause (1) (a), substitute the figure "R2,48" for the figure "R2,26".

(2) In subclause (1) (c), substitute the figures "R3,60", "R162,00" and "R702,00" for the figures "R3,32", "R149,40" and "R647,40" respectively.

(3) In subclause (2), substitute the figures "R2,48", "R111,60" and "R483,60" for the figures "R2,26", "R101,70" and "R440,70" respectively.

4. CLAUSE 2.—CONTRIBUTIONS

In subclause (1), substitute the following for the existing table:

"Wage group per week	*Amount per week*
	c
Over R242	40
Over R217 and up to R242	36
Over R174 and up to R217	34
Over R150 and up to R174	30
Over R124 and up to R150	27
R124 and under	20".

PART III

SCHEME B

5. CLAUSE 2.—CONTRIBUTIONS

In subclause (1), substitute the following for the existing table:

"Wage group per week	*Amount per week*
	c
Over R242	40
Over R217 and up to R242	36
Over R174 and up to R217	34
Over R150 and up to R174	30
Over R124 and up to R150	27
Over R107 and up to R124	20
Over R90 and up to R107	18
R90 and under	16".

Signed at Durban, as authorised, for and on behalf of the parties, this 1st day of April 1986.

B. NICHOLSON,
Chairman of the Council.

M. F. PRINSLOO,
Vice-Chairman of the Council.

D. F. ANTHONY,
Secretary of the Council.

No. R. 2070 **26 September 1986**

WET OP ARBEIDSVERHOUDINGE, 1956

JUWELIERSWARE- EN -EDELMETAALNYWERHEID (KAAP).—HERNUWING VAN HOOFOOREENKOMS

Ek, Mattheus Willem Johannes le Roux, Direkteur: Mannekrag, behoorlik daartoe gemagtig deur die Minister van Mannekrag, verklaar hierby, kragtens artikel 48 (4) (a) (ii) van die Wet op Arbeidsverhoudinge, 1956, dat die bepalings van Goewermentskennisgewing R. 1133 van 8 Junie 1984, van krag is vanaf die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 31 Januarie 1987 eindig.

M. W. J. LE ROUX,
Direkteur: Mannekrag.

No. R. 2070 **26 September 1986**

LABOUR RELATIONS ACT, 1956

JEWELLERY AND PRECIOUS METAL INDUSTRY (CAPE).—RENEWAL OF MAIN AGREEMENT

I, Mattheus Willem Johannes le Roux, Director: Manpower, duly authorised thereto by the Minister of Manpower, hereby, in terms of section 48 (4) (a) (ii) of the Labour Relations Act, 1956, declare the provisions of Government Notice R. 1133 of 8 June 1984, to be effective from the date of publication of this notice and for the period ending 31 January 1987.

M. W. J. LE ROUX,
Director: Manpower.

No. R. 2071 **26 September 1986**

WET OP ARBEIDSVERHOUDINGE, 1956

WAS-, SKOONMAAK- EN KLEURNYWERHEID (KAAP).—HERNUWING VAN VOORSORGFONDS-OOREENKOMS

Ek, Mattheus Willem Johannes le Roux, Direkteur: Mannekrag, behoorlik daartoe gemagtig deur die Minister van Mannekrag, verklaar hierby, kragtens artikel 48 (4) (a) (ii) van die Wet op Arbeidsverhoudinge, 1956, dat die bepalings van Goewermentskennisgewings R. 1831 van 5 September 1980 en R. 2711 van 9 Desember 1983, van krag is vanaf die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 30 September 1987 eindig.

M. W. J. LE ROUX,
Direkteur: Mannekrag.

No. R. 2072 **26 September 1986**

WET OP ARBEIDSVERHOUDINGE, 1956

NYWERHEIDSRAAD VIR DIE DIAMANTSLYPNYWERHEID VAN SUID-AFRIKA.—WYSIGING VAN PENSIOENFONDS OOREENKOMS

Ek, Pieter Theunis Christiaan du Plessis, Minister van Mannekrag, verklaar hierby, kragtens artikel 48 (1) (a) van die Wet op Arbeidsverhoudinge, 1956, dat die bepalings van die Ooreenkoms (hierna die Wysigingsooreenkoms genoem) wat in die Bylae hiervan verskyn en betrekking het op die Onderneming, Nywerheid, Bedryf of Beroep in die opskrif by hierdie kennisgewing vermeld, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 3 Januarie 1991 eindig, bindend is vir die werkgewersorganisasie en die vakvereniging wat die Wysigingsooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasie of vereniging is.

P. T. C. DU PLESSIS,
Minister van Mannekrag.

BYLAE

NYWERHEIDSRAAD VIR DIE DIAMANTSLYPNYWERHEID VAN SUID-AFRKA

OOREENKOMS

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

Master Diamond Cutters' Association of South Africa

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

S.A. Diamond Workers' Union

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

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

om die ooreenkoms gepubliseer by Goewermentskennisgewing R. 2303 van 23 Desember 1970 soos verleng by Goewermentskennisgewing R. 1517 van 5 Augustus 1977 te wysig. (Hierna verwys as die "Pensioenfondsooreenkoms").

1. TOEPASSINGSBESTEK VAN OOREENKOMS

1. Vervang die bestaande paragraaf met die volgende paragrawe:

"(1) Hierdie ooreenkoms moet in dié Diamantslypnywerheid in die Republiek van Suid-Afrika nagekom word:

(a) deur alle werkgewers wat lede is van die werkgewersorganisasie en deur alle werknemers wat lede van die vakvereniging en wat onderskeidelik betrokke is by of werksaam is in genoemde Nywerheid.

No. R. 2071 **26 September 1986**

LABOUR RELATIONS ACT, 1956

LAUNDRY, CLEANING AND DYEING INDUSTRY (CAPE).—RENEWAL OF PROVIDENT FUND AGREEMENT

I, Mattheus Willem Johannes le Roux, Director: Manpower, duly authorised therto by the Minister of Manpower, hereby, in terms of section 48 (4) (a) (ii) of the Labour Relations Act, 1956, declare the provisions of Government Notices R. 1831 of 5 September 1980 and R. 2711 of 9 December 1983, to be effective from the date of publication of this notice and for the period ending 30 September 1987.

M. W. J. LE ROUX,
Director: Manpower.

No. R. 2072 **26 September 1986**

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LABOUR RELATIONS ACT, 1956

INDUSTRIAL COUNCIL FOR THE DIAMOND CUTTING INDUSTRY OF SOUTH AFRICA.—AMENDMENT OF PENSION FUND AGREEMENT

I, Pieter Theunis Christiaan du Plessis, Minister of Manpower, hereby, in terms of section 48 (1) (a) of the Labour Relations Act, 1956, declare that the provisions of the Agreement (hereinafter referred to as the Amending Agreement) which appears in the Schedule hereto and which relates to the Undertaking, Industry, Trade or Occupation referred to in the heading to this notice, shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 3 January 1991, upon the employers' organisation and the trade union which entered into the Amending Agreement and upon the employers and employees who are members of the said organisation or union.

P. T. C. DU PLESSIS,
Minister of Manpower.

SCHEDULE

INDUSTRIAL COUNCIL FOR THE DIAMOND CUTTING INDUSTRY OF SOUTH AFRICA

AGREEMENT

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

Master Diamond Cutters' Association of South Africa

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

S.A. Diamond Workers' Union

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

being the parties to the Industrial Council for the Diamond Cutting Industry of South Africa,

to amend the Agreement published under Government Notice R. 2303 of 23 December 1970 as extended by Government Notice R. 1517 of 5 August 1977 (hereinafter referred to as the "Pension Fund Agreement").

1. SCOPE OF APPLICATION OF AGREEMENT

(1) The terms of this Agreement shall be observed in the Diamond Cutting Industry throughout the Republic of South Africa—

(a) by all employers who are members of the Employers' Association and by all employees who are members of the Trade Union and who are engaged or employed respectively in the said Industry;

DEPARTEMENT VAN MANNEKRAG

No. R. 2066 **26 September 1986**

WET OP ARBEIDSVERHOUDINGE, 1956

PLAASLIKEBESTUURSONDERNEMING IN DIE PROVINSIE TRANSVAAL.—VERLENGING VAN HOOFOOREENKOMS

Ek, Pieter Theunis Christiaan du Plessis, Minister van Mannekrag, verleng hierby, kragtens artikel 48 (4) (a) (i) van die Wet op Arbeidsverhoudinge, 1956, die tydperke vasgestel in Goewermentskennisgewings R. 679 van 31 Maart 1983 en R. 413 van 7 Maart 1986, met 'n verdere tydperk wat op 31 Maart 1989 eindig.

P. T. C. DU PLESSIS,
Minister van Mannekrag.

No. R. 2067 **26 September 1986**

WET OP ARBEIDSVERHOUDINGE, 1956

PLAASLIKEBESTUURSONDERNEMING IN DIE PROVINSIE TRANSVAAL.—WYSIGING VAN HOOFOOREENKOMS

Ek, Pieter Theunis Christiaan du Plessis, Minister van Mannekrag, verklaar hierby, kragtens artikel 48 (1) (a) van die Wet op Arbeidsverhoudinge, 1956, dat die bepalings van die Ooreenkoms (hierna die Wysigingsooreenkoms genoem) wat in die Bylae hiervan verskyn en betrekking het op die Onderneming, Nywerheid, Bedryf of Beroep in die opskrif by hierdie kennisgewing vermeld, met ingang van 1 Oktober 1986 en vir die tydperk wat op 31 Maart 1989 eindig, bindend is vir die werkgewersorganisasie en die vakvereniging wat die Wysigingsooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasie of vereniging is.

P. T. C. DU PLESSIS,
Minister van Mannekrag.

BYLAE

NYWERHEIDSRAAD VIR DIE PLAASLIKEBESTUURSONDERNEMING IN DIE PROVINSIE TRANSVAAL

OOREENKOMS

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

Transvaalse Munisipale Werkgewersorganisasie

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

Suid-Afrikaanse Vereniging van Munisipale Werknemers (nie-Politiek)

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

wat die partye is by die Nywerheidsraad vir die Plaaslikebestuursonderneming in die provinsie Transvaal, om die Ooreenkoms gepubliseer by Goewermentkennisgewing R. 679 van 31 Maart 1983 te wysig.

1. KLOUSULE 1.—GEBIED EN TOEPASSINGSBESTEK VAN OOREENKOMS

(1) Hierdie Ooreenkoms moet in die Plaaslikebestuursonderneming in die provinsie Transvaal nagekom word deur alle werkgewers wat lede van die werkgewersorganisasie is en deur alle werknemers wat lede van die vakvereniging is.

(2) Ondanks subklousule (1), is hierdie Ooreenkoms van toepassing op vakleerlinge slegs vir sover dit nie met die Wet op Mannekragopleiding, 1981, of met 'n kontrak wat daarkragtens aangegaan is of met voorwaardes wat daarkragtens gestel is, onbestaanbaar is nie.

DEPARTMENT OF MANPOWER

No. R. 2066 **26 September 1986**

LABOUR RELATIONS ACT, 1956

LOCAL GOVERNMENT UNDERTAKING IN THE PROVINCE TRANSVAAL.—EXTENSION OF MAIN AGREEMENT

I, Pieter Theunis Christiaan du Plessis, Minister of Manpower, hereby, in terms of section 48 (4) (a) (i) of the Labour Relations Act, 1956, extend the periods fixed in Government Notices R. 679 of 31 March 1983 and R. 413 of 7 March 1986, by a further period ending 31 March 1989.

P. T. C. DU PLESSIS,
Minister of Manpower.

No. R. 2067 **26 September 1986** 346

LABOUR RELATIONS ACT, 1956

LOCAL GOVERNMENT UNDERTAKING IN THE PROVINCE OF TRANSVAAL.—AMENDMENT OF MAIN AGREEMENT

I, Pieter Theunis Christiaan du Plessis, Minister of Manpower, hereby, in terms of section 48 (1) (a) of the Labour Relations Act, 1956, declare that the provisions of the Agreement (hereinafter referred to as the Amending Agreement) which appears in the Schedule hereto and which relates to the Undertaking, Industry, Trade or Occupation referred to in the heading to this notice, shall be binding, with effect from 1 October 1986 and for the period ending 31 March 1989, upon the employers' organisation and the trade union which entered into the Amending Agreement and upon the employers and employees who are members of the said organisation or union.

P. T. C. DU PLESSIS,
Minister of Manpower.

SCHEDULE

INDUSTRIAL COUNCIL FOR THE LOCAL GOVERNMENT UNDERTAKING IN THE PROVINCE OF THE TRANSVAAL

AGREEMENT

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

Transvaal Municipal Employers' Organisation

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

South African Association of Municipal Employees (non-Political)

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

being the parties to the Industrial Council for the Local Government Undertaking in the Province of the Transvaal, to amend the Agreement published under Government Notice R. 679 of 31 March 1983.

1. CLAUSE 1.—AREA AND SCOPE OF APPLICATION OF AGREEMENT

(1) The terms of this Agreement shall be observed in the Local Government Undertaking in the Province of the Transvaal by all employers who are members of the employers' organisation and by all employees who are members of the trade union.

(2) Notwithstanding the provisions of subclause (1), the terms of this Agreement shall apply to apprentices only in so far as they are not inconsistent with the provisions of the Manpower Training Act, 1981, or any contract entered into or any conditions fixed hereunder.

2. KLOUSULE 4.—AANSTELLING, BEVORDERING EN OORPLASING

(1) Vervang subklousule (2) (b) deur die volgende:

"(b) Die raad kan 'n werknemer oorplaas van een pos na 'n ander.".

(2) Vervang subklousule (4) (a) deur die volgende:

"(4) Aanstelling op proef.—(a) 'n Permanente werknemer word vir hoogstens ses maande op proef aangestel as die raad aldus bepaal wanneer hy vir die eerste maal in diens van die raad tree: Met dien verstande dat 'n werknemer, indien die raad so besluit, weer op proef aangestel kan word indien hy vir langer as 12 maande uit die raad se diens was.".

3. KLOUSULE 5.—BESOLDIGING EN SALARISVERHOGING

Voeg die volgende subklousule in na subklousule (4):

"(5) *Gereedheidsdienstoelae*.—Wanneer 'n werknemer by besluit van die raad hom op 'n gereedheidsgrondslag beskikbaar moet stel vir aktiewe oortyddiens buite normale werksure, is hy geregtig op 'n gereedheidsdienstoelae soos van tyd tot tyd deur die Nywerheidsraad bepaal: Met dien verstande dat die toelae nie geïnkorporeer of afgeskryf mag word teen enige vergoeding vir oortyd nie.".

4. KLOUSULE 6.—TUGMAATREËLS

Vervang klousule 6 deur die volgende:

"(1) *Omskrywing van wangedrag*.—'n Werknemer is skuldig aan wangedrag en daar kan ooreenkomstig die bepalings van hierdie hoofstuk teen hom opgetree word as hy—

(a) opsetlik 'n bepaling van hierdie ooreenkoms oortree of versuim om daaraan te voldoen; of

(b) opsetlik iets doen wat nadelig is vir die raad, sy dissipline of doeltreffendheid of dit laat doen of toelaat dat dit gedoen word; of

(c) 'n wettige opdrag wat aan hom gegee word deur iemand wat die bevoegdheid het om dit te gee, nie gehoorsaam nie, dit verontagsaam of opsetlik versuim om dit uit te voer, of hom deur woord of daad aan insubordinasie skuldig maak; of

(d) nalatig of traag is in die uitvoering van sy pligte; of

(e) hom op 'n skandelike, onbehoorlike, onbetaamlike of oneerlike wyse gedra; of

(f) bedwelmende drank of dwelmmiddels dermate gebruik dat hy nie in staat is om sy pligte behoorlik uit te voer nie; of

(g) behalwe by die uitvoering van sy pligte, inligting wat in die loop van sy diens verkry is, sonder die vooraf verkreë toestemming van die raad bekend maak of gebruik; of

(h) korrupsie pleeg of omkoopgeld aanneem; of

(i) die raad se eiendom wederregtelik toeëien of dit opsetlik of op nalatige wyse beskadig of op onbehoorlike of ongeoorloofde wyse gebruik of laat gebruik; of

(j) 'n kriminele misdryf pleeg en gevonnis word tot gevangenisstraf, met die uitsondering as die gevagenisstraf in die geheel opgeskort word, sonder die keuse van 'n boete; of

(k) sonder verlof of geldige rede van sy kantoor of diens wegbly; of

(l) willens en wetens 'n onjuiste of valse verklaring doen om homself in sy amp te bevoordeel of om die raad se diens of iemand in die raad se diens te benadeel of daaraan afbreuk te doen; of

(m) betalende werk buite die munisipale diens verrig of hom daartoe verbind, voordat hy eers die toestemming van die raad gevra en verkry het of enige voorwaardes waaronder sodanige toestemming deur die raad verleen is oortree.

(2) *Prosedure ingeval van wangedrag*.—(a) 'n departementshoof of 'n beampte in sy departement wat skriftelik daartoe gemagtig is, kan 'n werknemer wat van wangedrag beskuldig word, skriftelik onder sy handtekening van daardie wangedrag aankla. Indien 'n stadsklerk of 'n departementshoof van wangedrag aangekla word, moet die voorsitter van die raad die handelinge uitvoer wat ingevolge hierdie klousule aan die departementshoof opgedra word.

Die bepalings van hierdie klousule doen nie afbreuk aan die raad se bevoegdheid om iemand deur die raad aangewys die aksies van die departementshoof te laat verrig nie.

(b) Die aanklag waarna in subklousule (a) hierbo verwys word, moet binne 'n redelike tyd nadat die feite waarop dit gegrond is tot die kennis van die departementshoof of sy in subklousule (a) bedoelde gemagtigde beampte gekom het, teen die werknemer ingebring word en die persoon wat die aanklag onderteken het, moet dit onverwyld aan die aangeklaagde werknemer bestel of laat bestel.

(c) Die aanklag moet 'n uiteensetting van die beweerde wangedrag bevat en 'n aansegging waarby die aangeklaagde werknemer aangesê word om binne sewe dae na ontvangs van die aanklag, 'n skriftelike erkenning of ontkenning van die aanklag en, as hy dit verlang, 'n skriftelike verklaring of verduideliking van die wangedrag waarvan hy aangekla word, aan die persoon wat die aanklag onderteken het, te stuur of by hom af te lewer.

2. CLAUSE 4.—APPOINTMENT, PROMOTION AND TRANSFER

(1) Substitute the following for subclause (2) (b):

"(b) The council may transfer an employee from one post to another.".

(2) Substitute the following for subclause (4) (a):

"(4) Appointment on probation.—(a) A permanent employee shall be appointed on probation for a period not exceeding six months if the council so determines when he enters the service of the council for the first time: on the district understanding that an employee on the council's decision can be appointed on probation again in the event of him leaving the service of the council for a period longer than 12 months.".

3. CLAUSE 5.—REMUNERATION AND SALARY INCREMENTS

Insert the following subclause after subclause (4):

"(5) *Stand-by allowance*.—When by resolution of the council an employee has to render stand-by duties for active overtime duties outside his normal working hours there shall be paid to him a stand-by allowance as set down from time to time by the Industrial Council: Provided that this allowance shall not be incorporated or written off against any remuneration paid for overtime.".

4. CLAUSE 6.—DISCIPLINARY MEASURES

Substitute the following for Clause 6:

"(1) *Definition of misconduct*.—An employee shall be deemed guilty of misconduct and action can be taken against him according to the provisions of this chapter if he—

(a) wilfully contravenes or fails to comply with any provision of this Agreement; or

(b) wilfully does, allows or causes to be done anything detrimental to the council, its discipline or efficiency; or

(c) disobeys or disregards or makes wilful default in carrying out a lawful order given to him by a person having authority to give same, or by word or conduct displays insubordination; or

(d) is negligent or indolent in the discharge of his duties; or

(e) conducts himself in a disgraceful, improper, unbecoming or dishonest manner; or

(f) partakes of intoxicating liquor or drugs to such an extent that he is unable to perform his duties properly; or

(g) discloses or uses, otherwise than in the discharge of his duties, information acquired in the course thereof, without the prior consent of the council; or

(h) commits corruption or accepts a bribe; or

(i) misappropriates or wilfully or negligently damages the council's property or uses or causes same to be used in an improper or unauthorised manner; or

(j) commits a criminal offence and is sentenced to imprisonment without the option of a fine with the exception in the case where the imprisonment was suspended in the whole; or

(k) absents himself from his office or duty without leave or valid cause; or

(l) wilfully and deliberately makes an inaccurate or false statement in order to benefit himself in his office or to cause injury or prejudice to the council's service or any person in the council's service; or

(m) undertakes any work for remuneration apart from his municipal duties or engages himself to do so without the prior consent of the council or contravenes any conditions under which such consent was given.

(2) *Procedure in case of misconduct*.—(a) A head of the department or an official in his department who has been authorised in writing, may charge an employee with misconduct in writing under his signature. Should a town clerk or a head of a department be charged with misconduct, the chairman of the council shall perform the acts delegated to the head of the department under this clause.

The provisions of this clause shall not preclude the council to designate someone to perform the duties of a head of a department.

(b) Within a reasonable time after the facts upon which the charge referred to in subclause (a) are founded, become known to the head of a department or his authorised officer as stated in subclause (a), a charge can be raised against the employee and the person who signed the charge shall forthwith serve or have the charge sheet served upon the accused employee.

(c) The charge shall set out the alleged misconduct and shall contain a notification informing the accused employee to send or to deliver a written acknowledgment or denial of the alleged misconduct, and if he so wishes, a written statement or explanation of the alleged misconduct.

(d) Indien die aanklag onderteken is deur 'n ander beampte as die departementshoof, moet sodanige beampte die aanklag tesame met die werknemer se antwoord daarop, soos bedoel in subklousule (c), onverwyld aan die departementshoof stuur of by hom laat aflewer.

(e) 'n Werknemer wat ingevolge die bepalings van subklousule (a) van wangedrag beskuldig word, is daarop geregtig om in plaas daarvan om die skriftelike verklaring of verduideliking wat in subklousule (c) bedoel word, te verstrek, binne die tydperk wat in die aansegging vermeld word as die tydperk waarbinne hy op die aanklag moet antwoord, te eis om persoonlik voor die departementshoof te verskyn om 'n mondelinge verklaring of verduideliking van die aanklag te verstrek.

(3) Indien—

(a) die werknemer die aanklag erken; of

(b) die departementshoof, nadat hy die werknemer persoonlik aangehoor het of sy skriftelike verklaring of verduideliking oorweeg het, oortuig daarvan is dat die werknemer skuldig is aan die wangedrag waarvan hy aangekla word, en die departementshoof van oordeel is dat die aanklag nie van 'n ernstige aard is nie, kan hy die werknemer—

(i) beripse; of

(ii) met 'n bedrag van hoogstens R50 beboet, welke boete verhaal kan word deur aftrekking van sy besoldiging.

(4) 'n Berisping of boete wat ingevolge subklousule (3) opgelê is, word skriftelik deur of namens die departementshoof aan die betrokke werknemer oorgedra en op sy persoonlike lêer aangeteken.

(5) 'n Werknemer teen wie daar ingevolge subklousule (3) (b) (i) of (ii) opgetree is, kan binne sewe dae nadat hy van sodanige optrede verwittig is teen die departementshoof se bevinding appèl aanteken deur aan die stadsklerk skriftelik kennis te dien effekte te gee en 'n afskrif van sodanige kennisgewing word onverwyld deur die stadsklerk aan die departementshoof en vereniging verskaf.

(6) Indien die departementshoof van oordeel is dat die aanklag van 'n ernstige aard is, of 'n werknemer ooreenkomstig subklousule (5) teen optrede ingevolge subklousule (3) (b) (i) of (ii) appèlleer, verwys die departementshoof of die stadsklerk na gelang van die geval, die aanklag of appèl, na gelang van die geval, vir ondersoek na 'n aanklaer deur die tugkomitee aangewys.

(7) Die tugkomitee bestaan uit die bestuurskomitee of 'n komitee vir dié doel deur die raad aangewys.

(8) 'n Appèl wat ooreenkomstig subklousule (5) aangeteken is, word behandel asof dit 'n *de novo*-ondersoek van 'n aanklag van wangedrag deur die tydkomitee is en enige straf wat opgelê word deur die bevinding van die tugkomitee vervang dié van die departementshoof.

(9) Die aanklaer moet die aanklag ondersoek en daar moet binne 20 werkdae vanaf die datum van betekening van die aanklag met so 'n ondersoek begin word, en die aanklaer moet in oorleg met die komitee en die aangeklaagde die datum, tyd en plek van die ondersoek vasstel: Met dien verstande dat die aangeklaagde minstens sewe werkdae skriftelik kennis van die ondersoek gegee moet word.

(10) Die Vakvereniging en die Munisipale Werkgewersorganisasie kan verteenwoordigers aanwys om sodanige ondersoek by te woon.

(11) Die aanklaer of die persoon deur hom aangewys kan getuies en argumente aanvaar ter stawing van die aanklag en kan enigiemand wat ten behoewe van die aangeklaadge getuig, kruis ondervra.

(12) Die aangeklaagde het die reg om by die ondersoek teenwoordig te wees, en hetsy persoonlik of deur 'n verteenwoordiger, aangehoor te word, iemand wat as getuie ter stawing van die aanklag geroep is, te kruisvra, alle boeke of dokumente wat as getuienis voorgelê word, te inspekteer, self getuienis af te lê, enige ander persoon as getuie te roep en die komitee toe te spreek oor die getuienis en die aanklag, skuldigbevinding en vonnis.

(13) Die tugkomitee het die reg om enige getuie wat ter stawing van die aanklag of vir die verweer opgeroep is, te ondervra en alle dokumente wat as getuienis aangebied of voorgelê is, deur te lees.

(14) Die komitee moet 'n rekord hou van die verrigtinge by die ondersoek en van die getuienis wat afgelê is.

(15) Versuim van die aangeklaagde om die ondersoek by te woon, hetsy persoonlik of deur 'n verteenwoordiger maak die verrigtinge nie ongeldig nie.

(16) Die vryspreking of die skuldigbevinding van 'n werknemer deur 'n geregshof op 'n aanklag van 'n kriminele misdryf, belet nie dat stappe ingevolge hierdie hoofstuk op 'n aanklag van wangedrag teen hom ingstel word nie, ondanks die feit dat die feite wat in die aanklag van wangedrag uiteengesit is, as dit bewys sou word, die misdryf sou uitmaak wat uiteengesit is in die kriminele aanklag waarop hy aldus vrygespreek of skuldig bevind is of 'n ander misdryf waar hy by sy verhoor op bedoelde kriminele aanklag skuldig bevind kon geword het.

(d) In the event of the charge being signed by another officer and not the head of a department, such an officer shall forthwith send or have the charge send with the statement or explanation of the employee as stated in subclause (c) to the head of the department.

(e) An employee charged with misconduct in terms of subclause (a) may instead of furnishing the written statement or explanation provided for in subclause (c) be entitled to demand, within the time set forth in the notification as the time by which he shall reply to the charge, an appearance in person before the head of the department so that an oral statement or explanation of the charge can be given.

(3) If—

(a) the employee admits the charge; or

(b) the head of the department, after having heard the employee personally, or after having considered his written reply, is convinced that the employee is guilty of the misconduct with which he has been charged, and if the head of the department considers the charge not to be of a serious nature, he may—

(i) reprimand the employee; or

(ii) fine to employee an amount not exceeding R50, which fine may be recovered by deduction from the employee's remuneration.

(4) A reprimand or fine imposed upon an amployee in terms of subclause (3) shall be conveyed to the employee concerned in writing by or on behalf of the head of the department and be recorded in his personal file.

(5) An employee against whom action has been taken in terms of subclause (3) (b) (i) or (ii) may, within seven days after having been notified of such action, appeal against the finding of the head of the department by notifying the town clerk, in writing, to that effect, and the town clerk shall immediately supply the head of the department and the trade union each with a copy of such notice.

(6) If the head of the department is convinced that the charge is of a serious nature, or if the employee in terms of subclause (5) appeal against the proceedings of subclause (3) (b) (i) or (ii), the head of the department or the town clerk shall refer the charge or the appeal, according to the circumstances, for investigation to a prosecutor appointed by the disciplinary committee.

(7) The disciplinary committee consists of the management committee or a committee appointed by the council.

(8) An appeal entered in terms of subclause (5), will be treated by the disciplinary committee as a *de-novo* investigation of a misconduct charge and any punishment imposed as result of the findings of the diciplinary committee substitutes the findings of the head of the department.

(9) The prosecutor shall investigate the charge and such investigation shall commence within 20 working days of the date on which the charge was served and the prosecutor, in consultation with the committee and the person charged, shall fix the date, time and place of the investigation: Provided that the accused shall be given at least seven working days' written notice of the investigation.

(10) The trade union and the Municipal Employers Organization shall be entitled to appoint representatives to attend such investigation.

(11) The prosecutor or the person appointed by him may adduce evidence and advance arguments in support of the charge and may cross-examine any person giving evidence on behalf of the person charged.

(12) At the investigation, the person charged shall have the right to be present to be heard and, ether in person or through a representative, to cross-examine any person called as a witness in support of the charge, to inspect any book or document submitted in evidence, to give evidence himself, to call any other person as witness and to address the committee on the evidence and the charge, conviction and sentence.

(13) The disciplinary committee shall have the right to examine any person called as a witness in support of the charge or for the defence and to read all the documents submitted in evidence.

(14) The committee shall keep a record of the proceedings at the investigation and of the evidence given.

(15) Failure by the person charged to attend the investigation, either in person or through a representative, shall not invalidate the proceedings.

(16) The acquital or the conviction of an employee by a court of law on a criminal charge shall not prevent the institution of any proceedings in terms of this chapter of a charge of misconduct against him: Notwithstanding the fact that the facts set out in the charge of misconduct, if proved, would amount to an offence as set out in the criminal charge upon which he has been acquited or convicted or any other offence of which he could be found guilty at his trial for the said criminal charge.

(17) Indien die tugkomitee, nadat hy die getuies, pleidooie en argumente ter ondersteuning van die aanklag en ter verdediging van die werknemer aangehoor het, van mening is dat die werknemer skuldig is aan die wangedrag waarvan hy aangekla is, kan genoemde komitee ondanks alle wetsbepalings—

(a) die aangeklaagde waarsku of berispe, of met 'n bedrag van hoogstens R50 beboet, welke boete verhaal kan word deur aftrekking van sy besoldiging in die paaiemente wat die tugkomitee bepaal; of

(b) by die raad aanbeveel dat:

(i) die aangeklaagde na 'n ander pos in die raad se diens oorgeplaas word in dieselfde of 'n laer rang; of

(ii) die aangeklaagde se salaris of rang of albei, verlaag of sy salarisverhoging van 'n bepaalde tyd teruggehou word; of

(iii) die aangeklaagde ontslaan word of dat hy aangesê word om uit die raad se diens te bedank met ingang van 'n bepaalde datum: Met dien verstande dat as hy nie bedank soos aangesê nie, hy as ontslaan geag word vanaf die bepaalde datum; of

(iv) in die geval van (i) (ii) en (iii) òf die geheel òf 'n deel van die vonnis opgeskort word vir 'n tydperk van hoogstens 12 maande op sodanige voorwaarde(s) as wat die komitee onder die omstandighede toepaslik ag.

(18) Indien die raad 'n aanbeveling van die tugkomitee ingevolge subklousule (17)—

(a) aanvaar, is sodanige beslissing van die raad finaal; onderworpe egter aan enige regte wat die werknemer kragtens die Wet op Arbeidsverhoudinge, 1956 kan hê;

(b) verwerp, kan hy enige in subklousule (17) bedoelde straf oplê, weer eens onderworpe aan die reg in (a) genoem.

(19) Indien 'n werknemer deur die tugkomitee skuldig bevind word moet 'n afskrif van die aanklag, die notule van die verrigtinge en die tugkomitee en/of die raad se beslissing daaroor, na gelang van die geval, in die persoonlike lêer van die werknemer geplaas word.

(20) *Skorsing.*—(a) Die stadsklerk kan 'n werknemer te eniger tyd voor of nadat hy ingevolge hierdie klousule van wangedrag aangekla is, skors indien hy oortuig daarvan is dat die indienshouding van die betrokke werknemer strydig met die raad se belange sal wees.

(b) 'n Werknemer wat ingevolge paragraaf (a) geskors is, is op sy volle besoldiging vir die tydperk van sy skorsing geregtig, tensy die raad oortuig daarvan is dat dit strydig met die raad se belange sal wees om gemelde werknemer se volle besoldiging te betaal, in welke geval die raad kan gelas dat sodanige besoldiging in sy geheel of gedeeltelik nie aan so 'n werknemer betaal word nie. Indien so 'n werknemer nie sy volle salaris ontvang nie kan hy ander werk teen besoldiging aanvaar.

(c) As geen klag ingevolge hierdie klousule binne die tyd vermeld in subklousule (9) aan 'n werknemer wat geskors is ingebring word nie, of indien die aanklagte teruggetrek word of nie bewys word nie en/of die werknemer onskuldig bevind word, word hy toegelaat om weer diens te aanvaar en word enige besoldiging wat ooreenkomstig subklousule (20) (b) nie aan hom betaal is nie, vir die tydperk van sy skorsing aan hom betaal en moet hy die besoldiging wat hy ingevolge paragraaf (b) ontvang het behou.

(21) As 'n werknemer wat ingevolge subklousule (20) (a) geskors is—

(a) ooreenkomstig die bepalings van suklousule (17), uitgesonderd subklousule (17) (b) (iii) gestraf word, moet hy onverwyld toegelaat word om weer diens te aanvaar en moet enige besoldiging vir die tydperk van sy skorsing wat ooreenkomstig subklousule (20) (b) nie aan hom betaal is nie, aan hom betaal word.

(b) ooreenkomstig die bepalings van subklousule (17) (b) (iii) gestraf word, moet enige besoldiging tot op die datum van sy ontslag of uitdienstrede wat ooreenkomstig subklousule (20) (b) nie aan hom betaal is nie, aan hom betaal word.

(22) Indien 'n werknemer vrywillig uit die raad se diens tree voordat hy ooreekomstig subklousule (17) van die wangedrag waarvan hy aangekla is, skuldig bevind of gestraf word, word verdere tugstappe teen hom opgeskort en word enige besoldiging tot op die datum van sy uitdienstrede, wat ooreenkomstig subklousule (20) (b) nie aan hom betaal is nie, aan hom betaal.

(23) *Wyse waarop kennis gegee of verstrek moet word.*—Wanneer 'n kennisgewing, verklaring of ander dokument ingevolge hierdie klousule aan 'n persoon gegee, verstrek of beteken word; of 'n saak skriftelik aan so 'n persoon meegedeel word, moet so 'n kennisgewing, verklaring, dokument of mededeling per geregistreerde pos aan hom gestuur of aan hom afgelewer of by sy laaste bekende woonplek gelaat word.".

(17) If the diciplinary committee, after hearing the witnesses, pleas and arguments in support of the charge and in the defence of the employee, is of the opinion that the employee is guilty of misconduct as charged, may the committee, notwithstanding the provisions of any law—

(a) caution or reprimand the person charged, or fine with an amount not exceeding R50, which fine may be recovered by deduction from the employee's remuneration in instalments determined by the disciplinary committee; or

(b) recommend to the council that—

(i) the person charge be transferred to another post in the council's service in the same or lower grade; or

(ii) the salary or grade, or both, of the person charged be reduced or his salary increment be witheld for a specified period; or

(iii) the person charged be dismissed or that he be called upon to resign from the council's service as from a specified date: Provided that if he fails to comply with the request, he shall be deemed to have been dismissed as from the specified date; or

(iv) in the case of (i) (ii) and (iii), either the whole or a part of the sentence be suspended for a period not exceeding 12 months on such condition(s) as the committee deems fit under the circumstances.

(18) After consideration of a recommendation of the disciplinary committee in terms of subclause.

(17) the council may—

(a) adopt such recommendation upon which such a decision will be final; subject to any rights which the employee may have under the labour Relations Act, 1956;

(b) reject such recommendation upon which he can impose any penalty referred to in subclause (17) subject to the rights refered to in (a).

(19) If an employee has been found guilty by the disciplinary committee, a copy of the charge, the record of the proceedings and the decision of the disciplinary committee and/or the council, according to the circumstances, will be placed on the personal file of the employee.

(20) *Suspension.*—(a) the towns clerk may at any time before or after the employee has been charged with misconduct according to this clause, suspend such employee should the town clerk be of the opinion that it would be detrimental to the interests of the council, if he should continue with his duties at such stage.

(b) An employee suspended in terms of paragraph (a) shall, while he is suspended receive his full pay, unless the council be of the opinion that it would be detrimental to the interests of the council if the employee mentioned receive full pay, in which case the council may order that no such payment be made in whole or in part.

(c) If a suspended employee is not charged according to this clause within the time mentioned in subclause (9), or if the charge against an employee is withdrawn or not proved and/or the employee be found not guilty he shall be allowed to resume duty and in the event of his not having received any pay in terms of subclause (20) (b) during the period of his suspension he shall be paid and he shall retain any pay received by him in terms of paragraph (b).

(21) If an employee suspended in terms of subclause (20) (a)—

(a) is punished in terms of subclause (17) with the exception of subclause (17) (b) (iii) he shall be permitted to resume duty forthwith and he shall be paid in full for the period of his suspension in the event of his not having received payment during the period in terms of subclause (20) (b).

(b) is punished in terms of the provisions in subclause (17) (b) (iii), he shall be paid any payment up to the date of his suspension or resignation not paid to him in terms of subclause (20) (b).

(22) If an employee voluntarily resigns from the service of the council before he is found guilty and punished for the misconduct as charged in terms of subclause (17), all further disciplinary actions against him shall be suspended and any payment up to the date of his resignation not paid to him in terms of subclause (20) (b) shall be paid to him.

(23) *Manner in which notice is given or furnished:*

When a notice, statement or other documents is required to be given or furnished to or served upon any person under this clause or any matter is to be communicated to any such person in writing, such notice, statement document or communication shall be forwarded to him by registered post or delivered to him or left at his last known place of residence.".

5. KLOUSULE 7.—DIENSBEËINDIGING

(1) Vervang subklousule (1) (b) (iv) deur die volgende:

"(iv) soos in klousule 6 (17) (b) (iii) beoog.".

(2) Vervang subklousule (1) (d) deur die volgende:

"(d) Ondanks alle wetsbepalings en behoudens paragraaf (b) (ii) en behalwe in die geval van skuldigbevinding aan wangedrag, moet die diens van 'n permanente werknemer beëindig word wanneer minstens een maand skriftelik kennis van diensbeëindiging deur hom of die raad gegee en ontvang is, na gelang van die geval: Met dien verstande dat die raad skriftelike kennis van minder as een maand deur die werknemer kan aanvaar.".

6. KLOUSULE 8.—ALGEMEEN

(1) Vervang subklousule (4) deur die volgende:

"(4) Woonadres en telefoonnommer.—'n Werknemer moet die raad in kennis stel van sy woonadres en huistelefoonnommer en alle veranderings daarvan.".

(2) Vervang subklousule (10) deur die volgende:

"(10) *Die raad moet met die vakvereniging oorleg pleeg.*—Die raad moet in die geval van alle sake wat 'n lid of lede van die vakvereniging nadelig mag raak, voordat 'n finale en bindende besluit daaroor geneem word eers met die vakvereniging en die werkgewersorganisasie oorleg pleeg, en indien daar nie eenstemmigheid bereik word nie moet die aangeleentheid vir oorweging na die Nywerheidsraad verwys word.".

7. KLOUSULE 9.—AFWESIGHEIDSVERLOF

(1) Vervang subklousule (2) deur die volgende:

"(2) Verlof onderworpe aan vereistes van diens.—Ondanks alle wetsbepalings, moet afwesigheidsverlof, uitgesonderd siekteverlof, toegestaan word met behoorlike inagneming van die vereistes van die raad se diens.".

(2) Vervang subklousule (7) (a) deur die volgende:

"*Groepering van werknemers vir verlofdoeleindes.*—(a) Behoudens subklousule (20) word werknemers vir verlofdoeleindes in die volgende groepe ingedeel en verlof was aan soos teenoor elke groep aangedui: Met dien verstande dat verlof verskuldig aan 'n werknemer in die raad se diens by die inwerkingtreding van hierdie Ooreenkoms nie verminder mag word solank hy in dieselfde pos in diens van die raad is nie:".

(3) Vervang subklousule (7) (a) (i) deur die volgende:

"(i) Vakansieverlof:

Indeling	*Groep*	*Jaarlikse aanwas*
Alle werknemers in die eerste salarisvlak van die raad se graderingskema en alle werknemers wat 'n salaris van minstens R26 400 ontvang.	A	30 werkdae met volle besoldiging.
Werknemers wat nie in Groep A val nie en wat 'n salarais van minstens R18 720 ontvang.	B	27 werkdae met volle besoldiging.
Werknemers wat nie in Groep A of B val nie en wat 'n salaris van minstens R8 100 ontvang.	C	25 werkdae met volle besoldiging.
Werknemers wat nie in Groep A, B of C val nie en wat 'n salaris van minstens R4 980 ontvang.	D	18 werkdae met volle besoldiging.
Werknemers wat 'n salaris van minder as R4 980 ontvang.	E	15 werkdae met volle besoldiging:".

Met dien verstande dat indien die salarisse voornoem aangepas word, die ooreenstemmende aangepaste salarisse moet geld ten opsigte van elke verlofindeling.

(4) Vervang subklousule (10) (c) (i) deur die volgende:

"(c) (i) Behoudens klousule 10 (2) en subklousules (3) (a) (vii), (12) (e) (ii) en (16) (b) mag 'n werknemer hoogstens 250 werkdae vakansieverlof in sy krediet hê.".

(5) Vervang subklousule (14) (d) (i) deur die volgende:

"(d) (i) As 'n werknemer weens siekte van diens afwesig is vir 'n aaneenlopende tydperk van langer as drie werkdae, kan siekteverlof aan hom toegestaan word slegs as hy 'n sertifikaat van ongesteldheid, uitgereik deur 'n geregistreerde geneesheer of tandarts, óf in die vorm in Bylae A vervat, aan die raad voorlê.".

(6) Vervang subklousule (17) (a) (iv) deur die volgende:

"(iv) verpligte militêre diens of opleiding ingevolge die Verdedigingswet, 1957 verrig of ondergaan: Met dien verstande dat betaling op meriete oorweeg kan word wanneer vrywillige diens verrig word.".

5. CLAUSE 7.—TERMINATION OF SERVICE

(1) Substitute the following for subclause (1) (b) (iv):

"(iv) as contemplated in clause 6 (17) (b) (iii).".

(2) Substitute the following for subclause (1) (d):

(d) Notwithstanding the provisions of any law and subject to the provisions of paragraph (b) (ii) and except in the case of conviction of misconduct, the services of a permanent employee shall be terminated by his giving to or being given by the council, as the case may be not less than one month's notice in writing of termination of service: Provided that the council may accept written notice of less than one month by the employee.

6. CLAUSE 8.—GENERAL

(1) Substitute the following for subclause (4):

(4) *Residential address and telephone number.*—An employee shall notify the council of his residential address and home telephone number and any change therein.

(2) Substitute the following for sublcause (10):

"(10) Council to consult trade union.—The council shall, in connection with any matter affecting any member or members of the trade union in a prejudicial way, before taking any final or binding decision on the matter, first consult the trade union and the employers organization, and if no consensus can be reached, shall refer the matter to the Industrial Council for consideration.".

7. CLAUSE 9.—LEAVE OF ABSENCE

(1) Substitute the following for (2):

"(2) *Leave subject to the requirements of service.*—Notwithstanding the provisions of any law, leave of absence other than sick leave, shall be granted with due consideration to the requirements of the council's service.".

(2) Substitute the following for subclause (7) (a):

"*Grouping of employees for leave purposes.*—(a) Subject to the provisions of subclause (20), employees shall be grouped as follows for leave purposes and leave shall accrue as indicated opposite each group: Provided that leave due to any employee in the service of the council on the date of the commencement of this Agreement shall not be reduced as long as he occupies the same post in the council's service:".

(3) Substitute the following for subclause (7) (a) (i):

"(i) Vacation leave:

Classification	*Group*	*Annual accrual*
All employees in the first salary scale of the council's grading scheme and all employees receiving a salary of not less than R26 400	A	30 working days on full pay.
Employees who do not fall in Group A and who receive a salary not less than R18 720	B	27 working days on full pay.
Employees who do not fall in Group A or B and who receive a salary of not less than R8 100	C	25 working days on full pay.
Employees who dot not fall in Group A, B or C and who receive a salary of not less than R4 980	D	18 working days on full pay.
Employees who receive a salary of less than R4 980	E	15 working days on full pay.".

Provided that should the above-mentioned salaries be adjusted, the corresponding adjusted salaries shall apply in respect of every leave classification.

(4) Substitute the following for subclause (10) (c) (i):

"(c) (i) Subject to the provisions of clause 10 (2) and subclauses 3 (a) (vii), 12 (e) (ii) and 16 (b), an employee may not have more than 250 working days' vacation leave to his credit.".

(5) Substitute the following for subclause (14) (d) (i):

"(d) (i) If an employee is absent from duty owing to illness for a continuous period of more than three working days sick leave may be granted to him only if he submits a certificate of indisposition issued by a registered medical practitioner or dentist, or in the form of Schedule A.".

(6) Substitute the following for subclause (17) (a) (iv):

"(iv) performs compulsory military service or undergoes military training in terms of the Defence Act, 1957: Provided that according to its merrits; payment can be considered when voluntary service is being rendered.".

(7) Voeg die volgende subklousule in na subklousule (17) (a) (ix):

(x) aansoek doen om deernisverlof wat nie drie dae per geval te bowe gaan nie, ten einde die begrafnis van 'n gesinslid of nabye bloedverwant by te woon.".

J. F. M. VAN DER MERWE,
Voorsitter.

N. C. GEY VAN PITTIUS,
Ondervoorsitter.

A. J. VAN SCHALKWYK,
Sekretaris.

No. R. 2068 26 September 1986

WET OP ARBEIDSVERHOUDINGE, 1956

NYWERHEIDSRAAD VIR DIE ELEKTROTEGNIESE NYWERHEID (NATAL).—WYSIGING VAN MEDIESE HULPFONDSOOREENKOMS

Ek, Pieter Theunis Christiaan du Plessis, Minister van Mannekrag, verklaar hierby, kragtens artikel 48 (1) (a) van die Wet op Arbeidsverhoudinge, 1956, dat die bepalings van die Ooreenkoms (hierna die Wysigingsooreenkoms genoem) wat in die Bylae hiervan verskyn en betrekking het op die Onderneming, Nywerheid, Bedryf of Beroep in die opskrif by hierdie kennisgewing vermeld, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 30 Junie 1987 eindig, bindend is vir die werkgewersorganisasies en die vakverenigings wat die Wysigingsooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasies of verenigings is.

P. T. C. DU PLESSIS,
Minister van Mannekrag.

BYLAE

NYWERHEIDSRAAD VIR DIE ELEKTROTEGNIESE NYWERHEID (NATAL)

MEDIESE HULPFONDSOOREENKOMS

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

Electrical Contractors' Association (South Africa)

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

South African Electrical Workers' Association

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

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

om die Ooreenkoms, gepubliseer by Goewermentskennisgewing R. 994 van 23 Mei 1986 (hierna die Herbekragtigingsooreenkoms genoem) soos verleng by Goewermentskennisgewing R. 1335 van 27 Junie 1986, te wysig.

1. TOEPASSINGSBESTEK VAN OOREENKOMS

(1) Ondanks andersluidende bepalings in hierdie klousule, is hierdie Ooreenkoms van toepassing op en moet dit nagekom word in die Elektrotegniese Nywerheid deur alle werkgewers en werknemers wat onderskeidelik lede van die werkgewersorganisasie en die vakvereniging is wat betrokke is by of in diens is in die Nywerheid in die landdrosdistrikte Alfred, Babanango, Bergville, Camperdown, Chatsworth, Dannhauser, Dundee, Durban, Eshowe, Estcourt, Glencoe, Hlabisa, Impendle, Inanda, Ingwavuma, Ixopo, Kliprivier, Kranskop, Lionsrivier, Lower Tugela, Lower Umfolozi, Mahlabatini, Mapamulo, Mooirivier, Msinga, Mtonjaneni, Mtunzini, Ndwedwe, Newcastle, New Hanover, Ngotshe, Nkandla, Nongoma, Nqutu, Paulpietersburg, Pietermaritzburg, Pinetown, Polela, Port Shepstone, Richmond, Ubombo, Umbumbulu, Umvoti, Umzinto, Underberg, Utrecht, Vryheid en Weenen, maar uitgesonderd die gedeeltes van hierdie landdrosdistrikte wat ingevolge Proklamasie R. 11 van 1977 wat in die *Staatskoerant* van 28 Januarie 1977 verskyn het, binne die selfregerende gebied KwaZulu val, in die werksaamhede uiteengesit in paragrawe (a), (b) en (c) van die omskrywing van "Elektrotegniese Nywerheid" in klousule 3 van die Ooreenkoms gepubliseer by Goewermentskennisgewing R. 967 van 13 Mei 1983.

(7) Insert the following subclause after subclause (17) (a) (ix)

(x) apply for compassionate leave which shall not exceed three days per event in order to attend the funeral of a member of his family or close relative."

J. F. M. VAN DER MERWE,
Chairman.

N. C. GEY VAN PITTIUS,
Vice-Chairman.

A. J. VAN SCHALKWYK,
Secretary.

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161 346 299 189

No. R. 2068 26 September 1986

LABOUR RELATIONS ACT, 1956

INDUSTRIAL COUNCIL FOR THE ELECTRICAL INDUSTRY (NATAL).—AMENDMENT OF MEDICAL AID FUND AGREEMENT

I, Pieter Theunis Christiaan du Plessis, Minister of Manpower, hereby, in terms of section 48 (1) (a) of the Labour Relations Act, 1956, declare that the provisions of the Agreement (hereinafter referred to as the Amending Agreement) which appears in the Schedule hereto and which relates to the Undertaking, Industry, Trade or Occupation referred to in the heading to this notice, shall be binding, with effect from the second Monday after the date op publication of this notice and for the period ending 30 June 1987, upon the employers' organisations and the trade unions which entered into the Amending Agreement and upon the employers and employees who are members of the said organisations or unions.

P. T. C. DU PLESSIS,
Minister of Manpower.

SCHEDULE

INDUSTRIAL COUNCIL FOR THE ELECTRICAL INDUSTRY (NATAL)

MEDICAL AID FUND AGREEMENT

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

Electrical Contractors' Association (South Africa)

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

South African Electrical Workers' Association

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

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

to amend the Agreement published under Government Notice R. 994 of 23 May 1986 (hereinafter referred to as the Re-enacting Agreement), as extended by Government Notice R. 1335 of 27 June 1986.

1. SCOPE OF APPLICATION OF AGREEMENT

(1) Except as otherwise provided in this clause, the terms of this Agreement shall apply to and be observed in the Electrical Industry by all employers and employees who are members of the employers' organisation and the trade union respectively, who are engaged or employed in the Industry in the Magisterial Districts of Alfred, Babanango, Bergville, Camperdown, Chatsworth, Dannhauser, Dundee, Durban, Eshowe, Estcourt, Glencoe, Hlabisa, Impendle, Inanda, Ingwavuma, Ixopo, Klip River, Kranskop, Lions River, Lower Tugela, Lower Umfolozi, Mahlabatini, Mapamulo, Mooi River, Msinga, Mtonjaneni, Mtunzini, Ndwedwe, Newcastle, New Hanover, Ngotshe, Nkandla, Nongoma, Nqutu, Paulpietersburg, Pietermaritzburg, Pinetown, Polela, Port Shepstone, Richmond, Ubombo, Umbumbulu, Umvoti, Umzinto, Underberg, Utrecht, Vryheid and Weenen, but excluding any portions of those Magisterial Districts falling within the self-governing territory of KwaZulu in terms of Proclamation R. 11 of 1977, which appeared in the *Government Gazette* of 28 January 1977, in the operations set forth in paragraphs (a), (b) and (c) of the definition of "Electrical Industry" in clause 3 of the Agreement published under Government Notice R. 967 of 13 May 1983.

No. 2143 **17 October 1986**

TOWN COUNCIL OF BELABELA.—CURTAILMENT OF PERIOD OF OFFICE OF ADMINISTRATORS

I, Jan Christiaan Heunis, Minister of Constitutional Development and Planning, do hereby, under and by virtue of the powers vested in me by section 29A (2) of the Black Local Authorities Act, 1982 (Act 102 of 1982), determine that Messrs. E. C. Mabusela and G. E. Moloisane shall, with effect from the date of publication of this notice, cease to exercise, perform and fulfil the rights, powers, functions, duties and obligations of the Town Council of BelaBela.

Government Notice 1756 of 22 August 1986 is hereby withdrawn.

J. C. HEUNIS,

Minister of Constitutional Development and Planning.

No. 2143 **17 Oktober 1986**

DORPSRAAD VAN BELABELA.—INKORTING VAN AMPSTERMYN VAN ADMINISTRATEURS

Ek, Jan Christiaan Heunis, Minister van Staatkundige Ontwikkeling en Beplanning, kragtens die bevoegdheid my verleen by artikel 29A (2) van die Wet op Swart Plaaslike Owerhede, 1982 (Wet 102 van 1982), bepaal hierby dat menere E. C. Mabusela en G. E. Moloisane met ingang van die datum van publikasie van hierdie kennisgewing ophou om die regte, bevoegdhede, werksaamhede, pligte en verpligtinge van die Dorpsraad van BelaBela uit te oefen, te verrig en na te kom.

Goewermentskennisgewing 1756 van 22 Augustus 1986 word hierby ingetrek.

J. C. HEUNIS,

Minister van Staatkundige Ontwikkeling en Beplanning.

No. 2144 **17 October 1986**

CITY COUNCIL OF KWAGUQA.—CURTAILMENT OF PERIOD OF OFFICE OF ADMINISTRATORS

I, Jan Christiaan Heunis, Minister of Constitutional Development and Planning, do hereby, under and by virtue of the powers vested in me by section 29A (2) of the Black Local Authorities Act, 1982 (Act 102 of 1982), determine that Messrs M. J. G. Skosana, P. B. Mbonani, R. Makwakwa and H. C. Ndhlovu shall, with effect from the date of publication of this notice, cease to exercise, perform and fulfil the rights, powers, functions, duties and obligations of the City Council of KwaGuqa.

Government Notice 1692 of 15 August 1986 is hereby withdrawn.

J. C. HEUNIS,

Minister of Constitutional Development and Planning.

No. 2144 **17 Oktober 1986**

STADSRAAD VAN KWAGUQA.—INKORTING VAN AMPSTERMYN VAN ADMINISTRATEURS

Ek, Jan Christiaan Heunis, Minister van Staatkundige Ontwikkeling en Beplanning, kragtens die bevoegdheid my verleen by artikel 29A (2) van die Wet op Swart Plaaslike Owerhede, 1982 (Wet 102 van 1982), bepaal hierby dat menere M. J. G. Skosana, P. B. Mbonani, R. Makwakwa en H. C. Ndhlovu met ingang van die datum van publikasie van hierdie kennisgewing ophou om die regte, bevoegdhede, werksaamhede, pligte en verpligtinge van die Stadsraad van KwaGuqa uit te oefen, te verrig en na te kom.

Goewermentskennisgewing 1692 van 15 Augustus 1986 word hierby ingetrek.

J. C. HEUNIS,

Minister van Staatkundige Ontwikkeling en Beplanning.

No. 2147 **17 October 1986**

TOWN COMMITTEE OF KHUMA.—CURTAILMENT OF PERIOD OF OFFICE OF ADMINISTRATORS

I, Jan Christiaan Heunis, Minister of Constitutional Development and Planning, do hereby, under and by virtue of the powers vested in me by section 29A (2) of the Black Local Authorities Act, 1982 (Act 102 of 1982), determine that Messrs H. Mokgethi, J. Kunnene, T. Gumede and P. S. Diseko shall, with effect from the date of publication of this notice, cease to exercise, perform and fulfil the rights, powers, functions, duties and obligations of the Town Committee of Khuma.

Government Notice 1691 of 15 August 1986 is hereby withdrawn.

J. C. HEUNIS,

Minister of Constitutional Development and Planning.

No. 2147 **17 Oktober 1986**

DORPSKOMITEE VAN KHUMA.—INKORTING VAN AMPSTERMYN VAN ADMINISTRATEURS

Ek, Jan Christiaan Heunis, Minister van Staatkundige Ontwikkeling en Beplanning, kragtens die bevoegdheid my verleen by artikel 29A (2) van die Wet op Swart Plaaslike Owerhede, 1982 (Wet 102 van 1982), bepaal hierby dat menere H. Mokgethi, J. Kunnene, T. Gumede en P. S. Diseko met ingang van die datum van publikasie van hierdie kennisgewing ophou om die regte, bevoegdhede, werksaamhede, pligte en verpligtinge van die Dorpskomitee van Khuma uit te oefen, te verrig en na te kom.

Goewermentskennisgewing 1691 van 15 Augustus 1986 word hierby ingetrek.

J. C. HEUNIS,

Minister van Staatkundige Ontwikkeling en Beplanning.

No. 2177 (343) **17 October 1986**

DISESTABLISHMENT OF TOWN AT BRITS

I, Jan Christiaan Heunis, Minister of Constitutional Development and Planning, do hereby make known in terms of section 37 (2) of the Black Communities Development Act, 1984 (Act 4 of 1984), that the town defined, set apart and laid out at Brits and described in Government

No. 2177 **17 Oktober 1986**

AFSKAFFING VAN DORP TE BRITS

Ek, Jan Christiaan Heunis, Minister van Staatkundige Ontwikkeling en Beplanning, maak hierby ingevolge artikel 37 (2) van die Wet op die Ontwikkeling van Swart Gemeenskappe, 1984 (Wet 4 van 1984), bekend dat die dorp bepaal, afgesonder en uitgelê te Brits en omskryf in Goewermentskennisgewings 775 van 11 Mei 1928 (gelees met Goewermentskennisgewing 999 van 15 Junie 1928) en

Notices 775 of 11 May 1928 (read with Government Notice 999 of 15 June 1928) and 664 of 17 May 1935 has under section 37 (1) of the said Act been disestablished and that the land described in the said Government Notices is no longer land defined and set apart as a town.

Government Notices 775 of 11 May 1928, 999 of 15 June 1928 and 664 of 17 May 1935 are hereby repealed.

J. C. HEUNIS,
Minister of Constitutional Development and Planning.

(File A6/5/2/B76)

664 van 17 Mei 1935 kragtens artikel 37 (1) van genoemde Wet afgeskaf is en dat die grond in bedoelde Goewermentskennisgewings omskryf nie meer grond is wat as 'n dorp omskryf of afgesonder is nie.

Goewermentskennisgewings 775 van 11 Mei 1928, 999 van 15 Junie 1928 en 664 van 17 Mei 1935 word hierby ingetrek.

J. C. HEUNIS,
Minister van Staatkundige Ontwikkeling en Beplanning.

(Lêer A6/5/2/B76)

DEPARTMENT OF ENVIRONMENT AFFAIRS

No. 2136 **17 October 1986**

SETTING ASIDE OF A NATURE RESERVE

Under and by virtue of the powers vested in me by section 15 (1) (a) (i) of the Forest Act, 1984 (Act 122 of 1984), I, John Walter Edington Wiley, hereby set aside as a nature reserve for the conservation of fauna and flora the area the boundaries of which are shown in the Schedule hereto. The area is situated on the De Mond State Forest, Division of Bredasdorp, Province of the Cape of Good Hope, and the nature reserve shall be known as the De Mond Nature Reserve.

J. W. E. WILEY,
Minister of Environment Affairs and Tourism.

DEPARTEMENT VAN OMGEWINGSAKE

No. 2136 **17 Oktober 1986**

AFSONDERING VAN 'N NATUURRESERVAAT

Kragtens die bevoegdheid my verleen by artikel 15 (1) (a) (i) van die Boswet, 1984 (Wet 122 van 1984), sonder ek, John Walter Edington Wiley, hierby die gebied waarvan die grense in die Bylae hiervan getoon word, af as 'n natuurreservaat vir die bewaring van fauna en flora. Die gebied is geleë op die De Mond-staatsbos, afdeling Bredasdorp, provinsie die Kaap die Goeie Hoop, en die natuurreservaat staan bekend as die De Mond-natuurreservaat.

J. W. E. WILEY,
Minister van Omgewingsake en Toerisme.

No. R. 2212 **24 October 1986**

LABOUR RELATIONS ACT, 1956

HAIRDRESSING TRADE, CAPE PENINSULA.—RENEWAL OF MAIN AGREEMENT

I, Mattheus Willem Johannes le Roux, Director: Manpower, duly authorised thereto by the Minister of Manpower, hereby, in terms of section 48 (4) (a) (ii) of the Labour Relations Act, 1956, declare the provisions of Government Notices R. 1902 of 2 September 1983 and R. 300 of 15 February 1985, to be effective from the date of publication of this notice and for the period ending 31 March 1989.

M. W. J. LE ROUX,
Director: Manpower.

No. R. 2213 **24 October 1986**

LABOUR RELATIONS ACT, 1956

BUILDING INDUSTRY, PIETERMARITZBURG AND NORTHERN AREAS.—EXTENSION OF MAIN AGREEMENT

I, Mattheus Willem Johannes le Roux, Director: Manpower, duly authorised thereto by the Minister of Manpower, hereby, in terms of section 48 (4) (a) (i) of the Labour Relations Act, 1956, extend the periods fixed in Government Notices R. 138 of 11 February 1983, R. 2395 of 28 October 1983, R. 989 of 18 May 1984, R. 2242 of 19 October 1984, R. 2352 of 26 October 1984, R. 1040 of 10 May 1985, R. 1041 of 10 May 1985, R. 2378 of 25 October 1985, R.609 of 4 April 1986, R. 1066 of 30 May 1986 and R. 1627 of 1 August 1986 by a further period ending 26 April 1987.

M. W. J. LE ROUX,
Director: Manpower.

No. R. 2214 346 **24 October 1986**

LABOUR RELATIONS ACT, 1956

LEATHER, INDUSTRY, REPUBLIC OF SOUTH AFRICA.—AMENDMENT OF PROVIDENT FUND AGREEMENT

I, Pieter Theunis Christiaan du Plessis, Minister of Manpower, hereby—

(a) in terms of section 48 (1) (a) of the Labour Relations Act, 1956, declare that the provisions of the Agreement (hereinafter referred to as the Amending Agreement) which appears in the Schedule hereto and which relates to the Undertaking, Industry, Trade or Occupation referred to in the heading to this notice, shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 1 January 1991, upon the employers' organisations and the trade unions which entered into the Amending Agreement and upon the employers and employees who are members of the said organisations or unions; and

(b) in terms of section 48 (1) (b) of the said Act, declare that the provisions of the Amending Agreement, excluding those contained in clauses 1 (1) (a) shall be

No. R. 2212 **24 Oktober 1986**

WET OP ARBEIDSVERHOUDINGE, 1956

HAARKAPPERSBEDRYF, KAAPSE SKIEREILAND.—HERNUWING VAN HOOFOOREENKOMS

Ek, Mattheus Willem Johannes le Roux, Direkteur: Mannekrag, behoorlik daartoe gemagtig deur die Minister van Mannekrag, verklaar hierby, kragtens artikel 48 (4) (a) (ii) van die Wet op Arbeidsverhoudinge, 1956, dat die bepalings van Goewermentskennisgewings R. 1902 van 2 September 1983 en R. 300 van 15 Februarie 1985, van krag is vanaf die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 31 Maart 1989 eindig.

M. W. J. LE ROUX,
Direkteur: Mannekrag.

No. R. 2213 **24 Oktober 1986**

WET OP ARBEIDSVERHOUDINGE, 1956

BOUNYWERHEID, PIETERMARITZBURG EN NOORDELIKE GEBIEDE.—VERLENGING VAN HOOFOOREENKOMS

Ek, Mattheus Willem Johannes le Roux, Direkteur: Mannekrag, behoorlik daartoe gemagtig deur die Minister van Mannekrag, verleng hierby, kragtens artikel 48 (4) (a) (i) van die Wet op Arbeidsverhoudinge, 1956, die tydperke vasgestel in Goewermentskennisgewings R. 138 van 11 Februarie 1983, R. 2395 van 28 Oktober 1983, R. 989 van 18 Mei 1984, R. 2242 van 19 Oktober 1984, R. 2352 van 26 Oktober 1984, R. 1040 van 10 Mei 1985, R. 1041 van 10 Mei 1985, R. 2378 van 25 Oktober 1985, R. 609 van 4 April 1986, R. 1066 van 30 Mei 1986 en R. 1627 van 1 Augustus 1986 met 'n verdere tydperk wat op 26 April 1987 eindig.

M. W. J. LE ROUX,
Direkteur: Mannekrag.

No. R. 2214 **24 Oktober 1986**

WET OP ARBEIDSVERHOUDINGE, 1956

LEERNYWERHEID, REPUBLIEK VAN SUID-AFRIKA.—WYSIGING VAN VOORSORGFONDSOOREENKOMS

Ek, Pieter Theunis Christiaan du Plessis, Minister van Mannekrag, verklaar hierby—

(a) kragtens artikel 48 (1) (a) van die Wet op Arbeidsverhoudinge, 1956, dat die bepalings van die Ooreenkoms (hierna die Wysigingsooreenkoms genoem) wat in die Bylae hiervan verskyn en betrekking het op die Onderneming, Nywerheid, Bedryf of beroep in die opskrif by hierdie kennisgewing vermeld, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 1 Januarie 1991 eindig, bindend is vir die werkgewersorganisasies en die vakverenigings wat die Wysigingsooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasies of verenigings is; en

(b) kragtens artikel 48 (1) (b) van genoemde Wet, dat die bepalings van die Wysigingsooreenkoms, uitgesonder dié vervat in klousules 1 (1) (a) met ingang van die binding, with effect from the second Monday after the date of publication of this notice and for the period ending 1 January 1991, upon all employers and employees, other than those referred to in paragraph (a) of this notice, who are engaged or employed in the said Undertaking, Industry, Trade or Occupation in the areas specified in clause 1 of the Amending Agreement.

P. T. C. DU PLESSIS,
Minister of Manpower.

SCHEDULE

NATIONAL INDUSTRIAL COUNCIL OF THE LEATHER INDUSTRY OF SOUTH AFRICA

PROVIDENT FUND AGREEMENT

in terms of the Labour Relations Act, 1956, made and entered into by and between—

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

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

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

(d) **The Natal Footwear, Tanning and General Leather Manufacturers' Association;**

(e) **The Southern Cape Leather Industries Association;**

(f) **The South African Tanning Employers' Organisation;**

(g) **The South African Handbag Manufacturers' Association;**

(h) **Footwear Manufacturers' Federation of South Africa;**

and

(i) **Association of Transvaal Manufacturers of Luggage, Handbags and General Goods,**

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

(j) **The National Union of Leather Workers;**

and

(k) **The Transvaal Leather and Allied Trades Industrial Union,**

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

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

to amend the Agreement for the Provident Fund published under Government Notice R. 640 of 2 April 1982, as amended and renewed by Government Notices R. 124 of 28 January 1983, R. 2445 of 4 November 1983, R. 1668 of 26 July 1985, R. 1777 of 9 August 1985 and R. 302 of 21 February 1986.

1. SCOPE OF APPLICATION OF AGREEMENT

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

(a) by all employers who are members of the employers' organisations and by all employees who are members of the trade unions and who are engaged or employed therein respectively (other than persons engaged exclusively on repair work);

(b) in the Republic of South Africa, excluding the port and settlement of Walvis Bay: Provided that, on the operations set forth in paragraph (6) of the definition of "Industry" or "Leather Industry" in clause 3 of this Agreement, it shall be observed only in the Magisterial Districts Bellville, The Cape, Goodwood, Durban, including that portion of the Magisterial District of Chatsworth which, prior to the publication of Government Notice 501 of 8 March 1985, fell within the Magisterial District of Durban, and Johannesburg: Provided further that, on the operations set forth in paragraph (7) of the definition of "Industry" or "Leather Industry" in clause 3 of this Agreement, it shall be observed only in the Magisterial Districts of Bellville, Goodwood and Durban, including that portion of the Magisterial District of Chatsworth which, prior to the publication of Government Notice 501 of 8 March 1985, fell within the Magisterial District of Durban: Provided further that, on the operations set forth in paragraph (8) of the definition of "Industry" or "Leather Industry" in clause 3 of this Agreement, it shall be observed only in the Magisterial Districts of Bellville, Germiston, Johannesburg, Middelburg (Transvaal), Pretoria, Roodepoort and The Cape.

(2) Notwithstanding the provisions of subclause (1), the terms of this Agreement shall, however, only apply to those employees for whom wages are prescribed in any agreement of the Council.

tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 1 Januarie 1991 eindig, bindend is vir alle ander werkgewers en werknemers as dié genoem in paragraaf (a) van hierdie kennisgewing wat betrokke is by of in diens is in genoemde Onderneming, Nywerheid, Bedryf of Beroep in die gebiede in klousule 1 van die Wysigingsooreenkoms gespesifiseer.

P. T. C. DU PLESSIS,
Minister van Mannekrag.

BYLAE

NASIONALE NYWERHEIDSRAAD VIR DIE LEERNYWERHEID VAN SUID-AFRIKA

VOORSORGFONDSOOREENKOMS

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

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

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

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

(d) **The Natal Footwear, Tanning and General Leather Manufacturers' Association;**

(e) **The Southern Cape Leather Industries Association;**

(f) **The South African Tanning Employers' Organisation;**

(g) **The South African Handbag Manufacturers' Association;**

(h) **Footwear Manufacturers' Federation of South Africa;**

en

(i) **Association of Transvaal Manufacturers of Luggage, Handbags and General Goods,**

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

(j) **The National Union of Leather Workers;**

en

(k) **The Transvaal Leather and Allied Trades Industrial Union,**

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

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

om die Ooreenkoms vir die Voorsorgfonds, gepubliseer by Goewermentskennisgewing R. 640 van 2 April 1982, soos gewysig en hernieu by Goewermentskennisgewings R. 124 van 28 Januarie 1983, R. 2445 van 4 November 1983, R. 1668 van 26 Julie 1985, R. 1777 van 9 Augustus 1985 en R. 302 van 21 Februarie 1986, te wysig.

1. TOEPASSINGSBESTEK VAN OOREENKOMS

(1) Hierdie Ooreenkoms moet in die Leernywerheid nagekom word—

(a) deur alle werkgewers wat lede van die werkgewersorganisasies is en deur alle werknemers wat lede van die vakverenigings is en wat onderskeidelik by die Nywerheid betrokke of daarin werksaam is (uitgesonderd persone wat uitsluitlik herstelwerk doen);

(b) in die Republiek van Suid-Afrika, uitgesonderd die hawe en nedersetting van Walvisbaai: Met dien verstande dat, in verband met die werksaamhede uiteengesit in paragraaf (6) van die omskrywing van "Nywerheid" of "Leernywerheid" in klousule 3 van hierdie Ooreenkoms, dit net in die landdrosdistrikte Bellville, Die Kaap, Goodwood, Durban, met inbegrip van daardie gedeelte van die landdrosdistrik Chatsworth wat voor die publikasie van Goewermentskennisgewing 501 van 8 Maart 1985 binne die landdrosdistrik Durban geval het, en Johannesburg nagekom moet word: Voorts met dien verstande dat, in verband met die werksaamhede uiteengesit in paragraaf (7) van die omskrywing van "Nywerheid" en "Leernywerheid" in klousule 3 van hierdie Ooreenkoms, dit net in die landdrosdistrikte Bellville, Goodwood en Durban, met inbegrip van daardie gedeelte van die landdrosdistrik Chatsworth wat voor die publikasie van Goewermentskennisgewing 501 van 8 Maart 1985 binne die landdrosdistrik Durban geval het, nagekom moet word: Voorts met dien verstande dat, in verband met die werksaamhede uiteengesit in paragraaf (8) van die omskrywing van "Nywerheid" of "Leernywerheid" in klousule 3 van hierdie Ooreenkoms, dit net in die landdrosdistrikte Bellville, Germiston, Johannesburg, Middelburg (Transvaal), Pretoria, Roodepoort en Die Kaap nagekom moet word.

(2) Ondanks subklousule (1), is hierdie Ooreenkoms egter van toepassing slegs op dié werknemers vir wie lone in enige ooreenkoms van die Raad voorgeskryf word.

2. CLAUSE 4.—PROVIDENT FUND

(1) In subclause (9) (b), substitute "80 per cent" for "65 per cent.".

(2) Insert the following new subcluse (9) (c):

"(c) Every member referred to in subclause (7) (a) who has had 25 years' continuous service in the Industry shall, in addition to the bonus referred to in paragraph (a), be entitled to a bonus equal to 20 per cent of the benefits payable in terms of subclause (7) (a) or (a) bis, whichever is applicable: Provided that the Management Committee may, in its discretion, and on the recommendation of an actuary, vary or cancel such bonus.".

(3) In subcluse (9), renumber the existing paragraphs (c), (d), (e), (f) and (g) to read (d), (e), (f), (g) and (h).

Signed at Port Elizabeth, on behalf of the parties, this 7th day of July 1986.

D. J. F. LINDE,
Member of the Council.

O. J. FOURIE,
Member of the Council.

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

2. KLOUSULE 4.—VOORSORGFONDS

(1) In subklousule (9) (b), vervang "65 per cent" deur "80 per cent.".

(2) Voeg die volgende nuwe subklousule (9) (c) in:

"(c) Elke lid in subklousule (7) (a) bedoel wat 25 jaar ononderbroke diens in die Nywerheid gehad het, is benewens die bonus in paragraaf (a) bedoel, geregtig op 'n bonus gelyk aan 20 persent van die bystand betaalbaar ooreenkomstig subklousule (7) (a) of (a) bis, watter een ook al van toepassing is: Met dien verstande dat die Bestuurskomitte na goeddunke en op aanbeveling van 'n aktuaris so 'n bonus kan verander of kanselleer.".

(3) In subklousule (9), hernommer die bestaande paragrawe (c), (d), (e), (f) en (g) om te lui (d), (e), (f), (g) en (h).

Namens die partye op hede die 7de dag van Julie 1986 te Port Elizabeth onderteken.

D. J. F. LINDE,
Lid van die Raad.

O. J. FOURIE,
Lid van die Raad.

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

No. R. 2232 **24 October 1986**

LABOUR RELATIONS ACT, 1956

IRON, STEEL, ENGINEERING AND METALLURGICAL INDUSTRY.—AMENDMENT OF SICK PAY FUND AGREEMENT

I, Pieter Theunis Christiaan du Plessis, Minister of Manpower, hereby—

(a) in terms of section 48 (1) (a) of the Labour Relations Act, 1956, declare that the provisions of the Agreement (hereinafter referred to as the Amending Agreement) which appears in the Schedule hereto and which relates to the Undertaking, Industry, Trade or Occupation referred to in the heading to this notice, shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 30 November 1990, upon the employers' organisations and the trade unions which entered into the Amending Agreement and upon the employers and the employees who are members of the said organisations or unions; and

(b) in terms of section 48 (1) (b) of the said Act, declare that the provisions of the Amending Agreement, excluding those contained in clauses 1 (1) (b), 2 and 5, shall be binding, with effect from the second Monday after the date of publication on this notice and for the period ending 30 November 1990, upon all employers and employees, other than those referred to in paragraph (a) of this notice, who are engaged or employed in the said Undertaking, Industry, Trade or Occupation in the areas specified in clause 1 of the Amending Agreement.

P. T. C. DU PLESSIS,
Minister of Manpower.

No. R. 2232 **24 Oktober 1986**

WET OP ARBEIDSVERHOUDINGE, 1956

YSTER-, STAAL-, INGENIEURS- EN METALLURGIESE NYWERHEID.—WYSIGING VAN SIEKTEBYSTANDSFONDSOOREENKOMS

Ek, Pieter Theunis Christiaan du Plessis, Minister van Mannekrag, verklaar hierby—

(a) kragtens artikel 48 (1) (a) van die Wet op Arbeidsverhoudinge, 1956, dat die bepalings van die Ooreenkoms (hierna die Wysigingsooreenkoms genoem) wat in die Bylae hiervan verskyn en betrekking het op die Onderneming, Nywerheid, Bedryf of Beroep in die opskrif by hierdie kennisgewing vermeld, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 30 November 1990 eindig, bindend is vir die werkgewersorganisasies en die vakverenigings wat die Wysigingsooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasie of verenigings is; en

(b) kragtens artikel 48 (1) (b) van genoemde Wet, dat die bepalings van die Wysigingsooreenkoms, uitgesonderd dié vervat in klousules 1 (1) (b), 2 en 5 met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 30 November 1990 eindig, bindend is vir alle ander werkgewers en werknemers as dié genoem in paragraaf (a) van hierdie kennisgewing wat betrokke is by of in diens is in genoemde Onderneming, Nywerheid, Bedryf of Beroep in die gebiede in klousule 1 van die Wysigingsooreenkoms gespesifiseer.

P. T. C. DU PLESSIS,
Minister van Mannekrag.

SCHEDULE

NATIONAL INDUSTRIAL COUNCIL FOR THE IRON, STEEL, ENGINEERING AND METALLURGICAL INDUSTRY

SICK PAY FUND AGREEMENT

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

Automotive Parts Production Engineers' Association
Border Engineering Industries Association
Cape Engineers' and Founders' Association
Constructional Engineering Association
Domestic Appliance Manufacturers' Association of South Africa
Edge Hand and Small Tool Manufacturers' Association
Electrical Engineering and Allied Industries Association
Electronics and Telecommunications Industries Association

BYLAE

NASIONALE NYWERHEIDSRAAD VIR DIE YSTER-, STAAL-, INGENIEURS- EN METALLURGIESE NYWERHEID

SIEKTEBYSTANDSFONDSOOREENKOMS

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

Automotive Parts Production Engineers' Association
Border Engineering Industries Association
Cape Engineers' and Founders' Association
Constructional Engineering Association
Domestic Appliance Manufacturers' Association of South Africa
Edge Hand and Small Tool Manufacturers' Association
Electrical Engineering and Allied Industries Association
Electronics and Telecommunications Industries Association

ARGUS

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Garment union rejects wage offer

Labour Reporter

GARMENT industry workers have rejected a 12-percent wage increase offered by their employers.

The offer was a counter to the Garment Workers Union demand of 25 percent.

Workers said after a meeting that the rejection of the offer was unanimous.

Wage talks are part of the negotiations for an Industrial Council agreement to replace one which is due to expire after two years.

TWO PROPOSALS

The union is proposing an 18-month agreement for its 53 000 members, with wage increases introduced in three phases.

But employers want another two-year agreement. They have already rejected two proposals from the union — minimum disciplinary, grievance and retrenchment procedures, and time off with full pay for the union's nine-day shop stewards' course.

Still under discussion is a union demand for May Day to become a paid holiday.

5/11/86. BUS DAY

MFI/SA MOTOR INDUSTRY EMPLOYERS' ASSOCIATION CONFERENCE

Pricing deadline moved

DAVID FURLONGER
Industrial Editor

GOVERNMENT has extended by a further year the motor industries' deadline to phase out unfair pricing practices for some of its activities.

Trade and Industries Minister Dawie de Villiers said he had extended the deadline to December 31, 1987.

The industry previously had until the end of this year to fall in line with new Competitions Board regulations encouraging free competition in the economy.

Many of the activities affected are in the repair and maintenance sector, which bases prices on an MIF-approved price and service guide.

De Villiers highlighted recommended prices for panelbeating and for engine and gearbox rebuilding as areas that overstepped the new regulations on price collusion.

He said urbanisation and population growth would increase demand for transportation in SA. With 35% of the population under the age of 15, there was enormous potential for industry growth.

5/11/86. BUS DAY

Academics under fire

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DAVID FURLONGER

ACADEMICS who criticised the Industrial Council system were talking of things they knew nothing about, said Motor Industry Employers' Association president John Herdman yesterday.

He said criticism of the Industrial Council system had subsided since last year.

"Presumably those critics, mostly the academics, who, despite having had no practical experience in industrial relations, continue to discuss the matter, have now realised the merit of the present system and I sincerely hope their influence in government circles will continue to decline and that the government will listen to the voice of experience and common sense rather than impractical theory."

Herdman said his views were shared by trade unionists, who had more to lose than employers from the demise of the Industrial Council system.

Krohn appeals for less car tax

Industrial Staff

OVER-taxation of the motor industry must stop or thousands more jobs could be lost, Motor Industries Federation president Alex Krohn said yesterday.

He appealed for "reasonable taxation" and said unless recommendations to the Margo Tax Commission were heeded, "the goose that lays the golden egg" could be killed, and with it thousands of job opportunities.

W/C Argus

gus, November 8 1986 3

R32-m for W Cape clothing workers

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By DEREK TOMMEY
Financial Editor

MORE than 53 000 clothing workers in the Western Cape are to receive an additional R32-million in wages next year.

They will also receive a higher holiday payout this Christmas, said Mr A M Rosenberg, chairman of the Industrial Council for the Clothing Industry (Cape).

He said that after hard bargaining between the Garment Workers' Union, the Cape Clothing Manufacturers' Association and the Cape Knitting Industry Association, a new wage agreement had been reached.

This provides for an average increase in wages of 15 percent on basic rates from December 13 and for an increase of up to 31 percent over the two years of the new agreement.

Machinists

"This will inject tens of millions of rands in extra spending power into the Western Cape economy in the next two years," he said.

Mr Rosenberg said that although the increases varied slightly over the spectrum of job categories in the industry, the percentages mentioned applied to qualified machinists who made up the bulk of the industry's work force.

"The annual holiday payout this year will be at the new wage rates," he said.

The new agreement provides for structural wage increaes at six-monthly intervals.

Sick fund

It also provides for increased contributions by employers and employees alike to the industry's sick fund and provident fund.

The sick fund increases were necessary because of the larger benefits granted and rising medical costs. Payouts from the provident fund, which will receive an extra R3,3-million in the next two years, will also increase.

The agreement provides for an increase in travelling allowances to employees who work overtimne on Saturdays.

Mr Rosenberg said a major concession by employers was a reduction in learnership periods in seven employment categories.

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Adapt or die, industrial councils are warned

By Sheryl Raine

Industrial councils (ICs), long the focal point of centralised collective bargaining affecting more than a million workers in major industries, came under fire at a conference in Johannesburg yesterday.

Leading labour experts warned that unless ICs adapted to rapidly changing patterns of negotiation and current economic and political pressures, they could lose their effectiveness and die.

The conference was organised by the Consultative Committee of Industrial Councils.

The IC system, which was established more than 60 years ago, had proved effective in maintaining labour peace and could play a vital role in the redistribution of wealth and the development of democracy in the future, said Dr Piet van der Merwe, director-general of the Department of Manpower.

Late last year there were 100 ICs with 86 wage agreements affecting more than a million employees.

ICs, voluntary but statutory bodies consisting of employee and employer representatives, played an important role in determining wages and conditions of employment, administered pension and medical aid funds and were involved with training. While expressing respect for and faith in the system, Dr van der Merwe said ICs urgently needed revamping.

CRITICISMS

He said among criticisms levelled at the system were that it was slow, bureaucratic, in some cases ineffective, operated remote from the factory floor and failed to meet the demands of the times.

The main criticism was that the councils made inflexible and unrealistic regulations.

IC representativeness had become questionable as complaints had been received by the Government from groups affected by wage agreements made by ICs, to which the affected groups were not party but had to abide by.

Dr van der Merwe encouraged ICs to draw in as many emergent trade unions as possible.

The Department of Manpower last year issued a set of guidelines including proposals for comprehensive exemptions from wage agreements for small businesses and the informal sector. Faced with a serious threat to their existence, ICs formed the Consultative Committee of Industrial Councils.

Professor Nic Wiehahn, director of the Unisa school of business leadership, said: "I have only one message, unless the IC system moves with the changes and dynamics in society it runs the risk of losing its effectiveness and meaning."

Mr Ben Nicholson, director of the Confederation of Metal and Building Unions and a member of 12 industrial councils, believed there was no viable alternative to the IC system, saying the system could evolve to meet current challenges.

ICs monitored and enforced wage agreements and funded training. They provided an important forum for centralised bargaining. He warned that if the IC system was emasculated there was a real danger of worker exploitation.

BUS DAY 19/11/86 (346)

'Crucial role in SA'

THELMA TUCH

INDUSTRIAL councils had a crucial role to play in implementing correct economic policy choices to enable SA to tackle development problems more effectively, Manpower Director-General P van der Merwe said yesterday.

He told a Consultative Committee of Industrial Councils' seminar in Johannesburg that to achieve economic growth to meet the basic aspirations of all South Africans, the country would have to double its manufacturing base by 2000, boost its exports and expand its domestic market.

Van der Merwe said: "We have to strive towards a more vibrant private sector to generate the jobs needed to attain the required level of economic growth."

It was important that industrial councils re-double their efforts to overcome the punitive economic measures taken against SA.

Van der Merwe said that of the 1 127 disputes referred to industrial councils in 1985, 261 were resolved, 259 were still under consideration by the end of 1985 and the remainder wereresolved by both parties.

His department would like to see more of the newer unions included in the industrial council system.

And the system would have to adapt to an interplay of factors, including the emergence of some form of mixed economy.

Under pressure

346 30/1/87

Industrial Council (IC) agreements are coming under increasing scrutiny as government intensifies its efforts to boost job creation and promote small business development.

The latest government initiative in this direction is a letter the Department of Manpower circulated to all ICs early in November. It contains a thinly veiled warning that if councils do not take steps to remove provisions which restrict economic growth from their agreements, they could be ordered to do so by the State President in terms of the new Temporary Removal of Restrictions on Economic Activities Act.

This move follows steps taken by the department in 1985 to tighten up the practice in terms of which IC agreements are extended to cover non-council members.

The letter, in which the department makes it clear it is acting on an appeal from the Ministry for Administration and Economic Advisory Services to bring about a permanent deregulation of unduly restrictive measures, outlines a number of provisions which are no longer acceptable. They include prohibition of work on Saturdays (seemingly a reference to the agreements of the National Industrial Council for the Motor Industry banning Saturday work for mechanics), or on any other day of the week.

Restricted trading hours and compulsory close periods for annual leave (thought to refer to the building industry) could also be regarded as a no-no, it says. ICs with agreements containing such provisions were given 30 days to inform the department of the measures they would take to remove them.

Trade union reaction has been mixed. Some see merit in them and are cooperating. Others, while not opposed to the nature of the provisions government wants to see scrapped, express concern about the way the exercise is being conducted. They say the department is backtracking on its principle that there should be minimum government interference in employer-employee relationships.

Yet others are adamant that the move constitutes nothing less than a State attack on labour. And Manpower Minister Pietie du Plessis is seen as being too weak to withstand deregulation pressures.

Carel Venter, spokesman for the Consultative Committee of Industrial Councils, a body representing just over 30 industrial councils, tells the *FM* that when government broached the subject with the organisation at a meeting in November last year, there was general agreement that restrictive measures should be removed.

Ben Nicholson, general secretary of the SA Electrical Workers' Association, who sits on a number of ICs, concurs: "We agree that agreements should not have too many restrictive provisions." But Nicholson is also alive to possible dangers. "There is a thin dividing line between protecting the small businessman and opening the door to exploitation. There are some provisions — which some people may see as restrictive — that are really necessary for employee protection."

Labour Forum's Van der Watt ... against State interference

Ike van der Watt, chairman of the newly formed Labour Forum, which represents between 40 and 50 unions across the union spectrum, is far less enthusiastic and is convinced that the department is being pressured by other government departments.

He says: "It is not the issue of getting rid of restrictive measures that worries us, it is the method being used. It amounts to direct government interference with agreements negotiated between employer and employee representatives, and is a major threat to the union movement.

"The department's letter refers to IC agreements. But the obvious question is whether all other agreements will come under scrutiny. We are getting to a stage reached by some African states whereby you have freedom of association and the unions can negotiate what they like, provided it is approved by government."

Bernie Fanaroff, national organiser of the Metal and Allied Workers' Union, an affiliate of the Congress of South African Trade Unions, sees the move as yet another in a long line of attacks on labour. He says: "In the last few years, the minister has repeatedly exempted small businesses and companies in the rural areas from IC agreements. But deregulation will not solve the unemployment problem. All it will do is depress wages outside the metropolitan areas. Employers in the metropolitan areas will then say they cannot compete with employers outside, which will depress wages in urban areas."

Phiroshaw Camay, general secretary of the Council of Unions of SA-Azanian Confederation of Trade Unions, warns that grave problems could arise if government tries to remove provisions in agreements by proclamation.

Manpower Director General Piet van der Merwe tells the *FM* that there has been a good response to the initiative. He answers criticism of government interference thus: "We are trying to balance two objectives — job creation and industrial peace — and have said that any deregulation should be done in consultation with ICs. If councils cooperate in the way they have been, we can go a long way without using the Temporary Removal of Restrictions on Economic Activities Act."

Wage dispute at Maponya's

By LEN MASEKO (346) Sowetan 5/2/87

THE Commercial Catering and Allied Workers' Union of South Africa has declared a dispute with Soweto's Maponya Bazaar following a wage deadlock between the two parties.

A Ccawusa official, Mr Elias Silala, told the *Sowetan* the company had not responded to the union's request that the wage dispute be referred to mediators.

Ccawusa members employed by Maponya's Bazaar demand wage increases of R120 a month, while management is said to be offering R45 across-the-board.

Maponya workers resolved at a meeting last week that management be given until tomorrow to respond to the union's request for mediation.

Mr Silala said the minimum wage at the supermarket was R285 a month.

Meanwhile **ALINAH DUBE** reports that members of the Electrical and Allied Workers' Trade Union of SA (Eawtusa) employed by a Pretoria electronics company this week downed tools after a white woman threatened to "paint another with black paint because she is closely associated with black people".

A spokesman for the union told the *Sowetan* yesterday that Tedelex employees downed tools on Monday after they had demanded the immediate dismissal of a clerk whom they said was a racist. Workers, he added, refused to continue working "with a person who does not regard them as human beings".

Late yesterday workers representatives were involved in discussions with management.

Cosatu launches campaign

'DRIVE FOR A LIVING WAGE'

Sowetan 27/3/87.

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By LEN MASEKO

THE Congress of South African Trade Unions (Cosatu) is to launch its "living wage" campaign this weekend.

The federation, as part of the campaign, is to present a set of wage demands to employers in various sectors this year.

Cosatu general secretary Mr Jay Naidoo told a Press conference yesterday that the federation's affiliates would be involved in a concerted campaign in their battle for a living wage.

Among Cosatu's demands are:

- A minimum wage of R4,50 an hour in the metal industry. Cosatu's affiliate, the Metal and Allied Workers' Union (Mawu), is spearheading this campaign in this sector;
- An across-the-board 58 percent wage increase in the mining industry, as demanded by Cosatu-affiliated National Union of Mineworkers;
- The scrapping of the migrant labour system and replacement of tribally-designed hostels with "decent housing" near workplaces;
- The scrapping of income tax "as blacks were never consulted when this was implemented". This tax, including GST, served to re-inforce the apartheid infrastructure, according to Cosatu.

Rejected

The federation has rejected President P W Botha's proposals on the May Day issue, saying it would press ahead with its demand for May 1 and June 16 to be recognised as paid holidays.

In most sectors bosses had kept wages well below the inflation rate and "vehemently resisted worker demands for a greater slice of profits", the Cosatu official said.

"Workers are thus getting poorer every day, with less money in their pockets, less food in the cupboards, and increased hardship and degradation in the townships," Mr Naidoo

Union ready to mediate in hotel wage dispute

ARGUS 21/4/82

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Labour Reporter

THE Liquor and Catering Trades Employees Union will today discuss intervention in the dispute with Southern Sun which has caused stoppages at seven leading Peninsula hotels.

A union spokesman said workers at the hotels were negotiating individually with managements and the union was ready to mediate in the wage dispute.

Workers are demanding a R450 a month minimum, a R200 across-the-board increase and a 45-hour week.

The spokesman said the R450 minimum already applied at Southern Sun hotels in Johannesburg, Durban and Bloemfontein.

THREE-HOUR STOPPAGE

Hotels involved in Thursday's three-hour stoppages were Cape Sun, Inn on the Square, De Waal Sun, Newlands Sun, the President, and Bellville and Woodstock Holiday Inns.

The union is pressing for a national structure to negotiate conditions of employment at Southern Sun hotels.

"In the Cape they claim wage rates are set by the Industrial Council, but in many other industries employers willing to pay above these levels negotiate separate agreements," the spokesman said.

The demand for national negotiations has been taken up in the Transvaal by the Hotel and Restaurant Workers Union.

Textile union wins seat on cotton council

Argus 11/5/82

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Labour Reporter

A LENGTHY court battle has ended with the National Union of Textile Workers (NUTW) being awarded one seat on the industrial council for the cotton textile industry.

A union spokesman said today this was an important breakthrough for the NUTW.

"Until the Industrial Court made this ruling we were excluded from the industrial council through the veto of the sitting union," he said.

NUTW first applied to the court more than a year ago to challenge the veto on its application for council membership.

In August last year the court ruled that NUTW should be admitted.

"But then the council changed the criteria for representation, which we felt was done specifically to keep NUTW out, so we appealed to the court again," the spokesman said.

Building societies' staff score

AK641 12/5/87 (366)

Labour Reporter

BUILDING society employees have won interim salary increases of about 13,5 percent pending a final settlement at the industrial council.

Mr C van Vuuren, general secretary of the Building Society Officials' Association — which represents about 16 500 members — said the next round of negotiations would take place later this month.

"The findings of a survey of members' salaries will be put before the council," he said.

Meanwhile the association has welcomed the interim increases because salary negotiations may be lengthy and it would like to see money in its members' pockets immediately.

The association also wants the Minister of Manpower to approve ammendments to its constitution allowing it to recruit members in financial institutions other than building societies.

An article in the association's journal, BSOA News, said this was to keep abreast of rapid changes in the building society movement.

"Now that the societies are forming relationships with banks and insurance companies it is important that we be allowed to represent those new colleagues," said the article.

Cape Times 3/7/87

Motor-worker wages to go up

Own Correspondent

JOHANNESBURG. — Minimum wages of 22 000 motor-industry workers are going up in the next few weeks.

BMW yesterday joined other major manufacturers in increasing wages for hourly-paid staff before August 1. BMW offered NAAU workers an immediate 14,6% increase and a further 15% on July 1 next year.

Manpower report challenge to the industrial councils

By HILARY JOFFE

THE representativeness of industrial councils — or the lack of it — came under scrutiny in the National Manpower Commission report published last week.

The industrial councils are being challenged to justify their role in setting minimum wages and conditions in a context in which government economic policy is emphasising deregulation — which involves exempting certain employers from having to meet these minimum standards.

The formal minimum wage system of industrial councils and government wage boards is being eroded from two sides: the wage rates they set are more and more inadequate to meet workers' subsistence needs and the system itself is under pressure as government and business attempt to limit its scope. And the number of workers covered by council agreements dropped between 1981 and 1985.

At issue in the report are the criteria for extending council agreements to workers and employers not represented by unions and employer associations sitting on an industrial council.

The commission recommends that agreements should only be extended where trade union parties to the council have at least 50 percent membership of the workers potentially affected, and where the employer parties employ at least 60 percent of these.

If the unions and employers do not meet these criteria, industrial council agreements can be extended, at the discretion of the manpower minister.

Employers (or workers) can apply to be exempted from the minimum wages and conditions in an industrial council agreement; and the commission recommends changes in the legislation to require industrial councils to hear applicants and process applications within 45 days.

The NMC is walking a tightrope. It wants to see industrial relations institutions maintained and made more effective. But there is pressure from industry and government for deregulation, as a strategy to solve problems of recession and unemployment.

In the labour field, it is the minimum wages and working conditions set by bodies such as industrial councils and wage boards which are being "deregulated" with, for example, small businesses and homeland or border industries exempt from minimum wages.

That deregulation is a government priority is made clear in the annual report of the director-general of Manpower, also published last week.

"The Acts that are administered by the Labour Relations Directorate have the intrinsic features of deregulation and the promotion of private initiative," says the director, adding that these Acts don't apply to workers in agriculture and the public sector.

He justifies the councils and wage boards, saying they have "gone out of their way to accommodate private initiative by the promotion of small businesses as well as the deregulation of outdated practices".

It's in this context that the representativeness of industrial councils has become an issue. The councils are being pressured to justify their existence if the minimum wages and working conditions they set are to apply to whole industries or regions.

If they are not representative of workers or employers, exemptions will be granted or their agreements will not be extended to non-parties.

The industrial councils have never been very representative. Only registered trade unions can sit on the councils, and until 1979 black workers were not allowed to be members of registered unions. Even then, the newer unions representing mainly black workers have not raced to join the industrial councils.

Minimum wages set by the councils and wage boards have lagged behind inflation rates, research by the Southern African Labour and Development Research Unit shows.

Only 22 percent of industrial council agreements gave labourers real wage rises in 1986, according to Saldru's *Quarterly Bulletin.* The median wage rate for labourers was above the poverty level prescribed in Unisa's Supplemented Living Levels in only four of the 135 council agreements in force last year.

Unions have tended to rely on bargaining over wages at factory floor level, rather than on industrial council negotiations. But the wage rises and improvements in working conditions they have gained have been limited to workers in organised factories.

Dr Martin Nicol of Labour Research Services said: "Workers and unions have been shortchanged very badly by industrial councils and wage boards. But they do represent the only legal method by which improved standards can be ensured for unorganised workers."

	1981	1984	1985
No of Industrial Councils	104	*103*	100
No of Agreements*	99	*94*	86
No of Employers affected	46 668	*51 031*	48 329
% who are parties to IC	48,8%	*47,5%*	49%
No of Employees affected	1 265 008	*1 183 399*	1 084 278
% employed by parties to IC	74,7%	*76%*	75,6%

* Only those agreements dealing with wages and basic employment conditions

had. Smiedt.

GAZT

Ex-hotel owner fined over wage deductions

289 346

Labour Reporter AK445 24/7/87

THE former owner of the Locomotive Hotel in Salt River has been fined R6 127 and must repay an equal amount to an industrial council after being convicted on three charges under the Labour Relations Act.

Roger Fullerton pleaded guilty yesterday before Mr M J Tolken in the Cape Town Magistrate's Court to charges of failing to pay to the industrial council for the Liquor and Catering Trades money deducted from employees' wages for industrial council expenses, trade union subscriptions and pension contributions.

The contraventions of the main industrial council agreement were committed at various times between October 1983 and October 1985.

In a written statement read to the court by his attorney, Fullerton said he was sorry he had caused harm to his former employees.

In reply to questions from Mr Tolken, he said he had lost eveything when the hotel went into liquidation and he was sequestrated, owing about R350 000.

The prosecutor, Mr M McEwan, said the offences were very serious and amounted to theft.

Mr Tolken imposed a fine equal to the amount owing in pension contributions, or six months' imprisonment suspended for four years provided Fullerton paid the industrial council R6 127 at R200 a month.

Red Cross hospital: New phone numbers

Medical Reporter

THE telephone numbers of the Red Cross Children's Hospital in Rondebosch change tomorrow.

The new numbers are:

- Hospital switchboard ☎ 685 5011.
- Poison reference service ☎ 689 5227.
- Rondebosch/Mowbray Hospital ☎ 685 4103.
- Hospital nursing home ☎ 689 9904 or ☎ 689 9872.

ARGUS 27/11/87

New curbs on painters outrageous, court told

Labour Reporter

JUDGMENT has been reserved in a court case involving a Cape Town painting contractor charged with two contraventions of the Industrial Council agreement for the building industry.

Mr David Matthews, director of Guild Painters and Decorators, and Mr Mogamat Reyners, a foreman in the company, appeared in the Cape Town Magistrate's Court before Mr O Schrenk.

The State alleged that they allowed two unqualified workmen to perform skilled work and failed to pay them at the minimum rate laid down.

Mr John Murphy, counsel for Mr Matthews, said the agreement (subordinate legislation to the Labour Relations Act) was a manifest injustice and "an oppressive or gratuitous interference" with rights.

The new agreement, which was gazetted on April 19 1985 and came into effect on May 1, abolished several categories of semi-skilled work, including brush-hands who had been permitted to apply paint up to the final coat.

The work which it was alleged the two workers were doing had been allowed under the previous agreement.

The overall result of the new agreement was that "by the stroke of a pen" most of the semi-skilled workers who continued to do what was previously legal work were now acting illegally until they qualified, Mr Murphy said.

"Given that 80 percent of employees in the painting sector of the industry are brush-hands, the effect is outrageous.

"Any employer who was unable to convert his semi-skilled workers to skilled workers within 12 days (a virtually impossible task) committed an offence if he allowed or required them to continue with their ordinary tasks, which they might have performed for 20 years."

Mr Schrenk reserved judgment until November 25.

Miss A Peckham prosecuted.

Small businesses can get wage relief

No businessman needed to suffer losses because of minimum wage determinations, the Minister of Manpower, Mr Pietie du Plessis, told the National Party congress on Saturday. 346

Delegates said small businessmen were particularly at risk of losing their viability because of the wage determinations.

Mr du Plessis said it was not well known, but he granted many exemptions, particularly to small businesses which could not afford the applicable minimum wage.

16/11/87

It often happened that these wages were determined in negotiations by industrial councils which were usually made up of representatives of the larger industries.

Star

The smaller businessmen could not afford the time to serve on them and, consequently, could not put their case.

"In the past year I have asked industrial councils to give smaller industrialists some relief, or even exemption," he said.

"I have also asked for regional differentiation in wages.

"In any event, nobody need close a business because he cannot afford to pay wages. He need only apply for exemption in writing and, if refused, he may appeal to me by letter." — Sapa.

ARGUS 17/11/87

(184) (189) (190) (346)

WP garment workers call dispute

Labour Reporter

THE Western Cape's largest union has declared a dispute with garment industry employers over their refusal to include several procedures in the industrial council agreement.

The dispute was declared by the Garment Workers Union (GWU) after a special meeting of the industrial council. The union wanted disciplinary, grievance, retrenchment and maternity procedures included in the agreement.

"Employers refused and wanted us to bring them up at next year's negotiations, but this is non-negotiable for us," said GWU assistant general-secretary Mr Cedric Peterson.

LONG AGO

"They should have been there a long time ago and we want them now."

At a general meeting of the union at the weekend, members voted unanimously in favour of a proposed merger with the Natal-based Garment Workers Industrial Union, which has already approved the merger.

ARGUS 17/11/87

(3)

headaches.

ARGUS 10/12/87

Pay rises for Western Cape building workers

Labour Reporter

346

NEW pay scales for the Western Cape's 30 000 building industry workers came into effect this week.

Boland workers will get an 11,9 percent increase and Peninsula workers 4,5 percent.

A spokesman for the South African Woodworkers' Union (Sawu) said Boland wage negotiations started with all unions on the Industrial Council asking for a 50 percent wage increase. Employers started with a five percent offer.

"When the employers offered 11,9 percent the council accepted, with Sawu voting against."

Car firms facing wage deadlock

Argus 10/12/87

3x6

Argus Bureau

PORT ELIZABETH. — The motor industry in the Eastern Cape is faced with a wage deadlock as it starts winding down for the holiday season.

Volkswagen, which shuts down tomorrow, has rejected a new wage deal, while employees at Samcor (engine plant) and Delta Motor Corporation are still discussing the offer.

The wage offer, made on December 1 after two months of negotiations between the National Union of Motorworkers and the Eastern Province Automobile Manufacturers' Association, affects about 10 000 hourly-paid workers at the three plants.

The offer has been described by management as one of the best packages in South Africa.

However, union spokesman Mr Les Kettledas said the matter was in dispute.

28% RISE

Mr Brian Robinson, chairman of association, said the written offer was a minimum of R4,50, R4,55 and R4,63 an hour for the first three grades from February.

This, he said, represented a R1 or 28 percent increase in the Industrial Council minimum wage.

A further increase in August to R4,70, R4,75 and R4,86 an hour had also been offered. This represented a 34 percent increase in the minimum wage.

Soweto Day on June 16 would be a paid holiday.

Sapa reported Mr Kettledas as saying employees at Samcor and Delta would meet tomorrow to discuss the offer.

Cape Times 28/12/87

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Hotel group, union reach agreement

JOHANNESBURG. — Agreement was reached on Christmas Eve on all major issues in the wage dispute between Southern Sun Hotels and the Trade Union Alliance, the personnel director for the hotel group, Mr Peter Cumberledge, told Sapa in a statement.

Meetings were held last week between Southern Sun and the Trade Union Alliance, which comprises the Hotel and Restaurant Workers' Union and the Natal and Cape Town Liquor Unions, with Ccawasu in observer status.

Mr Cumberledge said progress had been "good", with meetings at industrial councils in Johanneburg, Pretoria and in Durban last week.

"Agreement was reached on all major issues and all that remains is the wording of one sub-clause. An additional meeting is being held on today in Durban.

"The agreement provides for a minimum wage of R500 a month by October 1988, an increase of R30 a month for all employees earning less than R600, back-dated to October 1, 1987, a 15% across-the-board increase in April 1988 and a further across-the-board increase of R50 in October 1988." — Sapa

LONDON. — The Government has been granted an interi...

Hotel dispute: Unions 'threatened with lock-out'

ARGUS 6/1/88

Labour Reporter

SOUTHERN Sun management has threatened employees with a lock-out in a dispute over conditions of employment, according to a spokesman for an alliance of four trade unions.

The spokesman said the threat was made during an Industrial Council meeting yesterday.

He said the hotel group's management had also refused to allow the use of company premises for a strike ballot.

FLEXIBILITY

Two more meetings are due today. If the dispute is not settled the next step is a strike ballot.

The four unions in the alliance are the Liquor and Catering Trades Union (Cape), the Liquor and Catering Trades Union (Natal), the Hotel and Restaurant Workers' Union and the Commercial, Catering and Allied Workers' Union.

The company wants flexibility in assigning employees' duties but the unions want conditions attached to the way flexibility is applied.

They say changes of duty should be in the same job category and such changes should be mutually agreed and arranged. Where a higher wage rate applies to the new duties the higher rate should be paid.

In a statement Mr Peter Cumberledge, group personnel manager, questioned the alliance's motives.

He said negotiations had proceeded well, agreement had been reached on 18 demands and the company's offer, when implemented, would make the group's employees the highest paid in the industry.

Mr Cumberledge was not available for further comment.

Man, 35, stabbed to death in station brawl

Crime Reporter

A MAN was stabbed to death at Woodstock station during a brawl.

Police said the man, about 35, had not been identified. A spokesman said he was stabbed in the chest about 10.50pm yesterday.

10

e Centre tomorrow. Picture: ALAN TAYLOR

Sun group settlement averts hotel strike

CAPE TIMES 8/1/88

Own Correspondent

JOHANNESBURG. — The Southern Sun group and an alliance of four trade unions have, after a long-running dispute, reached a wage settlement which is likely to set new standards for the hotel industry throughout South Africa.

The agreement, which was signed on Wednesday night and narrowly averted threatened lock-out and strike action, was announced yesterday and applies to several thousand workers at the group's 53 hotels.

The accord will remain in force for the 18 months to March 31, 1989. It will raise the group's minimum monthly wage to R500 by next October.

Three across-the-board increases of R50, 15% and R30 have been agreed upon. These will be paid at six-monthly intervals.

October 1988 will see the implementation of a 45-hour, five-day week. The present average, according to Southern Sun group personnel director Mr Peter Cumberlege, is a 50-to-52-hour, six-day week.

In addition, the split shift system will be abolished at all but five rural hotels.

Other key aspects of the agreement are paid maternity leave and a job flexibility agreement, based on a roster prepared in advance.

Hotel group, unions agree to R500 minimum

Argus 8/1/88 346

Labour Reporter

UNION leaders say the latest wages and working conditions agreement with the Southern Sun hotel group will open job opportunities and have ripple effects on the whole industry.

The agreement applies to about 7 000 workers at 53 hotels in the group.

Main points in the agreement between the group and an alliance of four trade unions are: a minimum monthly wage of R500 from October; a 45-hour, five-day week from October; four months' paid maternity leave; abolition of the split-shift system, except at five rural hotels; and a job flexibility agreement, based on a roster prepared in advance.

A spokesman for the alliance of the Hotel and Restaurant Workers Union, the Commercial, Catering and Allied Workers Union and the two Liquor and Catering Trades Unions (Cape and Natal) said the reduction in the work week, abolition of split shifts and negotiated flexibility meant the group would have to employ about five-percent more staff.

"The reduction of hours and the agreement on flexibility will have a ripple effect throughout the industry as employees of other hotels will demand the same conditions.

"It is usual for employees covered by industrial council agreements to work 52-hour, six-day weeks at present.

"The R500 minimum negotiated with Southern Sun will also have a ripple effect. It is about double the present minimum in industrial council agreements," he said.

Cape Times 19/1/88

Hotels, union in deadlock

Labour Reporter

JOINT negotiations between the management of the Town House and Vineyard hotels and the Liquor and Catering Employees' Trade Union have ended in deadlock.

A management representative, Mr Garth Tupper, said the union was demanding an increase of the minimum wage, a reduction in the hours of work, double pay for night shift, and six months maternity leave.

The union spokesman said it was demanding that the minimum wage be increased from R65 a week to R130, with an across-the-board increase of R75. They wanted working hours to be reduced from 53 hours to 42.

3 4 6

DD 23/11/88 (346)

Union in wage dispute with industrial council

JOHANNESBURG — The Amalgamated Clothing and Textile Workers' Union of South Africa (Actwusa) has declared a dispute with employers at the National Industrial Council for the textile manufacturing industry.

Wages are at issue with the dispute arising out of the "totally unrealistic final offer made by the employers," Actwusa said in a statement yesterday.

"If workers accepted the increases offered by the employers they would be forced to accept increases of as little as R3,75.

"Actwusa will be conducting strike ballots over the next few days at the factories which are affected by the dispute."

Commenting on the increases offered by the employers, Actwusa's general secretary, Mr John Copelyn, said: "These increases are totally out of line with the general trend of wage increases which have been negotiated in our union.

"This is the lowest final offer that we have been confronted with in all our negotiations recently — it is a disgrace to expect workers to accept such ridiculously low increases."

The Actwusa statement said minimum wages prescribed "in this Industrial Council are appallingly low".

"Minimum wage levels in the automobile, iron and steel, paper industries, etcetera, are at least twice as high as they are in this Industrial Council. In addition to this, whilst nominal wages have increased over the last 20 years, these increases have not been sufficient to combat the effects of inflation."

The biggest employer of this Industrial Council is the Frame Group (Pinetown, Natal) which employs about 3 800 of the 6 500 workers covered by the council.

"In previous years the Frame Group was renowned for its policy of paying workers starvation wages," the statement said. "Then, during 1986, there was a reorganisation programme and the group went to great lengths to emphasise its 'New Frame Group' image.

"However, things have not changed any . . . There's nothing new in trying to force employees to accept an increase of R3,75 — that was the old style of the Frame Group."

Meanwhile, many other employers falling under this council,wary of the impending strike action, have agreed to in-house negotiations. — Sapa

Building societies settle pay wrangle

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News 27/1/88

Labour Reporter

A YEAR-LONG wrangle between building society employers and their employees' union has ended with employers agreeing that for the first time in 40 years salaries should be negotiated.

The Building Society Officials' Association (BSOA), which represents about 16 000 officials, declared a dispute in July when employers opposed the association's request to negotiate salaries at the industrial council.

The dispute was the first in 40 years of negotiation between employers and employees.

Previously salary levels were set unilaterally by employers.

In 1986 members mandated the BSOA to negotiate salaries.

Notice of this was given at the November 1986 industrial council meeting and a special meeting was called for January 1987 to debate the issue.

The BSOA proposed that employees get separate cost-of-living and merit increases, but employers claimed that officials preferred a single annual increase.

After a series of industrial council meetings had failed to resolve the issue the BSOA declared a dispute and proposed taking it to the Industrial Court.

This was blocked at the council by employers but the Department of Manpower, approached for its views, said that if the association was satisfied the dispute involved an unfair labour practice it would be within its rights to approach the court.

A set of compromise proposals, tabled at the December industrial council meeting, cleared the way for settling the dispute and for salary negotiations to open.

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15/2/88

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Minimum wages: Contractor fined

Court Reporter

A PAINTING contractor has been fined in Cape Town Magistrate's Court for employing unskilled labourers to do skilled jobs and not paying them the prescribed minimum wage.

David Matthews, director of Guild Painters and Decorators, and his foreman, Mogamat Reyners, were each fined R300 (or three months) and ordered to pay the Industrial Council R35,60 for distribution to Mr G Bezuidenhout and Mr R Conradie by March.

The sum covers the shortfall in wages paid by Matthews to the two men in one day.

Matthews and Reyners were convicted of contravening the Industrial Council agreement for the building industry by allowing two unqualified workmen to perform skilled work and failing to pay the minimum rate.

Sowetan 10/16/3/88

Samwu official killed in accident

A PROMINENT member of the National Executive Committee of the South African Municipal Workers' Union (Samwu), Mr Elias Molema, was killed in a car accident on the road between Klerksdorp and Potchefstroom in the early hours of Monday 19 February.

The deceased and four fellow unionists were on their way home from the first NEC meeting of Samwu .

Molema had been a leading member of the Transport and General Workers Union (TGWU) and played an important role in the formation of a national union for Municipal Workers. He helped to launch Samwu in October 1987.

His funeral will take place at Pietersburg on Saturday, March 12.

10/16/3/88 Sowetan

Big increase for knitting workers

WORKERS at an Atlantis factory are to get an increase which is 37 percent higher than their Industrial Council minimum.

The increases were negotiated by the Amalgamated Clothing and Textile Workers Union of SA (Actwusa) for workers at the Rotex knitting company.

Lowest paid workers are to start with R85, which is R23 more than the Knitting Industrial Council rate.

Last year, Actwusa took the Rotex management to court when their recognition agreement was cancelled in favour of the then Garment Workers Union.

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METAL INDUSTRY

Wage talks begin

Negotiation to set new wage rates and employment conditions in the metal industry for the year starting June, began in Germiston this week, with Seifsa batting on behalf of the industry.

The negotiating forum is the National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industry. Currently, there are 50 employer and 50 employee representatives on the council. Their industrial agreement is given force of law by being gazetted and thus applies to all employers and workers in the industry whether or not they sign the agreement. This in effect prevented the strike called by the Metal and Allied Workers Union (Mawu) — which is now part of Numsa — last year.

The metal sector represented by Seifsa embraces more than 9 000 firms employing about 326 000 people — or more than a third of the work force engaged in all manufacturing activity in SA.

Two main union groupings are involved. There are the four affiliated to the SA Council of the International Metalworkers' Federation (IMF), which includes Cosatu and Nactu affiliates and speaks for 129 000 workers.

The second, smaller and more conservative group comprises nine older unions, including an independent, under the Confederation of Metal and Building Unions (CMBU), whose biggest member is the SA Boilermakers. The CMBU represents some 98 000 workers.

While Seifsa could not divulge its wage proposals before Tuesday's meeting, the unions' opening demands for amending the industry's Main Agreement have been announced.

The IMF unions are seeking a R2,61 increase to the minimum hourly rate, which would make it R5; and R1,50 an hour across-the-board. They also want the working week reduced to 40 hours from 45; more overtime pay; six months' paid maternity leave and two weeks' paternity leave; paid holidays on March 21, May 1 and June 16; and a guaranteed annual wage.

The CMBU wants a 20% increase all round. Seifsa's opening offer is, of course, unlikely to match the unions' demands — especially those of the IMF unions, which will also want employers to oppose the Bill amending the Labour Relations Act, as well as the latest restrictions on unions' "political" activities.

FM 18/3/88

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DD 23/3/88

Employees at sweet factory return after settlement

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EAST LONDON — Employees at the Candy Tops sweet factory here returned to work yesterday after signing a document accepting company proposals for wage increases and dispute procedures.

A lock-out was implemented at the factory, which is under judicial management, on Friday and some 60 members of the Food and Allied Workers Union (Fawu) were given notice of termination of employment unless they accepted the company proposal by 4 pm on Monday.

The chairman of the Fawu shop stewards at the factory, Mr Tobile Maninjwa, said although the workers had signed the document, they were not entirely satisfied with the settlement — which raised the minimum wage on the lowest grade from R58 to R80 a week — and regarded the issue of back pay as unresolved.

The workers originally demanded a R1,50 an hour across-the-board increase, but later compromised to 50c an hour as their final demand.

Mr Maninjwa said it was unfair for employees to be expected to make sacrifices to meet the financial situation at the company, which had come about through no fault of theirs.

Employees were receiving a wage far below the minimum set for the the industry in the East London area.

A spokesman for Candy Tops, Mr St. Elmo Wilken, confirmed that workers were paid below the industrial council minimum recommendation, but said a special exemption had been granted for the company while it was under judicial management.

He said the wage proposals accepted by Fawu members this week, had first been made at the end of last year, but had been rejected.

The issue was referred to the industrial council in February and the company declined a proposal by the union for voluntary arbitration after negotiations deadlocked. — DDR

Chinese youth, editors said yesterday.

CAPE TIMES 28/4/81 346

Pay increase for workers

JOHANNESBURG. — About 15 300 employees in the bedding and furniture manufacturing industry will receive an across-the-board wage increase of R25 a week from July, and a further R15 from January, in terms of an industrial council agreement completed last week between the National Union of Furniture and Allied Workers of SA and employers.

CAPE Times 27/5/88

Garment workers get rise

Staff Reporter

WESTERN Cape garment workers have been granted an interim weekly increase of R14 across-the-board following the conclusion yesterday of protracted negotiations.

The increment, affecting some 55 000 workers, was announced yesterday by Mr A M Rosenberg, Chairman of the Industrial Council for the Clothing Industry (Cape).

The wage increases followed a call by the Garment and Allied Workers Union (Gawu) that the increases due for July 1 be brought forward and increased above the existing rates to grant financial relief to workers, an Industrial Council statement said.

Qualified machinists, the bulk of the industry's workforce, will be paid a weekly wage of R108 from Friday, June 3 or retrospectively if implemented later.

The parties will be negotiating increments for country areas next week.

A Gawu spokesman confirmed the signing yesterday.

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Decision leaves metal industry without agreement

ALAN FINE

THE Manpower Department yesterday notified the industrial council for the metal industry that it was unable to gazette a wage agreement on the basis proposed by most of the council.

This still leaves the industry, in which the previous deal expired on June 30, without an agreement.

In June the council asked the Minister to gazette the agreement to exclude members of the four unions affiliated to the International Metalworkers' Federation now in dispute with Seifsa.

It would then cover members of those unions that signed the agreement and non-unionised employees.

However, a letter from the director-general yesterday said the department's legal advice was that objections to such an arrangement advanced by the IMF unions were probably correct.

These included section 48(1)(b) of the Labour Relations Act that empowered the Minister to bind *all* employers and employees to an agreement. He did not, the unions submitted, have the power to exclude any.

Seifsa director Brian Angus declined to comment as members were to discuss the matter today.

National Union of Metalworkers of SA spokesman Bernie Fanaroff welcomed the news. He said the IMF unions, and Numsa particularly, had complained for years at council treatment.

"They have to learn to to deal with us properly," he said.

The strike remained stable yesterday. Fanaroff said two more Dorbyl plants joined the stoppage while Angus said employees at a couple of firms had returned to work.

IN BRIEF

Brand SA, says Carter

Potential investment of R1,865bn

Forced to flee ... Ncgolosi residents area pack up their homes to escape the violence Picture: CARMEL RICKARD

W/Mail 16-22/6/88

Not a blanket sent for 9 000 refugees

By CARMEL RICKARD, Durban

DESPITE icy weather in Natal this week, little public interest seemed to have been spared for an estimated 9 000 refugees from the Molweni and Riverview areas near Hillcrest.

The refugees fled their homes in Molweni and Ncgolosi during the last two weeks because of tension and violence in the region. At least 40 people have died this year.

While some people have taken refuge with white families in the vicinity, many more are living in the bush, in sugar cane fields or anywhere else they feel is safer than their homes.

A committee of 10 made up of people of all races has been set up in the Molweni/Ncgolosi area to help with the crisis.

Hans Hofhuis, who is chairing the Thousand Hills Partnership, said he was particularly concerned about "the untold hardship" being experienced by the refugees living in the open.

"We have appealed for help from the public but so far we have had no response at all.

We badly need clothes, blankets and food for the refugees and, particularly in this weather, we are concerned about the circumstances under which the people are living."

Hofhuis, a businessman, said they were also appealing to employers whose workers had not been coming to work, to be patient and not dismiss their staff.

"We know of many cases where it has not been possible for people to leave the valleys. Either they cannot leave their families and homes unprotected or they fear for their own lives if they are seen outside.

"If workers had to face dismissal on top of all their other troubles at this time, it would be very cruel."

A shopkeeper in the area said the presence of a new army camp was easing the tension but only "a trickle" of people were returning home.

"People have been counting the empty houses and we estimate 9 000 people have run away. Many of them are now too petrified to come back."

A cucumber farmer has allowed some of his workers and their children who live in the valley to sleep in one of the plastic tunnels normally used to grow vegetables. He now needs the tunnel for farming again but his staff are too afraid to leave.

One of the women staying in the tunnel said she did not know whether she would ever go back to her home in the valley even though she had left many possessions in her house.

She said she feared someone would come with a gun "at 2 o'clock in the morning" and kill her.

Asked what had started the problem she said one of the leaders in the area had said the "congroys" (comrades) should be killed. "But then they did not just kill the congroys. They started killing everyone."

Another shopkeeper said business was down by 75 percent and that very few people were returning to the valley.

Hofhuis said many people were living with families in white areas but that a number of these "host families" were beginning to feel a strain on their own finances after some time of feeding and housing the refugees.

Committee secretary Joan Wilkins said, "At every second house in Kloof or Hillcrest there is an extra family or two on the premises, and some people are beginning to need help to carry on looking after their refugee-guests."

They appealed for help with clothing, bedding and food and Hofhuis said anyone who could offer help — or who needed assistance — should contact him at (031) 700-3976/7 (work) or (031) 73-2566 (home).

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Cotton industry agreement is of much interest

W/Argus 24/9/88

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THE agreement struck this week to restructure the cotton textile industrial council has many aspects of interest.

The restructuring was negotiated between the Cape Province Textile Manufacturers' Association and the Amalgamated Clothing and Textile Workers' Union (Actwusa), an affiliate of the Congress of South African Trade Unions (Cosatu).

Immediately, it is probably the first time a Cosatu union has negotiated a restructuring of an industrial council and it's almost certainly the first time one has instituted (as opposed to inheriting) a union shop.

The clause by which employers agreed that in future they would employ only Actwusa members, while it does not force existing non-members to join, gives Actwusa a certain measure of security in that it will avoid the minority union aspect of the Labour Relations Amendment Act and will also cover its back against penetration by the Garment and Allied Workers' Union (Gawu).

This all or nothing aspect connects with another clause in the agreement relating to strikes.

Under this clause, in the event of a dispute on an industry level, Actwusa would have to strike at all plants or none, while employers would have to dismiss all or none of the strikers. If strikers were dismissed, employers would have to rehire all or none of them. No half measures, no chipping at weak links, no employer "cowboyism".

Responsibility

The clause raises the stakes in any dispute and both sides hope that in doing so it will encourage responsibility from both sides. Actwusa spokesman Ebrahim Patel said it would also assist employers to see themselves as a bloc.

Meanwhile, it seems to give Actwusa a certain tactical advantage in any industry-wide dispute. While Actuwsa, acting as a unit, would encourage the "an injury to one is an injury to all" approach and probably have general grievances which members would wish to address, employers appear more likely to have individual considerations on whether to dismiss or not.

This might make it more difficult to produce a united approach.

Employers see it as moving towards uniform industrial action through which no members of the union would be singled out for special treatment, and neither would an individual factory or employer.

Mr Dave Garisch, chairman of the manufacturers' association, said employers saw Actwusa's acceptance of one-tier bargaining — all negotiations, except by agreement will be handled at the industrial council level — as a major step forward. But possibly not for the same reasons that Acwusa saw it as an advance.

Mr Garisch said employers saw it as a concession which helped them accept the union shop principle which was a major concession on their side.

But Mr Patel said it was a step towards standardising conditions throughout the industry.

The agreement will be reviewed in June 1991.

Mr Garisch said: "Everything depends on how it works. If we see we have something acceptable that has helped create a responsible working relationship from both sides it will be continued."

Rag trade sews up R60-m pay rise as a New Year gift

346 W/K ARGUS 8/10/88

By DICK USHER
Labour Reporter

GARMENT industry employees could get a R60-million boost to their pay packets next year.

Negotiations on a new main agreement for the industry ended this week and the terms will go to the parties for ratification.

After two weeks of "hard and professional" negotiation the employer bodies and the Garment and Allied Workers' Union (Gawu) agreed on terms which would significantly boost wages for the industry's 55 000 employees.

Mr Colin McCarthy, secretary of the two employer bodies — the Cape Clothing Manufacturers' Association and the Cape Knitting Industry Association — said the lowest wage would rise from about R76 to R97,40 a week for learners.

Grade B machinists, the overwhelming majority in the industry, would get an extra R21 a week. Other categories, except for grade C operatives who would get R20 a week more, would get a 17 percent increase subject to a minimum of R15 a week.

Employers had agreed to a paid holiday on June 16 and May 1 would be an optional day which could be swopped for another holiday or worked in.

Working hours and annual leave were unchanged.

Employees would get six months' unpaid maternity leave, but a sub-committee would investigate paying 25 percent of basic wages through the sick fund.

Report-back talks

The agreement would run for one year and two-tier bargaining would be allowed on items not covered in the agreement.

Union spokesmen were not available for comment. A Gawu general meeting to report back on the negotiations will be held tomorrow at the University of Western Cape sports stadium.

Mr McCarthy said a joint meeting of both employer bodies to consider the terms would take place within 10 days.

WAGE REGULATION – Industrial Councils

1989 – 1990

Break-up threat to printers' council

By DICK USHER
Labour Reporter

ASSESTS of R750-million of the National Industrial Council of the Printing and Newspaper Industry of South Africa are involved in the impending break-up of the council, according to a council spokesman.

The dissolution of the council, the oldest in South Africa, means the entire centralised system of industry-wide bargaining over wages and working conditions for nearly 50 000 employees is at stake.

Notice of withdrawal given by the South African Printing and Allied Industries Federation, the largest employer body on the council, has triggered the possible dissolution. Its notice is effective from December 31.

Other council members are the Newspaper Press Union (NPU), the employer body in the newspaper sector, and the South African Typographical Union (Satu).

A second employee organisation, the Paper, Printing, Wood and Allied Workers' Union (Ppwawu), an affiliate of the Congress of South African Trade Unions, has declared a dispute with the federation over its withdrawal from the council.

Ppwawu, which claims about 10 000 members, of whom about 5 000 are employed in the printing and packaging sector, made an unsuccessful application for council membership earlier this year.

The federation has denied that its intention to withdraw from the Industrial Council is linked to Ppwawu's application.

The union disputes this and claims the printing federation is withdrawing as it wishes to become more profit-orientated and finds the council ineffective in resolving disputes.

The printing federation's withdrawal makes the demise of the council almost certain.

The registrar must cancel its registration if one or more parties withdraws — and the council must give reasons why it should not be dissolved.

Mr Jolyon Nuttall, president of the NPU, said newspaper employers did not intend to resign or withdraw from the council.

He said the NPU supported orderly labour relations in the industry.

"The impact of Ppwawu on the industry does not concern us unduly because employers in the English-language groups have been negotiating in a multi-union situation for some years," he said.

w/e ARGUS 18/2/89

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Case of a wrong choice of words

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

LABOUR AFFAIRS
DICK USHER

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

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

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

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

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

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

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

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

Sleeping around

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

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

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

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

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

Maternity benefits

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

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

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

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

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

Smokescreen

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

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

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

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

Metal industry union proposals met with Seifsa demands

Cape Times 15/2/89

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

Seifsa has proposed that small businesses be exempted, if they wish, from the terms of the agreement. The term "small" is not defined in the initial proposal.

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

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

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

Numsa has also proposed a five-hour reduction in the working week, improved shift allowances, restrictions on temporary labour, new retrenchment provisions, fully-paid maternity leave for six months, improved sick pay and structures to eliminate sex discrimination.

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

WC-Areas 4/2/89

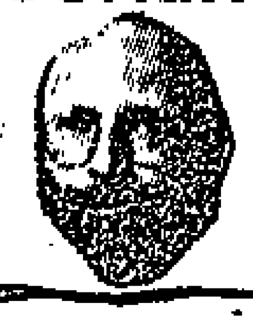
Agreement holds promise for the textile industry

FOR a while the Western Cape textile industry teetered on the edge of a strike; in dispute and with two disputes meetings producing no progress.

Industrial action was averted when the two parties, the Amalgamated Clothing and Textile Workers' Union (Actwusa) and the Cape Province Textile Manufacturers' Association, reached agreement on wages and other conditions of employment at the third and final disputes meeting of the industrial council this week.

LABOUR AFFAIRS

DICK USHER



Dispute had been declared late last year when the employers refused to mandate an agreement thrashed out by the negotiating teams. The dispute threatened not only industrial action, but also the fledgling industrial council. This had been restructured during 1988 following its virtual collapse after renegotiation of the main agreement broke down in 1987.

For about a year the industry ran without an agreement and in the meantime Actwusa concluded plant-level agreements with employers.

Before this, until the merger which brought them together in Actwusa during 1987, the National Union of Textile Workers (NUTW) and the Textile Workers' Industrial Union (TWIU) had had a fairly combative relationship as NUTW sought to break into the industrial council over the TWIU's veto.

It took a Supreme Court ruling for NUTW to be allowed a seat on the industrial council.

But by 1988, in addition to the industrial council being in disarray, by the time Actwusa and the employers' association sat down to restructure and revitalise the council the Labour Relations Amendment Bill was with Parliament, along with the unfair labour practice clause that would impell employers to negotiate with minority unions.

This threatened the majoritarian principle of unions negotiating for a complete bargaining unit.

That Actwusa, a Congress of South African Trade Unions affiliate was negotiating an industrial council agreement was itself interesting, because there was a strong antipathy to industrial councils among unions in the federation.

But the agreement reached accepted the principle of single-tier bargaining, which was against the trend in other industries where unions were fighting for two-tier bargaining, and created a closed shop — thus protecting Actwusa's back against minority unions.

The other interesting aspect of the agreement was the all-or-nothing principle; with all issues negotiated at industrial council (except by specific agreement) any strikes or lockouts were to be on an industry-wide basis, not at individual plants or groups of plants.

Although the agreement removed disputes from the workplace to the council, it also meant that both parties would have to be aware that any industrial action had to involve the whole industry.

The stresses generated by more than a year of negotiation and dispute had strained the employers' association. Some major employers had withdrawn, others had joined.

Failure to reach settlement, followed by industrial action, could have strained the forum beyond survival.

But that settlement could finally be achieved holds promise for the viability of the council and a stable relationship between employers and the union and, finally, a stable industry.

R13-million more in the pay packets

W/C Argus 4/2/89

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by DICK USHER
Labour Reporter

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

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

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

"Much higher"

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

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

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

The goal

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

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

Break-in

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

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

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

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

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

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

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

Tough wage talks ahead for giant metal industry

W/C ARGUS 17/3/90 346

By DICK USHER
Business Staff

ANNUAL wage negotiations in the giant metal industry get under way next week in what promises to be the toughest and most complex series of talks for many years.

Employer organisations in the Steel and Engineering Industries Federation (Seifsa) meet on Monday to formulate an initial response to trade union demands, of which the most significant are likely to be those from the Co gress of South African Tra Unions (Cosatu) affiliated Natic al Union of Metalworke (Numsa).

Also facing interesting wage negotiations is the leather industry where for the first time a Cosatu affiliate, the South African Clothing and Textile Workers Union (Sactwu), will participate in talks from the outset.

Numsa's role in negotiations this year will, from an employer perspective, be complicated by positions arising from the union's national bargaining conference held in February.

Aiming to unify the different sectors of Numsa, it compiled central demands as the basis for all Numsa negotiations at company and industry levels this year.

Thus, while separate negotiations will take place in the iron and steel, tyre and rubber, automobile manufacturing and motor industries, the bargaining committee for each sector no longer has the power to decide on final settlements or deadlocks.

These will have to be approved at a further national bargaining conference in June, opening the way for settlement in one sector to be delayed by dispute in another sector.

Talks in the motor industry, covering employees in garages and workshops, opened earlier this month, but no date has yet been set for automobile industry talks.

Employer sources indicated that, following last year's disputes around centralised bargaining, this year's auto industry talks would again be national. All employers except Delta were due to participate, but no demands had yet been received from Numsa.

In the Seifsa talks, Numsa's central demands are for an minimum across-the-board increase of R2 an hour and percentage increases ranging from 24 percent to 56 percent, a 40-hour week without loss of pay, a limit on overtime, the right to strike and picket, an agreement not to implement the 1988 amendments to the Labour Relations Act, tighter conditions on retrenchment and redundancy, improved maternity, paternity and sick leave benefits.

The union has also presented demands on job creation, time of for shop steward training and proportional representation on the industrial council.

Leather industry talks are already complicated by a dispute about the starting date.

Sactwu, which claims large membership gains from the National Union of Leatherworkers, is this year for the first time submitting its own demands to the industrial council.

It was admitted to the council last year following an court application, but negotiations had already started at that stage.

According to Sactwu spokesman Ebrahim Patel, the union has signed up about 1 200 members in the Western Cape in the past few weeks and claims about 8 000 members overall in the industry.

CAPE TIMES 29/3/89 (346)

Minimum wage raised

JOHANNESBURG. — A new wage agreement giving employees in the newspaper distribution industry in the Transvaal a minimum wage of R700 a month has been reached between Allied Publishing Limited and the Commercial, Catering and Allied Workers' Union of South Africa. Mr J C Mould, managing director of Allied Publishing, yesterday said employees would also receive an across-the-board increase of 16% as part of the settlement. A similar agreement had also been signed with the United Workers' Union of South Africa, Mr Mould said.

Sedgwick Tayler. tubes and handicrafts. — Sapa

Cape Times 17/7/89 (346)

Sedgwick Tayler.

Union settles wage negotiations

Own Correspondent

JOHANNESBURG. — Friday's 15,2% to 18,5% metal industry wage settlement, following a week after the NUM/Chamber of Mines agreement, marks this year as the first since 1983 that SA's two major sets of negotiations have both been resolved without resort to industrial action.

And, said Confederation of Metal and Building Unions (CMBU) chief Ben Nicholson yesterday, this is the first time in a decade that every union party to the metal industrial council has accepted the settlement.

This, he said, represented a new maturity on the part of unions and an acceptance by Seifsa that employers can no longer take a "take it or leave it" approach to wage bargaining.

Seifsa said the large number of trade union groupings with divergent and sometimes conflicting demands complicated the talks.

Even so, a spokesman added, the negotiations were conducted in good faith on both sides and had, in the main, been approached in a mature and responsible manner.

The public holidays issue, which held up settlement for two weeks because of differences between white and black unions, was resolved with agreement that May 1, Workers' Day and June 16 should all be treated has public holidays.

This aspect of the settlement has been drawn up as a separate common law agreement between the parties.

It will not form part of the official agreement to be gazetted by the Manpower Department because of government's refusal to recognise the unofficial, though de facto, May 1 and June 16 commemoration days as paid holdidays.

It was also agreed that the council should make representations to government to revise the Public Holidays Act generally and, specifically, to introduce May 1 and June 16 as public holidays.

Hourly wage increases, to be implemented from July 1, range from 56c for labourers to R1,11 for artisans, raising the minimum rates to R3,56 and R8,31 respectively.

Some further adjustments were made to eliminate anomalies in certain rates on the wage curve.

The industry's sick pay fund would be substantially restrucutred and sick leave provisions would be extended. The employer body also agreed to speed up payment of benefits under the fund to employees injured on duty.

Shift allowances for the afternoon shift are to be increased from 6% to 7,5% and from 12% to 15% for the evening shift.

Finally, it was agreed in principle to convert the industry's pension fund to a flexible benefit fund, the fund's board of management will attempt to finalise the details of these changes by November 30.

Cit Times 31/7/89 346

Pull-out of union threatens workers' pensions

Own Correspondent

JOHANNESBURG. — The withdrawal of the SA Printing and Allied Industries' Federation from the National Industrial Council later this year will dissolve the council and force the liquidation of its R750-million employees' retirement fund.

The federation, along with the industry's other major employer body, the Newspaper Press Union, and the SA Typographical Union (Satu) which represents workers, are planning an alternative vehicle for their members' substantial retirement savings.

A council spokesman said he was receiving calls daily from members who were concerned about their investments in the fund.

The federation's executive director, Mr Chris Sykes, said he was meeting pension consultants on August 7 and was confident a solution would be found soon.

Satu's general secretary, Mr Martin Deysel, said the union was busy considering the matter and would report back to members on August 12.

"People will neither lose their stake in the fund nor be paid out now," said Mr Sykes.

"However, about 60% of our members do not have alternative benefit schemes and we have to decide whether to set up a new fund for the benefit of members."

The pension fund is managed by Old Mutual, Sanlam and UAL. Old Mutual assistant general manager employee benefits Mr Henk Beets said the council had two alternatives once the fund was liquidated.

Either its employer members could set up their own schemes for employers or the federation could decide to opt for a union-managed fund.

Cit Times 31/7/89

Jani has the AWB boss taped

Staff Reporters

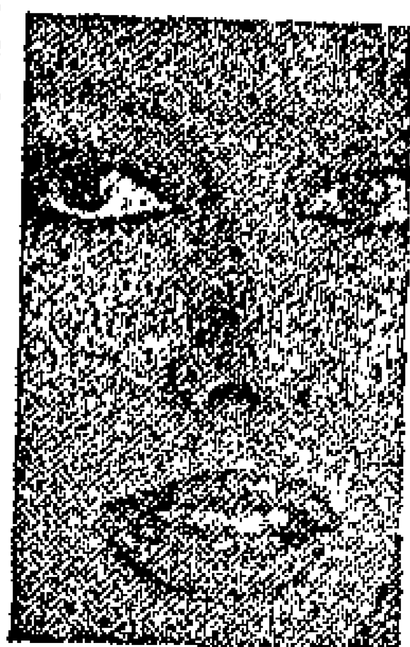
CELEBRITY columnist Ms Jani Allan is in London to escape the consequences of transcripts of telephone messages allegedly left for her by AWB leader Mr Eugene Terre'Blanche.

The messages pleading for contact — published yesterday in the Sunday Times — had been left on the answering machine in Ms Allan's Sandton flat over the past few months.

Ms Allan was sent to London by the Sunday Times last week and was quoted on Saturday in the London Daily Mail as saying she was in the city to avoid "the possible consequences" of the tapes.

"I have been under the most incredible stress the past few months. I only hope I haven't left trouble behind only to walk into even more."

Mr Terre'Blanche



Ms Jani Allan

Ms Allan said in the Sunday Times that she had released the tapes because Mr Terre'Blanche had said she had so pestered him that he had instructed his receptionist not to put through her calls.

Further claims by Mr Terre'Blanche that Ms Allan had begged him to keep their relationsip alive were made in an interview published in the newspaper Rapport yesterday.

The AWB leader's wife, Mrs Martie Terre'Blanche, was quoted as warning Ms Allan to stay away from her husband.

But contrary to such statements, said Ms Allan in her interview, "it was he who kept calling me at all hours of the day".

The calls had started soon after last December's Paardekraal Monument incident — which resulted in Mr Terre'Blanche's being charged with and later aquitted of wilful damage to public property — and had continued until the middle of June.

Extracts from the tapes include: "You were a muchacho. Please call me back. You wanna kill me? Call me back. Please in God's name, call me back," and "I'm still at my office waiting for you to call me back. Oh God, I'm dying (deep sigh)."

Another message goes: "I wanted you to call, Jani Allan. Won't you pease phone me now? PLEASE phone me. I'm at home. Bye."

In one call, Mr Terre'Blanche threatened to visit the columnist. "Jani, it's me ... please, please, speak to me. If you don't pick up this phone, I'll have to come to you right now."

Two weeks ago, Ms Allan disclosed in another article that Mr Terre'Blanche had fallen asleep in the passage outside her apartment after she had ignored his pleas to be admitted after midnight on June 26.

The report suggested Mr Terre'Blanche might not have been sober.

"He visited the apartment complex several times," she said.

Mr Terre'Blanche, in an interview published in the Citizen newspaper last week, denied he had slept on Ms Allan's doorstep and was quoted as saying: "Ms Allan has never refused to open her door for me."

CiTi Tr 1/5/89

Satu loses closed-shop privileges

Own Correspondent

JOHANNESBURG. — Nearly 40 000 printing, packaging and newspaper industry workers will have to find new methods of protecting their minimum standards of wages and working conditions, and the SA Typographical Union (Satu) is to lose its closed-shop privileges.

These will be among the further consequences of the collapse of the industry's industrial council, which has prompted employers and unions to seek ways of preserving the benefit funds administered by the council.

The council, established in 1919, is SA's oldest. But, said SA Printing and Allied Industries Federation (SAPAIF) director Mr Chris Sykes, it had become inappropriate in today's environment and was no longer able to play its role of maintaining industrial peace.

The council's pending collapse was sparked by the withdrawal of the SAPAIF, which represents 1 300 of the industry's 1 600 employers.

Wage talks solution closer

Cape Times 5/8/89

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Labour Reporter

MAJOR textile manufacturers and the Amalgamated Clothing and Textile Workers' Union of SA (Actwusa) this week edged closer to settling annual wage talks, with employers increasing their offer to R12.

Companies represented on the mostly Natal-based Industrial Council for the Textile Industry have proposed increases of R12 each to be implemented in July this year and January 1990.

Actwusa has demanded R13 and R14 increases.

Wage Regulation / Industrial Councils.

Numsa row over wage differential

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Argus 5/8/89

THE National Union of Metalworkers (Numsa) is unhappy about negotiations over wages in the motor industry.

This led to a walkout by Numsa at the last negotiating session of the industrial council and the declaration of a dispute with employers in the South African Motor Industry Employers' Association and the South African Vehicle Body and Repairers' Association.

The walkout was to register a twin protest, at the wages the employers were offering and that two other unions on the council, the Motor Industry Staff Association and the Motor Industry Employees' Union, accepted the offer, and proposed the council vote on the offer.

LABOUR AFFAIRS

DICK USHER

With the employers representing their own interests and the other two unions representing well-paid artisans, mainly white, a vote would have been a foregone conclusion. Numsa would have been outvoted and lower-paid employees in the industry, mainly black, would have had the employers' offer foisted on them.

Numsa said: "While the agreement rates for white artisans are R8,00 an hour, they can command actual wages of sometimes R17,00 an hour because of their privileged positions in South African society, while a petrol pump attendant must provide for a family on R1,90 an hour and a general worker in the small towns on R1,24.

"Numsa refuses to accept that the white unions and the employers could conclude an agreement on conditions of employment when a substantial number of employees in the industry, who happen to be black, rejected those conditions.

"This undemocratic decision clearly illustrates the racism and exploitation that has been practised in the industry over the years.

"Because of this attitude and the insistence of the industrial council that the offer of the employers be accepted on a vote, the Numsa negotiating commitee walked out of the meeting."

Fortunately there are procedures for declaring disputes and for attempting to settle them. A Numsa spokesman said this week these were pending.

The negotiations affect about 160 000 employees in filling stations, vehicle repair workshops, component manufacturing plants and engine reconditioning and automotive engineering shops.

According to Numsa, employers started with a 7 percent offer, but excluded certain groups of employees like journeymen and petrol pump attendants.This offer was later increased to 12,5 percent on the gazetted grades, excluding:

- Clerical workers, shop assistants and sales personnel in smaller towns with three or more years' service;
- Petrol pump attendants who would get 5 percent; and,
- A 20 percent increase on gazetted grades for employees in vehicle body rebuilding, manufacturing and reconditioning establishments.

Numsa's objection to this offer was that it excluded some employees and that increases on gazetted grades did not necessarily mean an increase in real wages.

Its counter proposal was that no employee be excluded from increases, that increases should be not less than than 20 percent, that they be on the actual wages of employees and that those employees in small towns earning R1,24 an hour be brought immediately to R2,50.

It was at this point that it all went Humpty-Dumpty and somebody will have to try and put it together again.

BILLION-RAND ROW OVER PENSION FUND

W/E ARGUS 1/11/89 (3 of 6)

By VIVIEN HORLER
Weekend Argus Reporter

A PENSION fund worth almost R1-billion is to be dissolved in the biggest pension fund liquidation in South Africa's history.

The pension fund is that of the National Industrial Council of the Printing and Newspaper Industry of South Africa, which is to shut up shop on December 31.

About 40 000 printers country-wide have contributed to the pension scheme, including about 6 000 in the newspaper industry.

Some are worried about what is to become of the money, saying they want a cash payout or at least the option of taking their share to put into a private retirement annuity.

But it is almost certain the money will be put into a new fund.

About 200 printers and members of the South African Typographical Union, Satu, who are based at Newspaper House in Cape Town, have signed a petition asking for their share of the money to be placed in retirement annuities in their own names.

They say they lost faith in the fund two years ago when some pensioners had to find jobs to augment their pensions. They claim their threats to go to the Industrial Registrar resulted in a 50 percent hike after a meeting with Satu general secretary Martin Deysel.

They say they fear retrenchment as new printing technology makes their jobs redundant, and want to protect their futures themselves.

But a spokesman for the printers' union, Satu, and another for the NIC said redundancy contingency plans could be built into the rules of the new fund, which were still open for negotiation.

Mr Deysel added: "There is no way the employers can install pagination and further new technology without sitting down and holding extensive negotiations with Satu — and these negotiations will have to include discussions of redundancy packages."

The printing industry's industrial council will close because the major employer body, the South African Printing and Allied Industries Federation, decided recently the industrial council system did not serve its members' best interests.

Anachronism

Michael Watermeyer, chairman of the industrial council, said he was sad to see the end of a council which had served employers and employees for 70 years.

"The South African printing industry has grown over the years and compares well with the rest of the world, and I think it is very sad the industrial council is to be broken up.

"But if one of the major employer bodies feels that the industrial council system is an anachronism and is not serving the interests of the smaller employer, well, they have a right to that opinion.

"The employers probably think the principle of divide and rule will work in their favour, but I doubt it. I predict that in five years they'll all be sitting around a table again, negotiating."

Said Chris Sykes, executive director of the federation: "Our view is that the industrial council system is something of an anachronism in the modern industrial relations environment.

"Printing is such an incredibly diverse industry, including as it does bookbinding, jobbing shops, silkscreen printing, even the manufacture of toilet rolls, that to reconcile all the different needs of the industry at a single forum is an impossibility."

The withdrawal of the federation from the industrial council was challenged in the industrial court as an unfair labour practice, but the court found that membership of industrial councils had to be voluntary.

The other major printing employer body is the Newspaper Press Union (NPU).

Last month representatives of the council, the federation, the NPU and Satu met in Port Elizabeth and decided in principle the NIC's pension and other benefit funds (a medical aid and an unemployment fund) should be reconstituted and continue to operate.

A final decision is subject to the approval of the Department of Manpower's Industrial Registrar.

Industrial councils facing death by market freedom

EDWARD WEST

GOVERNMENT moves towards market related freedoms and emphasis by companies on decentralised management style could mean the end of industrial councils.

This was the view of University of Cape Town School of Business's Kate Jowell who quoted Barlow Rand labour specialist Jan Hiemstra in the Indicator publication as saying industrial councils were not expected to survive the next decade.

Policies towards increasing market freedom represented an approach that leaned away from social democratic philosophy which underlined systems supporting collective bargaining — particularly at national or industrial level.

These policies towards more market freedom brought pressure for privatisation, deregulation and support for developing businesses, bringing pressures to bear on industrial councils, Jowel said.

The president now had the power to suspend industry wage agreements and various protective clauses embodied in long-standing Acts of Parliament such as the Machinery and Occupational Safety Act.

A second pressure was that several major companies had withdrawn from industry associations because they did not want to be subject to bargaining and strikes at two levels, Jowell said.

Demise

Other companies argued that they did not support centralised bargaining in principle, which was not in line with decentralised management style.

These companies had hastened the demise of several industrial councils, including the Printing and Newspaper Council, said Jowel.

Jowell asked how far government exponents of a freer labour market would be able to push their policies before hitting the countervailing power of collective self-interest.

The Cosatu unions were relentlessly persuing centralised bargaining on a number of fronts with or without statutory structures such as industrial councils.

The Steel Engineering Industry Federation of SA's success in drawing the Cosatu and Nactu unions into the metal industry and Numsa's growth had greatly improved the bargaining power of the countervailing collective bargaining.

Will established black unions seek a coalition with the newer black unions to protect their wider interest in central bargaining? How far will the influence of decentralised bargaining supporters among management really spread, Jowell asked.

Parties to industrial relations were creative and adaptable, and the ironies of SA society might prove Hiemstra wrong, Jowell added.

Bday 3/11/90

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of the chart, the pattern starts looking rather like a price of R30,25 each.

Metal industry talks hit snags

WE 8/6/64 9/6/90 346

By DICK USHER
Business Staff

IT is now extremely unlikely that the main agreement for the metal industry will be renewed before expiry on June 30.

The Steel and Engineering Industries Federation (Seifsa) and the National Union of Metalworkers (Numsa), the largest union in the industry, agreed that the fifth round of talks held on June 7 made little progress.

Apart from Numsa, 15 other unions are involved in the talks.

A Seifsa statement said that employers tabled another wage offer, the third in this year's negotiations, which would increase pay by 55 cents an hour for labourers and R1,04 for artisans.

Numsa said the employer offer was in the minimum wages only, bringing the lowest rate to R4,11 an hour.

More than 380 000 direct production workers were affected by these increases.

A further 100 000 indirectly who, although not covered by the agreement, were usually paid similar increases, said Numsa.

Seifsa said the unions indicated the employer offer was not acceptable.

Two unions "moderated their demands slightly" but Numsa had made no concession to moderate its demands.

Numsa said it had attempted to reduce the number of issues for discussion by agreeing to refer many demands to a separate session scheduled for June 12.

According to Numsa, demands for job creation made significant progress when Seifsa agreed to discussions aimed at producing a programme for job creation before December 1990.

Numsa to make crucial decisions this weekend

W/E ARGUS 23/6/90 346

By DICK USHER
Business Staff

CRUCIAL decisions affecting about 600 000 workers in four industrial sectors will be taken at a major union conference this weekend.

The National Union of Metalworkers (Numsa) second national bargaining conference in Johannesburg will deliberate progress in four sets of negotiations: metal and engineering, tyre and rubber, auto manufacturing and the motor trade.

It is a follow-up to February's first national conference which, in a step towards unifying the four sectors in which Numsa is involved, laid down positions and guidelines for this year's negotiations.

The vital element emerging from the conference was that the bargaining committee for each sector would no longer have decision-making power on settlements or deadlocks, but these would have to be referred to a further bargaing conference.

After last week's sixth round of negotiations in the metal industry, the Steel and Engineering Industries Federation (Seifsa) issued an optimistic statement that "considerable progress" had been made in negotiations.

Seifsa said employers' final offer on wages ranged from 15 percent (R1,24 an hour) for artisans to 18 percent (64c an hour) for labourers.

In the three other sectors, a Numsa spokesman said some progress had been made on some issues but not on others.

While the ultimate drive is towards centralised bargaining around common demands, Numsa's position is that it wants to see satisfactory progress towards those goals this year.

The union's key demands include across-the-board increases of at least R2 an hour, a 40-hour working week, a limit on overtime and agreement not to implement the 1988 amendments to the Labour Relations Act.

This weekend's conference will hear report-backs from each sector on progress in negotiations and will deliberate further action.

Complicating the picture is the government's decision not to go ahead with legislation this year to amend labour legislation in line with the accord reached by the South African Employers' Coordinating Committee on Labour Affairs (Saccola) and the two union federations, Cosatu and Nactu.

Numsa, a Cosatu affiliate, is the major union involved in all four sectors, although Nactu affiliates such as the Metal and Electrical Workers Union (Mewusa) and the Steel, Engineering and Allied Workers Union (Seawusa) have a significant position in the metal industry talks with the Steel and Engineering Industries Federation (Seifsa).

Parallelling Numsa's position, another Cosatu affiliate recently took decisions on centralised bargaining at a social security conference.

The South African Commercial, Catering and Allied Workers Union (Saccawu) considered long-term strategies including industrial councils covering all workers in a sector or centralised bargaining with groups such as Tradegro, Metro and S A Breweries, which controls OK Bazaars, Edgars and Sales House.

Ccawusa is presently on strike at OK Bazaars, is in dispute with Checkers and starts talks with Wooltru this weekend.

In the medium-term, Ccawusa is to press for the same demands on wages and service conditions to be presented at all negotiations.

Another decision taken at the Saccawu conference mirrors a stance by another Cosatu affiliate, the Chemical Workers' Industrial Union (CWIU).

As part of its push for social security, Saccawu decided on a campaign for national provident funds in the commercial and catering sectors.

CWIU has for about the past two years been engaged in persuading employers to join the Chemical Industry National Provident Fund and has in recent months run several strikes over the issue.

Minimum wage: A vital shield ... or just a recipe for disaster?

W/Mail 10/8-12/8/90

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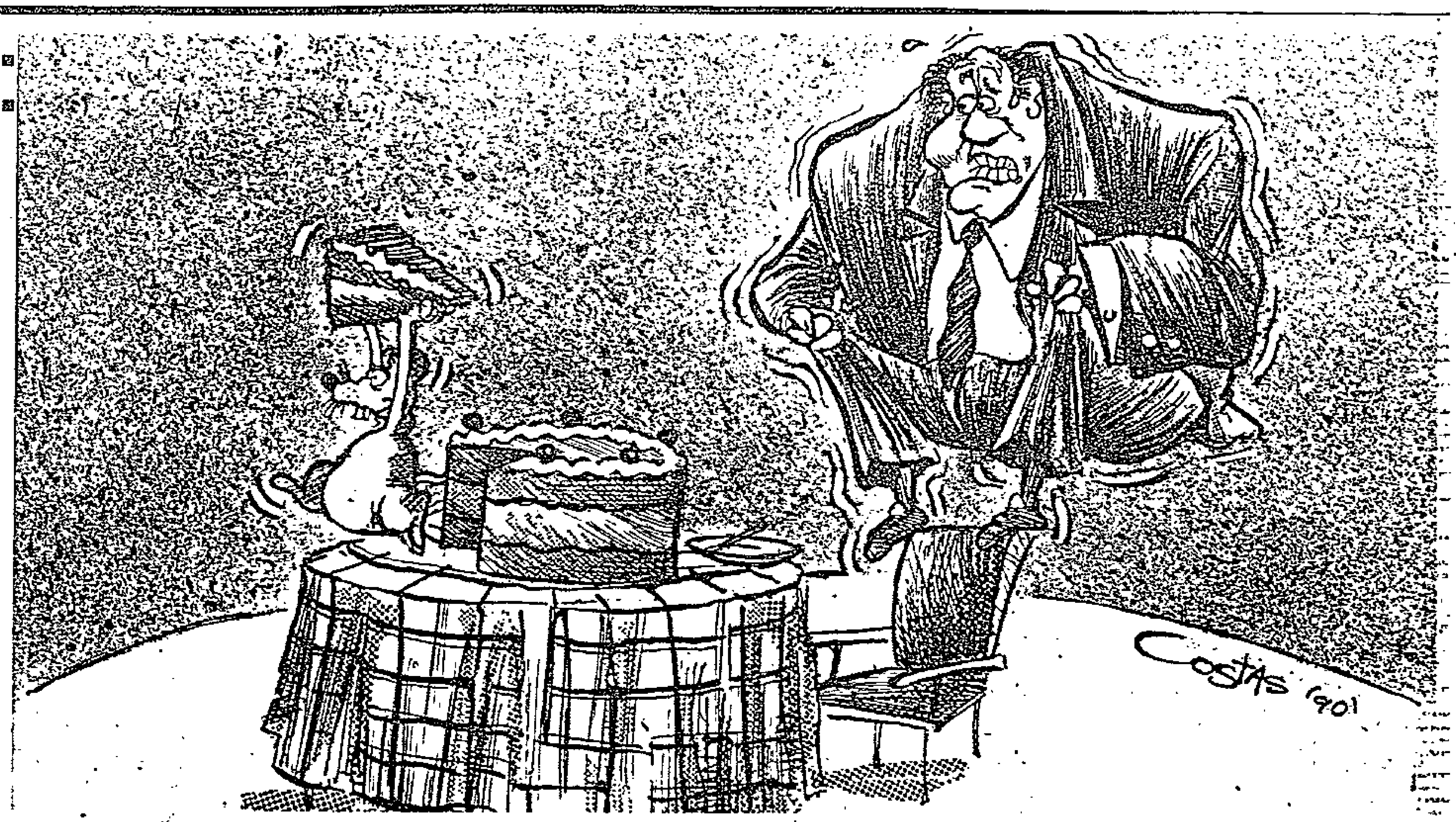
In a ground-breaking move with vital economic implications, Cosatu looks set to adopt a national minimum wage next month. But not all its unions approve, reports **DREW FORREST**



Moves by the Congress of South African Trade Unions towards adopting a monthly minimum wage of R700 have alarmed business leaders

CONTROVERSY appears to be looming over the issue of a national minimum wage at the Congress of South African Trade Unions' campaigns conference next month.

And moves towards the adoption of a specific minimum wage figure have drawn an alarmed response from business leaders, one of whom described the economic implications as "horrific".

Cosatu's latest campaign bulletin has revealed that the federation's living wage committee will recommend a R700 monthly minimum wage — translating into R160 a week and R3,60 an hour — for adoption at the campaign's conference.

In the short term, the figure would be used as a tool to rally the low-paid and unorganised against "low-wage exploitation". But the goal is to adjust it annually for inflation and ultimately, under a friendly government, give it the force of statute law.

The minimum wage idea has deep historic roots in South Africa and commands powerful support on the left. A Freedom Charter demand, it forms part of the South African Communist Party's draft workers' charter. At its founding conference in 1985, Cosatu committed itself to fighting for a "national minimum living wage".

But because of the widely divergent conditions across industry, a specific living wage demand has eluded the unions. By formulating a floor level for all industries with the possible exception of domestic service — seen as a step towards a living wage of between R1 140 and R1 500 — the living wage committee has cut through the gordian knot.

Justifying the R700 target, the bulletin says it exceeds both the minimum living level and the household subsistence level, and comes close to the R667 average wage for general workers in all sectors calculated by the Labour Research Service (LRS).

Seen as a prime mover in the push for a statutory base rate, the National Union of Mineworkers has already adopted the R700 figure as policy. But other unions are not so keen.

A central anxiety is the impact on jobs and job creation, with opponents pointing to the mass retrenchments which followed the imposition of a statutory minimum for farming and domestic service in Zimbabwe.

Blaming the minimum wage and "cumbersome retrenchment procedures", Zimbabwe merchant bank RAL Sagit estimates that 57 000 jobs were lost in formal agriculture — a 17 percent drop — between 1980 and 1985.

In textile and clothing, which is exposed to low-wage international competition, weekly pay currently averages R141 a week, according to the LRS. The South African Clothing and Textile Workers Union, Cosatu's third-largest affiliate, is known to favour sectoral minimum wages set in negotiations with employers, and is likely to offer stiffest resistance to a R700 national rate.

Other sectors where average wages fall below R700 include mining, the public sector, transport, liquor and catering and agriculture.

"In low-wage sectors a national minimum would be disastrous," said one union man. "The R700 is based on current average wages, not on projections of our economic future. And because it takes no account of low-wage areas, such as the homelands, it would undermine regional economic policy and force workers to the cities."

It was unclear whether the R700 figure included payment in kind, a marked feature of mining and agriculture, he added, warning that in Zimbabwe, employers had reacted to the national minimum by charging workers for food and accommodation.

He also argued that by creating a separate focus, the R700 minimum demand would "cloud and undermine" the living wage campaign.

Employer responses to the statutory national minimum concept were uniformly hostile.

Commenting that rising farm wages had already brought a drop in the formal workforce, from about 1,3-million to below a million, in recent years, South African Agricultural Union president Nico Kotze warned that a minimum wage would spur mechanisation and demands for higher skill levels.

"Cotton-picking, for example, is an important source of piece-wages for women — but cotton can be picked by machine," he said.

For Steel and Engineering Industries Federation economist Michael McDonald, "indexing" wages for inflation holds special dangers. "Over a 10-year period, pay will tend to keep up with the CPI. But once you legislate, you lose flexibility. It's been a recipe for rampant inflation wherever it's been tried."

Describing the national minimum approach as "wrong-headed" and "unimaginative", business leader Bobby Godsell said the fixing of a specific figure involved assumptions about people's needs.

"Collective bargaining aims to reach a tolerably fair wage," he added. "Once you uncouple that from a particular industry and its economic realities, you're in trouble."

One crucial variable was the capital intensity of the industry concerned. In capital-intensive sectors, wages might represent 10 percent of costs, whereas in mining they made up 50 percent.

Commentators believe that because of its current push to rally the unorganised, and to give worker demands a high political profile, Cosatu is likely to adopt a national minimum wage next month.

NUM economist Martin Nicol, a strong proponent, dismisses claims that a statutory minimum would strengthen the state bureaucracy at the expense of unions. "Given the extreme weakness of the Manpower Department inspectorate, we have no fear that trade unions will be supplanted.

"And it is quite possible that the minimum would be set in collective bargaining. As the wage would be an important facet of state policy, the state might be included in this process."

Commenting on the Zimbabwe precedent, Nicol said the country's labour movement had historically been weak. South African unions would have the task of fighting mass retrenchments in the wake of minimum wage legislation.

And to enable the economy to cater for external factors, such as export price fluctuations, the minimum wage could be calculated as a percentage of average pay, Nicol said. He stressed that the R700 was half South Africa's industry average for blacks and whites, while the British Trade Union Congress had set its minimum at two thirds of the average.

The minimum wage, he said, would serve as a spur to job training and the creation of a more skilled and productive workforce. "If they pay more, employers will have to ensure a higher level of proficiency."

Nicol conceded that over time, employment levels in sectors such as textile could fall. But he added: "The unions have to face this squarely; are we going to cultivate a competitive advantage through slave wages? I believe we have sufficient natural resources to provide jobs for all at a decent wage."

WM Times 27/4/90

Typo members bid to liquidate funds

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Own Correspondent

DURBAN. — A legal storm is brewing between some members of the SA Typographical Union in Cape Town and the administrators of printing industry funds worth R750m.

Attorneys acting for the those members are asking for pension and other funds to be liquidated, failing which they will ask the Department of Manpower for a conciliation board.

If this is not granted they will request a hearing before the Industrial Court.

The status of the funds was changed when the National Industrial Council for the printing industry (NIC) was wound up at the end of last year.

Printers throughout the country had agreed last year to continue the funds under the wing of their trade union.

The union warned in its latest journal that if the members took court action, payments from the pension, medical aid and other funds "will have to cease, as the principle (the liquidation of the funds) affects all the funds".

The NIC was dissolved after the Master Printers Union quit the NIC leaving the Newspaper Press Union and the Typographical Union as the only members.

The union no longer has an industry agreement sanctioned by the Department of Manpower and each unit will have to negotiate recognition agreements and new wage and working agreements with each employer to come into place at the end of this year.

Metal union talks hit by snags as deadlines loom

By DICK USHER
Business Staff

PROPOSALS to exclude smaller employers from two major industrial council agreements are causing problems at negotiation and could have wider implications across other sectors.

The National Union of Metalworkers (Numsa), which is renegotiating agreements with employers in four related sectors, rejects as deregulation proposals to exclude smaller employers in the metal and motor industries from the agreements.

Union spokesmen said the issue was causing serious problems in both sets of negotiations — with the Steel and Engineering Industries Federation (Seifsa) in the metal industry which employs about 380 000 workers, and at the National Industrial Council for the Motor Industry covering about 160 000 workers in component factories, workshops, garages and filling stations.

Seifsa is seeking to exclude smaller employers from the agreement, arguing that unless this were done Manpower Minister Mr Eli Louw might refuse to extend the agreement to non-parties because Seifsa was not sufficiently representative.

Motor industry employers want to exclude operators in smaller towns and rural areas from the agreement, arguing that wages should be related to the supply and demand for labour.

With several other issues including wage demands still separating the parties, Seifsa and Numsa, the largest union in the sector, agree that conclusion of a new agreement is unlikely by the expiry of the current agreement on June 30.

Mr Alistair Smith, Numsa's chief negotiator in the Seifsa talks, which also involve 15 other unions, said a special meeting of all parties would be held May 30 before the next round of talks scheduled for June 7.

Union spokesman Mr Les Kettledas said the situation in the motor industry talks was serious.

"We are very far off an agreement here," he said. The motor industry agreement expires August 31.

In two other sectors in which Numsa is renegotiating agreements, the automobile industry and the tyre and rubber industry, Mr Kettledas said negotiations were still at an early stage.

The wider implications of the metal and motor talks derive from Numsa's national bargaining conference in February.

This compiled a set of central demands as the basis for all Numsa negotiations with the aim of achieving uniformity in wages and conditions of service across all sectors.

Numsa also decided at the conference that individual sectors could not take independent decisions — on either settlement or industrial action — but progress at negotiations would be discussed at another national bargaining conference.

This is due in late June.

Union spokesmen said the key issue would be whether negotiations had shown satisfactory progress towards uniformity.

CNS Times 21/8/90

Merc, Numsa in crisis talks

(B) 1404/182 346

EAST LONDON. — A top-level Numsa delegation, headed by general secretary Mr Moses Mayesiko, is to visit Mercedes Benz's plant here today for crisis talks with shop stewards and members who have revolted against the union's national bargaining policy. They have also demanded Mercedes's withdrawal from the industry national bargaining forum.

The plant has been shut down since Thursday afternoon due to a sleep-in by a group of about 300 workers. The company was yesterday granted a court order requiring the union to ensure compliance with the parties' recognition agreement.

Mercedes has said that although the strikers were a minority, the plant was closed to prevent any violent confrontations.

Meanwhile, employees at the plant have been issued with letters offering them voluntary resignations, early retirements and ill-health retirements.

Chief executive of Mercedes Benz Mr Christoph Kopke yesterday said the rationalising of the employee complement was "as a result of the decline in the economy".

Opposition expected on pay demand

CAPE TIMES 13/8/90 (346)

A DEMANDED 50% wage hike in garment workers' wages is bound to be met with stiff opposition from recession-bound employers when annual wage talks kick off soon.

The SA Clothing and Textile Workers' Union (Sactwu) says it wants a R45 across-the-board increase on the weekly wages of its more than 100 000 members.

In a drive to bring about uniform wages and conditions of service, Sactwu will press for a single national industrial council when it first meets employers on September 10.

Wages and working conditions in the industry are governed by separate industrial council agreements for the Western Cape, Port Elizabeth, Natal and Transvaal.

Sactwu believes a national bargaining forum would also bring employers in decentralised "homeland" areas into line with general conditions. — Sapa

Sleeping on the job

DISPATCH 17/8/90

EAST LONDON. — The entire workforce at the Mercedes-Benz plant in East London have reportedly conducted a "sleep-in" to demand that the company must withdraw from the motor industry's National Bargaining Forum.

Mr Wellington Jongola, a shop-steward of the National Union of Metalworkers, said the "sleep-in" would continue until the company agreed to the workers' demands.

He said the workers wanted to "clarify any confusion which might be circulating about the decision by workers of Mercedes-Benz to withdraw from the forum". — Sapa.

SA metal workers win wage dispute

CIT Times 4/9/90

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JOHANNESBURG — A number of major breakthroughs, including the highest wage agreement yet attained, were achieved in the settlement of the five-month wage dispute in the iron, steel and engineering industry, the National Union of Metal Workers of SA (Numsa) said at a press conference yesterday.

The agreement, reached in last-minute talks following Numsa's strike ballot, will affect more than 400 000 workers in the industry.

Wage increases announced are 19% at the lowest rates and 15,5% at the highest rates, with a new minimum rate of R4,18 an hour.

The increases will be backdated to July 1.

Another breakthrough — described as significant by Numsa — is the reduction of the working week to 44 hours. Leave bonuses have been increased and June 16 will be regarded as a public holiday.

Numsa added that major gains were made in job security and employers were now required to give notice of retrenchments, redundancies and plant closure or transfer. — Sapa

Construction workers to get 20pc pay rise

346 ARGUS 12/9/90

By DAVID YUTAR
Staff Reporter

BUILDING workers' pay packets will swell by more than 20 percent as a result of wage talks that have ended after a month of deadlock.

The Building Workers' Union originally demanded increases of about 40 percent.

Basic pay for general workers is up by 19,4 percent from R2,93 to R3,50 an hour. Artisans' hourly pay goes up 15 percent from R7,15 to R8,35.

But the 25c travelling allowance, previously shown separately, is to be added. For general workers this means R3,75 an hour and for artisans R8,60.

Overtime and holiday pay as well as sick pay contributions will increase accordingly.

Pension contributions will in future be based on a 52 week year rather than 49 weeks as in the past.

Employees and employers have agreed to continue negotiating on the issues in respect of which no agreement has yet been reached.

One of the most important of these is the so-called productivity criteria which applies to specific trade tests and which is regarded as crucial.

A spokesman for the Industrial Council for the Building Industry WP said that it was not possible to say when the changes would take effect but that it was hoped it would be by November.

The unions in the negotiations were the Building Workers' Union, the South African Woodworkers' Union, the Amalgamated Society of Woodworkers, the Amalgamated Union of Building Trade Workers and the South African Operative Masons Society.

Representing employers in the industry were the Master Builders Association, Cape Peninsula, the Master Masons and the Quarry Owners.

Mr Robert Simmonds, general secretary of the Building Workers Union, described the negotiations leading to the agreement as "very difficult", saying that agreement was reached "only after the third meeting after a dispute was declared".

PRESS CONFERENCE: South African Foreign Minister Mr Pik Botha, left, and US Assistant Secretary of State Mr Herman Cohen in Pretoria yesterday.

End to sanctions nearer — Cohen

The Argus Correspondent

PRETORIA. — South Africa was close to meeting all the requirements for the lifting of US sanctions, the US Assistant Secretary of State, Mr Herman Cohen, said.

Addressing a news conference at the Union Buildings yesterday after a meeting with Foreign Minister Mr Pik Botha, Mr Cohen said: "I think it is very close."

Procedures had been established for releasing political prisoners, and this should happen in the relatively near future.

"The lifting of the state of emergency has taken place in every province, except Natal.

FULFILLED

"I am working under the assumption that as soon as the violence abates, that this will happen in Natal as well. At which point the prerequisites of the legislation would be fulfilled," Mr Cohen said.

Since arriving in the country on Sunday, Mr Cohen has met several cabinet ministers, including Finance Minister Mr Barend du Plessis, Justice Minister Mr Kobie Coetsee and Constitutional Development Minister Dr Gerritt Viljoen, as well as African National Congress representatives.

He leaves for Windhoek today where he will attend a Joint Monitoring Commission meeting.

He was also scheduled to meet President De Klerk last night.

The progress towards the dismantling of apartheid was coming on "nicely" but the US government was troubled by the increase in violence, he said.

FIRST HAND

Mr Cohen said President Bush, members of Congress and the American public would like to get a first hand account of Mr De Klerk's vision for the country's future.

"They would want to hear from him personally that the dismantling of apartheid is irreversible. They would want to get to know the man," Mr Cohen said.

Mr Botha said their meeting concentrated almost exclusively on Mr De Klerk's visit to the US on September 24.

Mr Cohen said ideas were exchanged on what the two presidents would be discussings and items on the agenda.

Immunity appeal

'Undemocratic', white union vote under fire

ARGUS 3/10/90

By SHARON SOROUR
Labour Reporter

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THE National Union of Metalworkers of South Africa (Numsa) has proposed voting changes to weaken the influence of white-dominated unions at industrial council level, SA Labour News reports.

The union affairs digest said the 130 000-strong union wanted to abolish the present one-union, one-vote system and replace it with a proportional representation system on the National Industrial Council for the Engineering and Metal Industries.

The council was the largest in South Africa, comprising 14 unions and the Steel and Engineering Industries' Federation of South Africa (Seifsa) which represented about 70 employer bodies.

DISPROPORTIONATE

If the union's demands were met, they would have a ripple effect across the industrial council system, according to the digest.

The present voting system gave disproportionate power to the smaller, generally conservative and white-dominated craft unions which occupied most of the seats on the industrial council, the journal said.

Numsa national organiser Mr Alistair Smith said Seifsa and all 14 unions had equal representation regardless of their size.

He said: "This means that when it comes to important decision-making, all it takes is one of the 14 unions to vote with the employers to get a simple majority."

It was an undemocratic process as some of the smaller unions had only three or four thousand members.

"We want representation on the basis of membership so that if 50 percent of the trade unions are not in favour of a particular decision, then it cannot be passed," Mr Smith said.

Numsa had raised the issue several times "with little success" as the council accepted the proposal "in principle", he added.

"We now have an agreement to pursue the discussion and we are hoping to make significant progress."

WELFARE FM 5/10/90

HIDDEN DANGERS

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The disappearance of industrial councils could place a massive pension burden on society. That's according to Taffy Adler of the Labour & Economic Research Centre.

Industrial councils are statutory bodies established to negotiate agreements between employers and employees. One of these agreements relates to pensions and, in many

FM 5/10/90

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cases, pension and provident funds are included in council agreements.

Adler illustrates how councils have made a significant contribution to general social welfare by preventing wages from sinking to very low levels. Councils are a significant social institution, he says, covering many workers in important sectors. But they have been under attack by both the official policy of deregulation and employers who favour deregulating the industrial relations system.

Councils control pension funds in terms of its agreements. There are basically three forms of retirement provision:

- ☐ The social old-age pension provided by the State;
- ☐ Pension schemes covering members of civil services; and
- ☐ Private schemes, administered by individual enterprises, councils or the insurance sector.

Rising unemployment and an increase in the number of people over the age of 65 will reduce State income and its ability to pay pensions, Adler predicts.

He argues that retirement provision increasingly takes the form of council funds. In 1989, 971 156 workers were covered by pension and provident funds governed by council agreements. This amounted to 21% of the work force in the manufacturing and service sectors and almost 18% of all members of registered pension funds.

Across industries, councils enjoy statutory recognition and thereby protect workers by virtue of agreements negotiated with employers. But if councils disappear as a result of deregulation, funds are at risk because they lose statutory recognition and, therefore, employers would no longer be compelled to adhere to agreements, says Adler.

Once councils break up the fund is either liquidated or a new one established. In the latter case, with permission of members, assets can be transferred to a similar fund. ■

Talks deadlocked

Cape Times 9/10/90

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EFFORTS to end a countrywide strike by nearly 3 000 Nampak employees remained deadlocked yesterday.

Cosatu, which is demanding centralised bargaining for 2 800 Nampak workers, threatened solidarity action against the Barlow Rand subsidiary's "iron fist attitude".

About 130 workers at the Nampak Spicers plant in Johannesburg returned to work yesterday, leaving about 2 800 employees at 28 plants still on strike, Nampak's industrial relations director Mr Tony Mercer said.

About 500 workers at eight plants had been dismissed since the illegal strike began on August 29, and talks on the dispute "had not been fruitful", he added.

The Paper, Printing, Wood and Allied Workers' Union, which represents the striking workforce, is demanding that the company scrap factory-level negotiations in favour of a single national bargaining forum. — Sapa

Call for printing council

Staff Reporter

ABOUT 120 SA Typographical Union (Satu) representatives from 23 city printing firms at the weekend called for the reinstatement of the disbanded National Industrial Council for the Printing and Paper Industry.

Expelled Satu Western Cape branch trustee Mr Farrell Hunter, who still represents company workers, said that since the scrapping of the council, negotiations for wage increases had been reduced to plant level.

As a result of this, shop stewards were "helpless" when it came to negotiating a suitable wage package because Satu had not provided them with "bargaining skills" training.

Representatives also queried the handling of union funds like payouts of members' contributions and pensions, he said.

CT 15/10/90

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Recession hits industry . . .

Difficult to meet union demands

CAPE TIMES 7/11/90 (346)

By AUDREY D'ANGELO
Business Editor

THE recession is making it difficult for employers in the SA motor industry to meet "the strong demands being made on them for increased wages and fringe benefits", John Herdman, President of the SA Motor Industry Employers' Association (SAMEIA), said in Cape Town yesterday.

Speaking at the annual conference of the Motor Industries Federation, at the Cape Sun, Herdman said wage negotiations which had begun in March were still continuing.

"We have had to face demands for very heavy increases in minimum wages and massive improvements in fringe benefits, many of which are quite impossible for us to consider."

Appealing to trade unionists to show an awareness of the economic difficulties which this country and most employers were facing, Herdman said it was "not unreasonable" for employees to want recognition for their efforts and "a reasonable share" of the profits from added value..

"It is in the long-term interest of our country and all its peoples that we have a thriving economy in which we, as employers, pay the best wages we can afford and recognise the rights of our employees to strive for a better standard of living for themselves and their families.

"I believe that our members are responsible employers who have always tried to ensure that we moved forward with our trade unions as rapidly as possible."

But, Herdman continued, SAMEIA members were subject to economic limitations.

Complaining that petrol price increases had not been accompanied by a comparable widening in profit margins, he said: "Those involved in the retail distribution of fuel have been cruelly hurt by the constant increases in the price."

SAMEIA appreciated the reasons for this. But the increases were "unfortunately made without any corresponding meaningful increase in the reseller's margin from which increased wages and fringe benefits could be paid.

"It is unfortunate that the government in its entirely laudable efforts to control inflation has not recognised the difficulties faced by this section of our industry and granted them a reasonable increase in their profit margin which would enable them, in turn, to meet the demands placed on them by the very large number of employees who work in this section of our industry."

Stressing the need for good labour relations, Herdman said this was becoming increasingly important in the Platteland areas, where trade unionism was spreading rapidly.

But "while we accept the undeniable right of the workers to ask for, and receive, fair treatment" the association "continues to defend the right of an employer to manage his business in a sound, sensible and fair manner.

"There are many laws already prescribing this right and we strongly resist the increased tendency to argue that employees have a right to further limit the employer's freedom of action.

"We live, and I hope will continue to live, in a capitalist free enterprise society and all matters relating to investment business policy are still the sole responsibility of the manager or proprietor.

"We do not support the demands put forward by some trade unions — and indeed supported by some academics — that the trade unions should have the right to be involved in such basic management decisions.

"Certainly they have the right to be involved in an decisions which directly affect them. Any sensible employer today will ensure that the trade union and employee representatives are kept informed of what is happening in the business and of any changes, particularly those which are likely to lead to retrenchment.

"But this should be as a matter of common sense rather than as a legal demand."

Row over Cape building workers' housing fund

(346) Argus 7/11/90

By SHARON SOROUR
Labour Reporter

A ROW has erupted in the Western Cape and Boland building industry over a proposed housing fund for workers.

The announcement by the South African Woodworkers' Union (Sawu) this week that the fund would be established early next year has been strongly criticised by the Building Industrial Council and one of the largest unions in the industry.

In a statement Sawu general secretary Mr Eddie Kapp said "a housing fund will officially commence early in the New Year" through the "combined efforts of trade unions involved in the building industry and with the assistance of the Building Industrial Council".

But industrial council secretary Mr J J Kitshoff said the council had not yet offered any "assistance" and the scheme had not been finalised.

Only the idea of establishing a fund had been discussed at industrial council level.

Discussions that had taken place regarding Sawu and other bodies were unofficial, he said.

In the statement Mr Kapp said the housing fund, which would benefit all workers in the industry, had been taken to the workers at shop floor level and had had an overwhelming mandate in support.

But general secretary of the Building Workers' Union Mr Bobby Simmons said the announcement was premature as the feasibility of the scheme was still being investigated.

Montagu.

CAPE TIMES 16/11/90 346

FAWU joins campaign

JOHANNESBURG. — The 130 000-member Food and Allied Workers' Union has thrown its weight behind a trade union campaign for centralised bargaining in the Barlow Rand group, FAWU national organiser Mr Alan Roberts said yesterday.

WAGE REGULATION – INDUSTRIAL COUNCIL

1991– 93

Labour peace should be a joint effort, says Eli Louw

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By LINDA GALLOWAY ARGUS 29/1/91
Staff Reporter

INDUSTRIAL councils have an important role to play in a future South Africa, as long as they focus on their role as equal representatives of union and management, says Minister of Manpower Mr Eli Louw.

He was speaking at the conclusion of the fourth meeting between the Department of Manpower and industrial councils in various regions.

Of 22 industrial councils in the Western Cape, 21 were represented at yesterday's meeting.

Mr Louw said labour peace could not be legislated, but had to be worked out with equal participation by workers and management.

Industrial council agreements should include clauses on intimidation, violence and temporary labour which were morally binding on both parties, he said.

Mr Louw said the demand for inflation-related increases was not "such a problem" and in times of high inflation employers should not hold back on increases but should increase productivity.

It was not pay rises which increased inflation but reduced productivity, the money supply, the cost of energy, competition, taxation and whether earners were saving or spending their income.

Mr Louw said there was no doubt of the consequences of prolonged unemployment of large numbers of people on mental, social and racial tension and on attitudes to work and society as a whole.

The government could only create an economic framework and climate favourable for job creation and it was primarily the function of the private sector to create employment opportunities.

Industrial councils getting the cold shoulder — report

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B/Day 1/2/91

VERA VON LIERES

EMPLOYERS are increasingly avoiding the industrial council system, a development which trade unions view with considerable concern, says industrial relations consultants Levy, Piron and Associates.

In its 1990-91 labour relations report, it says unions consider the decline of sectoral industrial councils' traditional influence as an erosion of their rights.

From 105 industrial councils administering 98 wage agreements in 1980, in 1989 there were 94 councils covering 63 wage agreements.

The reports says the collapse of the National Industrial Council for Printing at the end of 1989 left more than 40 000 workers without any form of protection.

There was a marked escalation in mandays lost — 4-million last year — compared to 3,09-million in 1989.

Despite the recessionary climate and wide-scale retrenchments, union membership continued to increase.

Membership of Cosatu-affiliated unions grew from 959 263 in 1989 to 1 155 967 in 1990.

Registered union membership now makes up nearly 41% of the labour force in sectors falling under the Labour Relations Act.

Including membership of unregistered unions (about 450 000), total union membership now exceeds 2,5-million.

The report says Cosatu last year focused on its demand for centralised collective bargaining at an industry level instead of plant-level bargaining — a move which has sparked strong opposition from employers.

The issue is expected to be a major focal point for 1991.

In the case of strikes, employers are becoming increasingly concerned with strikers' conduct and the need for unions to follow "due processes".

Where strikes have taken place in breach of recognition agreements and labour law, employers have hardened their attitudes and demanded stricter compliance with agreements.

Negotiations between employers' body Saccola, and Cosatu and Nactu over amendments to the Labour Relations Act is one of the most important industrial relations issues to emerge last year.

It says the most important changes to emerge from the draft Bill, should it be legislated, would be the amendment to the definition of unfair labour practices.

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Steelmen in united front against Numsa

From DES PARKER

DURBAN. — Employers in the steel and engineering sector in Natal have finally reacted to the threat they face from the deteriorating regional economy and excessive demands from the National Union of Metalworkers of SA (Numsa).

Representatives of about 60 member and non-member companies of the Natal Engineering Industries Association (NEIA), part of the Steel and Engineering Industries Federation of SA (Seifsa), met in Durban this week to work out a mandate for annual negotiations with the union over wages and conditions of employment due to begin in Johannesburg early next month.

According to NEIA chairman Henk Duys, indifference among Natal companies to the outcome of past negotiations had had serious consequences for local employers discussions had been dragged out by unions, and at the end "excessive" wage settlements accepted by the more affluent Transvaal companies had proved fatal for some concerns.

A 19 percent wage rise had been accepted last year, contributing to the closure of a number of smaller companies.

Although recent figures had not been collated, an average of more than 300 engineering jobs were lost every month in Natal between February and August last year, said Mr Duys.

"The time is overdue for employers in the province to present a united front and to let our negotiators be aware of our predicament."

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Security workers in national protest

SOUTH 14/3-20/3/91

By Waghied Misbach

SECURITY workers will stage nationwide marches in protest against the controversial Security Officers Act.

Workers are demanding that the Act be scrapped and say they will not register by the April 1 deadline.

According to a statement by the Transport and General Workers Union (TGWU), workers face prosecution if they do not register by the stipulated deadline.

Marches are expected to take place throughout the country on Friday. In Cape Town, security workers will stage a march in the city centre, a TGWU spokesperson said on Wednesday.

Scrapped

The spokesperson said the workers wanted to establish an industrial council and have wage determination scrapped.

Workers are refusing to be fingerprinted and pay a registration fee of R35 and the annual fee of R70.

TGWU assistant general secretary, Mr Randall Howard, said from the union's Johannesburg head office the workers were also protesting against state involvement in the industry.

"Any regulation of the industry should be negotiated between the employers and the workers," he said

The workers have also demanded to meet the Minister of Law and Order, Mr Adrian Vlok.

At the time of going to press, their employers association could not be reached for comment.

12 metal unions reject wage offer

WI LM 64 30/3/91 (189) 346

By SHARON SOROUR, Labour Reporter

METAL industry trade unions have unanimously rejected a wage offer tabled by employers at the second round of annual wage negotiations.

All 12 unions, including the 113 000-strong National Union of Metalworkers of SA (Numsa), rejected the offer this week, said Mr Brian Angus, executive director of the Steel and Engineering Industries' Federation of SA (Seifsa).

He said the seven to 10,5 percent offer amounted to increases in the wage categories ranging from 39 cents an hour for labourers to 67 percent for artisans.

"This will raise wage rates in the industry to R4,57 an hour for labourers and R10,17 an hour for artisans," he said.

Mr Angus informed the unions that an attempt had to be made to conclude the negotiations before June when the industry's main agreement expired.

"In the past employers tended to make wage offers during the course of the negotiations but the approach will be different this year," he said.

He urged unions to accept the "serious offer".

Employers had responded to various trade union demands for improvements to conditions of employment.

"They agreed that attention must be given to training and development and job creation in the industry," he said. He proposed discussing these issues at another forum because of their complexity.

He also said employers and unions should embark on a joint Aids education campaign.

Discussions focused on the "very poor" business conditions in the industry and employers appealed for restraint from the unions.

Arbitration 'not an alternative to strikes'

BDay 10/4/91 1580 346

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.

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.

Union attitude on wages upsets bosses

Argus 15/4/91

By SHARON SOROUR
Labour Reporter

METAL industry employers — involved in annual wage negotiations with 12 unions — are disappointed over poor trade union response in modifying demands.

This follows the third round of negotiations which affect nearly 300 000 workers throughout the country, said executive director of the Steel and Engineering Industries Federation of S A (Seifsa), Mr Brian Angus.

Employers improved their previous wage offer by tabling increases ranging from eight to 11,6 percent.

"This amounts to increases in the various wage categories ranging from 44 cents an hour for labourers to 76 cents an hour for artisans.

"This would raise wage rates in the industry to R4,62 and R10,26 an hour for labourers and artisans respectively," Mr Angus said.

Employers also responded in detail to the various trade union demands for changes to the industry's main agreement.

Mr Angus said employers were disappointed over the "poor" trade union response.

He said: "Apart from a significant reduction in the wage demand of the Steel Engineering and Allied Workers' Union (Seawusa), from R7 an hour (167 percent) to R2 an hour (47 percent), none of the trade unions moderated their demands.

"The unions failed to respond to the employer proposals for changes to the industry's main agreement."

The parties agreed to meet on Friday to consider detailed motivation of proposals by the National Union of Metalworkers of S A (Numsa) on vocational training and job creation.

The next formal negotiation meeting will be on April 23.

W/E ARGUS 20/4/91

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BUSINESS PERSONALITY OF THE WEEK

New SA's industrial relations challenge

By TOM HOOD
Business Editor

DEATH threats have become a new hazard for industrial relations practitioners as liberation politics take hold in the workplace.

This was the experience of Mr Peter Cragg during a period of "hands-on" IR involvement in the road transport and beer industries.

"I was negotiating on an industrial council and certaim elements were not happy about our approach. Their aim was to terrorise and my wife and I both received death threats," he said.

As the newly-appointed, first full-time executive director of the Cape Clothing Manufacturers Association and Cape Knitting Industry Association, he brings experience of the organised black struggle to an industry that has also experienced labour pains.

However, the challenges of this new job are different from only handling labour relations issues for the industry.

Mr Peter Cragg ... "change inevitable".

Clothing is the Western Cape's biggest industry — in fact the Industrial Council for the Clothing Industry in the Cape is one of the largest councils in the country.

Mr Cragg believes that because of its size and commercial importance to the region the industry will have an interest in South Africa's rapidly-normalising relations with the world trading community.

"There is need for a strongly-organised regional clothing initiative to take advantage of opening trading opportunities. These opportunities are not only for the large well-established companies. Smaller manufacturers can become competitive through the Board of Trade and Industry's General Export Incentive Scheme."

The CCMA would be planning an increasingly active role in developing the interests of its members in these areas.

"The industry will need to adopt a higher, more assertive profile to further members' interests."

Mr Cragg said he would try to create an even more powerful cohesive employer body with more members, particularly among the smaller manufacturers.

The association needs to sell its services to existing and potential members more actively, so initially Mr Cragg will concentrate his efforts on membership and collective bargaining.

The association will have its own dedicated hands on industrial relations consultancy, for use by members free of charge.

Peter Cragg may be a newcomer to the clothing industry but he is no stranger to either the Cape or to industry-level executive involvement.

Born in Cape Town 38 years ago, he says he has had the finest kind of life South Africa can offer.

Nurtured under the "civilising influence of Table Mountain," he went to school in Port Elizabeth.

After matriculating at Grey College and completing national service as an infantry instructor, he enrolled for a degree at the University of Port Elizabeth.

See page 3

P.T.O.

Kantooradres van applikant: Vierde Verdieping, Kamers 413 en 414, Fraser Building, Paul Krugerstraat 520, Pretoria.

Die aandag word gevestig op onderstaande vereistes van artikel 4 van die Wet:

(a) Die mate waarin 'n beswaarmakende vakvereniging verteenwoordigend is, word ingevolge subartikel (4) bepaal volgens die feite soos hulle bestaan het op die datum waarop die aansoek ingedien is, en wat die lidmaatskap betref, word alleen lede wat ingevolge artikel 1 (2) van die Wet op voormelde datum volwaardige lede was, in aanmerking geneem.

(b) Die prosedure voorgeskryf by subartikel (2) moet gevolg word in verband met 'n beswaar wat ingedien word.

G. C. PAPENFUS,

Assistent-Nywerheidsregistrateur.

(24 April 1992)

KENNISGEWING 379 VAN 1992

DEPARTEMENT VAN MANNEKRAG

WET OP ARBEIDSVERHOUDINGE, 1956

AANSOEK OM REGISTRASIE VAN 'N NYWERHEIDSRAAD

Ek, Gerhardus Coenraad Papenfus, Assistent-nywerheidsregistrateur, maak ingevolge artikel 19 (2) (a) van die Wet op Arbeidsverhoudinge, 1956, hierby bekend dat 'n aansoek om registrasie van 'n nywerheidsraad ontvang is van die Nywerheidsraad vir die Kontrakskoonmaaknywerheid, Natal. Besonderhede van die aansoek word in onderstaande tabel verstrek.

Enige persoon wat teen die aansoek beswaar maak, word versoek om binne een maand na die datum van publikasie van hierdie kennisgewing sy beswaar skriftelik by my in te dien, p/a die Departement van Mannekrag, Mannekraggebou, Schoemanstraat 215, Pretoria (posadres: Privaat Sak X117, Pretoria, 0001).

TABEL

Naam van nywerheidsraad: Nywerheidsraad vir die Kontrakskoonmaaknywerheid, Natal.

Datum waarop aansoek ingedien is: 24 November 1991.

Belange en gebied ten opsigte waarvan aansoek gedoen word: Die Skoonmaakdienstenywerheid in die provinsie Natal.

Vir die doeleindes hiervan beteken "Skoonmaakdienstenywerheid" die nywerheid waarin werkgewers en hul werknemers met mekaar geassosieer is met die doel om industriële en kommmersiële persele en geboue skoon te maak, met inbegrip van woonstelle wat kommersieel verhuur word.

Name en adresse van die partye by die raad

Werkgewersorganisasie:

The National Contract Cleaners' Association, Posbus 11681, Marine Parade, 4056.

Office address of applicant: Fourth Floor, Rooms 413 and 414, Fraser Building, 520 Paul Kruger Street, Pretoria.

Attention is drawn to the following requirements of section 4 of the Act:

(a) The representativeness of an trade union which objects to the application shall in terms of subsection (4) be determined on the facts as they existed at the date on which the application was lodged and, as far as membership is concerned, only members who were in good standing in terms of section 1 (2) of the Act as at the aforesaid date shall be taken into consideration.

(b) The procedure laid down in subsection (2) must be followed in connection with any objection lodged.

G. C. PAPENFUS,

Assistant Industrial Registrar.

(24 April 1992)

NOTICE 379 OF 1992

DEPARTMENT OF MANPOWER

LABOUR RELATIONS ACT, 1956 346

APPLICATION FOR REGISTRATION OF AN INDUSTRIAL COUNCIL

I, Gerhardus Coenraad Papenfus, Assistant Industrial Registrar, do hereby, in terms of section 19 (2) (a) of the Labour Relations Act, 1956, give notice that an application for registration as an industrial council has been received from the Industrial Council for the Contract Cleaning Industry, Natal. Particulars of the application are reflected in the subjoined table.

Any person who objects to the application is invited to lodge his objection writing with me, c/o the Department of Manpower, Manpower Building, 215 Schoeman Street, Pretoria (postal address: Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice.

TABLE

Name of industrial council: Industrial Council for the Contract Cleaning Industry, Natal.

Date on which application was lodged: 24 November 1991.

Interests and area in respect of which application is made: The Cleaning Services Industry in the Province of Natal.

For the purposes hereof "Cleaning Services Industry" means the industry in which employers and their employees are associated for the purpose of cleaning industrial and commercial premises and buildings, including flats let commercially.

Names and addresses of the parties to the council

Employers' organisation:

The National Contract Cleaners' Association, P.O. Box 11681, Marine Parade, 4056.

Vakvereniging:

Transport and General Workers' Union, Posbus 9451, Johannesburg, 2000.

Die prosedure voorgeskryf by paragrawe (b), (c), (d), (e) en (f) van artikel 19 (2) van die Wet op Arbeidsverhoudinge, 1956, moet gevolg word in verband met 'n beswaar wat ingedien word.

G. C. PAPENFUS,

Assistent-nywerheidsregistrateur.

(24 April 1992)

KENNISGEWING 380 VAN 1992

DEPARTEMENT VAN JUSTISIE

BEKENDMAKING VAN NAME VAN PERSONE WAT DIE INLIGTING BEDOEL IN PARAGRAAF (b) VAN GOEWERMENTSKENNISGEWING No. 3013 VAN 18 DESEMBER 1990 VERSTREK HET

Die Direkteur-generaal: Justisie maak hierby vir algemene inligting in die Bylae bekend, die name van persone wat die inligting bedoel in paragraaf (b) van Goewermentskennisgewing No. 3013 van 18 Desember 1990 volledig verstrek het, vir sover sodanige inligting betrekking het op die verlening van vrywaring ooreenkomstig genoemde Goewermentskennisgewing, ten opsigte van die verlating van die Unie of Republiek sonder 'n geldige paspoort of 'n permit of sonder magtiging by 'n ander plek as 'n toegangspoort, soos bedoel in paragraaf (a) daarvan, deur sodanige persone.

Union:

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Transport and General Workers' Union, P.O. Box 9451, Johannesburg, 2000.

The procedure laid down in paragraphs (b), (c), (d), (e) and (f) of section 19 (2) of the Labour Relations Act, 1956, must be followed in connection with any objection lodged.

G. C. PAPENFUS,

Assistant Industrial Registrar.

(24 April 1992)

NOTICE 380 OF 1992

DEPARTMENT OF JUSTICE

ANNOUNCEMENT OF NAMES OF PERSONS WHO FURNISHED THE INFORMATION REFERRED TO IN PARAGRAPH (b) OF GOVERNMENT NOTICE No. 3013 OF 18 DECEMBER 1990

The Director-General: Justice hereby makes known for general information in the Schedule, the names of persons who furnished in full the information referred to in paragraph (b) of Government Notice No. 3013 of 18 December 1990, in so far as such information relates to the granting of indemnity in accordance with the said Government Notice, in respect of the departure from the Union or Republic without a valid passport or a permit or without authority at a place other than a port, as referred to in paragraph (a) thereof, by such persons.

BYLAE • SCHEDULE

Van Surname	Volle voorname Full christian names	Geboortedatum Date of birth
Banda	Jabulani Eric	1958–03–07
Gumede	Christian Langalinye	1960–12–10
Hlatshawayo	Hughes Mduduzi	1932–12–04
Legasa	Drake Serero	1952–09–30
Makhabane	Joseph Leatsoa	1957–11–04
Maleka	Tokologo Aaron	1954–07–06
Malinga	Itumeleng	1962–06–15
Manamela	Dipuo Gloria	1963–05–30
Manamela	Solomon Solly Kgabo	1957–08–18
Marymoloa	John G.	1958–03–05
Matsimela	Herman R.	1954–05–27
Mketi	Trevor Xola	1956–01–06
Mohppi	Peter Valentine M	1964–11–24
Molefe	Mohlabani Vernon	1962–02–14
Mosa	Motzumi	1957–02–05
Mpuqa	Michael Mawushe	1960–07–28
Mseleni	Thobile Wiggett	1952–06–11
Msimang	Mavuso Muzi	1941–10–19

Government does not care for us - reader

Sowetan 29/4/92

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A FEW weeks ago Minister of Constitutional Development Dr Gerrit Viljoen was a guest on Radio Zulu. Listeners telephoned and asked questions.

I was shocked to hear him say the Government has no say over the private sector. This really hurt me.

We all know the private sector is made up mostly of business people who came to South Africa to invest. They do not care about us.

If the Government has no say over them, that means they can pay us what they like. There is no directive from the Government that says they must pay a living wage.

GERRIT VILJOEN

This means that the Government does not care for us. A government which cares for its citizens must be able to tell investors what they should pay employees.

Maybe when they came to South Africa they were told about cheap labour. The private sector is ripping us off.

I wish the ANC can take notice of Viljoen's statement so that when our government takes over this can be stopped.

I support Mr Nelson Mandela when he says apartheid victims will have to be compensated.

HAROLD KESWA, Katlehong, Germiston.

Workers and state form council

THE Transport and General Workers' Union, Contracts Cleaners' Association and the Department of Manpower in Natal, this week launched an Industrial Council governing 7 000 workers.

Union spokeswoman Debra Marakala said the agreement marked the end of the protracted battles waged by cleaners in Natal. [redacted]

"The council is going to enable us to bargain for the improvement of working conditions," she said.

"We are now waiting for the agreement to be promulgated."

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Other issues that council will address include increases in the minimum wage ranging from 18 percent to 28 percent, automatic stop order facilities for trade union members, maternity leave benefits and shop stewards' rights.

C Press 4/10/92

Death by diktat

S/Times (B455) 22/11/92

A SPECTRE often raised is that a new government will introduce minimum wage legislation like Robert Mugabe did in Zimbabwe, bringing new inefficiencies, slowing economic growth and killing jobs.

But take a close look at South Africa and you will find that such legislation is alive and well and destroying jobs.

As we report today, an industrial council and wage board system sets minimum wages and regulates much of the formal economy. (346)

Hundreds of thousands of South Africans are prevented from working for less. Regulation of the labour market kills jobs, lowers output and pushes up prices.

So only the informal sector has experienced any growth in recent years.

Regulation suffocates the labour market. It prevents people from working for their social cost.

It leads to idle hands and hungry stomachs, fuelling the violence which is keeping investors at bay.

Where people are prevented from earning a living they have to turn to the State for support or to another well-entrenched SA institution, theft.

Subsidies normally go hand in hand with regulation. So a growing lobby of economists and unionists want a public works programme subsidised by the taxpayer to provide hundreds of thousands of jobs for the unemployed.

This is the South African way: first regulate and then bill the taxpayer for the costs which flow from the inefficiencies which regulation brings.

Then, as the system begins to strangle itself, cry for cheaper money. It is easier to print money than tackle vested interests which are artificially boosting prices in the first case.

Reserve Bank Governor Chris Stals says the restrictive monetary policy is exposing the numerous deficiencies of the economy.

CHRIS Stals's refusal to print money to treat the ailing SA economy is exposing its many deficiencies. But the cry is still for treatment of the sympton rather than the disease. Comment by KEVIN DAVIE

He says distortions stem from the fact that the economy is overly protected from foreign competition.

High tariffs on imports, unrealistic regulation in labour and other markets, exchange controls and monopolistic practices all put pressure on prices.

These deficiencies have led SA to be one of the few remaining countries in the world which has unacceptably high inflation.

Simply put, SA becomes less and less competitive every year. Key industries, says Dr Stals, could disappear in about three years.

He noted in a recent speech that little progress has been made in the past year in freeing SA markets.

He has also said that the IMF believed that South Africans did not have the will to restructure. Dr Stals believes that a country which has the courage to create a new nation could also reform its economy.

Drastic economic reform will come. Whether it comes from domestically produced consensus and on SA's terms, or on IMF-imposed conditions when overregulation has strangled us near to death, remains to be seen.

SUNDAY TIMES, December 27 1992

Cosatu gives backing to exemptions

S/Times B455 27/12/92 (346)

By CIARAN RYAN

COSATU has joined hands with business to endorse proposals which will allow small businesses to apply for exemption from industrial council regulations.

The move is seen as a major concession to small businesses by Cosatu and reflects the organisation's concern over declining employment and the impact of regulations on small enterprises.

The cost of complying with industrial council agreements is cited as a major reason for manufacturing industries' inability to create new jobs.

Under existing law, businesses may apply to the Minister of Manpower for exemption from industrial council agreements, a procedure which is both time-consuming and bureaucratic.

The proposed law would allow industrial councils to grant exemptions to small businesses and simplify the procedure for application. The proposal was drafted by the National Manpower Commission (NMC), which included representatives of labour and business.

The proposed law stopped short of granting small businesses a blanket exemption from industrial council agreements, but the NMC suggests that a clause be inserted in all industrial council agreements which would allow businesses to establish levels of remuneration and conditions of employment which do not restrict "entrepreneurial initiative and employment opportunities".

Only "micro businesses" — defined as those employing fewer than five people with a turnover of less than R250 000 — are to be granted exemption. The draft law proposes amendments to the Labour Relations Act, Unemployment Insurance, Machinery and Occupational Safety and Workmen's Compensation Acts to make compliance easier without exempting small businesses.

Benefits

According to Frans Barker, chairman of the NMC, the number of industrial councils declined from 104 in 1981 to 91 in 1990, while the number of employees covered by industrial council agreements declined from 1,27-million in 1981 to 800 000 in 1990.

Industrial councils regulate conditions of employment, minimum wages and other employee benefits while providing mechanisms for resolving disputes. They have been criticised for lack of flexibility and the inability of members to apply for exemption on economic grounds.

Companies such as Iscor, Alusaf, Highveld Steel and Usko are exempted from the National Industrial Council for the Iron, Steel Engineering and Metallurgical Industries, whereas micro-businesses are not.

"If large businesses are exempted from these agreements then I would like to know why small and medium-sized businesses have not been given the same right," says Jan van Rensburg, general manager, legal and administrative services, at the Small Business Development Corporation.

An Iscor spokesman says all exempted companies have their own house agreements.

"On balance, however, you will find that the conditions of employment enjoyed by employees of exempted companies compare with those covered by the industrial council agreements."

Councils accused of Mafia tactics

ST Times (BUSS) 24/1/93. (346)

By CIARAN RYAN

THE right of industrial councils to make wage and labour agreements which are binding on non-members is being challenged in the Cape Supreme Court.

Hundreds of millions of rands in pension fund contributions could be reclaimed by workers depending on the outcome of the case. It is claimed the industrial councils have no right to force non-members to contribute to their funds.

Accusations have been made that the largest industrial council — the National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industries (NICISEMI), which represents just nine percent of the industry — uses illegal "Mafia-like" tactics to force non-members to comply with its agreements.

The case has major implications for employers and trade unions — and for wage bargaining in SA.

In affidavits before the court, it is claimed that industrial councils are private bodies operating outside the law.

The case is being brought by 12 members of the National Independent Employers' Association of SA (NIEASA), an organisation of more than 100 companies formed last year to contest the right of industrial councils to make agreements which are binding on non-members.

Employees of several non-member companies have instructed their employers to reclaim pension fund contributions held on their behalf by the industrial council if NIEASA wins the case. The NICISEMI pension fund is valued at more than R5-billion, according to a recent estimate.

Industrial councils, empowered in terms of the Labour Relations Act, regulate conditions of employment, minimum wages and other employee benefits while providing mechanisms for resolving disputes.

The councils are private bodies made up of employer and trade union representatives, with voluntary membership, although it is claimed many of their agreements have been made equally binding on non-members.

The industrial councils have been blamed for strangling job creation and the small business sector because many agreements are binding on non-members, regardless of their ability to meet the cost of compliance.

The number of industrial councils declined from 104 in 1981 to 91 in 1990, while the number of employees covered by industrial council agreements declined from 1,27-million in 1981 to 800 000 in 1990.

The reason for this, says Mr Horst Peschkes, secretary of NIEASA, is the "Mafia-like" tactics of industrial councils in forcing non-signatory members to pay levies into their funds.

Mr Peschkes cites examples of several Western Cape companies which were liquidated — in one case, the director was sequestrated — for non-payment of industrial council levies.

Mr Peschkes, his company, Photo Circuit SA, and 11 other companies were sued for refusing to comply with industrial council regulations last year. They grouped together under NIEASA and brought a counter-application against the industrial council, the Minister of Manpower and the Industrial Registrar.

Control

In papers before the court, Mr Peschkes describes the activities of the NICISEMI as reminiscent of the Mafia, with the difference that it enjoys the complicity of government.

Industrial council agreements are being challenged by NIEASA on four fronts:

- In terms of the 1937 Industrial Conciliation Act, NICISEMI is alleged to have been incorrectly registered and, therefore, to be illegal;
- The Minister of Manpower's preamble to industrial council agreements binds non-signatory employers and employees to an agreement over which they have no say or control, and is therefore alleged to be illegal;
- The industrial council's agreements contain inadequate reference to the parties who are bound by them, as is required in contract law;
- It is alleged that the Minister of Manpower has bound non-members to industrial council agreements at the council's request, in contravention of the Labour Relations Act.

In affidavits before the court, the Director General of Manpower is alleged to have agreed in writing not to scrutinise or rectify agreements before their publication in Government Gazettes. In other words — non-government industrial councils are empowered to write law.

In his affidavit, Mr Peschkes says industrial councils have manipulated the preambles to their agreements to effect ministerial approval of all their activities, which he says are scrutinised neither by the Department of Manpower nor the Minister.

The NIEASA says industrial council agreements should only be binding on those who choose to be members.

"The Labour Relations Act, if correctly applied, is a fine Act," says Mr Peschkes. "It has built into it all the mechanisms necessary to achieve complete and fair deregulation."

Mr Peschkes says that in terms of this Act, the Minister of Manpower must be accountable to Parliament and the courts for decisions, and may not extend the right to bind non-signatories to an agreement in which they have no participation.

He argues that industrial councils are a vestige of apartheid, with a few consenting whites making their agreements binding on blacks, who bore the costs.

Mr Peschkes says the councils are not representative of the industries they purport to serve. He says fewer than nine percent of eligible employers are represented on the largest council, the NICISEMI.

Cosatu recently endorsed proposals which would allow small businesses — defined as those employing less than five people, with a turnover of less than R250 000 — to apply for exemption from industrial council regulations. The labour body stopped short of granting blanket exemptions to small businesses.

The deregulation lobby is concerned that the right to exempt a company has simply been transferred from the Minister of Manpower to the industrial councils.

HORST PESCHKES ... industrial councils are a vestige of apartheid

Forum for health market

By CHERILYN IRETON

REPRESENTATIVES of the fragmented health care market will meet in Johannesburg in March to discuss plans for a new national health policy. ST Times (BUSS)

Invitations for the national Health Forum — to be held from March 24 to March 26 — are being sent out to all players in health services, confirms the Department of National Health and Population Development.

This follows a meeting earlier this month of a steering committee to draw the groundrules for the forum. 24/1/93

The meeting comes amid continued arguments about who is to blame for the high cost of health care and the massive abuse taking place in the private health care market.

Preliminary figures from the Registrar of Medical Schemes suggest that the high cost of medicines is one of the main reasons why medical inflation remains stubbornly above a rate of 30%.

His annual report to be released in April will show that medicine costs rose a rate of 40,4% in 1991 (the latest figures available), followed closely by a 40% increase in funds to specialists.

The increase in medicine costs follows a rise of 41,5% in 1990 and 29,5% in 1989. Other increases recorded by medical aids were:

- General practitioners: 25,6% (1990: 22,6%)
- Specialists: 39,9% (27,6%)
- Dentists: 29,8% (27,1%)
- Private hospitals: 21,7% (55%)
- Provincial hospitals: 16,8% (35,9%)
- Hospitalisation (total): 20,7% (50,4%)

The Registrar says 7,3-million South Africans enjoyed health care cover at the end of 1990.

THE JSE WEEK

By JULIE WALKER

SHREWD management by Anglo American impressed the JSE — it put on 175c to R97 on good quarterly performances by its gold producers.

Vaal Reefs added R5 to

went through on Monday — 10-million shares at 79c.

Talk is that the buyer was a private party, not a financial institution.

NBS picked up 25c to R12,25 on news that it is to raise its holding in unlisted Discount House Merchant Bank possibly by taking

JOB MARKET

Industrial councils throttling small businesses

S/Times (Buss) 7/2/93.

(346)

By CIARAN RYAN

ABRAHAM ADAMSON, owner of A&A Motor Spares in Athlone, Cape Town, was dealing with a client in June 1991 when the sheriff of the court walked in and seized 21 gearboxes and various other movable assets.

His crime was failing to pay two of his 14 employees the overtime rate stipulated by an industrial council which a few weeks previously he never even knew existed — the Industrial Council for the Motor Industry, which determines minimum wages, overtime, leave, bonuses and other working conditions for workers in the motor industry.

This is one of 90 industrial councils in SA representing 800 000 workers.

Mr Adamson borrowed R3 000 from the Small Business Development Corporation (SBDC) to pay the industrial council and keep his business afloat. He was forced to lay off nine employees, most of whom have little chance of re-employment.

Levies

He is still under a three-year suspended sentence for failing to pay Unemployment Insurance Fund contributions of R1 500.

"Before this I knew nothing about UIF," says Mr Adamson. "I am a small employer. I can't afford to pay these council levies. My employees also don't want to pay levies because they know they will get nothing back from the industrial council.

"Either I pay them below the minimum wage or I close my doors and they lose their jobs. They prefer to have their jobs."

It is alleged that some industrial councils are using spies to keep tabs on small businesses.

Fortunately, Mr Adamson still has his business. Less fortunate was Sallie Solomons, owner of Cape Town clothing company Mosallo CMT, who was forced to close his business and lay off his 18 staff after the Industrial Council for the Clothing Industry demanded backpay and provident fund levies amounting to R7 700.

His staff signed a letter that they were happy to work for R160 a week instead of the council's minimum R200, but this was rejected by the council.

"They arrived one week and told me I was underpaying my staff," says Mr Solomons. "A few weeks after my first contact with the council, I was out of business.

"They sent the sheriff round to my house to value my furniture in case I didn't pay. They do not seem to care that the people they are supposed to be representing lose their jobs."

Johan Naude, an SBDC senior manager, says he is aware of 10 cases in the Western Cape where businesses were liquidated by industrial councils over the last two years, generally for non-payment of levies.

Monopoly

"The industrial councils represent enormous vested interests — there are the large employers on the one hand, who are happy to drive smaller competitors out of business by insisting that they pay the same labour rates as they do, and the unions on the other, who want to make sure that they have the monopoly on labour."

David Matthews, a painting and roofing contractor employing 50 workers, has a criminal conviction because he worked on a Saturday.

He was so incensed with the conviction that he got together with like-minded contractors and formed the Small Builders Association "as a self-defence organisation to protect ourselves from the predatory ravages of the industrial council".

Objectives

The association then took a seat on the Industrial Council for the Building Industry (Western Cape) to represent the interests of the small builder.

"We wanted to do battle with the vested interests from within.

"The implementation of the industrial councils system in the 1920s was the first nail in the coffin of free enterprise in this country," says Mr Matthews.

"The real objectives of the system — such as harmonising industrial relations — were used as an excuse by the vested interests to obtain monopolistic powers over their competitors from the Department of Manpower in order to stifle competition and extort levies from non-party employers and employees alike."

A few weeks after opening his new business, Dennis Slyper, managing director of a Nelspruit furniture manufacturer, Linden Industries, was approached by a representative of the Industrial Council for the Furniture and Bedding Manufacturers Industries and informed that his workers were required to possess council "tickets".

"I was then told that to get a ticket an employee had to have worked in a company which was a member of the council," says Mr Slyper.

Permission

"I interviewed 2 000 people to fill 22 vacancies and not one had a ticket. When I told the council official this she replied: 'That's okay, we don't worry too much about tickets these days.'

"Then they told me that I am underpaying some of my staff. If I want my staff to work overtime I have to apply to the secretary of the council for permission.

"They want to tell me when I can open and close my factory at Christmas. These people are killing employment.

"If I comply with these rules I will have to close down my company."

Tim Cawood of Annie's Creations, which won an entrepreneurial award in 1992, has been threatened with closure unless he joins the industrial council system in East London.

Agreements

He says he would rather risk imprisonment on the grounds that basic rights, such as the right to work and freedom of association are being violated.

The right of industrial councils to make agreements which are binding on non-council members is being challenged in the Cape Supreme Court by the National Independent Employers Association of SA (NIEASA).

NIEASA, with a membership of about 100 companies, was formed last year to challenge the right of the industrial councils to make agreements which are binding on employers and employees who are neither consulted nor signatories to the agreements.

"This case is one of the most important in SA's legal history from a labour relations point of view," says Mr Naude.

The Industrial Registrar, who oversees the councils, does not possess a single copy of the legal application forms required to register the Building Industrial Council (Western Province), according to Mr Matthews.

He says the contents of the required forms would disclose the council's illegality.

Intervened

Seven companies escaped prosecution in the Cape magistrate's courts when the industrial councils concerned were pressed for proof of their legality.

"We intervened in these cases and asked the industrial councils concerned for further particulars, including a copy of the original application forms for registration as required under the 1937 Act," says NIEASA secretary Horst Peschkes.

"The councils, unable to supply the information we required, withdrew their cases because they began to realise that what they were doing was illegal."

JOB MARKET

Industrial councils not throttling small man

S/Times, (BUSS) 21/2/93. (346)

By CIARAN RYAN

INDUSTRIAL councils have hit back at criticism in Business Times that they are strangling small business.

"We are not attempting to harm small business in any way," says David Levy, general secretary of the largest industrial council, the National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industries (Nicisemi).

The industrial councils are essential if we are to have civilised working conditions and a decent standard of living for employees, whether they come from big or small businesses."

Industrial councils are private bodies empowered by the Labour Relations Act of 1956 to determine minimum working conditions in an industry or region, settle industrial disputes and to carry out collective bargaining.

The councils, of which there are 90 in SA representing 800 000 workers, are made up of employers associations and trade unions.

Dozens of employers replied to a February 7 report in Business Times highlighting the damage allegedly caused by some industrial councils to small businesses.

The industrial council system has been criticised because agreements between employers and trade unions covering minimum wages, pension fund payments and working conditions are made binding on all businesses in an industry, whether or not they are members of the industrial council.

Mr Levy replies that opponents of the system are often businesses with a record of labour exploitation. Industrial councils say companies should not compete with each other at the expense of labour, a view which seeks to remove labour from free market forces.

"One of the main advantages of the industrial council system is that improved working conditions affecting over 300 000 workers in 10 000 companies in the iron and steel industry are negotiated in relatively few meetings," says Mr Levy.

"This saves companies an enormous amount of time, effort, expertise and conflict at plant level.

Endorsed

"The industrial councils are founded on democratic principles, where the will of the majority also apply to the minority. This principle is endorsed by the International Labour Organisation and is the basis of any democracy in the world."

Advocates of the industrial council system say it allows a measure of self-government to industries and is a quick and effective way of dealing with labour disputes.

Nicisemi settled 843 labour disputes last year and issued 930 exemptions from industrial council agreements, mainly to small businesses.

The industrial councils are funded by levies paid by employers and employees.

Iron and steel workers, depending on their level of skill, pay between 15c and 28c a week to Nicisemi, with a similar contribution from the employer.

The council operates two pension funds with a total value of about R6-billion, a provident fund and medical aid schemes.

Charges

"There is no doubt that some industrial councils have over-stepped the mark in enforcing regulations, but that does not mean the whole system is wrong," says Mike McDonald, economist with the Steel Engineering Industries Federation (Seifsa).

"It is often said that SA is a Third World country and that these conditions are more appropriate to a First World economy. There is no way that the iron, steel and engineering industries in SA can be considered Third World."

In response to charges that small businesses are unfairly prejudiced by the high cost of complying with industrial council agreements, trade unions and employers represented at the National Manpower Commission have agreed in principle to allow businesses with less than five employees and sales below R250 000 to apply for exemption from these agreements.

"I am strongly in favour of deregulation," says Mr Levy. "The problem has been to convince trade unions that this is in the best interests of job-creation.

"Some unions oppose deregulation on ideological grounds and getting consensus on issues can be bureaucratic and time consuming. But we are moving in that direction."

This has led to charges that, by excluding small businesses, industrial councils will be more representative of the industry.

Several industrial councils have folded because they no longer represented a majority in the industry, or because of disagreements between unions and employers.

Industrial councils now represent a third less workers than they did in the 80s, reflecting in part the decline in employment over the last three years.

Problem

The Minister of Manpower has indicated that he may not make the Steel Engineering Industries Federation of SA's (Seifsa) agreement with the trade unions binding on non-members of Seifsa because it represents less than half the companies in the industry.

To overcome this problem, Seifsa has attempted to persuade trade unions, which oppose deregulation on ideological grounds, to exempt businesses employing fewer than 10 workers from the agreements. This, says Seifsa, will provide protection for all workers in the industry.

-PROPERTY

Industrial council system for builders draws fire

BIDAY 24/2/93

346

Reports by
PETER GALLI

THE industrial council system for the building industry has come under renewed fire, with the Transvaal North Building Industries' Association (BIA) threatening to withdraw its support.

Outgoing BIA president Mannie Bosch said at the annual meeting the industrial council system would have to be revised drastically if the BIA was to continue to take part in it.

Although the BIA had reached a wage agreement with the Construction and Allied Workers' Union (CAWU) regarding skilled and unskilled workers, the solution to wage disputes for unskilled workers remained a major problem, he said.

"This uncertainty about future wages, coupled with the high costs of complying with the industrial council's requirements, has aggravated the situation for a building industry that is already under siege and we question the merits of further participation in the system," he said.

The restructuring of industrial council activities would have to involve the handling of unregistered labour-only subcontractors, who had become a "fact of life" in the industry and needed to be accommodated in the system without further dissension and unhappiness, he said.

"Trade unions will also have to start telling their members that wage and benefit increases are difficult to implement unless they are linked to increased productivity and quality of workmanship. Productivity in the building industry is among the poorest of all sectors in SA," Bosch said.

Last week the Master Builders' Association (MBA) said it was considering some form of deregulation of the industry's industrial council because the informal sector felt excluded from it by the red tape involved.

MBA president Keith Elgie said the association wanted to change some aspects without throwing out the whole concept of the industrial council, an approach that was well supported by the industry.

Bosch said the apathy in the construction market about training new workers could result in soaring building prices, unrealistic wage demands and a drastic drop in quality.

There had been an "alarming drop" in apprentice registrations since 1986 and when the industry's work levels rose again there would be a critical shortage of skilled personnel, he said.

Bosch also implored government to provide relief measures for the industry in the forthcoming Budget as it had a vital role to play in the stabilisation of SA's sociopolitical problems.

"Many of our members are in dire straits and urgent action is necessary by both the authorities and the political players.

"The building sector is the engine of growth for SA and it needs to be revived by investments from the state, overseas and local financial institutions," he said.

Job creation had enormous potential for decreasing violence as did the provision of housing. Every million rand invested in the building sector resulted in the creation of 80 new jobs in the industry itself and more than 100 in related industries, Bosch said.

Cleaning up in Natal

W/Mail

By GAYE DAVIS 5/3-11/3/93 (346) (369)

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. (361)

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.

Report on St Lucia to come under fire

RAY HARTLEY

THE CSIR's report on the viability of mining and ecotourism at St Lucia will come under fire in two documents to be released next month as part of a renewed campaign by environmentalists to put pressure on government to prohibit mining.

The Natal Parks Board, a proponent of the ecotourism option in the CSIR study, would release its full response to the CSIR report in April, a board official said at the weekend. B/OM 29/3/93.

And the Zululand Environmental Alliance is planning to produce an alternative version of the CSIR's executive summary, which it says is biased because Richards Bay Minerals — which wants to mine the estuary dunes — paid the salaries of most of those who drafted it.

The two organisations both said they believed the report was fundamentally flawed and the critical finding — that no irreparable damage would be done to the environment by dredge mining — had been reached before studies into water flows had been completed.

Richards Bay Minerals (RBM) has argued that mining would not disturb the complex process by which fresh water flows into Lake St Lucia from the dunes, which the CSIR report fully endorsed.

Parks Board head of planning Bill Bainbridge said: "I personally believe that, despite what the CSIR said, there has been bias. I believe that it is totally untenable for RBM to sit on the Assessment Management Committee (which managed the drafting of the report)," he said.

Zululand Environmental Alliance chairman Wally Menne said yesterday the alternative summary would be based on the same research papers and the CSIR version, but would not be biased in favour of mining.

The alliance had already collected "close to 300 000" postcard petitions calling on government not to allow to mining at St Lucia, he said. If mining were to go ahead, the alliance would subject the company to "unprecedented scrutiny" and expose its mining track record.

A 110-page submission by the alliance to the CSIR had largely been ignored in the executive summary, he said.

People in the St Lucia area were aggrieved by the way in which RBM was using land with little compensation. Menne said two RBM employees had been shot at recently by members of the local community and an RBM bus had been raked by AK-47 fire.

RBM had ignored recommendations made by the alliance on how to improve the rehabilitation of indigenous vegetation along their mining paths in the past, he said.

An Inkatha statement in favour of mining was probably a kneejerk reaction to an earlier ANC statement which opposed mining, Menne said.

Unions in fight for council

ERICA JANKOWITZ

THE threatened collapse of the Transvaal Building Industrial Council would be aggressively opposed by the three union parties to the council.

The Master Builders' Association decision to pull out of the council came as a surprise to the unions which say they were not consulted on the move.

The building council is SA's second largest and the ripple effects of allowing its collapse were enormous, said Amalgamated Union of Building Trade Workers national organiser Jose de Oliveira. B/OM 27/3/93

Other building councils could follow the same route, as could industrial councils in other sectors, thus rendering government liable for the provision of social benefits, he said.

The council controls a pension fund with about R800m in assets, as well as sick benefit, medical aid and unemployment funds.

It also administered quality and safety — the two major concerns of the industry, De Oliveira added. 346

He said the influx of subcontractors harmed the industry as workers were exploited and quality control ignored. However, deregulation was no solution.

The Construction and Allied Workers' Union, the White Builders' Union and the Amalgamated Union were working together to prevent the council's demise, he said.

SOWETAN Monday March 29 1993

NEWS Ex-employees prepare for a duel over dismissal of 165

Workers are set to fight sackings

Sowetan 29/3/93

(346)

By Ike Motsapi

URGENT APPLICATION Union wants Industrial Council to refer the case to court:

THE 165 workers fired by Unitrans Reef two years ago are to contest their dismissals in court next month. They have lodged an urgent application in the Rand Supreme Court to force industrial council to refer the dispute to the Industrial Court.

Although the date for the hearing has not been set, it is expected that the matter will be brought before the court next month, according to the lawyer representing the 165 workers, Mr S G M Mia. Mr Brian Patterson, Unitrans Reef company lawyer, said he was not aware of the impending court action.

A spokesman for the Registrar of the Rand Supreme Court said the matter was not on the court roll as yet. The 165, who are members of the Congress of South African Trade Unions-affiliated South African Scooter and Transport Allied Workers Union (SASTWU), claim in papers submitted to court that they were dismissed on January 7 1991. They contend that their dismissals constituted an unfair labour practice and that they intended to press that the dispute be referred to the Industrial Court.

Unitrans spokesman Mr Mike Swarts said he was not aware of the pending court case.

Industrial council idea for farms

ERICA JANKOWITZ

AN INDUSTRIAL council system could provide the solution to the special conditions prevailing in the agricultural sector after the extension of labour law to cover farm workers, researcher Johann Hamman argues. B/Day

"Writing in the SA Labour Bulletin, Hamman says farmers are well organised and their groups are bolstered by strong producer associations and marketing boards, all of which are well suited to collective bargaining.

Also, with farm labour able to vote in the coming election, a more politicised workforce is bound to emerge. 22/10/93

"Unresolved grievances, or the perceived lack of mechanisms to resolve grievances, will be fertile ground for political mobilisation."

As an industrial council system would reduce the cost of collective bargaining and could remove conflict from farm level, both parties would benefit. (346)

However, the existing structure will have to be reconceptualised to make it more flexible and to extend the traditional scope of bargaining, Hamman argues.

Because housing, medical care and social facilities are provided by farmers, these must form part of the bargaining agenda.

Industrial councils, by their nature, are the ideal forums through which to channel demands.

W. R - INDUSTRIAL COUNCILS
1994 - 1997

Industrial councils face huge claims

S Times (Buss)

By CIARAN RYAN

LAWYERS say a landmark decision by the East London Industrial Court this week paves the way for hundreds of companies to claim damages from industrial councils.

East London knitwear company Annie's Creations won a seven-year battle against the Industrial Council for the Clothing Industry (Eastern Cape). The court found that the industrial council agreement was not binding on Annie's.

Annie's plans to sue the council for about R4-million, the first claim of its kind in SA.

A successful claim by Annie's, winner of the 1992 Entrepreneur of the Year award, could signal the death of the industrial council system, say lawyers.

Annie's managing director Tom Cawood says harassment by the industrial council prevented him from obtaining finance for his business and forced him to lay off 160 workers.

SA's 90 industrial councils, representing 800 000 workers, are blamed for strangling job creation by imposing minimum wage and working conditions on small businesses, regardless of their ability to pay. Agreements are also binding on non-signatories.

Mr Cawood says: "We are lucky to be in business. Several clothing firms in this area went into liquidation because they were harassed by the council. We want to deliver a decisive blow to the Gestapo tactics of the industrial councils by exposing them to claims for damages."

Dirk Coetzee, attorney for Annie's, says the court's decision gives hope to hundreds of companies which have been harmed by industrial councils. (346)

He says: "The industrial councils ought to protect employers and employees and to provide security of employment. But this case shows that they exist for mainly selfish reasons. The Industrial Council for the Clothing Industry (East London) threatened to liquidate Annie's if it failed to comply with its agreement. Whose interests are they serving with this kind of behaviour?" 1/5/94

Mr Cawood told the court he moved Annie's from Rustenburg to East London seven years ago because there was no industrial council for the clothing industry and wage rates were lower there.

But two years ago the Port Elizabeth-based council extended its jurisdiction to East London, claiming it had sufficient representation in the area. In fact, only one East London clothing company, employing 200 workers, was a member of the council.

Director of the Confederation of Employers of SA, Hein van der Walt, says this is the first legal victory against industrial councils. Hundreds of employers have joined Cofesa in the past two years to fight the system.

Industrial council meeting urges workers to strike

S Times (Buss)

By KEVIN DAVIE

MINUTES of an industrial council meeting quote an employer suggesting that trade union members should threaten strike action against employers who are not party to the industrial council agreement.

The minutes also quote a senior Department of Manpower official who says it should be made as difficult as possible for non-parties to get exemptions from the council's provisions.

The minutes, marked "private and confidential", are for a March 3 1992 meeting in Port Elizabeth of the industrial council for the clothing industry, Eastern Province.

They read: "Minutes of an ordinary meeting of the council held in the auditorium at the MCI buildings, 22 Grahamstown Road, Port Elizabeth on Monday 24 February 1992 at 10.00 am."

Sections of the minutes formed part of a court case in which an eastern Cape employer, Tom Cawood of Annie's Creations, in April won exemption from the jurisdiction of the council after a five-year battle.

The membership of this industrial council is particularly controversial as it has fewer employers represented than those who have opted to remain outside the council.

The minutes quote Nadkim Clothing's Danie Blignaut, chairman of the Eastern Province Clothing Manufacturers' Association (EPCMA), suggesting the union flex its muscles by threatening to strike where it had members at non-party employers to force them to join the EPCMA.

A union representative, Mr G Rala, said the main problem was that although the union had members at non-party employers, it was not organised at those employers. Also, some of these employers retrenched employees known to have become union members.

Mr T Mkalipi said the union would consider all factors raised (at the meeting) and would send its written proposal to the EPCMA for consideration.

Mr Blignaut said employers were unhappy about the fact that appeals to the Minister seemed to have more weight than consensus reached in the council on applications for exemptions. 12/6/94

Mr Mkalipi said he supported Mr Blignaut's proposal and the council was wasting time and money reaching agreements from which the Minister exempted certain employers.

The minutes quote an employer, Mr Ketterer: "EPCMA members in East London, namely Franco and Eltex, are now in the minority and have no influence whatsoever."

Hein Olivier, deputy director, eastern Cape, of the Department of Manpower, was quoted in the minutes saying it had been agreed that the council would draw up a questionnaire to be completed by an applicant for exemption which would enable the council to consider an application more carefully and make it more difficult for an employer to apply for an exemption.

Contacted by Business Times, Mr Olivier said he was not allowed to speak to journalists. (346)

Regional director J C Greyling said it was not government policy to make it hard to get exemptions.

Approached for comment, Mr Blignaut asked for a faxed copy of the minutes. He said these were unconfirmed minutes and that Business Times could apply in writing to the council for the confirmed minutes.

He said the minutes Business Times had did not reflect what was said at the meeting. He had made a comparision with the confirmed minutes and said certain things were not said while others were said in a different context.

Low wages do not guarantee more employment

ST Times (Buss) 12/6/94

By BRIAN ANGUS

IN your article "Industrial councils face a showdown" (Business Times, June 5) the Confederation of Employers of SA (Cofesa) claims that they could "create a million jobs in five years if freed from the restrictive grip of the Labour Relations Act". This is presumably based on the premise that low wages in themselves lead to the employment of more workers. Unfortunately, international studies have produced little evidence to support this.

According to the Industrial Labour Organisation (ILO), for example, many countries in sub-Saharan Africa have seen huge decreases in real wages over the last 10 years with no increase in employment. On the other hand, in a number of Asian countries both real wages and employment levels have increased over the same period.

The purpose of the industrial council system is not, as the above mentioned article alleges, "to stamp out competition it deems to be unfair" or to "protect big business and organised labour to the detriment of small business".

Its main purpose is to set fair minimum terms and conditions of employment for an industry through collective bargaining between the parties (employers and trade unions) concerned.

This helps ensure that competition between employers is not based on cheap labour and poor conditions of employment but rather on better products and services, more effective work organisation and higher productivity. This is one of the reasons why industrial councils have, in the words of a senior Department of Manpower spokesman, "an enviable track record in promoting sound labour relations".

~~355~~ 346

Your article also states that the ILO has been asked to intervene to curtail the power of industrial councils. Since one of the primary functions of the ILO is to help promote fair labour standards, the organisation is unlikely to respond positively to such an appeal.

In fact, recommendation 91 of the ILO's "Extension of Collective Agreements" says: "Where appropriate, measures should be taken to extend the application of all or certain stipulations of a collective agreement to all the employers and workers included within the industrial and territorial scope of the agreement."

Nobody would disagree that South Africa desperately needs to create more jobs, but this objective will not be achieved by dismantling agreements designed to ensure fair and equitable labour standards. In fact, such action would merely lead to widespread labour unrest.

South Africa should surely be seeking the high road, or the low road, to economic growth and development. This involves, inter alia, maintaining and improving profitability by improving the productivity of labour rather than by merely cutting its price. A number of industrial councils are now involved in new and exciting initiatives aimed at enhancing workforce skills and productivity to the mutual benefit of employers and workers alike — a win-win, rather than a win-lose, approach.

Brian Angus is executive director of the Steel and Engineering Industries Federation of SA.

JOBS

Bosses pay, industrial councils call the tune

346

The issue of industrial councils continues to provoke angry and heated reactions from employers, writes KEVIN DAVIE.

BUSINESS Times' report last week on the decline of manufacturing employment under industrial councils prompted reaction from many businessmen across the country who run foul of the system's excessive regulation and bureaucracy.

Some callers would not give their name for fear that publication could lead to further visits from council inspectors.

Although the system has its supporters (see article below) the general complaint is that the inspectors can make it impossible to do business, even though the employer may have an agreement with workers not to comply with the council's regulations.

Businessman Denis Slyper of Nelspruit was convicted last month in a magistrate's court of not complying with council regulations.

He started a four-man business making cupboards in January, 1992 using his life's savings and taking a bond on his house.

He now employs 32 people and could employ twice this number but curtailed the growth of his business in a running battle with the Furniture Industrial Council for the Transvaal.

His lowest paid permanent workers earn R100 a week; a wage for which job seekers queue up at his premises.

Council regulations will add 35% to his wage bill, he says, and force him to close as he operates on tight margins.

His employees have opted to remain non-unionised, says Mr Slyper, despite a visit from trade union officials who told him they had been encouraged by the council to infiltrate his business.

Mr Slyper's problems with the council began soon after he started his business. He has had visits where officials have gained entry with the assistance of the SAP and was once arrested after the prosecutor failed to inform him of the date of a court appearance.

In May this year he was found guilty of not paying contributions for council expenses, training fund, pension fund and holiday pay. He has now applied to be exempted from the council's provisions.

"There is something horribly wrong with the law when the council rules are made to apply to private people outside the council," says Mr Slyper.

He says the councils can take over the running of the business, instructing the entrepreneur who to employ, what to pay and what they should wear.

Deputy secretary of the Furniture Industrial Council for the Transvaal, Barry van Zyl says Mr Slyper is trying "to hide behind the Bill of Rights".

"He finds it convenient to hide behind the Bill of Rights claiming he will have to retrench people but he is not prepared to give his figures," says Mr van Zyl.

"He chooses which statutes and which sections he wants to comply with."

He says Mr Slyper is making money "hand over hand" yet refuses to open his books so that the council can assess his business, including what finge benefits, if any, he is offering.

Mr van Zyl says between 500 and 600 small companies have been granted exemption by the council, but that with 32 employees Mr Slyper is not a small employer.

He says the council believes, in line with a National Manpower Commission recommendation, that "a figure of no more than five employees was justifiable for exemption." Turnover should be less than R250 000 a year.

Mr Slyper has asked the council for exemption. The case will be heard on June 30 and Mr Slyper can be present, says Mr van Zyl.

He says his industrial council attempts to work with employers. "We're one of the few industrial councils which don't prosecute for minor offences.

"If the employer runs foul of some minor regulation we say 'you made a mistake, let's see if if we can sort it out'."

Mr van Zyl says his council tries to build a relationship: "We don't use high-handed attitudes. The industrial council is not at fault in this case."

HAPPY TO WORK . . . workers need job security not statutory pay levels, say opponents of industrial councils

JOBS

SA's new order flirts with the old system

SI Times (Buss) 19/6/94

Cosatu sees the old South Africa's system of industrial councils as the basis for wage centralised bargaining, an issue dear to its heart. **KEVIN DAVIE** reports.

SOUTH Africa should introduce a comprehensive wage-bargaining system comprising 40 centralised forums.

Cosatu has placed the achievement of centralised bargaining high on its post-election agenda.

"Cosatu will have a long line of credit with a new ANC government. And this is likely to be the first credit note it wants redeemed," says Jeremy Baskin, of Naledi, a Cosatu policy institute.

Naledi this week unveiled its proposals for centralised bargaining. The timing of the release coincides with a chorus of protest from small business, saying labour markets are over-regulated and that job creation is being throttled.

Cosatu says employer instincts remain deregulatory.

"Centralised bargaining is under pressure in most industrialised countries. Deregulation, decentralisation and labour-market flexibility remain the dominant trend."

It says centralised bargaining forums should determine minimum wages and working conditions which can be extended to all employers and employees in the industry concerned.

The legal centre of the system should rest on 40 centralised forums registered as industrial councils (ICs).

"This gives them the power to make legally binding agreements for an industry and, crucially, have these extended to non-parties."

Cosatu says a less bureaucratic style of IC should be developed. Individual workers and small employers often receive shabby treatment from ICs.

The exemption system should be reviewed and dispute resolution should be streamlined.

It says that to deny exemptions could lead to Constitutional Court challenges.

"The unions want (centralised bargaining) forums to be established by voluntary agreement, but are prepared to have them established through legislation if necessary."

Organised capital has conceded that existing centralised bargaining arrangements should not be undermined. It has also agreed at the National Economic Forum not to object "in principle" to the establishment of new centalised bargaining arrangements.

Little more than 10% of SA's workers are covered by IC agreements. Centralised bargaining includes 44 ICs in 12 sectors covering 900 000 employees.

Cosatu says advantages of centralised bargaining include the establishment of basic minimum wages and labour standards, it is a more efficient form of bargaining, it allows unions to promote more egalitarian objectives, it allows workers and employers to benefit from economies of scale and increases the power of both parties.

Democratic rupture, the process whereby there is a widening gap between union leaders and workers, is a risk.

If centralised bargaining is to gain acceptance, it must be flexible.

"Flexibility means decentralising and then re-centralising. Structured flexibility is the heart of the matter."

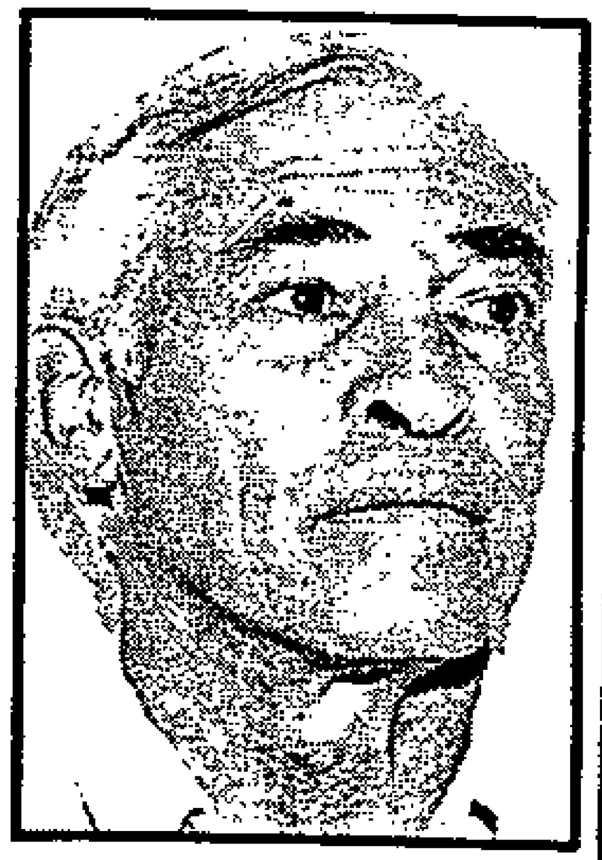
A flexible system should accommodate the needs of small and medium enterprises (SMEs).

But the prime aim for unions should be to keep all employers within the regulatory net.

TIGHT FIT: Liaison manager Steven Miller with teachers and pupils in one of the container classrooms at a school in the Orange Farm squatter camp, near Johannesburg. The school is part of a joint project between the Wits Vaal Regional Peace Secretariat and big business which uses shipping containers to provide clinics, creches and literacy centres in under-privileged areas.

Apartheid relic continues to benefit a minority

SI Times (Buss) 19/6/94



DAVID MATTHEWS

By DAVID MATTHEWS

BRIAN Angus's defence of industrial councils (Business Times, June 12) illustrates the misleading reasoning used by proponents of the system to rationalise their control over industry and commerce.

In respect of minimum wages he side-steps the indisputable contention that lower wages encourage employment and, begging the question, argues that low wages do not lead to higher employment in themselves. Nobody says that they do.

In the first place there must be a demand for labour. The African example he cites of low wages with no increase in the demand for labour illustrates not what he contends but rather that heavily regulated, socialist economics are unable to grow healthily and generate that demand.

As a member of an industrial council myself, I find his claims that its main purpose is to set fair minimum terms and conditions of employment laughable.

So far as I have been able to ascertain after considerable study, an industrial council is nothing more than a collusive monopoly granted by the state to a minority of employers and employees which they exercise largely for their own benefit.

The granting of this monopoly may be justified by moral claims to be "setting fair terms of employment" and "promoting labour relations", but, like so many justifications for doing good, they are by and large no more than a smoke-screen to gain public approval and conceal the true nature of the system. (346)

Industrial councils are to industry and commerce what the control boards are to agriculture: state-protected monopolies, permitting the recipient organisations to manipulate the market process to their own financial advantage, all in the name of public good.

They were formed in the 1920s in order to exclude blacks from the labour market by granting the white trade unions the right to set minimum wages — which they did at a level high enough to deny black entry into the labour market.

The mechanism they used to achieve their self-serving end (minimum wage rates) is the same mechanism used today by industrial councils to exclude would-be workers from the labour market.

Black workers remain the principal victims of the system.

It is understandable that workers, in their naivety as to how the mechanism of minimum wages works, should support it, but it is tragic that our leaders, knowing full-well how rotten apartheid and its legal structures were, do not comprehend this and, through the mechanism of minimum wages, are perpetuating apartheid's objectives.

Minimum wages are the opposite of affirmative action in the sense that they disempower the very people the government is attempting to empower, by denying them access to the labour market.

Thus favoured employers and favoured employees are permitted and encouraged by the state to collude and fix labour and other costs to their benefit, contrary to the interests of the consumer, employers, employees and job creation.

This cannot be in South Africa's interest and the ugly reality behind the siren-song of "fair wages" and "promoting labour relations" should be exposed for what it is — manipulation of society by self-servicing power gorups.

David Matthews is chairman of the Small Builders' Association.

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One in 10 bosses charged

S1 Times (Buss)

By KEVIN DAVIE

A SINGLE industrial council last year referred just under 10% of all employers in its sector for prosecution. 17/7/94

David Levy, general secretary of the National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industry says his council referred 900 employers to public prosecutors last year.

However, of the 900 referrals, "only 275 resulted in a guilty verdict — most of the remainder were settled out of court with the employer on a mutually agreed basis", says Mr Levy. (346)

He says employers found guilty last year represent only 3% of the industry.

"To the best of our knowledge no firms closed down as a result of prosecutions and we are not aware of anyone losing their jobs as a direct result of prosecutions."

He says where court orders are made against employers, payments are invariably structured to enable the employer to settle over a period to ensure continued viability as far as possible.

Over 4 400 employers — 336 a month — were prosecuted by the industrial prosecutor at the Johannesburg Magistrate's Court last year for offences in terms of industrial council agreements and basic employment conditions. Prosecutor Daleen van den Bergh says the number of prosecutions increases during times of recession.

Of 4 432 cases on the Reef referred for prosecution last year, 3 957 were prosecuted. This is an 11% increase on 1992 figures.

Confederation of Employers of South Africa's Hein van der Walt has appealed to justice authorities to stop all industrial prosecutions, or at least declare a moratorium pending a ruling in terms of the constitution. Mr van der Walt says serious crimes have to wait to be heard while 4 400 employers are prosecuted.

(ii)

Name	Net Asset Value (Rm)
Eskom	13 837 as at 31.12.1993

(b) The aforenamed undertakings and body all fall under the control of the Minister for Public Enterprises. There are similar undertakings and bodies under the control of other Ministers. The Minister for Public Enterprises is only in a position to furnish particulars on the public enterprises falling under her area of responsibility, as specified above in the answer to (a) (i).

(c) See answer to (a).

Industrial councils: statistics

174. Mr A J LEON asked the Minister of Labour:

(346)

(a) What is the name of each industrial council in operation at present, (b) how many inspectors does each such council employ and (c) (i) how many prosecutions were initiated against employers by each such council during the latest specified 12-month period for which figures are available, (ii) what was the reason for each such prosecution, (iii) how many employers were convicted, (iv) of what offences was each such employer convicted and (v) what penalties were imposed in each case? N442E

The MINISTER OF LABOUR:

The names of registered industrial councils are contained in the attached list. The information requested in (b) to (c) (v) is neither kept by nor is it readily available to the Department, but is in the possession of industrial councils which are autonomous bodies. Although the Labour Relations Act, 1956, does not oblige councils to furnish this kind of information to the Department, the individual industrial councils have nevertheless been contacted with a view to obtaining the information.

It should, however, be noted that it will take considerable time to obtain and process the information. Once all the information has been processed it will be made available.

Border Industrial Council for the Furniture Manufacturing Industry
Bounywerheidsraad (Transvaal)
Building Industrial Council—North and West Boland
Central Industrial Council for the Explosives and Allied Industries
Commercial Distributive Trade Industrial Council Kimberley
Industrial Council for the Bag Manufacturing Industry (Paarl)
Industrial Council for the Bloemfontein Municipal Undertaking
Industrial Council for the Building Industry, Bloemfontein
Industrial Council for the Building Industry, (East Cape)
Industrial Council for the Building Industry, (East London)
Industrial Council for the Building Industry, Kimberley
Industrial Council for the Building Industry, Kroonstad
Industrial Council for the Building Industry, Port Natal
Industrial Council for the Building Industry, Western Province
Industrial Council for the Canvas and Ropeworking Industry (Cape)
Industrial Council for the Canvas Goods Industry (Witwatersrand and Pretoria)
Industrial Council for the Chemical Industry (Cape)
Industrial Council for the Clothing Industry (Cape)
Industrial Council for the Clothing Industry Eastern Province
Industrial Council for the Clothing Industry Natal
Industrial Council for the Clothing Industry Orange Free State and Northern Cape
Industrial Council for the Clothing Industry, Transvaal
Industrial Council for the Contract Cleaning Industry (Natal)

Industrial Council for the Diamond Cutting Industry of South Africa
Industrial Council for the Dissolving Pulp Manufacturing Industry
Industrial Council for the Electrical Contracting and Servicing Industry (Cape)
Industrial Council for the Electrical Contracting Industry
Industrial Council for the Electrical Industry East London
Industrial Council for the Electrical Industry (Natal)
Industrial Council for the Entertainment Industry of South Africa
Industrial Council for the Furniture and Bedding Manufacturing Industry, Transvaal
Industrial Council for the Furniture Manufacturing Industry, Natal
Industrial Council for the Furniture Manufacturing Industry of the Eastern Cape
Industrial Council for the Furniture Industry of the Orange Free State
Industrial Council for the Furniture Manufacturing Industry of the South Western Districts
Industrial Council for the Furniture Industry of the Western Cape
Industrial Council for the Hairdressing Trade, Border
Industrial Council for the Hairdressing Trade, Cape Peninsula
Industrial Council for the Hairdressing Trade, Natal
Industrial Council for the Hairdressing Trade, Port Elizabeth and Uitenhage
Industrial Council for the Hairdressing Trade, Pretoria
Industrial Council for the Hairdressing Trade, Southern and Western Transvaal
Industrial Council for the Hotel, Liquor and Catering Trade Border
Industrial Council for the Jewellery and Precious Metal Industry (Cape)
Industrial Council for the Johannesburg Municipal Undertaking
Industrial Council for the Knitting Industry (Transvaal)
Industrial Council for the Ladies Stockings and Knitwear Industries
Industrial Council for the Laundry, Cleaning and Dyeing Industry (Cape)
Industrial Council for the Laundry, Cleaning and Dyeing Industry (Natal)
Industrial Council for the Laundry, Dry Cleaning and Dyeing Trade (Transvaal)

Industrial Council for the Liquor and Catering Trade (Cape)
Industrial Council for the Liquor and Catering Trade, Pietermaritzburg
Industrial Council for the Liquor, Catering and Accommodation Trades South Coast Natal
Industrial Council for the Meat Trade of the Magisterial District of East London
Industrial Council for the Millinery Industry (Cape)
Industrial Council for the Millinery Industry Transvaal
Industrial Council for the Motor Transport Undertaking (Goods)
Industrial Council for the Municipal Undertaking of Port Elizabeth
Industrial Council for the New Tyre Manufacturing Industry
Industrial Council for the Non-European Passenger Transportation Trade (Durban)
Industrial Council for the Optical Industry
Industrial Council for the Pretoria Municipal Undertaking
Industrial Council for the Retail Meat Trade Pretoria
Industrial Council for the Retail Meat Trade (Witwatersrand)
Industrial Council for the Road Passenger Transport Industry (Cape)
Industrial Council for the Road Passenger Transport Industry (Port Elizabeth)
Industrial Council for the Storekeeping Trade
Industrial Council for the Sugar Manufacturing and Refining Industry
Industrial Council for the Sweetmaking Industry (Cape)
Industrial Council for the Sweetmaking Industry (Johannesburg)
Industrial Council for the Tea Room Restaurant and Catering Trade (Pretoria)
Industrial Council for the Tea Room Restaurant and Catering Trade (Witwatersrand)
Industrial Council for the Tabacco Manufacturing Industry (Rustenburg)
Industrial Council for the Worsted Textile Manufacturing Industry (Cape)
National Industrial Council for the Biscuit Manufacturing Industry of South Africa
National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industry of South Africa
National Industrial Council for the Leather Industry of South Africa

National Industrial Council for the Motor Industry
National Industrial Council for the Textile Manufacturing Industry of the Republic of South Africa
Nywerheidsraad vir die Graankoöperasiebedryf
Nywerheidsraad vir die Plaaslike Bestuursonderneming
Nywerheidsraad vir die Plaaslike Bestuursondernemeing in die Vrystaatse Goudveldstreek
Nywerheidsraad vir die Plaaslike Owerheidsonderneming (Kimberley)
Nywerheidsraad vir die Plaaslike Bestuursonderneming van die Provinsie Kaap die Goeie Hoop
Pietermaritzburg and Northern Areas Industrial Council for the Building Industry
Transnet Industrial Council

Traditional chiefs: statistics

179. Mr J A JORDAAN asked the Minister for Provincial Affairs and Constitutional Development:

(1) (a) What are the names of the traditional chiefs in each of the provinces and (b) in respect of which of these chiefs has the chieftainship always been in the family of that chief;

(2) whether any of these chiefs or their ancestors were made chiefs by the civil government of the territory at any time; if so, (a) which chiefs, (b) when were they or one of their ancestors first made chief and (c) why did the government of the day make them chiefs, in each case;

(3) whether any of these chiefs, or one of their ancestors became chief by replacing an incumbent; if so, (a) which chiefs, (b) when were they or one of their ancestors first made chief and (c) which incumbent chiefs were replaced, in each case?
N392E

The MINISTER FOR PROVINCIAL AFFAIRS AND CONSTITUTIONAL DEVELOPMENT:

Functions pertaining to the recognition, appointment and deposition of traditional leaders were previously exercised by a range of governmental authorities in different areas of the Republic. On 3 June 1994 the administration of all laws regarding traditional authorities was assigned by proclamation to the Minister of Provincial Affairs and Constitutional Development, but as from 9 September 1994 the administration of certain legal provisions concerning the recognition, appointment and deposition of traditional leaders was assigned by proclamation in terms of section 235(8) of the Constitution to six provincial governments.

There are approximately 800 traditional leaders in the country and it is therefore difficult to obtain the required information. The Department of Constitutional Development is unfortunately not in possession of the required information. If the hon member, however, has information relating to specific traditional leaders in mind I shall endeavour to obtain the facts of such traditional leaders upon receipt of further particulars.

Limiting of hours in working week

188. Mr D H M GIBSON asked the Minister of Labour:

(1) Whether he intends (a) introducing legislation or (b) taking any other action with a view to (i) limiting the number of hours in a working week and (ii) providing for longer periods of annual leave; if so, (aa) why, (bb) when, (cc) what are the relevant details of the proposed legislation or action and (dd) who has been consulted in this regard; if not, why not;

(2) whether he or his Department intends taking any steps with a view to increasing productivity in the Republic; if not, why not; if so, what steps;

(3) whether the Cabinet has discussed the issues referred to above; if so, (a) when and (b) with what result; if not,

(4) whether he intends placing such issues on the Cabinet agenda; if not, why not; if so, when?
N483E

The MINISTER OF LABOUR:

(1) The Ministry of Labour is in the process of finalising a strategic five year plan. The objective of this plan is to provide a vision of a Department of Labour which will be centrally involved in economic policy and to place labour policy within the contextual framework of the RDP.

The five year plan will also focus on labour law reform, covering a range of legislative changes that may be made to laws which impact upon conditions of employment. These reforms will give effect a range of policies which have been articulated in the RDP and to this government's commitment to international standards.

In this regard I intend to propose changes to the existing Basic Conditions of Employment Act, 1983, including the number of working hours per week and longer periods of annual leave, at the latest during the first quarter of 1995. These proposals will be submitted to the National Manpower Commission (NMC) or its substitute body for deliberation, negotiation and advice.

(2) Yes. Union-management co-operation in order to enhance productivity is presently being discussed in the NMC. Key areas include—

(a) the restructing of the education and training system in South Africa as part of human resources development;

(b) workplace democratisation to ensure enhanced worker participation and consultation;

(c) possible adjustments to the level of collective bargaining;

(d) co-ordination of various tripartite institutions;

(e) launching a campaign for greater awareness regarding productivity improvement; and

(f) labour market adjustments.

Further actions will be considered once the NMC has submitted its recommendations to me.

(3) Not yet.

(4) Yes, but only after the social partners have discussed the issues in the appropriate forums.

Establishment of fish/prawn/agar-agar farming

196. Mr M F CASSIM asked the Minister of Environmental Affairs and Tourism:

Whether any steps have been or are to be taken with a view to (a) commencing, (b) extending, (c) encouraging or (d) supporting the commercial establishment of (i) fish, (ii) prawn and (iii) agar-agar farming along the South African seaboard; if not, why not; if so, (aa) what steps and (bb) with what result, in each case?
N472E

The MINISTER OF ENVIRONMENTAL AFFAIRS AND TOURISM:

(a) Commercial Marine Fish Farming is presently not taking place in South Africa. The Department of Ichthyology and Fisheries Sciences at Rhodes University is presently conducting research into the feasibility of farming the spotted grunter. If successful this could be undertaken in the future. Applications to farm salmon have been received by the Department of Environmental Affairs and Tourism investigations are underway to determine the feasibility of this venture. As with other forms of mariculture, the Department of Environmental Affairs and Tourism does not conduct research and development programmes but acts as the lead agency in facilitating the establishment of farms from a regulatory point of view. The general policy is to support the development of mariculture activities and to ensure that these activities do not have a negative impact on the marine environment.

(b) Prawn farming is taking place on a limited scale by Amatikulu Hatchery in Natal. The company plans to expand its operations by establishing satellite grow-out facilities using small operations run by the local community under the direction of Amatikulu Hatcheries.

(c) Farming seaweeds for the productions of agar-agar is currently not being undertaken in South Africa. The Sea Fisheries Research Institute is undertaking studies to determine the feasibility of establishing such an industry. One application has been received to grow *Gracilaria* from the existing mussel production rafts

SA firms lose out on World Bank projects

Sowetan 9/9/97 (297) (356)

Sowetan Business and Sapa

SOUTH African companies are losing out on billions of rands in World Bank financed projects, said the bank's resident representative in South Africa Judith Edstrom.

Speaking to Eastern Cape business people in Port Elizabeth last week, Edstrom said local businesses were not taking full advantage of World Bank financed projects, which were worth about R88,9 billion a year.

"South African companies and suppliers should become more involved," she said, adding that as members of the World Bank, they had a right and an opportunity to tender for any project around the world.

Despite the opportunities, Edstrom said South Africa's slice of World Bank business had shown a decrease in the past three years.

In 1994 South African companies won contracts worth about R430,56 million.

This rose to R631,8 million in 1995, largely due to drought relief operations in the neighbouring states, but dropped to about R93,6 million last year.

South African consultants had also been slow to take advantage of the opportunities and only 23 were registered with the World Bank.

'I believe South Africa has the capability to compete successfully'

According to Edstrom, the bulk of World Bank funding currently went to East Asia and Latin America, with Africa accounting for R7,95 billion of the loans.

She said there were opportunities for consultants, manufacturers and civil engineering and construction companies.

Edstrom said each World Bank project would be broken down into "a few hundred to a few thousand single contracts" of all sizes, to allow smaller companies to tender.

The bank had a policy of open international tendering.

Local companies had a small advantage in that suppliers and contractors in the borrower's country were encouraged to participate in the procurement process since the bank encouraged the development of domestic industry.

These companies could bid independently or in a joint venture with foreign firms.

But Edstrom said the bank would not accept conditions of bidding which required mandatory joint ventures or other forms of forced association between domestic and foreign firms.

These provisions ensured that as many companies as possible could bid for World Bank business.

Recent contracts won by South African companies include the construction of steel shells for schools in Malawi, a landfill project in Mauritius and a forestry contract in Zimbabwe.

Capability to compete

"I believe South Africa has the capability to compete successfully for World Bank financed business.

"You have an industrialised and mechanised economy on the one hand and on the other you have a knowledge of what works in developing countries," said Edstrom.

New world, new tactics for IMF and World Bank

CT(PM) 16/9/97 (356)

CONT)

Janet Guttsman

Washington, DC — Curbing corruption and coping with crises have moved up the agenda at the World Bank and International Monetary Fund (IMF) as the two institutions try to come to terms with a changing world.

The IMF, viewed by the former Soviet Union as a tool of exploitative capitalism, now has 181 member states including virtually all the former communist ones. The World Bank has 180 members, up from 151 10 years ago. The two institutions start their annual meetings tomorrow in Hong Kong, now part of communist China.

The fall of communism in Europe brought new tasks for the fund and the bank as countries in central and eastern Europe and then in the former Soviet Union sought cash and advice to transform their centrally planned economies.

But a handful of these countries are now ready to do without IMF loans, and currency turmoil in the so-called tiger economies of southeast Asia has created new challenges. The focus of operations is changing again.

"I think that over the years, particularly in central Europe, our relations will evolve more towards the direction of that with Western countries," Stanley Fischer, IMF first deputy managing director, said recently. "We will still be available for emergencies, the programme will still be available if they get into trouble, but the rest of it will be an advisory or surveillance role."

That surveillance role worked only poorly in Thailand, where monetary sources complain the authorities ignored increasingly blunt recommendations that they ease currency restrictions and curb a rising deficit on the current account.

Thailand sought IMF help reluctantly after the baht currency crashed in July. A $17,2 billion loan package was then hastily put together, drawing on funds from the IMF, the World Bank and a cluster of countries in the region.

It was the second biggest loan package since the international community, responding to the peso crisis in Mexico, made almost $50 billion available in a deal masterminded by the US and the IMF.

> *'The long-term goal is to help countries move from systemic corruption to development'*

Some economists complained the IMF had not made its warnings on Thailand public, but Fischer said that would have given the IMF an unwanted role as an outside rating agency, making governments less likely to trust it.

"We are certainly encouraging the release of more information by central banks and governments," he said

He added: "Not all potential crises develop into actual crises. I do not think the fund can, in the end, issue public announcements about the fear that a crisis is imminent because that will change the nature of our role in a country."

Another change for the two institutions has been a new emphasis on the need to crack down on corruption, adding guidelines on graft to the list of things the two already measure when they decide on loans.

The IMF stopped lending to Kenya this year because it was worried about corruption.

"There is now general agreement that corruption is a major barrier to economic development in most economies," said World Bank guidelines on governance approved earlier this month.

"The realistic long-term goal of the World Bank is to help countries move from systemic corruption to an environment where governments perform their duties successfully and can maximise their pursuit of development."

The World Bank, condemned in its early years for funding multibillion-dollar development projects without consulting the people affected, has also changed its policy to involve firms and the community as well as the governments who pay its bills

"Our strategic objective is to reach a point where we have three legs instead of the present one, which rests solely on the governments," said Mark Brown, World Bank vice-president for external affairs.

But he admitted the other two pillars — the community groups and the private sector — could have different and contradictory aims.

"Governments are pretty uncomfortable about this," he said. "But a few years from now it would be inconceivable that the bank would embark on some major development initiative without having all three groups involved."

The community groups, long the World Bank's fiercest critics, are also wary of getting involved with the bank. They have not forgotten the "Fifty years is enough" campaign which marked the institution's 50-year anniversary in 1994 — "the World Bank's low point," said one official.

He added: "The bank has to decide in the next years what not to do. We need to get out of things that we are not particularly good at and get out of things which we think the private sector can do better." — Reuter

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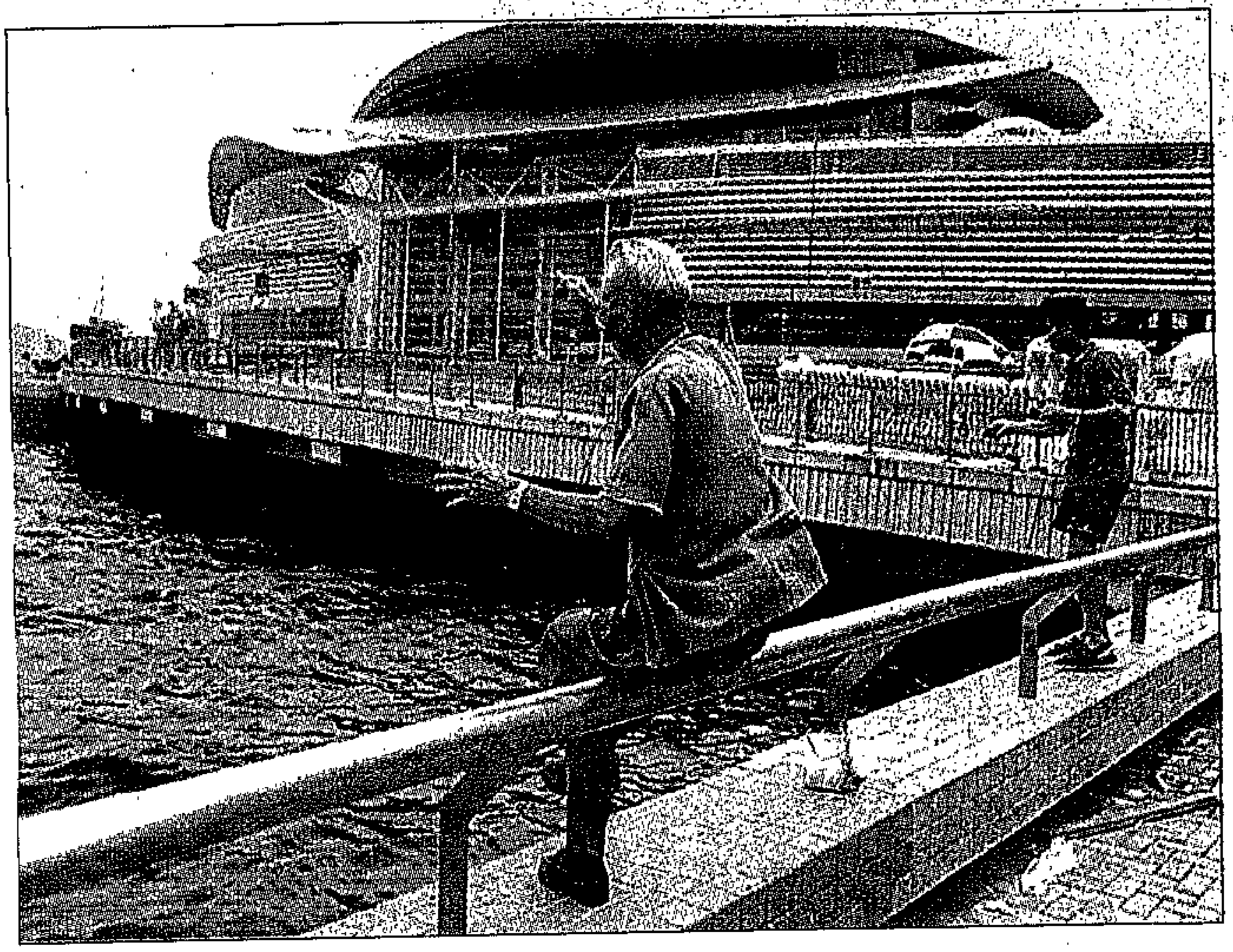


HARBOURING CHANGE *An elderly man fishes yesterday outside the Hong Kong Convention Centre, where the IMF and World Bank will be holding their annual meeting tomorrow presumably to discuss the evolving nature of their respective roles*

PHOTO: AP

BUSINESS

Shift in World Bank's strategy

(356) BD 16/9/97

LONDON — A shift in the World Bank's funding strategy toward using relatively small arbitrage-driven retail transactions in a variety of currencies is reaping rewards for its clients, even if bond underwriters wish it would revert to its old strategy of global bond issuance.

In an effort to respond to the changing marketplace, the World Bank has adapted its borrowing strategy over the past couple of years away from purely focusing on the global bond — an instrument it pioneered in 1989.

"In 1994 and 1995 investors wanted liquidity and benchmark issues, and we placed about 80% of our funding through global bonds in US dollars, Deutschmark and Japanese yen," said Gumersindo Oliveros, the World Bank's capital markets division senior manager.

"In 1996 and 1997 retail investor interest took off strongly in Japan, the traditional arbitrage currencies (southern Europe, Australian dollar, New Zealand dollar and Hong Kong dollar) and also in new currencies (such as the rand and Czech koruna), so we shifted gears to provide products in these currencies because they delivered better funding costs for our clients than benchmark issues," said Oliveros.

The World Bank funding manager has had a major hand in shaping the new-look World Bank strategy. From November 1994 he was senior manager in charge of funding operations in European currencies at the World Bank treasury's financial operations department before taking charge, from September last year, of the Bank's overall borrowing strategy and for capital markets operations in all currencies.

The World Bank has dramatically increased its borrowing during the past year, reflecting both an increase in funding needs and a rise in the number of attractive market opportunities. These factors have enabled it to prefund, or raise funds before they are needed.

In the fiscal year 1997, which ended on June 30, the World Bank raised about $17,7bn through 139 transactions in 18 currencies. That represented a 60% increase over the volume raised in the previous financial year of $11,2bn and more than double the number of transactions in that year — 61 deals in 15 currencies.

No target has been set for 1998 funding because it depends on market opportunities, Oliveros says, but the supranational has completed about $3,8bn equivalent of fund-raising in the few months since June.

While Oliveros stresses that the World Bank takes a long-term view of markets to organise its funding and asset-liability management operations, its current focus on arbitrage has not been appreciated by all underwriters.

It is generally appreciated that the World Bank has a commercial job to do just like any other on-lender, but some market participants accuse the organisation of tapping markets too frequently and at too aggressive a price. They suggest that it may be in danger of alienating its investor base and losing some of its aura as the premier Euromarket borrower.

Oliveros responds by saying that the World Bank is very careful to ensure it stays in favour with its investors, and that it has not seen a sign yet of losing its status.

"We regularly ask our counterparts and investors if, in their view, we are losing presence among major investor pools given the recent greater reliance on retail," says Oliveros. "At this stage, the impression we get is that our name and the performance of our bonds is clearly appreciated and well understood among major institutional investors." But Oliveros also acknowledges some criticism in this regard.

"There are a number of houses with whom we used to do a lot of global bond business that complain a bit because they don't seem to find enough business overlap with us now that we do less benchmark issuance. They probably also miss the high-profile aspect of these transactions. But this is a minority," Oliveros says.

Indeed, the World Bank senior manager says that the organisation has actually increased its business activity with a few global houses who have taken the recent growth and development of the markets as an opportunity to specialise in specific sectors. They have, as Oliveros says, "become excellent business partners".

While the supranational may no longer play such a paternalistic role in world markets as it once used to, the sponsorship of new markets remains an important focus. During the past couple of years, for example, the World Bank has borrowed in rand, Polish zloty, Korean won, Philippine peso and Czech koruna.

Oliveros also counters claims of aggressive pricing by pointing out there has been no backlash from investors and the Bank has had no problems increasing its funding significantly this year, as well as next year.

Unlike some of its other supranational peers, and an increasing number of non-US borrowers, the World Bank has so far kept clear of the market in transactions geared specifically for European economic and monetary union (EMU), such as so-called parallel or tributary bonds.

These deals tend to include clauses allowing convertibility of the bond's denominating currency into the proposed European single currency, or euro, and will allow for the consolidation of similar European currency issues into a larger euro-denominated benchmark debt pool.

For the World Bank, such transactions do not come anywhere close to meeting its famously ambitious targets. Moreover, Oliveros does not seem totally convinced that investors buy the liquidity story.

"Investors have generally not paid up for these features, maybe because claims on the greater potential liquidity of these issues is premature given the difficulties in forecasting what would be the relevant current coupon in 1999," Oliveros says.

But the World Bank's experience in tapping European institutional markets should put the supranational in a good shape come EMU, he claims. Oliveros notes, for example, that European institutional accounts have been particularly active buyers of his organisation's successfully traded Deutschmark global bonds.

The World Bank may be a candidate for issuing in the euro, following in the wake of benchmark offerings from Mexico and General Electric Capital Corp last week.

As Oliveros says: "We would expect them (European institutional investors) to buy and expect the same performance from our bonds in euro when it becomes financially attractive for us to issue them, hopefully in the near future." — AP-DJ.

Old issues rise at World Bank, IMF meeting

Sowetan 25/9/97

(356)

TWO perennial themes resurfaced at the International Monetary Fund and World Bank meeting in Hong Kong this week.

They were the issue of whether the two institutions infringe on national sovereignty when they link aid with good governance; and how much power governments can or should have to control their markets when the trend is for free global flows of goods and money.

Chinese premier Mr Li Peng launched a forceful attack on the two institutions which are known, especially in the developing world, for linking economic aid to political conditions.

Peng insisted nations must be free to choose development paths suited to their own conditions. "Such practices as bullying the weaker or less fortunate by dint of one's power or wealth should not go unchecked," he said.

Leaders of the World Bank and IMF, however, reiterated their determination to push for social and economic reforms in the countries that turn to them for money.

IMF managing director Mr Michel Camdessus told finance ministers and central-bank governors from some 180 countries that his fund will "increasingly focus on a broader reform agenda".

Speaking out forcefully

Camdessus said the fund is now speaking out more forcefully about income distribution, "unproductive" military spending by countries with pressing social needs, accountability and corruption.

World Bank president Mr James Wolfensohn said its work of funding global development is being changed. The bank is more willing to listen to what poor people say they need, he said.

However, the developing world remains unhappy with the workings of the IMF and World Bank.

Ethiopian central bank governor Mr Ato Dubale told the Hong Kong gathering that if conditions embodied in a World Bank-IMF debt relief scheme were too rigidly applied, the purpose of the plan would be defeated.

Dubale was speaking as a representative of African members of the World Bank and the IMF.

He spoke at length about Africa's debt burden, which is perhaps the chief target of the Heavily Indebted Poor Countries (HIPC) initiative undertaken by the two institutions.

Africa's debt burden has worsened, even though several African countries have benefited from various debt-relief schemes. The timely solution of the debt crisis will make it easier for African countries to use their limited resources to accelerate development.

But it is not only the approach to debt relief that the Bank and IMF will have to review.

Change voting power

Indian central bank governor Mr Chakravarthy Rangarajan said the IMF needs to change the way it calculates the voting power of its members because developing countries were missing out.

An agreement by IMF members at the weekend to increase the fund's capital base, while welcome, has meant that "regrettably the voting share of developing countries has declined in the process," Rangarajan said.

IMF members contribute a portion of the capital determined by the weighting of their economies in the world league table, which also determines their voting power within the organisation.

Whenever quota increases take place, the division of capital is adjusted to reflect the latest world economic picture.

"There is a clear need to review the formulae so that the fast-growing developing economies get their due share."

Rangarajan may well have a valid point. But the bank is not about to make life easy for the developing world unless corruption and mismanagement are addressed.

Wolfensohn urged governments to be more open and attack corruption. "My bottom line on corruption is simple," he said, declaring the bank would curtail support for any government that allows corruption to undermine development. "We must fight it wherever we find it." – *Sapa.*

Bank meeting marred by xenophobia

Globalisation is presenting countries and international financial institutions with new challenges. Jim Jones reports from Hong Kong

(356) BD 25/9/97

HONG Kong this past week became the setting for one of the more bizarre joint annual meetings of the International Monetary Fund (IMF) and the World Bank.

The bank is grappling with the problem of defining a role in a world where private finance is now significantly more important than official capital flows in funding development projects.

The IMF, in its turn, is having to devise means of handling the volatility that stems from the globalisation of capital markets and a growing reluctance among world governments to swallow the sometimes bitter nostrums prescribed by the world's monetary policeman.

Tensions were manifested before the meeting's proceedings even started.

Malaysia's Prime Minister Mahathir Mohamad launched a stinging, if ill-informed, attack on financier George Soros, accusing him of malevolently undermining Malaysia's currency and those of other southeast Asian countries.

Soros robustly retorted that Mahathir was an economic menace, and representative of those who are only too happy to tap international financial markets for investment funds, but who are unwilling to adopt concomitant governance responsibilities.

Mahathir's scarcely disguised xenophobia has, however, struck a chord in the Asian region. Now there is talk of an exclusively Asian fund — presumably largely financed by an already troubled Japan — to help countries that would otherwise need to turn to the international fund for restructuring assistance.

Interpreting this as a regional response by countries that have somehow created a new and miraculous brand of economics would be foolish.

Essentially, it is the brainchild of the very politicians whose policy failures have given rise to currency turmoil. They are the very politicians who are reluctant to face the wrath of voters who will suffer while necessary adjustment policies work their medicine.

This political apprehension was Mahathir's motivation in attacking Soros. He felt politically insecure in a country where open debate is neither encouraged nor welcomed. He needed a scapegoat for his own failures. And he sought the weak politician's easy way out by calling for more controls and a retreat from the open capital and financial markets that have played such a large part in Asia's development. And a regional fund with less stringent criteria than applied by the IMF could be a short-sighted politician's dream.

In the face of this, sound governance, transparency and a vital need to root out corruption became, perhaps inevitably, the common threads in the addresses of both World Bank president James Wolfensohn and IMF MD Michel Camdessus at the official opening of their organisations' joint general meeting in Hong Kong on Tuesday.

While the two carefully avoided criticising specific countries, their comments came at a time of currency turmoil in southeast Asia, IMF restructuring assistance to Thailand and the vigorous war of words between Mahathir and the international investors he accuses of destabilising the region's economies. And, perhaps understandably as Hong Kong is host to the meeting, the focus was largely on the Asian region.

Wolfensohn again called for a new approach by the World Bank. Despite east Asia's economic miracle, he pointed out, inequalities between urban and rural areas and between the skilled and unskilled were widespread.

And he sketched a similar pattern in other parts of the world, a pattern he described as "the tragedy of exclusion".

Wolfensohn's speech underscored the World Bank's own soul searching. In the post cold war world, the World Bank had to circumvent its own charter restrictions on dealing with anyone but sovereign governments.

It realised that strict adherence to these strictures could lead to bank programmes foundering and failing to benefit the poor they were intended to help. Helping countries overcome the social problems of exclusion, Wolfensohn said, demanded more than simple economic development.

Financial markets, he said, were demanding more information disclosure and the world had seen how they made swift decisions on the quality and sustainability of government policies based on that information. And this was increasingly important in a world where private capital flows were significantly more important motors for development than official flows.

The link between good economic performance and open governance had to t be recognised, Wolfensohn said.

Irrespective of an individual country's political system, public decisions needed to be open to public scrutiny, not simply to please markets, but to build social consensus without which, Wolfensohn believed, even the best-conceived economic strategies would ultimately fail.

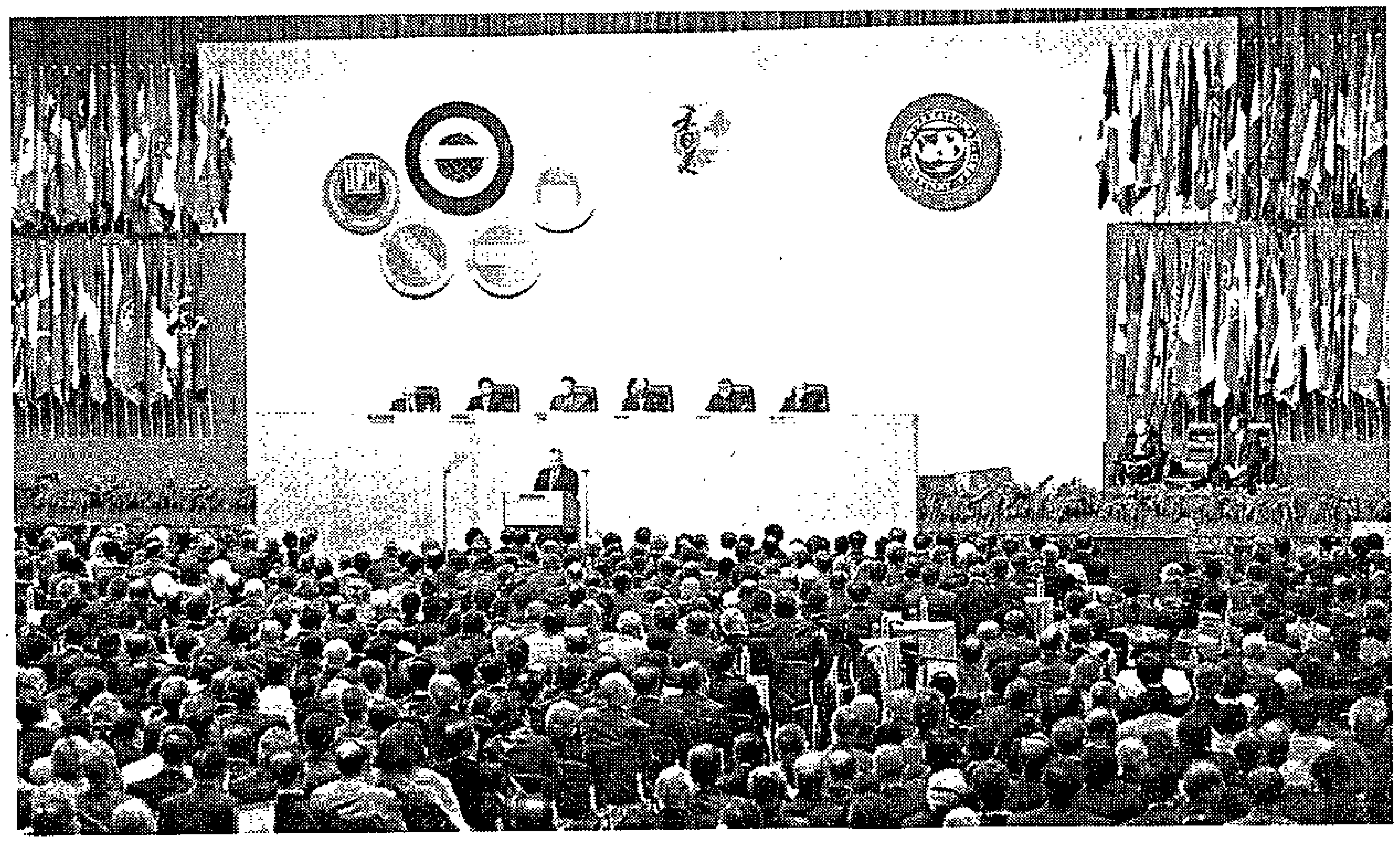
Wolfensohn dealt with widespread criticism of the World Bank and the manner it manages the projects it helps finance by saying they must be considered as national projects, not as World Bank projects or donor projects.

But he made clear the World Bank's view that more people would be lifted from poverty if the bank concentrated its assistance on countries with fitting policies of governance and openness. And while a goal of the bank was to support the fit, another was to make the unfit fit.

Wolfensohn's comments on corruption were harsh: "If a government is unwilling to take action despite the fact that the country's development objectives are undermined by corruption, then the bank group *must* curtail its level of support to that country.

"Corruption, by definition, is exclusive: it promotes the interests of the few over the many. We must fight it wherever we find it."

Camdessus echoed Wolfensohn, saying: "In all too many countries, poor governance and inefficient use of public resources perpetuate poverty and impede human development."



Delegates attend the opening of the joint annual meetings of the International Monetary Fund and the World Bank in Hong Kong. Picture: AP

He continued this theme when discussing the need for exercising good global citizenship when tapping global markets.

The IMF, Camdessus said, would help members increase the transparency of their economic policies as a means of making them less vulnerable to the brutal judgment of markets when economic problems were revealed.

The objective, Camdessus believed, was to foster the smooth operation of international markets and to encourage countries to remove controls to support drives towards sustainable macroeconomic policies, strong monetary and financial sectors, and lasting liberalisation. And he believed this would be facilitated if neighbours complemented IMF surveillance by mutual surveillance on a regional basis.

That emphasis on surveillance and compliance is in sharp contrast to the regional fund being proposed for Asia. And the differing emphases are central to the debate. Can politicians who have presided over the freedoms that rapid economic growth has helped create now relinquish the political controls that seem to stand in the way of further advance?

The thesis of globalisation is that the nation state's powers are waning and governments have to accept the disciplines of the markets. Mahathir represents one extreme, Soros another. In the middle, international agencies are engaged in an egg dance as they seek to define their own, new roles.

What should not be overlooked in all this is the fact that unbalanced economic growth in any country will almost certainly call for eventual adjustment.

Thailand is the latest to prove the point. Admittedly its economic growth has been spectacular, but this growth has been founded on rising investment in machines rather than on people and skills. The next phase has to be founded on working smarter, and that implies the need for major investment in development of the skills, services and institutions that underpin any successful economy.

And this is where the emphasis placed on governance by the World Bank and IMF will be crucial if the tragedy of exclusion is to be avoided.

Poor nations get little to bank on

ST 28/9/97 (356)

No rush to relieve the 33 African economies crippled by loans

JOHN CAVILL
London

FINANCE ministers from Africa's poorest and most indebted countries went home from the annual meetings of the International Monetary Fund and World Bank in Hong Kong with little solid comfort.

In spite of a powerful plea from the president of the World Bank, James Wolfensohn, about the need to tackle the "tragedy of exclusion" of the poor, there were no major advances in relieving the burden of foreign debt which cripples 33 African economies.

Wolfensohn wound up in Hong Kong by saying: "For us at the World Bank, the meetings have been excellent."

By that he meant the World Bank has been able to emphasise the urgency of tackling poverty through sustained growth — without which the number of people existing on less than $2 a day could rise from three to five billion in 30 years.

However, there was no general follow-up by major creditor nations — to which sub-Saharan Africa owes $235-billion — to the "Mauritius mandate" announced to Commonwealth finance ministers by Gordon Brown, the British Chancellor of the Exchequer, before the Hong Kong meetings.

Brown said Britain would write off aid loans worth $212-million to Commonwealth nations which fall within the definition of "heavily indebted poorer countries".

He also urged accelerating a joint initiative launched a year ago by the World Bank and IMF.

The initiative, designed to reward economies which introduce reforms, is aimed at reducing to a sustainable level the financial burdens of 75 percent of the debtor nations.

Brown urged other wealthy countries to follow suit and repeated Britain's call for the IMF to sell part of its gold reserves to help fund debt relief — a plan Germany continues to veto.

In return, any future credits to the indebted countries would be made only if they were to support "productive" investment to ensure "insupportable debt burdens" never recurred.

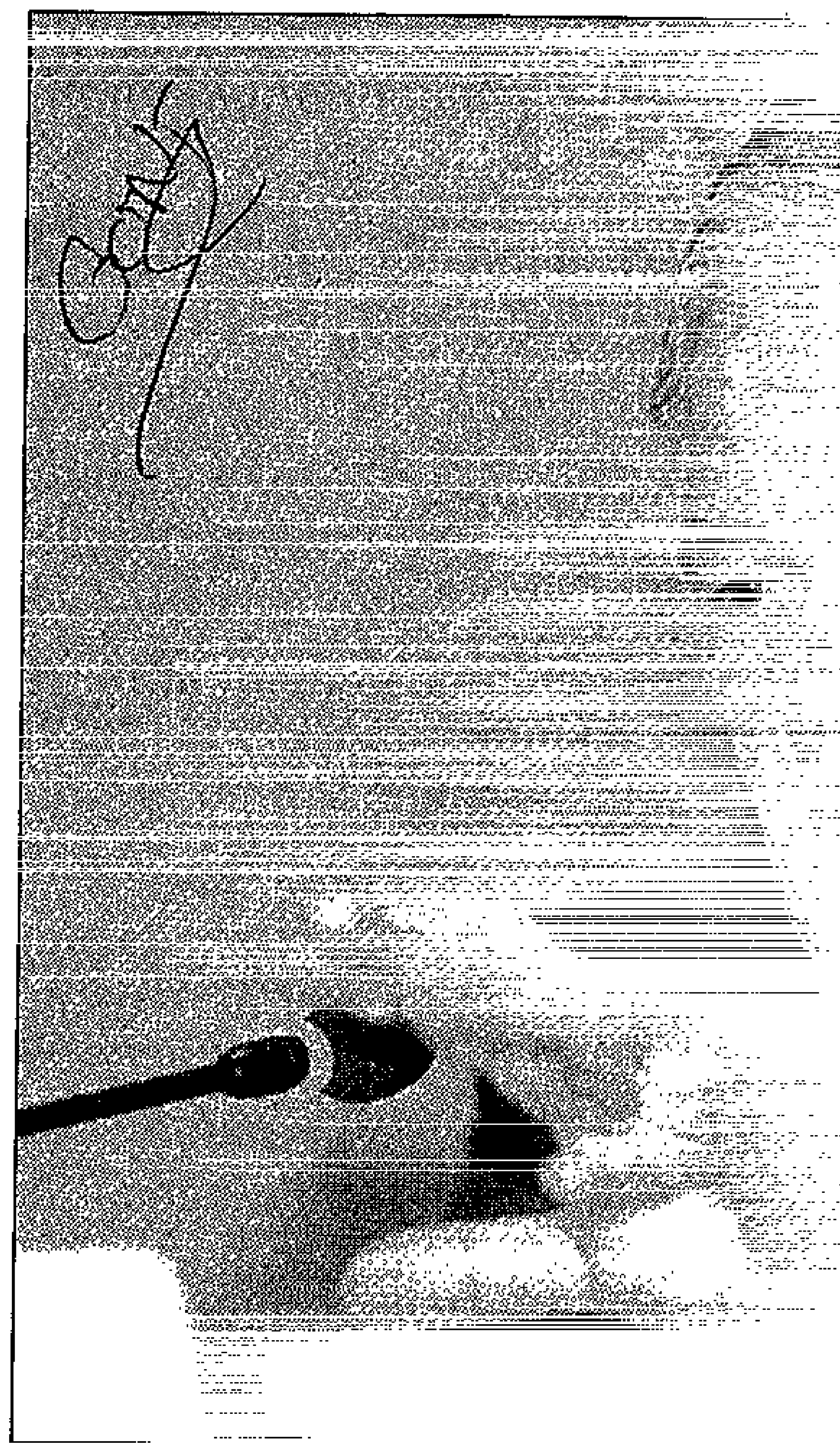
But there didn't seem to be a rush to sign up for the trust fund started to pay for debtor relief, for which the World Bank has promised $2-billion.

Wolfensohn gratefully reported new donors — Indonesia was the first developing economy to contribute (with $10-million) while Belgium, Portugal and Sweden have also pledged money.

He said: "I hope others follow suit. It is essential — we must get rid of this debt overhang."

However, the money falls a long way short. Relief is opposed by Germany, Japan and Italy because they fear it will send the wrong signals to the debtor nations.

Michael Camdessus, the managing director of the IMF, gloomily said: "A major piece of our financial architecture is missing. We still need more funding."



MONEY MAN: The president of the World Bank, James Wolfensohn, at the meetings in Hong Kong

Picture: AP

'The number of people surviving on less than $2 a day could rise from three to five billion in 30 years'

Adding to the debtor problem was a lack of money for the IMF's Enhanced Structural Adjustment Facility. The facility provides loans to help tide over countries which implement market reforms and cut budget deficits and wasteful spending.

The process of dealing with debtor nations also came in for criticism from African ministers.

Apart from South Africa, most sub-Saharan nations were among the world's most "excluded".

Last year, the flow of private capital to the region doubled to nearly $12-billion, but more than half of that came to South Africa.

Only $2,6-billion was in direct investment as opposed to loans and portfolio buying. Of the $245-billion invested in all emerging economies, Africa's share was a miserable 3,8 percent — the lowest since 1980.

Part of the reason, despite improved growth in 1996 of five percent (from 3,4 percent) — thanks to better economic management — has been the deterrent effect of foreign debts.

These have ranged as high as 450 percent of total economic output in the case of Mozambique and the Ivory Coast, which would be difficult to reduce even with the most optimistic economic performances.

And there is no quick way for debtor nations to qualify for relief. So far, only Uganda has cleared the threshold.

After a revolution in economic policy and a recovery which has seen incomes per capita since 1992 rising at eight percent a year, Uganda will get help next year — $338-million of its loans will be written off.

The rules require heavily indebted countries to show a three-year record of implementing market reforms and meeting other standards — such as the elimination of corruption — before being allowed to join the list of eligible candidates.

The countries then have to wait another three years for the relief, during which time they are allowed to borrow more money.

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Israeli war games on West Bank

AELI forces are training with tanks l helicopters around the Jewish settlements near the West Bank town of in in what appears as preparation for ossible war with the Palestinians.

Although officials have declined to ovide details of the war games, witsses say the exercises included "reonquering" of autonomous zones, dealing with riots that could degenerate into battles with the Palestinian police, and defending isolated Jewish settlements against the Palestinians.

Israeli commanders are understood to be concerned that they would suffer heavy casualties in an all-out confrontation with the Palestinians. — © *The Telegraph, London*